



# इन्द्रधनुष

# INDRADHANUSH

A Bi-monthly Newsletter of V.V. Giri National Labour Institute

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## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Prohibiting Labour Exploitation of Children and Adolescents through Amendment of Law: A Reality

In India there has been decline in the magnitude and incidence of child labour during the 90s and thereafter due to a range of reasons including decline in poverty, increase in school attendance, economic growth, etc. Amendment of the Child Labour (Prohibition and Regulation) Act in July 2016 prohibiting employment of children below 14 years and in hazardous occupations for all persons below 18 years, and ratification of ILO Convention No 138 and 182, on 13 June 2017 brought renewed attention among stakeholders and social partners on the issue of child labour.

On 22<sup>nd</sup> July 2016, the Child Labour (Prohibition & Regulation), Act, 1986 (CLPRA) was amended by the Parliament to prohibit the engagement of children below 14 years in all occupations and to prohibit the engagement of adolescents in hazardous occupations and processes. The Child Labour (Prohibition and Regulation) Amendment Act, 2016 received the assent of the President on 29th July, 2016. The amended Act is termed as the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (CALPR Act).

In the Child and Adolescent Labour (Prohibition and Regulation) Act, the age of the prohibition is linked to the age under Right of Children to Free and Compulsory Education Act 2009 (RTE Act). By clearly stipulating total and complete prohibition of employment of children below 14 years, the amended Act ensures the Right of children to schooling and learning. The Act also provides for total protection from labour exploitation in hazardous work to all persons below 18 years of age.

A new definition of adolescents (in the age group of 14-18 years) is given in the amended Act. The adolescents are given protection by totally prohibiting their employment in hazardous occupations and processes that are listed by the Technical Advisory Committee from time to time and permitting their engagement in only certain non-hazardous occupations and processes.

In the amended Act children helping in non-hazardous family enterprises is allowed within the total prohibition of child labour bearing in mind that the large number of children in India who help their parents in agriculture and allied activities. The reason is also to preserve traditional occupational skills because in India many children learn the basics of different skills in handicrafts from their family members. These skills are passed on from generation to generation. Children are also allowed in entertainment and sports activities except circus. In all these activities that are exempted, children are allowed to help or participate only after school hours or during vacations other than hazardous occupations or processes. Children are only allowed to render help and not employment.

Stringent penalties are in place in case of violation of the amended Act and the violation is made a cognizable offence under which a person accused of violation could be arrested without any arrest warrant. District Collectors/Magistrates are made responsible to enforce the provisions of the amended Act. There is also provision of punishment for parents or guardians in the Act though no punishment being applicable in case of their first offence.

The amended Act has a provision of creating Rehabilitation Fund for the rehabilitation of the children and the adolescents rescued from different forms of labour and the fund is to be used for their welfare including education. The remittances to this fund would include fine collected from the violators of the Act and also contribution from the States at a specified rate per child/adolescent. The legislative changes will make the CALPRA more effective in elimination of child labour in India.



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## SPECIAL EVENTS

### Brainstorming Session on Employment Generation Strategies in India November 08, 2017

V.V. Giri National Labour Institute organised a Brainstorming Session on “Employment Generation Strategies in India” on November 08, 2017 at the Institute’s campus. **Shri Santosh Kumar Gangwar**, Hon’ble Minister of State for Labour and Employment (I/C), Government of India inaugurated the programme. In his inaugural address, the Hon’ble Minister highlighted that generating quality employment is critical for reaping the demographic benefits bestowed on India. He said that though Ministry of Labour and Employment is not engaged in directly creating jobs, it has taken a number of steps for creating an enabling environment for job creation and scaling up of investment. He also highlighted that the present government has taken a number of innovative initiatives to upgrade the skills and employability of the workforce.



**Smt. M. Sathiyavathy**, Secretary, Labour and Employment, in her presidential address highlighted that the government is committed to address the skill needs of the new entrants to the labour market. She said that this is particularly important in the context of the IR-4.0 wherein automation is increasingly influencing the work and work relations. **Dr. H. Srinivas**, Director General, V.V. Giri National Labour Institute in his welcome address highlighted that ensuring decent and productive work is central to attaining the sustainable development goals for the year 2020. Renowned scholars in the area of labour and employment studies, senior officials of the different ministries concerned with employment issues, members of the Governing Councils of the Institute and faculty of the Institute participated in the brainstorming session to formulate strategies for quality employment generation. **Dr. S. K. Sasikumar**, Senior Fellow, coordinated the brainstorming session.

### Sensitization Workshop on Prevention of Sexual Harassment at Workplace November 21, 2017

The Internal Complaints Committee (ICC) of the V.V. Giri National Labour Institute (VVGNI) organized a Sensitisation workshop on “Prevention of Sexual Harassment at Workplace” on November 21, 2017 at the institute. The workshop aimed to sensitise the employees of the institute on creating a conducive workplace and dealing with sexual harassment at the workplace. Dr. Helen R. Sekar, Senior Fellow and Chairperson, Internal Complaints Committee (ICC), VVGNI, welcomed the dignitaries and participants of the workshop. Dr. Ellina Samantroy, Fellow & Convener, Internal Complaints Committee (ICC), VVGNI while setting the context of the workshop highlighted on relevance of addressing workplace harassment while working towards attainment of the Sustainable Development Goals. The Workshop was inaugurated by **Dr. H. Srinivas**, Director General, VVGNI. In his Inaugural Address, he highlighted on the relevance of the Act and emphasised that the workshop need to deliberate on implementation of the Act through discussions on various case studies. The resource persons invited for the workshop were Ms. Nandita Pradhan Bhatt, Senior Programme Manager, Martha Farrell Foundation, PRIA, Dr. Mala Bhandari, Founder-Director, SADARG and Dr. Shashibala Fellow, VVGNI. Ms Nandita and Dr Mala Bhandari initiated a brainstorming session for creating a conducive workplace. Dr Shashi bala shared case studies on dealing with cases of harassment at workplace. The workshop was attended by all the employees of the institute. **Dr. Helen R. Sekar**, Senior Fellow and **Dr. Ellina Samantroy**, Fellow coordinated this workshop.



## PUBLICATIONS

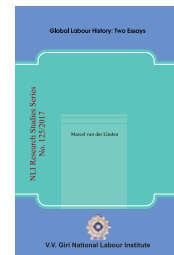
### VVGNI Policy Perspectives

VVGNI Policy Perspectives focuses on key policy interventions of the government and its implications for labour and employment and also on strategies/policy initiatives to be followed which could be adopted in the area of labour and employment in future. The current issue is titled ‘Bold Initiative to Increase Women’s Participation in India’s Labour Market: New Measures in Maternity Benefit Act’ which spells out the provisions of the Maternity Benefit (Amendment) Act, 2017. The paper discusses that by providing adequate maternity benefit, the new Act will provide a powerful inducement for women to join the labour force. The amended Maternity Benefit Act is based on the principle of decent work conditions. highlights the new initiatives on maternity benefit. The Policy paper is authored by **Dr. S. K. Sasikumar**, Senior Fellow.



## Global Labour History: Two Essays NLI Research Studies Series No. 125/2017

The research paper, Global Labour History: Two Essays by Marcel van der Linden is one of the most recent and important contributions in the area of Writing Labour History which is one of the mandates of the Integrated Labour History Research Programme of VVG NLI. Professor Marcel van der Linden has been a leading proponent of the 'global turn' in labour history consistently arguing against the dominant Eurocentric conception of historical trajectory of labour. In two interconnected essays, Professor van der Linden is able to show that the history of the modern capitalist world order cannot be written solely as the triumphant march of freedom of market and free wage labour emanating from an European Centre. Modern Capitalism developed by coopting and connecting various forms of unfree labour including slavery and unpaid labour forms such as women's labour in the household and care giving labour of all kinds are crucial in sustaining the modern labour systems. These two exemplary essays on global labour history both conceptually and empirically chart a new and more satisfying course for understanding the fate of labour in an increasingly interconnected world.



## Strike-breaking or the Refusal of Subalternity? Ethnicity, Class and Gender in Chota Nagpur NLI Research Studies Series No. 126/2017

This research paper, Strike-breaking or the Refusal of Subalternity? Ethnicity, Class and Gender in Chota Nagpur by Dr. Dilip Simeon takes us back to the tumultuous period in Indian Labour History i.e 1937-1939 when for the first time Congress acquired power at the Provincial level under the Government of Indian Act of 1935. This crucial period saw an upsurge in popular movements of peasants, workers and other groups whose diverse aspirations were to be represented by the newly formed Congress Governments. Following on the prolonged effects of the Great Depression and waves of rationalisation, there was a spate of labour protests which affected industries all over India, especially in the provinces where Congress was in power. Dr. Simeon takes up the case of alleged strike breaking activity by 'Adivasi women workers' in a Tatanagar Foundry and weaves in the story of the labour movement of the region where nationalists of various shades, radicals and regional leaders competed for the labour constituency. Dr. Simeon takes care to distinguish between the aspirations and demands of the workers and the agenda of their 'controllers' thereby giving us a fascinating account of the political contours of the labour movement where the contest between nationalism and colonial state and the different groups of employers was mixed up with ethnic and regional struggle for leadership.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Laws Relating to Equality & Empowerment of Women November 6-10, 2017

The 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 such as Equal Remuneration Act, Maternity Benefit Act, etc. The training programme was attended by seventeen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### Effective Labour Law Enforcement December 04-08, 2017

The objective of the training programme was to discuss various aspects of effective enforcement of labour laws and issues in implementation at various laws. All the major labour laws were discussed in the programme. There were seventeen participants drawn from different states comprising of labour administrators, trade union representatives and employers' representatives. **Dr. Kingshuk Sarkar**, Fellow was the Course Director.

### INDUSTRIAL RELATIONS PROGRAMME (IRP)

#### Empowering Trade Union Leaders November 20-24, 2017

The above programme was conducted for Trade Union Leaders from Public Sector organizations. The main objectives of the programme were: (i) to sharpen skill of leadership; (ii) to discuss the role of trade unions in emerging economic political scenario; (iii) to have knowledge about labour laws and recent changes in labour laws; (iv) to develop familiarity with the changes and trends in industrial relations; (v) to discuss the role of trade unions in emerging economic political scenario; (vi) to have knowledge about labour laws and recent changes in labour laws. A total twenty nine participants attended the programme. The participants were from various industries/offices. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### CAPACITY BUILDING PROGRAMMES (CBP)

#### Social Security for Workers in the Unorganised Sector October 30-November 3, 2017

The programme aims to develop an understanding of the need for social security for workers in the unorganized sector. The objectives of the programme were: (i) to discuss key issues and concerns of workers in the unorganized sector; (ii) to acquaint



participants with the concept of social security and the need for Social Security for Workers in the Unorganised Sector; (iii) to acquaint participants with select labour laws and social security provisions for workers in the unorganized sector; (iv) to discuss the challenges in implementing social security programmes and strategies for overcoming the challenges; (v) to familiarize participants with different micro level social security experiments. The training programme was attended by thirty six trade union leaders from different parts of the country. **Dr. Ruma Ghosh**, Fellow was the Course Director.

### **Women Welfare Issues at Workplace November 27-December 01, 2017**

The objectives of the programme were: (i) to address the issue of gender bias with holistic perspective; (ii) to orient the participants on issues related to women workers welfare; (iii) to acquaint the participants with labour laws pertaining to women workers Equal Remuneration Act, Maternity Benefit Act, Workmen Compensation Act; (iv) to discuss the legal framework towards addressing Sexual Harassment at the workplace. The training programme was attended by thirty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Orientation Programme on Labour & Employment Issues December 18-22, 2017**

The aim of the programme was to acquaint the young students with various labour and employment issues, prospects and develop their capacities to contribute in their academic and professional pursuits. Twenty four students of Social Sciences, Management and Law from different Universities of India namely Central University of Karnatak, Goa University, Central University of Odisha, Bharthiar University, IIT Guwahati, Central University of Gujarat, National Law University, Delhi, CCS University Participated in this Programme. **Shri P.Amitav Khuntia**, Associate Fellow was the Course Director.

### **RESEARCH METHODS PROGRAMMES (RMP) Course on Qualitative Methods in Labour Research November 13-24, 2017**

The Course aimed at developing the capacities of young research scholars in the area of qualitative research. It provides an opportunity to go through a rigorous and interactive exercise on understanding various qualitative methods and tools, with special focus on labour research. The objectives of the programme were: (i) to provide an overview of the labour and employment scenario in India; (ii) to discuss the major Qualitative Approaches to Inquiry; (iii) to equip participants with the understanding and applicability of various qualitative research methods and techniques; (iv) to understand analysis and interpretation of qualitative data; (v) to develop capacities to undertake rigorous studies using qualitative techniques.



The training programme was attended by twenty two research scholars and young teachers of universities and research institutions. **Dr. Ruma Ghosh**, Fellow was the Course Director.

### **Research Methods on Gender Issues in Labour December 04-15, 2017**

This programme was designed for the young teachers and researchers from Universities/Colleges/Research Institutions and professionals in government organizations who were pursuing their research in the area of gender and labour. The main objectives of the programme were to: (i) understand the various theoretical perspectives on gender and labour research across various disciplines; (ii) understand the various feminist methodologies and approaches in gender research; (iii) identify emerging issues in gender and labour research in social sciences; (iv) introduce various qualitative and quantitative techniques in gender issues in labour research; (v) make the participants familiar with recent statistical packages used in social science research.



The programme was attended by twenty nine participants from various universities and institutions across the country. **Dr. Ellina Samantroy**, Fellow was the Course Director.

### **INTERNATIONAL TRAINING PROGRAMME Labour and Employment Relations in a Global Economy November 06-24, 2017**

V.V. Giri National Labour Institute organised an International Training Programme on Labour & Employment Relations in a Global Economy under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs, during November 06-24, 2017 at the Institute Campus. The specific objectives of the programme were to: (i) understand and appreciate the changing labour market and employment relations scenario in the context of globalisation; (ii) acquire knowledge about the changing role of social

partners in the context of transformations in the world of work; (iii) learn and share experiences on new forms of labour management practices; (iv) develop positive attitude towards work, superiors, peers and subordinates; and (v) sharpen behavioural skills and insights for supervision, coordination and motivation. The programme was attended by twenty four senior and middle level officials dealing with labour and related issues from nineteen countries - Afghanistan, Bangladesh, Botswana, Croatia, Ethiopia, Ghana, Grenada, Guyana, Lesotho, Mauritius, Namibia, Nigeria, South Sudan, Sri Lanka, Tajikistan, Trinidad and Tobago, Uganda, Uzbekistan and Zambia. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



### **Gender Issues in the World of Work Labour December 04-22, 2017**

V V Giri National Labour Institute organised an International Training Program on “Gender Issues in the World of Work” during December 04-22, 2017 under ITEC/SCAAP programme. This training aimed at developing the capacity of the participants for raising awareness and promoting gender equity. The specific objectives of the programme were to: (i) discuss the key concepts and approaches related to gender existing in the societies; (ii) provide an adaptable set of conceptual and information tools to bring gender equity concerns in order to mainstream labour-related progressive activities; (iii) develop the capacity of the participants to achieve gender equity; (iv) analyze existing gender based policies for affirmative implementation; (v) carry out a gender-sensitive analysis of labour statistics for identifying the equality and access issues; (vi) sensitize the participants regarding preventing gender based violence with a view to change the organizational culture. Thirty one participants from nineteen countries, such as Sri Lanka, Afghanistan, Armenia, Belarus, Ethiopia, Fiji, Kyrgyzstan, Philippines, South Sudan, Tajikistan, Tanzania, Uganda, Zambia, Sierra Leone, Vietnam, Uzbekistan, Nigeria, Honduras and Burundi participated in the programme. **Dr. Shashi Bala**, Fellow and **Dr. Dhanya M B**, Associate Fellow were the Course Directors of this international training programme.



### **NORTH-EASTERN STATES PROGRAMMES (NEP)**

#### **Effective Labour Law Enforcement for Labour November 6-10, 2017**

A training programme on Effective Labour Law Enforcement for Labour Officials from North-Eastern States was organised from November 6-10, 2017. The aim of the programme was to enhance the enforcement competence and skills of Enforcement Officers. The objectives were: (i) to have an understanding of the context of labour legislations in North-East; (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. Labour official from the states of Manipur and Tripura participated in the programme. The Course Director of the programme was **Dr. Otojit Kshetrimayum**, Associate Fellow.

#### **Leadership Development Programme for Trade Union Leaders from North Eastern States November 20-24, 2017**

The aim of the programme were to enhance the capacity of the participants and instil leadership skills in them. The major objectives were (i) to develop skills and techniques of effective organization building; (ii) to foster skills of effective leadership; and (iii) to impart knowledge about labour laws, development programmes and schemes. The training inputs were designed on the basis of the above objectives. This programme was attended by seventeen trade union organisers of the North-Eastern States like, Assam, Tripura and Manipur. **Dr. Poonam S. Chauhan** was the Course Director.

### **COLLABORATIVE TRAINING PROGRAMMES (CTP) Managing Livelihood and Social Protection in Coastal Region (KILE) November 13-17, 2017**

This programme was jointly organized by V.V.Giri National Labour Institute and Kerala Institute of Labour and Employment at Thiruvananthapuram. The aim of the programme was to enhance the competence of social partners and motivate them to work towards the promotion and holistic management of livelihoods and social protection measures in coastal regions. Forty Four government officers and representatives of Trade Unions, NGOs participated in this programme. The programme was inaugurated by Shri V. Sivankutty, Chairman KILE in the presence of Shri K. S. Biju, Executive Director. Shri Vijay Wills was the coordinator from KILE. **Shri P. Amitav Khuntia**, Associate Fellow, VVGNI was the Course Director.





## Building and Other Construction Workers' Welfare Act 1996 December 26-28, 2017

The objective of the training programme was to discuss different aspects of implementation of the Building and Other Construction Workers' Welfare Act 1996 and issues thereof in the state of Odisha. It included discussion on workings of the Odisha Building and Other Construction Workers Welfare Board and implementation of Cess Act in Odisha. There were thirty participants drawn from different districts of Odisha comprising labour department officials, trade union representatives and representatives from NGOs. **Dr. Kingshuk Sarkar**, Fellow, VVGNI was the Course Director.



## Social Protection for Unorganised Workers (MGLI, Ahmadabad) December 26-29, 2017

A training programme on Social Security for Unorganised Workers was organised by the Institute in collaboration with Mahatma Gandhi Labour Institute, Ahmedabad from December 26-29, 2017 at MGLI, Ahmedabad. The aim of the programme was to develop an understanding of the need for social security for unorganised workers. The objectives 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; (iii) to familiarize participants with different micro level social security experiments. The programme was inaugurated by Shri Hasubhai Dave, Vice Chairman, MGLI and Prof. B.B. Patel, Professor Emeritus, MGLI. Thirty persons representing various trade unions participated in the programme. **Dr. Misha Vyas**, Assistant Professor, MGLI and **Dr. Otojit Kshetrimayum**, Associate Fellow, VVGNI were the Course Directors of the programme.



## Mainstreaming Gender Equality (SLI, Odisha) December 27-29, 2017

This programme was organised by the institute in collaboration with the State Labour Institute, Odisha at Bhubaneswar. The programme was designed for officials from government departments including State departments of Women and Child Development, research institutions working on gender issues, Trade Union Leaders/Organizers from Central Trade Unions and NGOs and other institutions working on gender and labour related issues. The main objectives of the programme were: (i) to provide an understanding of gender concepts and develop a conceptual overview of gender and work; (ii) to promote gender capacity development initiatives and knowledge among the participants for mainstreaming gender; (iii) to orient the participants with skills, tools, methods and procedures for mainstreaming gender; (iv) to create awareness about gender and development issues related to work; education, health, violence, developmental policies and programmes, legislative measures etc; (v) to enhance the capacity of participants to understand, analyse and utilize gender dimensions in development process. This programme was attended by thirty eight participants from Odisha. **Dr. Ellina Samantroy**, Fellow was the Course Director.



## INHOUSE TRAINING PROGRAMME

### Behavioural Skills for Managing Work Effectively for RBI (Class III) November 27- December 01, 2017

The above programme was focused on enhancing behavioural skills of the participants. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint with concept of emotional Intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by twenty eight officials from the Reserve Bank of India posted in various states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Behavioral Skills for Developing Effective Leadership for OIL at VVGNI November 27- December 01, 2017

The above programme was based on following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate skills for creative problem solving. The programme was attended by nineteen participants from Oil India Limited, Assam. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## **Behavioural Skills for Managing Work Effectively for RBI (Class IV)** **December 04-08, 2017**

The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by twenty eight officials from the Reserve Bank of India posted in various states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## **Induction Training Programme for Officials of UP Labour Department** **December 11-15, 2017**

This Induction Training Programme was conducted for the Officers of the Directorate of Factories, UP Labour Department. It aimed at equipping the Officers with an understanding of international standards on safety and health as well as existing national policy and legal instruments in the area of safety and health at workplace. The major objectives of the programme were: (i) to provide an overview of international standards in the area of safety, health and welfare; (ii) to develop insight on the existing legal instruments on safety and health of workers in the Indian context; (iii) share experiences and understand strategies for effective implementation of OSH legislations. The training programme was attended by twenty six officers of the Directorate of Factories, UP Labour Department. **Dr. Ruma Ghosh**, Fellow was the Course Director.

## **Behavioural Skills for Managing Work Effectively for RBI (Class III)** **December 11-15, 2017**

The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by thirty officials from the Reserve Bank of India posted in various states. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## **Behavioural Skills for Managing Work Effectively for RBI (Class IV)** **December 18-22, 2017**

The above programme was focused upon enhancing behavioural skills among the participants, so that they could perform diligently and improve efficiency and effectiveness of their organization. The programme was attended by twenty nine participants. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen Interpersonal skills; (iii) to acquaint with concept of emotional Intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. Twenty nine participants were from Reserve Bank of India attended the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## **STUDY VISIT**

A team of nineteen delegates from Maharashtra Institute of Labour Studies, Mumbai visited the Institute and had an interaction on the theme Labour Issues and Social Security on November 30, 2017. The visit was coordinated by **Dr. Otojit Kshetrimayum**, Associate Fellow.

## **OTHER PROFESSIONAL ENGAGEMENTS**

### **Professional Engagements of Director General, Dr. H. Srinivas**

- Delivered Welcome Address of the 'Brainstorming Session on Employment Generation Strategies in India' organised by the Institute on November 08, 2017.
- Inaugurated the Sensitization Workshop on Prevention of Sexual Harassment at Workplace organised by the Institute on November 21, 2017.

### **Professional Engagements of Faculty Members**

#### **Dr. Helen R. Sekar, Senior Fellow**

- Addressed the delegates of the Training Workshop "Child Rights: Mapping of Issues and Concerns" organized by The Indian Law Institute in collaboration with DCPCR on November 16, 2017 on the topic "Labour Laws vis a vis Children"
- Addressed the CSR Representatives, Media students, and Civil Society Organisations on the topic "National and International Best Practices to Combat Child Labour" in the National Consultation Against Child Labour and Sex Trafficking: Last Girl First held at India International Centre, New Delhi, on November 23, 2017 which was organized by Apne Aap Women World-Wide
- Addressed the Industries' Representatives and Officials of Labour Department on the topic "Child Rights and Business Principles with a focus on Child Labour Elimination from the Supply Chains" in the event on "Ending Child Labour: Roundtable with Industries" jointly organized by Labour Department, Government of Uttar Pradesh, UNICEF and Noida Entrepreneurs Association on December 16, 2017 at the Noida Entrepreneurs Association Building, Noida.
- Invited as a resource person and made presentations in various sessions on the topics "Child Labour (Prohibition and Regulation) Act 2016, PENCIL Portal", and "National Child Labour Project; Focus on Objectives and Guidelines" on December 14, 2017

in the Training Workshop on “Child Labour and Bonded Labour Concepts and Data Collection Items for Monitoring” jointly organized by the Labour Department, Government of Chhattisgarh and the ILO at Raipur, Chhattisgarh.

**Dr. Sanjay Upadhyaya, Fellow**

- Participated in the ‘National Seminar on Labour Laws in Emerging India’ (Nov.11-12, 2017) organized by Center for Transparency and Accountability in Governance (CTAG) National Law University, Delhi, National Labour Law Association and Friedrich Ebert Stiftung at NLU, Delhi and also acted as Co-Chair in one of the sessions of the seminar.
- Attended the Sensitization Workshop on “Prevention of Sexual Harassment at Workplace” organized by VVG NLI on November 21, 2017.
- Attended the ‘International Training Programme on Management of Social Security’ (December 11-16, 2017) organized by Deendayal Upadhyaya National Academy of Social Security, Janakpuri, New Delhi.

**Dr. Ruma Ghosh, Fellow**

- Attended a Technical Meeting on Labour Migration Statistics in South Asia - Towards a Regional Approach to Labour Migration Data Collection and Management organised by ILO at Colombo, Sri Lanka during November 28-29, 2017.
- Conducted the viva-voce of the PhD. thesis on ‘State, Globalisation and Workers’ Struggle in the Unorganised Sector’ which was evaluated by me for the Department of Political Science, Delhi University on December 19, 2017 in Delhi University.

**Dr. Kingshuk Sarkar, Fellow**

- Delivered two lectures on ‘Labour Market Information System- Basic Issues and Problems of Developing Countries’ to the students of Post Graduate Diploma Course on ‘Human Resources Planning and Development’ Programme at National Institute of Labour Economics Research and Development (NILERD), Narela, Delhi on November 14, 2017
- Acted as a Discussant for two Papers at the IARIW-ICRIER International Conference on ‘Experiences and Challenges in Measuring Income, Inequality and Poverty in South Asia’ on November 23, 2017
- Represented India at an Workshop on ‘Labour Management Relation for SMEs’ organized by the Asian Productivity Organization, Tokyo at Tehran, Iran during November 25-29, 2017
- Attended World Bank-ICRIER Report Dissemination on ‘Trouble in the Making? The Future of Manufacturing-led Development’ at India Habitat Centre on December 7, 2017
- Attended 6-day ‘International Training Programme on Managing Social Security’ at Pandit Deen Dayal Upadhyaya National Academy for Social Security, New Delhi during December 11-16, 2017
- Presented paper titled ‘Low Wages and Gender Discrimination: The Case of Plantation Workers in Assam and West Bengal’ at the 59<sup>th</sup> Annual Conference of the Indian Society of Labour Economics at Thiruvanthapuram during December 16-18, 2017
- Attended the Launch of World Inequality Report 2018 organized by Indian Council for Research on International Economic Relation (ICRIER) and The World Inequality Lab at India Habitat Centre, New Delhi on December 20, 2017

**Dr. Ellina Samantroy, Fellow**

- Organized a Sensitization workshop on Prevention of Sexual Harassment at Workplace on November 21, 2017 for all the employees of the institute at V.V Giri National Labour Institute, Noida.
- Panelist in an International Consultation against Child Labour and Sexual Exploitation, organized by Apne Aap Women Worldwide on November 23, 2017 at India International Centre, New Delhi.
- Participated as a speaker in a discussion forum on ‘Advancing Women’s Economic Empowerment in India: Policy, Priorities and Pathways’ on November 30, 2017 at the World Bank Office, New Delhi
- Presented a paper on ‘Who does the Housework? Women’s Participation in Domestic Duties and Paid Employment in India’ at the 59<sup>th</sup> Annual Conference of the Indian Society of Labour Economics (ISLE) on December 16-18, 2017 at Thiruvananthapuram, Kerala, India.
- Delivered a special lecture on ‘Reconciliation of Work and Family Life: Issues and Challenges faced by Women Employees’ for the employees of the Reserve Bank of India (RBI), Bhubaneswar on 28<sup>th</sup> December, 2018 at Reserve Bank of India (RBI), Bhubaneswar.

**Mr. P. Amitav Khuntia, Associate Fellow**

- Participated in the discussion in the Book Dissemination ‘Trouble in the Making? The Future of the Manufacturing –led Development’ by World Bank Group and Indian Council for Research on International Economic Relations in India Habitat Centre on December 7, 2017.



एक कदम स्वच्छता की ओर

“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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