



इन्द्रधनुष INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Economic Empowerment and Fostering Entrepreneurship among Women in India: Insights from the Sixth Economic Census

The All India Report of the Sixth Economic Census (2013) released by the Ministry of Statistics and Programme Implementation, Government of India reveals interesting findings on women entrepreneurship. Participation of women in entrepreneurial activities emerges as an important source of economic empowerment for women and ensuring economic empowerment and fostering entrepreneurship for women in India remains one of the priority concerns for the policy makers.

As per the report, 8.05 million (13.76 percent) out of the total 58.5 million establishments are run by women and out of this 83.19 percent are without hired workers. It is also observed that about 65.12 percent of the women owned establishments are located in rural areas and the remaining 34.88 percent are in urban areas. The women belonging to the Other Backward Classes own the highest number of establishments (40.60 percent), while Scheduled Caste women own 12.18 percent, Scheduled Tribe women own 6.97 percent and Others women own 40.25 percent. Similarly women owned establishments are not uniformly distributed among people belonging to different religious groups. Such differentials across different socio-religious groups and varied geographical regions calls for re-examination of the priorities of different socio-religious groups for encouraging entrepreneurial activities across the lines of caste, class, religion and gender.

The top five States in India with the highest number of women entrepreneurs are Tamil Nadu (13.51 percent) followed by Kerala (11.35 percent), Andhra Pradesh (10.56 percent), West Bengal (10.33 percent) and Maharashtra (8.25 percent) which are more advanced States as compared to northern States where female population is significantly high. The top five economic activities in which women entrepreneurs are engaged are i) Agriculture other than crop production and plantation (34.3 percent), ii) Manufacturing (29.8 percent), iii) Trade (18.23 percent), iv) Other Services (5.38 percent) and v) Accommodation & food services (2.77 percent). Therefore, it is observed that women are mostly engaged in labour intensive and low productive activities. Further, 79.07 percent of women owned establishments are self-financed and financial assistance from government sources is about 3.37 percent. This indicates that access to finance and other support systems need to be further strengthened so that women take up entrepreneurship.

In India, availability of disaggregated data on women entrepreneurship is quite limited. Therefore, it becomes important for consideration of gender mainstreaming of such censuses/surveys to reflect on differential aspects on women's access to resources across various socio-religious groups and understand the constraints women face to undertake entrepreneurial activity. Such censuses/surveys have the potential to reflect on gender differentials in choosing economic activities and will immensely contribute in meaningful planning and evaluation of policies for improving the existing conditions of women entrepreneurs and promoting women entrepreneurship.



SPECIAL EVENTS

International Women's Day 2019

Workshop on Gender, Unpaid Work and Care: Towards Achieving Sustainable Development Goals (SDGs) (March 07-08, 2019)

On the occasion of the International Women's Day 2019, the V V. Giri National Labour Institute (VVG NLI) in collaboration with International Centre for Research on Women (ICRW) organized a two day workshop on *Gender, Unpaid Work and Care: Towards Achieving Sustainable Development Goals (SDGs)* during 7-8th March, 2019 at the VVG NLI campus. The broad objectives of the workshop were ;

(i) understanding the key concerns related to gender, unpaid work and care in India; (ii) providing a platform for sharing of good practices from global, national and state-level experiences addressing women's unpaid work and care; (iii) developing a framework for research and policy agenda on addressing women's unpaid work and care, across sectors such as labour, health, energy, water etc. **Dr. H Srinivas**, Director General, VVG NLI delivered a special address to the participants and delegates of the workshop. **Ms. Subhalakshmi Nandi**, Deputy Regional Director International Center for Research on Women (ICRW)-Asia, set the context of the workshop. The keynote address was delivered by **Dr. Ratna Sudarshan**, Trustee & Former Director, Indian Institute of Social Studies Trust (ISST). The workshop also had a Special address by **Shri Rohit Kumar**, Joint Secretary, Ministry of Rural Development, Government of India. The valedictory address of the workshop was given by **Ms. Kalpana Rajsinghot**, Joint Secretary, Ministry of Labour and Employment, Government of India. Vote of thanks was delivered by **Dr. Ellina Samantroy**, Fellow, VVG NLI who also co-ordinated the workshop. The workshop was attended by forty two eminent scholars from the academia, practitioners, senior officers from the government, representatives from international organizations, representatives from civil society organizations and faculty members and officers of VVG NLI.



Workshop on Equal Remuneration Act 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act (March 27, 2019)

The Center for Gender and Labour Studies, V.V Giri National Labour Institute, NOIDA, organized the one day Workshop on Equal Remuneration Act 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act on 27th March 2019. The major objective of the workshop was to identify the challenges and constraint in the implementation of the Act. The distinguished members of the workshop also identified the vulnerable sectors which require special attention and the mode by which the objective of the ER Act can be achieved. The workshop was attended by thirty-seven participants respectively



various stakeholder (Academicians, Labour Administrators, trade unions,) Based on the discussions alleged in the workshop, following major issues were framed for detailed discussions in the Workshop:

- (a) To identify challenges and constraints in the implementation of the Act, viz lack of awareness about the Act, causes of poor enforcement etc.
- (b) Effect of non-inclusion of Sec. 5 of the Existing ER Act in the proposed 'Code on Wages Bill, 2017'. Whether it violates Art. 2 of C-111 {Discrimination (Employment and Occupation) Convention, 1958} and the existing provisions of the ER Act, 1976
- (c) Identifying vulnerable sectors which require study and special attention of legislature and executive.
- (d) Making principal employer responsible for implementation of the entire proposed Code which includes the existing ER Act also.

The Workshop was co-ordinated by **Dr. Shashi Bala**, Fellow, VVGnLI.

Visit of International Delegation

A visit of the officials of Economic Research Institute on India Labour Market Research, South Korea was held to discuss on 'Issues related to Labour Market around the world' on March 13, 2019 at VVGnLI, NOIDA.

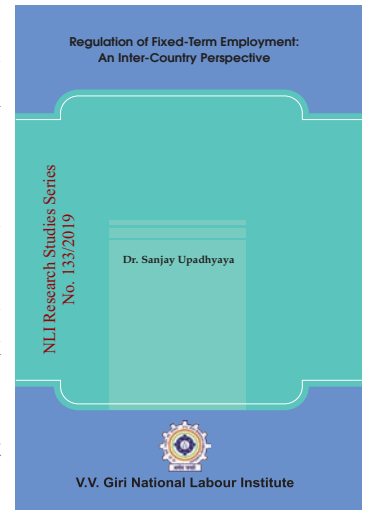
PUBLICATION

Regulation of Fixed-Term Employment: An Inter-Country Perspective NLI Research Studies Series No.133/2019

The organizations of different kind employ staff on a variety of contracts. Continuing contracts are used when there is an expected need for the work to be done indefinitely. On the contrary, Fixed-Term Contracts (FTCs) are used when there is no continuing need. FTCs have always existed in labour markets and serve important purposes. This form of employment provides flexibility to enterprises to respond to changes in demand, replace temporarily absent workers or evaluate newly hired employees before offering them an open ended contract. At times, it may also be an attractive employment option for workers. FTCs can provide them the opportunity to enter or reintegrate into the labour market, to gain work experience, to develop skills and to extend social and professional networks.

Of late, the trend towards engaging more and more persons on Fixed-Term Contract basis is constantly on the increase and this trend is going to continue in future also. FTCs typically offer a lower level of protection to workers in terms of termination of their employment, as generally no reasons are provided by the employer to justify the end of employment relationship beyond reaching the end date of FTC. The matter of concern, therefore is that uncertain nature of fixed-term contracts can lead to crucial employment issues like, insecurity about employment, widening inequality between standard and non-standard workers in terms of remuneration, working conditions, social security and increased stress etc. All these aspects need to be appropriately dealt with. Any regulatory policy on fixed-term employment contract requires a balance between the social protection of workers on the one hand and flexibility of the labour market on the other. All these issues need to be duly addressed.

Countries in different parts of the world have adopted different policy framework to address these issues. In this context, it is important to identify, understand and capture the various good regulatory policies and practices



prevailing in various countries in the world to draw suitable lessons for the purpose of strengthening regulatory framework concerning this aspect in India.

Undertaken in this broad context, the present study critically examines these regulatory policies, draws important conclusions and makes a number of policy recommendations.

TRAINING PROGRAMMES

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Contract Labour Management and Administration

(March 12-14, 2019)

The specific objectives of the programme were: (i) to confer the overall structure of labour laws; (ii) to concentrate on the emerging issues pertaining to contract labour and management; (iii) to familiarize the participants about existing social security provisions; (iv) to scrutinize the gender dimensions of contract labour and management; (v) to study the Contract Labour (Regulation and Abolition) Amendment Bill 2017. The training programme was attended by thirty nine participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Training Programme on Labour Issues and Labour Laws for Probationers of Indian Railways

Personnel Service (IRPS)

(March 18-22, 2019)

The programme mainly aimed providing an orientation and understanding to the participants with regard to the important labour issues and key features of select labour laws. The important subject areas covered during the programme included: Human Rights and Constitutional Perspective on Managing Employment Relations; Systems Adopted in Monitoring of Labour Disputes; Legal Framework for Regulation of Industrial Relations in India; Gender Issues in Labour; Recent Labour Law Amendments and various other Reform Initiatives; Contract Labour Act; Emerging Issues in Industrial Relations; law relating to wages and employment injury in India etc. The programme was attended by a group of 11 IRPS Probationers. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Empowering Rural Women Organisers

(March 06-08, 2019)

The specific objectives of the programme were: (i) to develop understanding of rural society; (ii) to discuss the issue of empowerment ;(iii) to develop skills for enhancing leadership potential; (iv) to acquaint with labour laws pertaining to women workers. The training programme was attended by thirteen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Labour Issues and Labour Laws for Unorganised Sector Workers

March 06-08, 2019

The key objectives of the programme were: (i) to understand world of work and decent employment; (ii) to make the participants acquainted with various labour issues; (iii) to discuss important issues related to labour and employment; and (iv) to have knowledge about labour laws and recent changes in labour laws. The programme was attended by eighteen participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

Strengthening Leadership Skills for Beedi Workers

(March 11-15, 2019)

The specific objectives of the programme were: (i) to impart knowledge and information about beedi 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 for beedi workers. The training programme was attended by sixteen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

Social Security for Unorganised Workers

(March 25-27, 2019)

The programme aimed to develop an understanding of the need for social security for unorganized workers. The objectives of the programme were (i) to acquaint participants with the concept of social security and the need for social security for unorganised workers; (ii) to develop understanding of the various social security and welfare programmes including labour laws and (iii) to familiarize participants with different micro level social security experiments including self help groups. The programme was attended by thirty participants. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

Gender Issues in Labour

(March 28-30, 2019)

The specific objectives of the programme were: (i) to address the issue of gender bias with holistic perspective; (ii) to enhance the capacity of the participants so that they could tackle the gender based injustice; (iii) to orient the participants on laws pertaining to women; (iv) to sensitize the participants about sexual harassment at workplace; (v) to discuss about the gender discrimination in the world of work. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Strengthening Leadership Skills: Beedi Industry Representatives

(April 1-5, 2019)

The specific objectives of the programme were: (i) to impart knowledge and information about beedi 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 for beedi workers. The training programme was attended by eighteen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Gender, Poverty and Employment

(April 08-12, 2019)

The specific objectives of the programme were: (i) to examine the inter-linkages between gender, poverty and employment (ii) to discuss gender-sensitive, anti-poverty and employment policies and programmes; (iii) to discuss about the gender and decent work perspective in national and international policy agendas on poverty reduction. The training programme was attended by forty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Labour Issues and Labour Laws

(April 15-19, 2019)

The programme aims at empowering of rural trade union leaders by enhancing their knowledge skill base. The key objectives of the programme were: (i) to understand world of work and decent employment; (ii) to make the participants acquainted with various labour issues; (iii) to discuss important issues related to labour and employment; and (iv) to have knowledge about labour laws and recent changes in labour laws. The programme was attended by thirty four participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

Training of Trainers Programme on Gender and Social Security (April 22-26, 2019)

The specific objectives of the programme were: (i) to provide a clear understanding of social security; (ii) to provide information on the recent trends, national and international experiences, good practices; (iii) to offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various social security provisions; (iv) to train the employers, trade union, NGOs and officials involved in above process. The training programme was attended by twenty four participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Emerging Perspectives on Gender, Labour Laws and International Labour Standards (April 29-03 May, 2019)

The specific objectives of the programme were: (i) to provide an overview of gender and the labour market; (ii) to analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc. (iii) 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; (iv) to sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace; (v) to understand the various international labour standards/international instruments and good practices on gender equality; (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 thirty three participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Research Methods in Labour Studies (April 08-19, 2019)

The objectives of the course were; (i) to understand concepts, theories in labour studies;(ii) to understand emerging labour issues and challenges;(iii) to strengthen knowledge of various methods used for labour research and data sources on Labour; and (iv) to enable the participants to apply these methods in their research work on the different aspects of labour. Twenty Five Research Scholars and Faculties from different universities participated in the course. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



CHILD LABOUR PROGRAMMES (CLP)

Education Rehabilitation of Children Rescued from different forms of Labour Exploitation (April 29-May 01, 2019)

The objective of the programme was to develop understanding on the pedagogical methodology for enabling joyful learning, to generate awareness on the root causes of child labour and socio-economic-cultural conditions of child labour families, to impart skills of identifying children at work for effective rehabilitation, to equip them

with abilities to ensure retention of children in school, to develop understanding on the objectives and various aspects of NCLP, to share successful experiences of child labour prevention and elimination and to facilitate mainstreaming of child labour into formal schools. Fifty-two NCLP teachers from different parts of the country participated in the programme. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

Imparting Education to Children of NCLP Special Training Centres (STCs) (April 29-May 01, 2019)

The objectives of the programme were to develop understanding on the pedagogical methodology for enabling joyful learning, to generate awareness on the root causes of child labour and socio-economic-cultural conditions of child labour families, to impart skills of identifying children at work for effective rehabilitation, to equip them with abilities to ensure retention of children in school, to develop understanding on the objectives and various aspects of NCLP, to share successful experiences of child labour prevention and elimination and to facilitate mainstreaming of child labour into formal schools. Forty seven NCLP teachers from different parts of the country participated in the programme. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

Leadership for Employment Promotion in Fragile Settings Programme (March 11-15, 2019)

This one week programme was conducted in collaboration with the International Training Centre of the International Labour Organisation (ITC-ILO) and was held at Taj Mahal Hotel, New Delhi. The programme was designed to provide an understanding of contemporary and classic leadership models and putting them in to action. The specific objectives of the programme were: (i) to established insights into what constitutes effective leadership; (ii) to identify their personal leadership models; (iii) to reflect on how to inspire and motivate others; (iv) to practise a range of influencing styles; (v) to develop their leadership development pathway. The programme was attended by twenty three participants from Afghanistan and three faculty members from VVGnLI. **Mr Joel Alcocer**, ITC-ILO and **Dr. Ellina Samantroy**, Fellow coordinated the programme.



COLLABORATIVE TRAINING PROGRAMMES (CTP)

Workshop on Labour & Employment in North East India (March 8, 2019)

One Day Workshop on Labour and Employment in North East India was jointly organised by the Centre for North East India, V.V. Giri National Labour Institute, Noida & Centre for North East Studies and Policy Research, Jamia Millia Islamia on 8 March, 2019 at the Centre for North East Studies and Policy Research, Jamia Millia Islamia, New Delhi. The objectives of the workshop were to explore historical and cultural perspective of work; to understand issues related to youth, employment, social security, migration, skill, entrepreneurship

etc. in the context of North East India; to make the participants acquainted with recent initiatives and developments in the field of labour and employment in India in general and North East India in particular, and to encourage the participants to take up labour and employment issues as a research theme. Fifty MA students, research scholars and teachers participated in the workshop. The Coordinators of the workshop were **Prof. M. Amarjeet Singh**, Jamia Millia Islamia and **Dr. Otojit Kshetrimayum**, Associate Fellow.



Training of Trainers Programme on Prevention and Eradication on Child Labour (March 12-14, 2019)

The State-Level Training of Trainers Programme on Prevention and Eradication on Child Labour was organized during 12-14 March, 2019 at Bhubaneswar, Odisha, in collaboration with the State Labour Institute, Odisha and UNICEF, Odisha. This programme was conducted as a part of the VVGNI-UNICEF collaborative Child Labour Training Project. The programme was attended by thirty participants from 10 districts of Odisha. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.



Gender, Work and Social Protection (March-12-14, 2019)

The V.V.Giri National Labour Institute in collaboration with State Labour Institute (SLI) Odisha, organized this programme at Bhubaneswar. The specific objectives of the programme were:

(i) to develop a conceptual understanding about gender, work and social protection; (ii) to sensitize the participants about the development issues related to differential access of men and women to employment, education, skill training, health provisions etc. and to enhance their capacity to understand and analyze gender dimensions in policy and planning; (iii) to understand the gendered life cycle risks and nature of vulnerabilities among women across social groups; (iv) to address the issues of women's unpaid work care work and other domestic responsibilities in informing policies on social protection; (v) to understand the different social protection programmes/schemes and good practices that promote employment both at national and international levels; (vi) to enable the participants to develop an understanding about the role of social protection in ensuring gender equality and agency building of women through a rights based approach. The programme was attended by twenty six participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.



Social Security for Unorganised Workers (March 12-14, 2019)

The V.V. Giri National Labour Institute in collaboration with State Labour Institute (SLI) Odisha, organized this programme at Bhubaneswar. The programme aimed to develop an understanding of the need for social security for informal sector workers. Key objectives of the programme were: (i) to acquaint participants with the concept of social security and the need for social security for informal sector workers; (ii) to develop understanding of the various social security and welfare programmes; and (iii) to familiarize participants with different micro level social security experiments. The programme was attended by thirty four participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.



Workshop on Labour & Employment in North East India (March 19, 2019)

One Day Workshop on Labour and Employment in North East India was jointly organised by the Centre for North East India, V.V. Giri National Labour Institute, Noida & Special Centre for the Study of North East India, Jawaharlal Nehru University on 19 March, 2019 at the Special Centre for the Study of North East India, JNU, New Delhi. The objectives of the workshop were to explore historical and cultural perspective of work; to understand issues related to youth, employment, social security, migration, skill, entrepreneurship etc. in the context of North East India; to make the participants acquainted with recent initiatives and developments in the field of labour and employment in India in general and North East India in particular, and to encourage the participants to take up labour and employment issues as a research theme. 50 MA students, research scholars and teachers participated in the workshop. The Coordinators of the workshop were **Dr. Kh. Bijoykumar Singh**, JNU and **Dr. Otojit Kshetrimayum**, Associate Fellow.



Skill Development of Women for Employability and Entrepreneurship in North Eastern Region (March 25-28, 2019)

The V.V.Giri National Labour Institute in collaboration with North Eastern Hill University, Meghalaya organised this training Programme in NEHU Campus at Shillong .The major objectives of the programme were: (i) to understand the world of work , future of work and decent employment; (ii) situate the importance of skill development for employability, entrepreneurship in general and women in particular in the emerging economy;(iii) to familiarize the participants with skill development avenues and initiatives with reference to

NER;(iv) to discuss appropriate strategies for skill development in the informal sector occupations; (v) to enable the participants to play larger role along with enhancing individual capacity. Thirty Five Master Degree and PhD Scholars from various departments of NEHU participated in this programme. Professor S.K. Srivastava, Vice Chancellor of NEHU delivered the valedictory address. The programme was co-ordinated by **Dr. Deigracia Nongkynrih**, Assistant Professor of Economics Department, NEHU and Mr. P. Amitav Khuntia, Associate Fellow, VVGNI.



Training Programme on Social Security (March 25-27, 2019)

The V.V.Giri National Labour Institute in collaboration with State Labour Institute, West Bengal conducted this programme at Kolkata. The key objectives of the programme were: (i) provide an overview of the existing inequalities in the labour market and the need for social security and protection of workers; (ii) to sensitize the participants on the various international labour standards/instruments and good practices in the area of social security; (iii) to develop insight on the existing national policies and legal instruments in the area of social security of workers; and (iv) familiarize participants with different micro level social security experiments. The programme was attended by thirty participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.



OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

- Addressed the participants in the Inaugural Session of the two-day Consultation on ‘Gender, Unpaid Work and Care: Policy Directions from India towards Achieving Sustainable Development Goals’ on March 7, 2019 organized during March 7-8, 2019 by VVGNI in collaboration with International Centre for Research on Women (ICRW), New Delhi at VVGNI, NOIDA.
- Addressed the participants in the Valedictory Session of the Training Programme on ‘Leadership for Employment Promotion in Fragile Settings’ on March 15, 2019 organized by VVGNI and ITC – ILO from March 11-15, 2019 at Hotel Taj Man Singh, New Delhi.
- Addressed the participants in the Inaugural Session of the Workshop on ‘The Equal Remuneration Act, 1976: Identifying the Affirmative Initiatives and Challenges in the Implementation of the Act’ on March 27, 2019 held at VVGNI, NOIDA.

- Attended the Inaugural address by Shri Arun Jaitley, Hon'ble Minister of Finance & Corporate Affairs in the CII's Annual Session 2019 on April 4, 2019 at New Delhi.
- Attended the Meeting on Ongoing Schemes in the field of Labour Employment on April 18, 2019 in the Niti Ayog, New Delhi.
- Represented India at the Singapore Conference on '**Future of Work**' for Social Partners of ASEAN countries and six dialogue partner countries viz. India, Australia, China, New Zealand, Japan and Korea from April 28-30, 2019. The Conference was organized by the Govt. of Singapore and the International Labour Organization (ILO) as a part of the Centenary Year Celebrations of the ILO.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Delivered Lecture on the theme, 'Transformations in the World of Work: Impacts and Implications' at the Training Programme on 'Labour & Employment' for the Probationary Officers of Indian Statistical Service at National Statistical Systems Training Academy, Ministry of Statistics and Programme Implementations, Government of India, Greater NOIDA, April 16, 2019.

Dr. Helen R. Sekar, Senior Fellow

- Addressed the participants as a resource person in the Consultative Workshop on 'Working Children in India' jointly organized by IIDS Centre for the Study of Regional Development (CSRD), Jawaharlal Nehru University (JNU) on the March 29, 2019 at the JNU Campus, New Delhi.
- Addressed the participants as a Chairperson of the Technical Session II 'Good Practices and Experiences (National and State level) in addressing Women's Unpaid Work and Care 'in the Two-Day Workshop on Gender, Unpaid Work and Care: Towards Achieving Sustainable Development Goals (SDGs) International Women's Day 2019 held during March 7 -8, 2019.

Dr. Ellina Samantroy, Fellow

- Discussant in a technical session on Good Practices and Experiences (National and State Level) in addressing Women's Unpaid Work and Care in the Two-Day Workshop on Gender, Unpaid Work and Care: Towards Achieving Sustainable Development Goals (SDGs) organised as a part of celebrating International Women's Day 2019 held during March 7 -8, 2019 at VVGnLI.
- Panelist in a workshop on 'Talking Skill Seriously: Towards a History of Occupational Training in Modern India' organized by Indian Institute of Management, Kolkata held during March 30-31, 2019 at IIM campus, Kolkata.
- Attended a meeting on Policy Responses Towards Improving Skill Development Initiatives in India held on April 3, 2019 at Niti Aayog, New Delhi.
- Delivered a lecture on 'Concept related to Unpaid Work and Time Use Survey' in a Training Programme on Labour & Employment for ISS probationers organized by National Statistical Systems Training Academy (NSSTA) held on April 26, 2019 at NSSTA, Greater Noida.

Shri P. Amitav Khuntia, Associate Fellow

- Participated in the ITC (ILO)-VVGnLI Training Programme ‘Leadership for Employment Promotion in Fragile Settings’ during March 11-15, 2019 at the Taj Mahal Hotel, New Delhi.

Dr. Otojit Kshetrimayum, Associate Fellow

- Participated in the Symposium on ‘Productivity Growth with Industry 4.0 Standardisation’ organised by the National Productivity Council (NPC) and Federation of Indian Chambers of Commerce & Industry (FICCI) in collaboration with Asian Productivity Organization (APO), Tokyo on March 13, 2019 at New Delhi.
- Participated as a resource person and plenary speaker in the National Conference on ‘Governance and Democracy in North East India’ organised by the Department of Political Science, Sikkim University, Gangtok on April 4, 2019.
- Delivered a lecture on ‘Labour & Employment Trends in North East India’ in the Workshop on Labour and Employment in North East India jointly organised by the Centre for North East India, V.V. Giri National Labour Institute, Noida & Centre for North East Studies and Policy Research, Jamia Millia Islamia on March 8, 2019 at the Centre for North East Studies and Policy Research, Jamia Millia Islamia, New Delhi.
- Delivered a lecture on ‘Mapping Society and Labour in North East India’ in the Workshop on Labour and Employment in North East India jointly organised by the Centre for North East India, V.V. Giri National Labour Institute, Noida and Special Centre for the Study of North East India, Jawaharlal Nehru University on March 19, 2019 at the Special Centre for the Study of North East India, JNU, New Delhi.
- Delivered a lecture on ‘Research Methods in Social Research’ in the Department of International Relations, Sikkim University, Gangtokon April 5, 2019.



‘स्वच्छ भारत अभियान’ “MISSION SWACHH BHARAT”

It does not require money to be neat, clean and dignified.

Let us join hands to make Mission Swachh Bharat an iconic achievement through Jan Bhagidari

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

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