



इन्द्रधनुष

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V.V. Giri Memorial Award 2011

The V.V. Giri Memorial Award 2011 was conferred by **Shri Mallikarjun Kharge, Hon'ble Union Minister for Labour and Employment** on **Prof. Utsa Patnaik**, renowned economist and scholar of Jawaharlal Nehru University. This Award has been instituted by V.V. Giri National Labour Institute, an autonomous body of the Ministry of Labour and Employment, Government of India, as a mark of respect and remembrance to the invaluable contributions made by Late Shri V.V.Giri, the former President of India and a pioneer of labour movement. The Award which includes Rs 1 lakh and a citation recognises the excellence in labour research. The theme for the V.V. Giri Memorial Award 2011 was policy-oriented research on agrarian relations and rural labour.



Prof. Utsa Patnaik, the recipient of the 2011 Award is an internationally acclaimed economist and scholar who has rendered invaluable contributions in the field of labour and development studies through her prolific writings on the political economy of development, capitalism and agrarian relations. Her work has been instrumental in influencing various pro-poor policies in India. Prof. Patnaik has critically analysed the role of market centered agricultural production and strongly argued for the promotion of labour-intensive small-scale production, which ensures sustainable agrarian development. She has emphasised the need to provide poor households with greater access to land and other productive assets as also the necessity of enhancing public investment in rural development. As an outstanding teacher, she has encouraged a generation of young social scientists to undertake rigorous academic and policy oriented research on different dimensions of agrarian relations and rural labour.

Speaking on the occasion, Shri Mallikarjun Kharge, paid rich tribute to Late Shri V.V. Giri, the former President of India, for his outstanding contributions towards shaping labour policy in India. In his address he noted that the theme on agrarian relations and rural labour of the V.V. Giri Memorial Award was aptly chosen, as the present Government is committed to address this issue and ensure that agriculture sector records much higher growth so that it contributes to the overall objective of inclusive growth. He said that Prof. Patnaik's research and writings have contributed significantly in the formulation of development policies in India, especially those addressing the needs of the disadvantaged sections of the society. He further mentioned that the present government is committed to enhance the productivity and income levels of those engaged in agriculture by providing agricultural credit to small and marginal farmers. Moreover, efforts have also been made to expand skill base in backward regions. He reiterated the need for systematic research for initiating sustainable Government policies and desired that V.V. Giri National Labour Institute will provide the leadership to promote such labour research. The award function was well attended by scholars; representatives from the government, trade unions and employers' associations and the media.

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Inaugural Address on the occasion of V.V. Giri Memorial Award, 2011 by Shri Mallikarjun Kharge, Hon'ble Union Labour and Employment Minister

I consider it as a great honour to be present here on this historic occasion to confer the V.V. Giri Memorial Award 2011.



Shri V.P. Yajurvedi, Director General, VVGnLI welcoming Shri Mallikarjun Kharge, Hon'ble Union Labour and Employment Minister

This is an occasion for each one of us to pay our respect and tribute to Late Shri V.V. Giri, the former President of India, who made exceptional contributions towards designing and evolving labour policy in India. Shri V.V. Giri was an outstanding social activist and a renowned and acclaimed labour leader. He was a pioneer in the trade union movement. He actively championed the cause of labour at a time when the trade union movement in this country was in its infancy and when the bargaining power of the labour was weak. The trade union movement in our country was closely intertwined with the freedom movement. Several leaders were common to both these movements and Shri V.V. Giri was one of the prominent among them. He led and participated in several workers' struggles and was responsible for giving shape to

the various labour laws which ensured the rights of workers.

I am happy that V.V. Giri Memorial Award, 2011 is being conferred on Prof. Utsa Patnaik of the Jawaharlal Nehru University for her contributions in understanding issues related to agrarian relations and rural labour. Prof. Patnaik's research and writings have contributed significantly in the formulation of development policies in India, especially those addressing the needs of the disadvantaged sections of the society.

Issues related to agrarian relations assume paramount significance in India as agriculture continues to be the single most important source of livelihood for the masses. As per the latest National Sample Survey estimates, nearly 53% of workers are engaged in agriculture. However, the share of agriculture in real gross domestic product has fallen over a period, given its lower growth rate relative to industry and services. What is of concern is that the growth in agricultural sector has quite often fallen short of the plan targets. The present Government is committed to address this issue and ensure that agriculture sector records much higher growth so that it contributes to the overall objective of inclusive growth. In fact, the Approach Paper to the 12th Five Year Plan emphasizes the need to "re-double our efforts to ensure that 4 percent average growth in agriculture is achieved during the 12th plan".



Lighting of the lamp

It is well recognized that one of the central issues related to agriculture sector in India is the inequitable distribution of agricultural land and other productive resources. A majority of agricultural farmers are either working on small holdings of land or are landless casual labourers. Such a situation has contributed to low productivity and hence low income



Shri Mallikarjun Kharge, Hon'ble Union Labour and Employment Minister delivering the Presidential address on the occasion of the Award ceremony

for a large number of agricultural workers. Our policies are based on the fundamental premise that an integrated approach, spanning agricultural research and development, dissemination of technology and provision of agricultural inputs such as quality seeds, fertilizers and irrigation, would help to achieve higher levels of productivity.

Another critical issue relates to the availability of formal sources of agricultural credit to the small and marginal farmers. Several reports and studies have noted that the access of small and marginal farmers to formal credit is still inadequate. The present Government has taken a number of steps like interest subvention to those farmers who repaid their short term crop loans as per schedule, Kissan Credit Cards, revival package for short term cooperative credit structure and so on to ensure additional flow of agricultural credit to the small and marginal farmers.

It is equally important that we recognise the need to transfer workers from low productivity agricultural activities to rural non-farm activities. One of the pre-requisites in this regard is the need to expand the skill base in rural India. The Government of India is committed to this endeavour and has initiated a number of steps to expand skill base in backward regions.

I am of the firm conviction that the Government policies and initiatives become much more sustainable if they are backed by systematic research. Apart from identifying the key areas where prioritised interventions are needed, it is critical that we undertake systematic evaluation of the various Government initiatives so that the strengths of such initiatives can be consolidated and limitations overcome.

It is also important that such research activities are grounded on strong theoretical foundations and are essentially people centric. It is in this regard that contributions of scholars

like Prof. Utsa Patnaik assume paramount significance. I am confident that researchers like Prof. Utsa Patnaik and several others will continue to contribute to this endeavour by undertaking more and more systematic research addressing the needs of the agricultural and rural workers. I sincerely hope the V.V. Giri National Labour Institute will provide the leadership to promote such labour research.

In fact, the role and relevance of V.V. Giri National Labour Institute assume greater significance today due to the rapid transformations taking place in the world of labour. It is important that systematic and sound research be carried out to understand the nature and characteristics of the emerging labour landscape. Likewise, it is critical that all the concerned social partners are provided with necessary training in order to respond to the emerging opportunities and challenges. Such activities must be undertaken in the best professional manner possible so that we can develop the Institute as an internationally acclaimed centre of excellence in research, training and education related to labour. In fact, I am very happy to inform this august gathering that the Government of India has recently approved the signing of a formal MOU between V. V. Giri National Labour Institute and



A view of the V.V. Giri Memorial Award Function in progress

the International Training Centre of the ILO, with a view to evolve VVGNI as a regional centre in South Asia.

Let me also take this opportunity to remember the selfless contributions that exemplary leaders like Shri V.V. Giri have made to make India one of the most vibrant democracies and fastest growing nations in the world.

Let us cherish the contributions of such nation builders and emulate their principles and practices.

I wish each one of you the very best in your professional endeavours.

Jai Hind

RESEARCH CENTRES

Centre for Labour Market Studies

The research activities at the V.V. Giri National Labour Institute are carried out under the aegis of different research centers. The Centre for Labour Market Studies, one of such research centers, is committed to undertake research analyzing the ongoing transformations in the labour market. The research activities aim at providing policy directions for improving the labour market outcomes. The current research activities of the Centre focus on the following core areas:

- Employment and Unemployment
- Migration and Development
- Skill Development
- Informal Sector and Decent Work

Major Research Projects completed/initiated recently include:

- Skill Profiling and Skill Certification in the context of Promoting Migration from India to Europe (commissioned by International Organization for Migration and Ministry of Overseas Indian Affairs, Government of India)
- Global Slowdown and Export Sector in India: Impact on Production and Employment (commissioned by Ministry of Commerce and Industry, Government of India)
- Assessing the Need and Impact of Making National Floor Level Minimum Wages Statutory (study undertaken for Ministry of Labour and Employment, Government of India)
- Annual Report to the People on Employment, 2010 (study undertaken for Ministry of Labour and Employment, Government of India)
- Study on the Working Conditions of the Sanitation Workers in India (commissioned by Ministry of Social Justice and Empowerment, Government of India)
- Mid-term Evaluation of the Scheme of Upgradation of 1396 Government ITIs through Public Private Partnership (commissioned by Directorate General of Employment and Training, Ministry of Labour and Employment, Government of India)
- Skill Gap Analysis in Gulbarga Region of Karnataka (undertaken for Ministry of Labour and Employment, Government of India)

- Migration of Women Workers from South Asia to the Gulf (commissioned by UN Women)
- Second Annual Report to the People on Employment, 2011 (undertaken for Ministry of Labour and Employment, Government of India)
- Unemployment Insurance in India (commissioned by Korea Labour Institute, South Korea)
- Skill Mapping in Andaman and Nicobar Islands: Assessing Supply & Demand Gaps (commissioned by Andaman and Nicobar Administration)
- Evaluation Study of Coaching-cum-Guidance Centre for Tribes Scheduled Castes/Scheduled (commissioned by Directorate General of Employment and Training, Ministry of Labour and Employment, Government of India)
- Evaluation Study of Vocational Rehabilitation Centres for Handicapped (commissioned by Directorate General of Employment and Training, Ministry of Labour and Employment, Government of India)
- Low Skilled Labour Migration from India to the EU (commissioned by Indian Council of Overseas Employment, Ministry of Overseas Indian Affairs, Government of India)
- Third Annual Report to the People on Employment, 2012 (undertaken for Ministry of Labour and Employment, Government of India)

Research Advisory Group

The Research Advisory Group of the Centre comprises of the following Members:

- Prof. Ravi Srivastava, Jawaharlal Nehru University
- Dr. Arup Mitra, Institute of Economic Growth
- Dr. Praveen Jha, Jawaharlal Nehru University
- Dr. Archana Negi, Jawaharlal Nehru University
- Dr. K.P. Sunny, National Productivity Council

Centre Co-ordinators: Dr. S.K. Sasikumar, Senior Fellow & Dr. Rakhee Timothy, Associate Fellow

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TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Training Programme on Making Conciliation Effective (09-12 July, 2012)

A Training Programme on Making Conciliation Effective was held at VVGnLI from July 09-12, 2012. The objectives of this training programme were: (i) to develop understanding on the contemporary industrial relations scenario; (ii) to facilitate a better understanding of the nature of issues for conciliation; (iii) to make critical analysis of the relevant case laws of industrial relations legislations pertaining to the conciliation process; (iv) to develop behavioural skills necessary for conciliation; (v) to



develop the skill for effective conciliation and drafting of memorandum of settlement and Failure of Conciliation (FOC) reports. The conciliation officers appointed as per provisions of Industrial Disputes Act, 1947 from Central Government and State Governments were the participants of this programme. There were 21 participants. **Dr. Onkar Sharma**, Fellow, was the Course Director.

Quasi Judicial Functions & Drafting of Speaking Order (17-18 July, 2012)

A Training Programme on Quasi Judicial Functions and Drafting of Speaking Order was held from July 17-18, 2012 at Kohima. The objectives of this training programme were: (i) to develop conceptual framework for discharging quasi-judicial functions in the context of present industrial relation/scenario; (ii) to discuss problems of quasi-judicial authorities; (iii) to appreciate emerging trends in labour laws and judicial interpretations; (iv) to have understanding of relevant areas of Constructual Law and Administrative Law; (v) to understand the principles of natural justice and their applications; (vi) to develop the skill of conducting of inspections under various labour laws. Fourteen government officials participated from Labour Department, Govt. of Nagaland. The programme was coordinated by **Dr. Onkar Sharma**, Fellow, VVGnLI.

Conducting of Inspections and Filing & Presentation of Cases in the Court of Law (19-20 July, 2012)

A two-day training programme on Conducting of Inspections and Filing and Presentation of Cases in the Court of Law was held from July 19-20, 2012 at Kohima. The objectives of this training programme were: (i) to develop skills for drafting of inspection report, prosecution proposal and complaint; (ii) to develop understanding of procedural laws such as law of evidence, CrPc, etc.;(iii) to appreciate conducting of court case; (iv) to develop the skill of drafting of speaking order. There were 21 officers as participants from the Labour Department, Govt. of Nagaland. **Dr. Onkar Sharma**, Fellow, was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Training Programme on Positive Attitude for Excellence at Work (16-19 July, 2012)

This training programme focussed on developing positive attitude, as it leads to increased productivity, teamwork, problem solving, loyalty, building harmony and congenial atmosphere, developing better relationships with employees and employers. Twenty one participants attended the programme. The participants were from Andhra Pradesh, Kerala, West Bengal, Maharashtra and Karnataka. The sessions in the programme were dealt by internal and external faculties. **Shri V.P. Yajurvedi**, Director General, delivered the Valedictory Address. **Dr. Poonam S. Chauhan**, Senior Fellow coordinated this programme.



Making Works Committee Effective (30 July -02 August, 2012)

A training programme on 'Making Works Committee Effective' was held from July 30 - August 02, 2012 at VVGNI. The objectives of this training programme were: (i) to understand the contemporary industrial relations scenario; (ii) to identify and deal with the specific difficulties in constituting and functioning of Works Committee; (iii) to acquire skills which help them to solve problems; (iv) to understand the case laws regarding constitution and functions of the Works Committee; (v) to appreciate the role of members of Works Committee in achieving its objectives. There were 31 participants comprising of Works Committee and Joint Consultative Machinery (JCM) Members. **Dr. Onkar Sharma**, Fellow, was the Course Director.



Training Programme on Contract Labour and Trade Unions (06-08 August, 2012)

A Training Programme on 'Contract Labour and Trade Unions' was held from August 6-8, 2012 at Ambekar Institute for Labour Studies (AILS), Mumbai. The objectives of this training programme were: (i) to develop understanding of labour laws and judicial pronouncements; (ii) to appreciate the role of trade unions in compliance and enforcement of labour laws; (iii) to develop the skill of organising of workers of the unorganized sector; (iv) to develop understanding of current industrial relations scenario. Twenty one participants comprising of trade union leaders attended this programme. **Dr. Onkar Sharma**, Fellow, VVGNI coordinated the programme.

Conducting of Disciplinary Enquiry (27-31 August, 2012)

A five day training programme on 'Conducting of Disciplinary Enquiry' was held from 27-31 August, 2012 in Darjeeling. The objectives of this training programme were: (i) to identify factors affecting discipline in the industry in order to prevent indiscipline; (ii) to understand implications of the principles of natural justice; (iii) to unravel the procedural tangles of disciplinary enquiry; (iv) to develop insight into the role of Enquiry Officer/Presenting Officer/Defence Asstt. during the course of enquiry; (v) to appreciate Judicial Pronouncements and relevant Laws; (vi) to understand the recent amendments of labour laws; (vii) to understand the contemporary Industrial Relation scenario. Fourteen Participants attended this training programme which included Personnel Managers/Officers, Enquiry Officers, Presenting Officers, Disciplinary Authorities and other officers involved in handling domestic enquiry matters along with trade union leaders. **Dr. Onkar Sharma**, Fellow, VVGNI was the coordinator of the programme.

CAPACITY BUILDING PROGRAMMES (CBP)

Training Programme on Migration and Development (02-05 July, 2012)

Issues pertaining to migration, especially its implications for development have assumed centrality in development discourse all over the world. It is particularly significant for a country like India where millions of people move from one region to another, both nationally and internationally, in search of livelihoods. Several research studies on internal migration in India have highlighted the difficult and exploitative conditions under which migrant workers are required to work. There is



a lot of emphasis presently being given to analyse migration from a rights based framework. One of the major problems encountered by policy makers and enforcement officials associated with migration relates to the

absence of adequate and reliable information on migration. It is very well acknowledged that the major data sources like Census and NSSO that provide data on migration under estimate migrants in a significant way. Even in the case of international migration, there is almost complete absence of reliable data that could be used for improving the policy options on migration. There is thus a need for undertaking systematic and rigorous research on migration, especially those based on primary surveys with an inter-disciplinary frame work.

It is in this context that the V. V. Giri National Labour Institute, which has been engaged in research pertaining to both internal and international migration, decided to launch this Training Programme on Migration and Development. The specific objectives of the programme were: (i) Understand the concepts and theories relating to migration; (ii) Examine the emerging trends and patterns in migration in a globalizing economy; (iii) Discuss key components of contemporary migration policies; and (iv) Analyse developmental potential of migration. The programme was attended by 21 participants involved with research and policy pertaining to migration from different parts of the country. The programme was inaugurated by Prof. Ravi Srivastava of the Jawaharlal Nehru University. **Dr. Amita Shah**, Director, Gujarat Institute of Development Research, Ahmedabad delivered the Valedictory Address. A Special Lecture by Dr. Kathryn Lum of European University Institute, Italy was also organized during this training programme. **Dr. S.K. Sasikumar**, Senior Fellow and **Dr. Rakhee Timothy**, Associate Fellow were the Course Directors.

Empowering Rural Women Organisers (23-27 July, 2012)

V.V. Giri National Labour Institute organised a Training Programme on Empowering Rural Women Organisers during July 23-27, 2012. The objectives of the Training Programme were: (i) to develop understanding of rural society and economic relations; (ii) discuss the issue of empowerment for women; (iii) to develop skills for enhancing leadership potential; and (iv) to acquaint with labour laws in relation to women workers. The Training programme was attended by 29 participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Developing Leadership Skills of Plantation Sector (30 July -3 August, 2012)

This training programme on Developing Leadership Skills of Plantation Sector was held at VVGNI from 30 July - 3 August 2012. The objectives of this training programme were: (i) to develop skills and techniques of effective organisation building; (ii) to foster skills of effective leadership; (iii) to acquaint the participants with the socio-economic and political changes in a globalised economy; (iv) to impart knowledge about labour laws, development programmes and schemes. This programme was attended by nine participants from the state of Manipur representing AITUC and Aaganwadi workers organisation. **Shri V.P.**



Yajurvedi, Director General, delivered the valedictory address and distributed certificates to the participants. **Dr. Rinju Rasaily**, Associate Fellow was the Course Director.

Training Programme on Strengthening Leadership Skills of Trade Union Leaders/ Organisers of Beedi Workers (31 July–03 August, 2012)

In India there are more than five million beedi workers involved in the beedi industry. The workers are mostly concentrated in the rural areas, where majority of them work on a contractual basis from their homes, for a meager payment. Many of the workers are women. Keeping this in mind the above programme was organised. The core objective of the programme was to strengthen the leadership skills among the participants and make them aware about the labour laws and programmes/schemes for them. In all, 33 participants participated in the programme. The participants were from West Bengal, Tamil Nadu, Andhra Pradesh, Uttar Pradesh, Odisha, Madhya Pradesh, Bihar and Rajasthan. **Dr. Poonam S. Chauhan**, Senior Fellow coordinated this programme.



Training Programme on Gender, Poverty and Employment (06-09 August, 2012)

V.V. Giri National Labour Institute organised a Training Programme on Gender, Poverty and Employment during 6-9 August, 2012. The objectives of the Training Programme were: (i) to examine the inter-linkages between gender, poverty and employment; (ii) to design, implement and assess gender-sensitive antipoverty and employment programmes; (iii) and to integrate gender and decent work perspective into national and international policy agendas on poverty reduction. The training programme was attended by 26 participants. **Dr. Shashi Bala**, Fellow was the Course Director.



Training Programme on Leadership Development Programme for Rural Trade Union Leaders (13-17 August, 2012)

The training programme was conducted during August 13-17, 2012 at V.V. Giri National Labour Institute. Thirty Seven Trade Union Leaders from Central Trade Unions (CTUs) participated in this training programme from Delhi, West Bengal, Uttar Pradesh, Assam, Manipur, Odisha, Bihar, Gujarat and Madhya Pradesh. The objectives of this programme were: (i) to provide an overview of the issues in the rural unorganised sector in India; (ii) to develop/ sharpen skills of trade union leaders; (iii) to create an awareness about legal rights and provisions; (iv) to provide insights into dynamics of interpersonal and intergroup relationships; (v) to discuss various issues and aspects related to organization building;



(iv) to make the rural workers aware about unionization process in the rural unorganised sector; (vii) to help in locating the resources at the micro and macro level; (viii) to make them aware about the policies and programmes relating to poverty alleviation, social security and skill development. **Shri V.P. Yajurvedi**, Director General addressed the valedictory session and distributed certificates to the participants. The programme was coordinated by **Shri P. Amitav Khuntia**, Associate Fellow.

Rural Labour Camp for MGNREGA and Other Rural Labour (August 23-26, 2012)

Under the project titled: *“Developing Effective Strategies and Techniques for creating Awareness and Organization for Development of Rural Workers in India: An Action Research Project”* a rural labour camp for MGNREGA and other rural labour was organized in Bhandar block of Datia district, Madhya Pradesh, from August 23-26, 2012. Forty two participants participated in the programme from three districts namely Datia, Jalaun and Bhind. The major objective of the programme was to make the trainees aware about MGNREGA and other schemes and to develop organisation among them. At the end of the camp, three organizations emerged i.e. ‘*Bundelkhand Majdoor Union*’ by male participants, ‘*Laxmibai Mahila Sanghtan*’ by women participants and ‘*Bundelkhand Yuva Manch*’ by younger participants. All the three organizations are actively organising rural labour. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Developing Skill Development Strategies for Women Workers in the Informal Economy (27-31 August, 2012)

V.V. Giri National Labour Institute organised a Training Programme on Developing Skill Development Strategies for Women Workers in the Informal Economy during 27-31 August, 2012. The objectives of the training programme were: (i) to discuss the nature and characteristics of the informal economy; (ii) to situate the importance of skill development in the functioning of informal economy; (iii) to share the experiences of various social partners in skill development and training; (iv) to discuss appropriate strategies for skill development in the informal sector occupations. The training programme was attended by 14 participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Training Programme on Enhancing Leadership Skills of Trade Unions Leaders from Transport Sector (27-31 August, 2012)

This programme was participated by 16 transport worker organisers, from Assam, Madhya Pradesh, Rajasthan and West Bengal. The major objective of the programme was to enhance the capacity of the participants and instill leadership skills in them. The specific objectives were: (i) to enhance inter-personal communication; (ii) to discuss the legal protection in various labour legislations; (iii) to familiarize on the various aspects of welfare funds. The training inputs were designed on the basis of these objectives. **Shri V.P. Yajurvedi**, Director General delivered the valedictory address and distributed certificates to the participants. **Dr. Poonam S. Chauhan**, Senior Fellow coordinated this programme.

CHILD LABOUR PROGRAMME (CLP)

Orientation Training Workshop on Child Labour Bonded Labour and Women Labour (23- 24 August, 2012)

Sponsored by the UNICEF, the Orientation Training Workshop on Child Labour, Bonded Labour and Women Labour was conducted during 23rd and 24th August, 2012. The objective of the programme was to orient the participants on conducting research studies, surveys and documenting success stories. The training workshop was attended by the faculty members from different Universities of Uttar Pradesh namely V.B.S. Purvanchal University, C.S.J.M. University, Dr. Shakuntla Misra University, Dr. R.M.L. Avadh University, Teerthanker Mahaveer University, Bundelkhand University Jhansi, Lucknow University, University of Allahabad, Amity University, Aligarh Muslim University and MJP Rohilkhand University. The programme was conducted by **Dr. Helen R. Sekar**, Senior Fellow.



RESEARCH METHODS PROGRAMMES (RMP)

Course on Qualitative Methods in Labour Research (2-13 July, 2012)

The 'Course on Qualitative Methods in Labour Research' was conducted during 2-13, 2012 at the Institute's campus. The programme was organised with the objective of developing the capacities of young research scholars and faculty members in colleges, universities and research institutions to undertake labour research using qualitative research method. The specific objectives of the programme were: (i) to address various concepts and theories related to labour; (ii) to familiarize the participants with the various epistemologies or schools of thought in qualitative research; (iii) to equip participants with the understanding and applicability of various qualitative methods; (iv) to analyse and



interpret qualitative data. The Course was attended by eighteen participants from different universities and research institutions of India. Prof. Ravi Srivastava from Jawaharlal Nehru University inaugurated the Course. Besides the faculty members of the Institute, faculty members from Jawaharlal Nehru University, University of Delhi, Jamia Milia Islamia and reputed research Institutes took sessions. The Course Director of the Programme was **Dr. Ruma Ghosh**, Fellow, VVGNI.

Course on Research Methods in Labour Economics (6-24 August, 2012)

The programme aimed to improve the capacity of young researchers and faculty members in colleges, universities and research institutions to undertake rigorous research on labour and employment related issues. The specific objectives of the programme were: (i) to understand various concepts and theories related to labour; (ii) to provide deeper understanding on the emerging issues in employment and labour in the context of globalisation; (iii) to equip participants with various research methods in labour studies and; (iv) to familiarise participants on major



data sources and statistical packages used in labour research. The training programme was attended by 22 participants from various universities and research institutes in India. **Shri Anoop Kumar Satpathy**, Fellow & **Dr. Rakhee Timothy**, Associate Fellow coordinated the programme.

NORTH-EASTERN STATES PROGRAMMES (NESP)

Course on Research Methods in Labour Studies for Researchers from North Eastern States of India (16-20 July, 2012)

The course on Research Methods in Labour Studies for Researchers from North Eastern States of India was organised from July 16-20, 2012. It provides an opportunity to the participants to go through a rigorous and interactive exercise on understanding various qualitative and quantitative methods and tools in labour research. It aims at capacity building of young researchers in the area of social research, giving special focus on labour studies. The objectives of the course are (i) to highlight various labour and employment issues; (ii) to equip participants with various qualitative and quantitative research tools used in labour research; (iii) to appraise the major sources of data on labour; (iv) to familiarise with major qualitative and quantitative software packages used in labour research. There were 13 participants representing three North Eastern States of India viz., Assam, Manipur and Sikkim. The different sessions of the course were conducted by both internal faculties of the Institute as well as external resource persons. The course coordinator was **Mr. Otojit Kshetrimayum**, Associate Fellow.

INTERNATIONAL TRAINING PROGRAMMES

International Training Programme on Leadership Development and Labour Administration for Officials of Government of Afghanistan (2–13 July, 2012)

The issue of leadership has been a concern in all organizations, industries, institutions and social and political sphere of different countries. Effective leadership leads to higher productivity and healthy team work. Keeping



this in mind, this training programme has been designed by the Institute. The overall objective of the programme was to enthuse the participants with leadership skills and orient them toward good labour administration system, labour laws and implementation of laws. This programme was exclusively for officials of Afghanistan, sponsored by UNDP. It was participated by 30 participants. **Shri V.P. Yajurvedi**, Director General, inaugurated the programme. **Ms. Chitra Chopra**, Former Secretary, Government of India was the chief guest at the valedictory session. The participants expressed their satisfaction towards the programme and requested for more number of programmes, especially for officials of Afghanistan. **Dr. Poonam**

Chauhan, Senior Fellow and **Dr. Sanjay Upadhyaya**, Fellow were the Course Directors of this programme.

International Training Programme on Skill Development and Employment Generation for the Government Officials from Afghanistan (27 August-07 September, 2012)

The International Training Programme on Skill Development and Employment Generation for the Government Officials from Afghanistan was organised from August 27 – September 7, 2012. The major objectives of this training programme were to: (i) to understand the linkages between vocational education and skill training with growth and employment, (ii) to acquire knowledge about the vocational education and training systems and about its various components; (iii) to understand the challenge of employment generation and designing appropriate skill development policies to meet these challenges. The programme was part of the MoU between the Ministry of Labour and Employment (MoLE), Government of India and the Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD), Government of the Islamic Republic of Afghanistan (GIRA), in order to enhance the capacity of Afghanistan Officials. This training



programme was attended by 28 officials from the Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD), Government of the Islamic Republic of Afghanistan (GIRA). Both the internal faculties of the Institute and resource persons from ILO, GIZ, DGET, Ernst & Young, SEWA, NSDC, ISID, Fortune Institute of Management conducted various sessions related to skill development. In the valedictory session of the programme, **Shri V.P. Yajurvedi**, Director General of the Institute distributed certificates to the participants. The Course Directors of the programme were **Shri Anoop Kumar Satpathy** and **Shri Otojit Kshetrimayum**.

OTHER IMPORTANT ACTIVITIES

Visit of Delegation from Central Institute for Economic Management (CIEM), Ministry of Planning and Investment, Government of Vietnam, July 30, 2012

A delegation from Central Institute for Economic Management (CIEM), Ministry of Planning and Investment, Government of Vietnam visited VVGnLI on 30th July 2012. The delegation was headed by Dr. Le Xuan Ba, President, (CIEM), Ministry of Planning and Investment, Government of Vietnam. Other members of the delegation were Dr. Nguyen Manh Hai, Deputy Director of Department for Public Service Polices, CIEM; Dr. Dang Thi Thu Hoai, Deputy Director of Department for Public Service Polices, CIEM; Dr. Nguyen Trong Len Deputy Director, Department of Planning and Investment of Quangninh Province and others. The Director General, **Shri V.P. Yajurvedi**, in his Opening Address welcomed the delegation from Vietnam. All Faculty members and Officers of VVGnLI were present during this visit. Interactive discussions on areas of research and training were held between both the institutes. The Director General elucidated the delegates about VVGnLI's activities and welcomed institutional collaborative endeavours in enriching research on issues of labour and employment. **Shri Anoop Sathpathy**, Fellow coordinated the visit and other related activities.



Shri V.P. Yajurvedi, Director General, VVGnLI handing over a set of VVGnLI publications to Dr. Le Xuan Ba, President, CIEM.

PROFESSIONAL ENGAGEMENTS

Professional Engagements of the Director General

- Attended a meeting of Parliamentary Consultative Committee of the Ministry of Labour & Employment held at Parliament House Annexe to discuss the matter relating to “Ratification of ILO Conventions by India” on August 07, 2012.
- Attended a meeting of Rajbhasha Salahkar Samiti held under the Chairmanship of Hon’ble Union Minister for Labour & Employment at Ministry of Labour & Employment on August 23, 2012.

Professional Engagements of the Faculty Members

Dr. Helen R. Sekar, Senior Fellow

- Attended the meeting of the Task Force on 9th August, 2012 which has been constituted by Ministry of Labour & Employment, Government of India, to review the existing National Child Labour Project (NCLP) scheme and to consider the suggestions and recommendations of the Working Group of National Advisory Council on Social Protection on Abolition of Child Labour.

Dr. Ruma Ghosh, Fellow, VVGNI

- Attended a ‘RSBY Evaluation Workshop’ conducted by GIZ on 3rd July, 2012.

Dr. Shashi Bala, Fellow

- Made presentation on “**Implementation of Maternity Benefit Act**” in **National Tripartite Workshop on Maternity Protection in Lucknow**, 30-31 August, 2012 organised by International Labour Organisation (ILO), New Delhi.

Shri Otojit Kshetrimayum, Associate Fellow

- Attended a one day workshop on **Approach to Labour Market Information System** organised by National Skill Development Corporation (NSDC) on 19th July, 2012 at New Delhi.

N.R. De Resource Centre on Labour Information

N. R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation Centre in the area of labour studies in the country. The Centre was renamed in memory of late (Shri) Nitish R. De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The Centre is fully computerized and offers the following services and products to its users.

1. Physical Achievement

Books – The library has acquired 163 books/reports/bound volumes of journals during April 2011 to March 2012, thereby enlarging the stock of books/reports/bound volume of journals etc. to 63934.

Journals – The library regularly subscribed to 194 professional journals, magazines and newspapers in printed and electronic forms during period.

2. Service

The library is constitutionally maintaining the following services to users populations

- Selective Dissemination of Information (SDI)
- Current Awareness Service
- Bibliographical Service
- On-line Search
- Article indexing of Journals
- Newspaper Article clippings
- Micro-fiche search and printing
- Reprographic Service
- CD-ROM Search
- Audio/Visual Service
- Current Content Service
- Article Alert Service
- Lending Service
- Inter-Library Loan service

3. Products

The library provides following products in printed forms to users populations:

- Guide to periodical literature—Quarterly in-house publication providing bibliographical information of articles from over 175 selected journals/magazine
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI,
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines,
- Current Content Service - Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service hosted on the Institute's web site for public access.

4. Maintenance of specialize resource centre

The following three specialized resource centre have been created and maintained for reference purpose;

- i) National Resource Centre on Child Labour
- ii) National Resource Centre on Gender Studies
- iii) National Resource on HIV/AIDS

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