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INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Code on Wages, 2019: Universalisation of Minimum Wages for all Workers

The Code on Wages (CoW) Bill 2019, which is first in a series of four labour codes proposed in the government's labour reform initiative received assent of the President on August 8, 2019. The CoW, 2019 has amalgamated, simplified and rationalized relevant provisions of the following four central labour enactments relating to wages, namely: (a) the Payment of Wages Act, 1936; (b) the Minimum Wages Act, 1948; (c) the Payment of Bonus Act, 1965; and (d) the Equal Remuneration Act, 1976. The CoW provides for all essential elements relating to wages, equal remuneration, its payment and bonus. The overall objective of the CoW is to facilitate better implementation and effective enforcement without compromising on the basic concepts of welfare and benefits to workers.

Some of the salient features of the CoW, 2019, *inter alia*, are as follows:- (a) provisions relating to wages shall be applicable to all employments covering both organised and un-organised sectors; (b) power to fix minimum wages continues to be vested in the Central and State Government as per their respective sphere; (c) enables appropriate Government to determine and fix minimum wages for different category of employees taking into account skills, arduousness of work, geographical location and other aspects; (d) provisions relating to timely payment of wages and authorised deductions from wages have been made applicable to all employees irrespective of wage ceiling; (e) provides for payment of wages to employees also through cheque or digital or electronic mode or by crediting to the bank account; (f) provides for floor wage for different geographical areas so as to ensure that no State Government fixes the minimum wage below the floor wage; (g) in order to remove arbitrariness and malpractices in inspection, it empowers appropriate Government to appoint Inspectors-cum-Facilitators, who would supply information and advice to employers and workers; (h) empowers appropriate Government to determine ceiling of wage limit for the purpose of eligibility and calculation of bonus; (i) enables the appropriate Government to establish an appellate authority to hear appeals for speedy, cheaper and efficient redressal of grievances and settlement of claims; (j) provides for graded penalty for different types of contraventions of the provisions of the code; (k) provides that where a claim has been filed for non-payment of remuneration or bonus or less payment of wages or bonus, the burden shall be on the employer to prove that the said dues have been paid to the employee; (l) enables the appropriate Government to constitute Advisory Boards at Central and State level to advice, on matters relating to wages, women employment, etc.

In short, the provisions of the CoW are balanced – while on the one hand, by universalizing the minimum wages, it promotes equity, on the other, by facilitating ease of compliance, it promotes setting up of more enterprises thereby catalyzing creation of more employment opportunities.

Silent Features of CoW and Impact

Workers:

- Legal right of getting wage not less than minimum wage to all 50 crore workers
- Timely payment to all, irrespective of wage limit
- A Floor Wage below which minimum wage can't be fixed by State

Employers:

- Hassle free compliance – online one register, one form and one return
- Simple clear uniform definition of wage – reduced compliance costs

Impact:

- Universalizes the legal right to get wages not less than minimum wages & timely payment of wages to all workers of all sectors.
- Introduces the concept of National Minimum Floor Wage to check regional disparity in minimum wages.
- Reduces the existing number of minimum wages for effective enforcement.
- Uniform definition of wages.
- Transparent, accountable and jurisdiction-free web-based inspection system.



SPECIAL EVENTS

Plantation Drive to Commemorate the 150th Birth Anniversary of Mahatma Gandhi (18 July, 2019)

On the eve of 150th birth anniversary of Late (Shri) Mahatma Gandhi, Father of Nation the V.V. Giri National Labour Institute organized a massive tree plantation at the Institute on 18 July, 2019. During the plantation drive, around 150 various types of saplings were planted in the Institute's campus. The plantation drive involved a participation of more than 150 people including employees and participants of various training programmes. On the occasion, **Dr. H. Srinivas**, Director General, VVGNI administered a pledge and highlighted on the various activities to be undertaken to commemorate the 150th birth anniversary of Mahatma Gandhi at the institute including the tree plantation drive.



Meeting of the Executive Council (24 July, 2019)

A meeting of the Executive Council of the V.V. Giri National Labour Institute (VVGNI) was held on 24th July, 2019 in the Main Committee Room of the Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi. **Shri Heeralal Samariya**, Chairman, Executive Council & Secretary, Ministry of Labour & Employment released five publications of the Institute on this occasion. **Dr. H. Srinivas**, Member Secretary, Executive Council and Director General, VVGNI welcomed all the new members and coordinated the meeting. The Executive Council discussed about the various professional activities undertaken by the Institute apart from the Annual Report and Annual Accounts for the year 2018-19. **Ms. Sibani Swain**, Additional Secretary & Financial Adviser; **Ms. Kalpana Rajsinghot**, Joint Secretary; **Shri B.P. Pant**, Advisor, Federation of Indian Chambers of Commerce and Industry; **Dr. G.P. Srivastava**, Chief Advisor, The Associated Chambers of Commerce and Industry of India; **Shri Sukumar Damle**, National Secretary, All India Trade Union Congress; and **Shri B. Surendran**, All India Organizing Secretary, Bhartiya Mazdoor Sangh, attended the meeting as Members of the Executive Council and Officers from the Ministry, Senior Faculty and Officers of VVGNI also attended the meeting.



Two-Day National Seminar on Migration of Youth from North East India to Urban Metros (August 22-23, 2019)

The Centre for North East India, V.V. Giri National Labour Institute and the Centre for North East India, Maharaja Agrasen College, and University of Delhi jointly organised a Two-Day National Seminar on 'Migration of Youths from North East India to Urban Metros' during August 22-23, 2019 at Maharaja Agrasen College (MAC), New Delhi. The main aim of the workshop was to highlight the various aspirations, opportunities and challenges of the North-East youth migrants in metros like Delhi. The participants were faculties and students from various colleges under Delhi University and other universities in Delhi. **Dr. H. Srinivas**, Director General of VVGNI, **Dr. Sunil Sondhi**, Principal of Maharaja Agrasen College and **Prof. Sunil Sharma**, Chairman of Governing Body-MAC inaugurated the seminar. **Prof. Amitabh Kundu** delivered the key-note address on the theme "Economic & Educational Development in North East India: The Context of Youth Outmigration". As part of this National Seminar, an interactive session on "Aspirations and Opportunities of Youth from North East India in Urban Metros" was also organised. Twenty five research papers related to the theme of the seminar were presented. The coordinators of the seminar were **Dr. Otojit Kshetrimayum**, VVGNI and **Dr. Ayekpam Jiran Meitei**, MAC.



Rise in Haryana 2019 (August 29-31, 2019)

V.V. Giri National Labour Institute became the Winner (First Prize) in the event 'Rise in Haryana 2019' organized by TARMEH events. ISRO became the 1st runner up (Second Prize) and Ministry of Ayush (Third Prize). About thirty Central Government Ministries, National Institutes and PSUs like Indian Council of Medical Research, Bhabha Atomic Research Centre of Ministry of Atomic Energy, Ministry of Tourism, G.B Pant Institute of Himalayan Environment and Development, National Research Development Corporation, UIDAI, North East Handloom and Handicraft Development Corporation Ltd, Ministry of Urban Affairs (HUDCO), National Innovation Foundation India, Cane and Bamboo Technology Centre, Spices Board, Coir Board, NALCO, NHPC, Vigyan Prasar, Central Council for Research in Ayurvedic Sciences, Central Council for Research in Unani Medicine, Central Council for Research in Yoga & Naturopathy, National Medicinal Plant Board, Central Research Institute of Homeopathy, Ministry of Agriculture (Government of Haryana) participated in this event. During the event, visitors were made aware of the activities of the Institute namely; Research, Training and Publication including sensitization on child labour, gender issues and future of work etc. Awareness and sensitization were conducted about major initiatives of the Ministry of Labour and Employment, Government of India such as PENCIL Portal, National Career Service Portal, PMRPY, Maternity Benefit, Pradhan Mantri Shram Yogi Mandhan (PM-SYM),



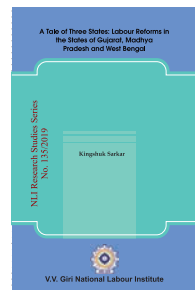
Initiatives of ESI and EPF, Legislative and Governance Initiatives of MoLE and also DDU-GKY, PMKVY, MUDRA Yojana, Startup India and Stand UP India, PM Kissan Samman Nidhi Yojana. About 15,000 students from schools, colleges, universities and teachers /professors, employees, workers, general public visited the event. The selection of the award was on the basis of the survey filled by visitors. Lt. General D.P. Vats, Hon'ble MP Rajya Shabha, Shri Dharamvir Singh, Hon'ble M.P. Lok Shabha, Ms. Sunita Duggal, Hon'ble M.P. Lok Shabha, Shri Brijendra Singh, Hon'ble M.P. Lok Shabha, Professor Gurdial Singh, Vice Chancellor, LUVAS visited VVG NLI's stall and appreciated the activities and initiatives. **Mr. P. Amitav Khuntia**, Associate Fellow of VVG NLI was the Event Director from V.V Giri National Labour Institute. Mr. Rajesh Karn from VVG NLI and Ms. Ujjwala Singh, Ms. Anayat Gill, Mr. Rajiv Shukla alumni of VVG NLI programmes were present in the event.



PUBLICATION

A Tale of Three States: Labour Reforms in the States of Gujarat, Madhya Pradesh and West Bengal NLI Research Studies Series No 135/2019

National Labour Administration systems have a crucial role in conception and implementation of national labour policies. Many governments have thus recently taken efforts to modernize their labour administration systems and increase their performance by implementing various types of administrative reforms such as improving planning and coordination, introducing performance management schemes or using new technologies especially in management processes and in providing services to the public. Some of them have also taken measures to reach out to the informal sector which is largely beyond the scope of labour administration in many parts of the world. Also, many labour administrations in both developed and developing countries have been trying to increase compliance with labour laws. The State through its labour administration system bears a heavy responsibility in the social field most importantly to safeguard the fundamental human rights of workers.



However, the main challenge before the labour administration system in India today is the large informal economy and limited of coverage of workers in the informal and non-regular forms of the employment. The present government has embarked on a major labour law reform agenda with the objective of addressing informality and bringing unorganized workers in the purview of labour laws. In this background, the present study is an effort in the direction of highlighting the reforms undertaken in the states of Gujarat, Madhya Pradesh and West Bengal and identifying their similarities and differences in approach.

TRAINING PROGRAMMES

INTERNATIONAL TRAINING PROGRAMMES (ITP)

International Labour Standards and Promotion of Gender Equality in the Workplace (August 05-23, 2019)

The training programme was conducted in collaboration with the Ministry of External Affairs, Government of India under the ITEC-SCAAP scheme of the Ministry. The specific objectives of the programme were: (i) to provide a conceptual understanding about the international labour standards in the world of work; (ii) to understand the various international labour standards/international instruments and good practices on gender equality; (iii) to sensitize the participants about the existing legal and national policies on promotion of gender equality at the workplace; (iv) to analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc; (v) to understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses; (vi) to discuss about strategies of promotion of rights to fair/decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market. The programme was attended by twenty five participants from fourteen (ITEC/SCAAP) partner countries namely; Kenya, Tanzania, South Sudan, Mongolia, Uzbekistan, Zimbabwe, Iraq, Guatemala, Tajikistan, Trinidad & Tobago, Kazakhstan, Ethiopia, Burundi and Sri Lanka. The participants were officials dealing with gender issues, human resource, administration, researchers from government departments, public departments, educational institutions etc. and others from different line Ministries. The programme was inaugurated by **Ms. Meenakshi Gupta**, Member Secretary, National Commission for Women, New Delhi and **Dr. H. Srinivas**, Director General, V.V. Giri National Labour Institute welcomed the participants. The valedictory address was delivered by **Ms. Indrani Mazumdar**, Centre for Women's Development Studies, New Delhi. **Dr. Ellina Samantroy**, Fellow, was the Course Director.



COLLABORATIVE TRAINING PROGRAMMES (CTP)

Good Governance for Effective Implementation of Development Programmes (July 22-26, 2019)

V.V. Giri National Labour Institute in collaboration with Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (LNML MILS) Mumbai conducted a Training Workshop on Good Governance for Effective Implementation of Development Programmes at

MILS, Mumbai. Thirty four government officers, representatives from unions and civil societies, managers from industries participated in this programme. A half day visit was undertaken to Maharashtra Industry, Trade and Investment Facilitation Cell (MAITRI) to understand good practices in e-governance, entrepreneurship promotion, employment generation. A panel discussion on 'Enhancing Effectiveness of Welfare Boards: Issues and Solutions' was organised on the last day of the programme. Professor Janki Andharia, Dean School of Disaster Studies, TISS, Dr. Megha Phalsankar, World Bank, Shri Karam Chand, Deputy Chief Labour Commissioner (Central), Shri Aswini Kumar Kakatkar, Additional Labour Commissioner, Mrs. Chhaya Kubal, Directorate of Employment (Government of Maharashtra), Dr. Kingsuk Sarkar, DLC, Government of West Bengal were resource persons and panelists. **Mrs. Asha Kori** and **Dr. P. Kadukar** were coordinators of the programme from MILS. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



Skill Development of Women for Employability and Entrepreneurship in North East Region

(August 21-24, 2019)

V.V. Giri National Labour Institute, Noida and Sikkim Central University jointly organized Training Workshop on Skill Development of Women for Employability and Entrepreneurship in North East Region at Gangtok. The programme aimed at putting increasing emphasis on enhancing the skills of workforce in general and women in particular for enhancing employability, entrepreneurship and to facilitate for decent employment in North East Region. Forty Five Master Degree, M.Phil/Ph.D students, Faculty Members from the Department of Sociology, Economics, Commerce, Political Science, History, International Relations, Peace & Conflict Studies, Management, Tourism of Sikkim University, Government Law College, Sikkim Manipal University and also Under Secretaries/Officers from Department of Rural Management & Panchayati Raj, Skill Development & Entrepreneurship participated in this programme. A panel discussion on 'Promoting Entrepreneurship among Women in Sikkim: Issues and Prospects' was conducted which was chaired by the Course Director. Ms. Reena Rai, Entrepreneur and Founder of MAATO, Dr. Pradip K. Das from Management Department and Mr. I.D. Yadav, Deputy Director, Department of Skill Development and Entrepreneurship, Government of Sikkim were the panellist. A half day visit was undertaken to the training centre of Directorate of Handloom and Handicrafts of Government of Sikkim, DDU-GKY Training Centre managed by Sikkim Institute of Capacity Building through PIA Margadarshak. **Professor Avinash Khare**, Vice Chancellor of Sikkim University delivered the inaugural address. **Dr. Sandhya Thapa**, Associate Professor (HoD) and **Dr. Bonod**, Assistant Professor of Department of Sociology were the Coordinators from Sikkim University. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



LABOUR ADMINISTRATIVE PROGRAMME (LAP)

Laws Relating to Equality and Empowerment of Women

(August 05-09, 2019)

The specific objectives of the programme were: (i) to discuss gender issues in labour; (ii) to develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women workers; (iii) to develop strategies for effective enforcement of laws related to women workers. The training programme was attended by nine participants. **Dr. Shashi Bala**, Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Empowering Trade union Leaders (Plant Level)

(July 01-05, 2019)

The programme aims at empowering trade union leaders by enhancing their knowledge skill base. The specific objectives of the programme were: (i) to have familiarity with the changes and trends in industrial relations; (ii) to sharpen skills of leadership; (iii) to discuss the role of trade unions in emerging economic political scenario; (iv) to have knowledge about labour laws and recent changes in labour laws. The training programme was attended by eleven participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Developing Positive Attitude for Excellence at Work

(July 8-11, 2019)

The specific objectives of the programme were to: (i) to conceptualise positive attitude for excellence at work; (ii) to highlight the impact of positive attitude for personal and professional success; (iii) to develop skills to deal with negative attitudes and their impact; (iv) to understand the impact of positive attitude on organisational excellence; (v) to develop positive attitude at work. The training programme was attended by eleven participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Skill, Technology and Future of Work

(July 8-12, 2019)

The objectives of the programme were: (i) to understand the work dynamics in the emerging global, national and regional economic scenario; (ii) to situate the importance of effective and holistic management of business and work in light of the technological transformation and future of work challenges; (iii) to familiarize the participants with new avenues, policy response and initiatives; (iv) to highlight the role of

managerial/entrepreneurial skills in managing future of work; (v) to enable the participants to play larger role along with enhancing individual capacity. The programme was attended by ten participants from industries (Tata Steel Ltd.) and international Organisations (APCTT). **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Corporate Social Responsibility and Industrial Relations

(July 29- August 2, 2019)

The main objectives of the training programme were: (i) to acquaint with the concept of Corporate Social Responsibility (CSR); (ii) to examine the key determinants of CSR; (iii) to understand various CSR/Sustainability Reporting Standards and Guidelines at the global level; (iv) to familiarize with CSR disclosure initiatives in India; (v) to assess Business Responsibility Report of Companies working in India; (vi) to develop strategies for promoting well-being of the employees through CSR. The programme was attended by sixteen representatives from public sector enterprises and other government organisations. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Gender Responsive Budgeting

(July 22-26, 2019)

The specific objectives of the programme were (i) to discuss gender issues in labour; (ii) to identify gender budgeting initiatives of Government of India; (iii) to discuss concepts, tools and methods of gender budgeting; (iv) to discuss the importance of gender budgeting and women empowerment. The training programme was attended by twenty three participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Enhancing Leadership Skills for Safai Karmacharis

(July 29-August 02, 2019)

The specific objectives of the programme were: (i) to impart knowledge and information about the situation of Safai Karmacharis in India; (ii) to enhance inter-personal communication, leadership skills and team building among the participants; (iii) to discuss the legal protections in various labour legislations. The training programme was attended by thirty two participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

Developing Skill Development Strategies for Women Workers in the Informal Economy

(August 19-23, 2019)

The specific objectives of the 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 from gender perspective; (iii) to share the experiences of various social partners in skill development and training; (iv) to discuss appropriate strategies for skill development of women in the informal sector occupations. The training programme was attended by thirty-eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Enhancing Leadership Skills of Fishery Workers

(August 26-30, 2019)

The specific objectives of the programme were: (i) to impart knowledge and information about fishery industry in general and status of workers in particular; (ii) to enhance inter-personal communication; (iii) to discuss the legal protections in various labour legislations; (iv) to familiarise on the various aspects of welfare funds. The training programme was attended by nineteen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Leadership Development Programmes for Rural Trade Union Leaders

(August 26-30, 2019)

The specific objectives of the programme were: (i) to develop/sharpen skills of rural trade union leaders to understand, study, analyze rural society; (ii) to provide insights into dynamics of inter-personal and inter-group relationships; (iii) to discuss various issues and aspects related to organization building; (iv) to create awareness about legal rights and provisions; (v) to create awareness of prospective leaders about various social protection and employment policies; (vi) to make the participants aware about the emerging techniques of organizing rural workers; (vii) to help in locating the resources at the macro and micro level. The programme was attended by forty-seven participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

RESEARCH METHODS PROGRAMME (RMP)

Course on Research Methods on Gender, Poverty and the Informal Economy

(August 26-September 06, 2019)

The specific objectives of the programme were to: (i) develop sufficient understanding of research methods particularly, compares and contrasts, analytical and methodological frameworks used in various studies related to gender, poverty and the informal economy; (ii) understand various concepts and theories related to gender, poverty and the informal economy research; (iii) learn an overview of qualitative and quantitative research methods; (iv) identify research gaps and propose directions for future work. The programme was attended by twenty-four participants. **Dr. Dhanya MB**, Associate Fellow was the Course Director.



CHILD LABOUR PROGRAMMES (CLP)

Conducting Child Labour Survey (July 2-4, 2019)

The programme aimed at developing understanding on various aspects relating to the issue of child labour, equipping with skills for developing survey formats and data elicitation tools for conducting child labour surveys, and for their administration in the field. They were also imparted training for formulating and designing programmes and implementing interventions. The programme was attended by sixty participants representing eleven states and twenty-three districts including some of the source and destination districts of child labour. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

Identification and Rescue of Migrant and Trafficked Children and Adolescents (July 30 - August 01, 2019)

The specific objectives of the programme were: (i) to impart understanding of the legal provisions and the objectives of child labour laws; (ii) to provide knowledge of international and national protocols on the issue of human trafficking; (iii) to explore innovative ways to address trafficking of children/adolescents for labour exploitation; (iv) to identify challenges and evolve strategies to address the difficulties in ensuring child protection; (v) to acquire sharper understanding of the relevant standard operating procedures of MoLE and MHA. The programme was attended by thirty nine participants representing ten states and twenty five districts. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

Convergence for Ending Child Labour and Ensuring Child Protection (August 06-08, 2019)

The specific objectives of the programme were: (i) to enable the participants to understand the definitions of 'child' and 'child labour'; (ii) to understand causes and forms of child labour; (iii) to understand the magnitude and geographic spread of child labour; (iv) to equip the participants with abilities towards forging convergence among various schemes focusing on child labour families; (v) to impart skills of identifying children at work for effective rehabilitation; (vi) to share successful experiences of child labour prevention and elimination. The programme was attended by seventeen participants. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NEP)

Promoting Entrepreneurship through Skill Development (July 15-19, 2019)

The programme aimed at putting increasing emphasis on the skills of workers in general and women workers in particular for enhancing employability and also to facilitate for decent employment and entrepreneurship. Forty nine delegates from north eastern states participated in the programme. The delegates also participated in the tree plantation drive organised by the Institute in commemoration of the 150th Birth Anniversary of Mahatma Gandhi. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

Social Protection and Livelihood Security for North Eastern States (July 15-19, 2019)

The objectives of the programme were: (i) to understand the livelihood risk and vulnerability of the rural poor; (ii) to understand the different social protection programmes that transfers assets and skills of people for self-employment and public works programmes that enable people to cope with poverty; (iii) to explore the alternative coping strategies/good practices for poverty reduction. The programme was attended by forty participants from North Eastern states. **Dr. Dhanya MB**, Associate Fellow was the Course Director.

Fundamentals of Labour Laws for Trade Union Leaders and NGOs from North-Eastern States (August 19-23, 2019)

The objectives of the programme were: (i) to impart knowledge of substantive and procedural contents of industrial relations law; (ii) to develop an understanding of social security legislations; (iii) to develop an insight into the wage law; (iv) to promote an understanding of the policy and law with regard to contract labour and the inter-state migrant workers. The programme was attended by fifty seven participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

IN-HOUSE TRAINING PROGRAMMES (IHP)

Induction Training Programme for Social Security Officers of ESIC (July 01-13, 2019)

As part of the series of Induction Training Programmes for newly recruited Social Security Officers (SSOs), the fifth programme was conducted at the Institute. The key objective of the programme was to impart job-specific training to the SSOs and enhance their behavioural as well as technical skills. Apart from the know-how about functioning of the ESIC along with various roles and responsibilities of a Social Security Officer, the participants also had an opportunity to learn about the ongoing projects and schemes of the ESIC. The programme was attended by sixty participants. The programme was jointly coordinated by **Dr. Manoj Jatav**, Associate Fellow and **Dr. Ramya Ranjan Patel**, Associate Fellow.

Induction Training Programme for Social Security Officers of ESIC (July 15-27, 2019)

As part of the series of Induction Training Programmes for newly recruited Social Security Officers (SSOs), the sixth programme was conducted at the institute. The key objective of the programme was to impart job-specific training to the SSOs and enhance their behavioural as well as technical skills. Apart from the know-how about functioning of the ESIC along with various roles and responsibilities of a Social Security Officer, the participants also had an opportunity to learn about the ongoing projects and schemes of the ESIC. The programme was attended by sixty



participants. The programme was jointly coordinated by **Dr. Manoj Jatav**, Associate Fellow and **Dr. Ramya Ranjan Patel** Associate Fellow.

Effective Labour Administration for STS and JAG Officers of Central Labour Service (CLS) (July 22-26, 2019)

The key objectives of the programme were: (i) to provide an understanding of the human rights and constitutional perspective on labour; (ii) to discuss various transformations in the world of work and the ways and means to respond to such changes; (iii) to develop an understanding with regard to techniques of conciliation; (iv) to understand the concept and role of quasi-judicial authorities and the issues related to it. The programme was attended by nineteen officers from the Central Labour Service. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.



Induction Training Programme for Social Security Officers of ESIC (July 29-August 10, 2019)

As part of the series of Induction Training Programmes for newly recruited Social Security Officers (SSOs), the seventh programme was conducted at the institute. The key objective of the programme was to impart job-specific training to the SSOs and enhance their behavioural as well as technical skills. Apart from the know-how about functioning of the ESIC along with various roles and responsibilities of a Social Security Officer, the participants also had an opportunity to learn about the ongoing projects and schemes of the ESIC. The programme was attended by sixty participants. The programme was jointly coordinated by **Dr. Manoj Jatav**, Associate Fellow and **Dr. Ramya Ranjan Patel**, Associate Fellow.



Induction Training Programme on Effective Labour Law Enforcement for Labour Enforcement Officers (Central) (August 05-30, 2019)

The programme aimed at enhancing enforcement competence and skills of the newly inducted Labour Enforcement Officers (Central). The objectives of the programme were: (i) to help the participants to develop an understanding of the context of labour legislations; (ii) to have knowledge of substantive as well as procedural contents of different labour laws; (iii) to develop understanding with regard to new directions in labour laws and judicial interpretations; (iv) to explore ways for optimum utilization of existing resources and to identify difficulties in the way of effective enforcement of labour laws and exploring remedial measures. The programme was attended by a group of twenty six newly appointed Labour Enforcement Officers (Central). **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.



OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

- Attended the First Meeting of the reconstituted Central Apprenticeship Council (CAC) of the Ministry of Skill Development and Entrepreneurship held on July 10, 2019 under the Chairmanship of Hon'ble Union Minister of Skill Development & Entrepreneurship at New Delhi
- Addressed the participants in the Inaugural Session of the International Training Programme on 'International Labour Standards and Promotion of Gender Equality at the Workplace' inaugurated by Dr. Meenakshi Gupta, Member Secretary, National Commission for Women (NCW) on August 5, 2019 at VVG NLI, NOIDA
- Presentation on 'Creating Data and Evidence and Measuring Economic Values of Volunteers Work' organized by UNDP on August 8, 2019 at New Delhi
- Attended the Stakeholder Roundtable Meeting organized by Safe-in-India Foundation with Hon'ble Minister of State for Labour & Employment (I/C) to help prevent accidents in the auto sector supply chain held on August, 20, 2019 at Ministry of Labour and Employment, New Delhi
- Participated in the Roundtable on 'Youth Employment and the Future of Work' organized by the Ministry of Labour and Social Protection of the Russian Federation and All Russian Scientific Research Institute along with ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia on the sidelines of World Championship on Professional Skills according to the standards of 'World Skills' on August 26, 2019 in Kazan, Russia

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Delivered lectures on the theme, 'Understanding Transformations in the World of Work' in a Training Programme for Newly Recruited/Promoted Employment Officers of Employment Generation and Training Department of Government of Punjab, National Institute for Career Service, Noida on July 03, 2019, July 17, 2019 and July 31, 2019.
- Delivered a keynote presentation on the theme, 'Future of Work: Navigating Transformations' at the Centenary Celebrations and National ER Conference, 2019, Employers' Federation of Southern India held during August 09-10, 2019 at Chennai.

- Delivered a lecture on the theme, 'Understanding Transformations in the World of Work' in a Refresher Training Programme for Officers of CGCs and Employment Officers on August 21, 2019 at National Institute for Career Service, Noida.
- Chaired a Technical Session on 'Migration of Youth from North East India to Urban Metros: Understanding the Determinants of Out-Migration from North East India at the 'National Seminar on Migration of Youth from North East India to Urban Metros' jointly organised by Centre for North East India, V. V. Giri National Labour Institute & Centre for North East India, Maharaja Agrasen College, University of Delhi on August 22, 2019 at Maharaja Agrasen College, New Delhi.
- Nominated as a member of the Committee for 'Restructuring and Revision/Updation of the Bye-Laws' of the Dattopant Thengadi National Board for Workers Education and Development (DTNBWED), New Delhi in July, 2019.

Dr. Helen R. Sekar, Senior Fellow

- Attended the 2nd Meeting of the Task Force for Ensuring Implementation of Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and to strategize for the objective of child labour free India on July 3, 2019 at the Ministry of Labour & Employment, Government of India, New Delhi.
- Convened a meeting on July 18, 2019 with the NCPCR at VVGNLI, Noida. The meeting was attended by Ms. Rosy Taba, Member, National Commission for Protection of Child Rights, Ministry of Women and Child Development, Government of India, and the team dealing with the aspects of child labour and on children in distress at the NCPCR, New Delhi.
- Attended a meeting with Good weave on August 14, 2019 at VVGNLI.
- Attended a meeting with International Justice Mission (IJM), on August 14, 2019 at VVGNLI.

Dr. Ruma Ghosh, Fellow

- Conducted the viva voce of the PhD thesis evaluated by me titled "Food Security and Child Labour: A Case Study of Birbhum District, West Bengal (2012-13)" at School of Social Sciences, Jawaharlal Nehru University, New Delhi on August 13, 2019.
- Nominated as a member of the Expert Group on "Computer Injury Prevention" and attended a meeting of the Expert Group at NCDS on August 27, 2019.

Dr. Ellina Samantroy, Fellow

- Attended a meeting as a member of the Expert Committee constituted by the National Commission for Women Government of India, for formulation of Module on 'Gender Sensitization and Major Laws relating to Women' on July 03, 2019 at National Commission for Women, New Delhi.
- Attended a meeting as a member of the Expert Committee constituted by the National Commission for Women, Government of India, for formulation of Module on 'Gender Sensitization and Major Laws relating to Women' on July 05, 2019 at National Commission for Women, New Delhi.
- Discussant in a Technical Session on 'Women and Work' in an International Conference on Work, Identity and Livelihood in New Nepal: Conversations within South Asia organized by Department of Sociology, South Asian University (SAU) held on July 19, 2019 at SAU, New Delhi.
- Attended a meeting as a member of the Expert Committee constituted by the National Commission for Women, Government of India, for formulation of Module on 'Gender Sensitization and Major Laws relating to Women' on July 22, 2019 at National Commission for Women, New Delhi.
- Attended a follow-up meeting on July 23, 2019 at International Centre for Research on Women (ICRW), New Delhi regarding VVGNLI-ICRW collaborative workshop held on the occasion of International Women's Day, 2019 at VVGNLI, Noida.
- Delivered a lecture on 'Work – life balance of Women Workers on July 25, 2019 organized by AON, India at Noida.
- Panelist in a National Consultation Workshop on Implementation of Sexual Harassment at Workplace 2013 for Domestic Workers in India organized by Participatory Research in Asia (PRIA), held on July 27, 2019 at Constitution Club of India, New Delhi.
- Delivered a lecture on 'Gender and Labour Market Analysis' in the 3rd Short Term Course in Gender Sensitization & Social Justice organised by UGC-HRDC, JNU on August 07, 2019 at Lecture Hall, UGC-HRDC, Jawaharlal Nehru University, New Delhi.

Mr. P. Amitav Khuntia, Associate Fellow

- Delivered a lecture on Understanding Work and Future of Work to the Master Degree Students of Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (LNML MILS), Mumbai on July 25, 2019.

Dr. Otojit Kshetrimayum, Associate Fellow

- Attended Performance Appraisal Board Meeting for Young Professionals under National Career Service Project chaired by Ms. Anuradha Prasad, Additional Secretary, Ministry of Labour & Employment on July 5, 2019 at Shram Shakti Bhawan, New Delhi.
- Coordinated a Two-Day National Seminar on 'Migration of Youths from North East India to Urban Metros' organised by the Centre for North East, V.V. Giri National Labour Institute and the Centre for North East India, Maharaja Agrasen College, University of Delhi during August 22-23, 2019 at Maharaja Agrasen College, Vasundhara Enclave, New Delhi.
- Delivered a lecture on Aspirations & Opportunities of Youth from North East India in Urban Metros in the National Seminar on 'Migration of Youths from North East India to Urban Metros' organised by the Centre for North East, V.V. Giri National Labour Institute and the Centre for North East India, Maharaja Agrasen College, University of Delhi on August 23, 2019.

Dr. Dhanya MB, Associate Fellow

- Delivered a lecture titled 'Entrepreneurship in India-Significance, Trends & challenges' in the five days refresher Training Programme for officers of CGE and Employment Service Officers at NICS, Noida on August 22, 2019.
- Attended and presented in the meeting to discuss the Employment Policy under the Chairpersonship of Additional Secretary DG(E), Ministry of Labour & Employment, Mini Committee Room, Shram Shakti Bhawan, New Delhi on July 17, 2019
- Panel Speaker to talk on 'Fundamental Principles & Rights at Work' in a Panel discussion chaired by former Labour Secretary Dr. L D Mishra in the international programme on 'International Labour Standards and Promotion of Gender Equality at the Workplace' on August 13, 2019 at VVGNLI, Noida.
- Attended a meeting under the Chairmanship of Secretary, Ministry of Labour & Employment regarding inputs for G20 Labour and Employment Ministers Meeting at Ministry of Labour & Employment, Main Committee Room, Shram Shakti Bhawan, New Delhi on August 23, 2019.

“स्वच्छ भारत अभियान”

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