



# इन्द्रधनुष

# INDRADHANUSH

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## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Centrality of Employment in Economic and Social Development

Provision of quality employment is instrumental to achieving economic and social development. Apart from its direct implications for improving individual well being, employment is central to fulfilling several social objectives like poverty reduction, productivity growth and social cohesion. The developmental benefits accruing from quality employment range from acquiring skills to empowering women. The centrality of employment in public policy has assumed renewed significance in recent years as creation of quality employment is considered as one of the most effective means to respond to the short term economic fluctuations, as witnessed in recent years across the globe.

However, the emerging labour market trends present a challenging scenario. At the global level, employment (during 2013) has not yet returned to its pre-crisis level (2007), although the performance varies widely across countries and regions. It is estimated that over the next 15 years, an additional 600 million jobs will be needed to absorb a growing working age population, mainly in Asia and Africa. The most disconcerting trend is that the global unemployment rates remain fairly high at around 6 per cent. With economic growth slowing down in many regions, unemployment is projected to increase further in the coming years. Global unemployment is expected to reach 208 million in 2015, compared with slightly over 200 million in 2012. Apart from the increase in the levels of unemployment, it is critical to note that in many countries, long term joblessness (i.e. those who remain unemployed for more than a period of one year) is on the rise. This is paving way for 'discouragement effect', particularly among educated youth and giving rise to a large pool of 'discouraged workers'. Another major labour market concern is the problem of job quality. In many emerging economies, an overwhelming proportion of workers are engaged in informal labour market characterised by relatively low earnings and inadequate social protection. More importantly, over three-fourths of the additional jobs created in the formal sector are informal in nature. A further important issue that is attracting considerable scholarly and policy attention is the inadequate and declining participation of women in the labour market, particularly in emerging economies like India and the resultant gender inequalities.

The severity of these challenges becomes more pronounced when we examine their impacts and implications for dimensions like social well being and social cohesion. Recent empirical analysis undertaken by International Labour Organisation, on the basis of a newly developed index – 'social unrest index', indicates that the prospects for social unrest are increasing in many parts of the world. The results of the empirical exercise shows that there is a very strong positive correlation between unemployment rates and social unrest – increase in unemployment rates raise the risk of social unrest.

Given such a scenario, it is extremely important that appropriate policy measures are initiated to create conditions for generating quality employment so that it contributes to the process of achieving faster and equitable economic development. The formulation of such policies must necessarily be based on a comprehensive analysis of emerging labour and employment situation, particularly at the national level and disaggregated across different income and social groups. This is all the more significant in today's world as factors like demographic shifts and technological progresses are reshaping the employment landscape in all the countries.



## SPECIAL EVENTS

### संस्थान में गणतंत्र दिवस समारोह का आयोजन

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा परिसर में 26 जनवरी 2014 को भारत का 65वाँ गणतंत्र दिवस, देशभक्ति के जोश और बड़े उत्साह के साथ मनाया गया। डॉ. एस. के. शशिकुमार, वरिष्ठ फेलो ने संस्थान के महानिदेशक श्री पी. पी. मित्रा का स्वागत करते हुए उनसे ध्वजारोहण करने का अनुरोध किया। ध्वजारोहण के बाद उपस्थित जनसमूह द्वारा राष्ट्रगान गाया गया। तत्पश्चात्, महानिदेशक महोदय ने अपने संबोधन में भाषायी सौहार्द पर जोर देते हुए कहा कि हमें सभी भाषाओं का सम्मान करते हुए भारतीयता को प्राथमिता देनी चाहिए।



डॉ. हेलन आर. सेकर, वरिष्ठ फेलो ने परिसर में रह रहे बच्चों से अपनी प्रस्तुति देने का आग्रह किया। बच्चों ने एक बहुत ही सुंदर लघु नाटक का मंचन किया और इसके माध्यम से यह संदेश देने का प्रयास किया कि हमें धर्म और जाति से ऊपर उठकर सामाजिक सौहार्द बनाने हेतु काम करना चाहिए। इसके बाद उपस्थित जनों को सांस्कृतिक गतिविधि में भाग लेने के लिए आमंत्रित किया गया। श्री राजेश कुमार कर्ण, स्टेनो ग्रेड II 'जहाँ डाल-डाल पर सोने की चिड़िया करती है बसेरा, वो भारत देश है मेरा' गाना प्रस्तुत किए। परिसर में रह रहे संस्थान कर्मियों के परिजनों के साथ ही संस्थान में चल रहे प्रशिक्षण कार्यक्रम ग्रामीण संगठनकर्ताओं के लिए क्षमता निर्माण कार्यक्रम के प्रतिभागी भी इस समारोह में उपस्थित थे। अंत में, मिष्ठान वितरण के बाद डॉ. एस. के. शशिकुमार, वरिष्ठ फेलो द्वारा महानिदेशक महोदय के साथ ही उपस्थित जनसमूह का धन्यवाद करते हुए समारोह सम्पन्न हुआ।

## PUBLICATION OF RESEARCH STUDIES

### Employment and Social Protection of Cashew Workers in India with Special Reference to Kerala

Cashew processing is a highly labour intensive industry and has a long history of employing a large number of workers. One of the unique features of this industry is that an overwhelming majority (more than 90 per cent) of workers are women belonging to the economically and socially disadvantaged strata of society. The state of Kerala accounts for the highest proportion of cashew workers in India. It is estimated that the cashew processing industry in Kerala currently employs nearly three lakh workers.

The working conditions of cashew workers have been the object of scholarly and policy concerns for long. However, many of the insecurities affecting the lives of cashew workers, ranging from health hazards to lack of effective social protection, seem to have persisted till date. It is important that these problems and insecurities faced by workers are rigorously analysed and relevant policy measures adopted so that the working conditions and lives of cashew workers are improved.

It is in this context that the Ministry of Labour & Employment had entrusted the V.V. Giri National Labour Institute with the responsibility of undertaking a research study on “Employment and Social Protection of Cashew Workers in India with special reference to Kerala”. The Institute constituted an expert group headed by the Director General, V.V. Giri National Labour Institute, and comprising representatives from trade unions, employers, civil society and research institutions to provide an overall direction for conducting this study.

The specific objectives of the study were: (i) to examine the socio-economic profile of cashew workers and their households; (ii) to analyse employment and working conditions of cashew workers, and particularly to examine working hours, employment contract, wage payments, provision of social security, health hazards, etc.; (iii) to assess the efficacy of existing social security and welfare measures for workers in cashew processing; and (iv) to suggest suitable measures to strengthen social protection for cashew workers.

The approach of the study was premised on two fundamental requirements: one, protecting the interests of cashew workers; and two, ensuring sustainability of the cashew industry. Considering that a large proportion of cashew processing factories and cashew workers are located in Kerala, the results and recommendations emerging from the study will provide insights for appropriate policy formulations to improve the working and living conditions of cashew workers elsewhere in India.

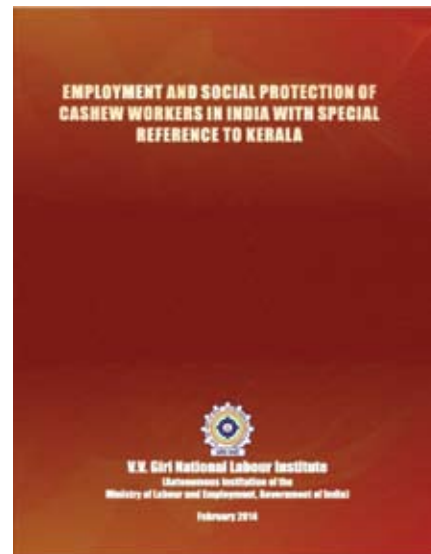
The basic information for the study was generated through a primary survey conducted in those districts in Kerala which have a high concentration of cashew processing units. The primary survey involved administering of detailed structured questionnaires among workers in the cashew processing industry and detailed interviews with various stakeholders such as owners of cashew processing units, trade union leaders and officials concerned with the cashew sector. Based on its findings, the report suggests several measures for improving the employment conditions and social protection of cashew workers, and for ensuring sustainability of employment in the cashew processing industry.

## History of Dalit Movement and Labour Movement in India

The Integrated Labour History Research Programme of V.V. Giri National Labour Institute has been mandated to undertake and promote research on the issue of labour in India. Accordingly, the Institute jointly with the Association of Indian Labour Historians (AILH) has undertaken a research and collection project, ‘History of Dalit Movement and Labour Movement in India’ which aims to explore the entangled histories of labour and dalits, of caste and class. The history of convergence and subsequent divergence between caste and labour movement forms the necessary backdrop to understanding the complexity of dalit movement in India.

As a part of this project, a workshop, ‘Exploring Entanglements of Caste and Class in Histories of Labour’ was organized on March 21, 2013. In this workshop, scholars and specialists on labour history and dalit history deliberated upon conceptual issues as well as enquired into the issue of sources and archives relevant for this project.

This paper, “The *Anti-khoti* Movement in the Konkan, c. 1920-1949”, was presented by Mr. Santosh Pandhari Suradkar in the workshop. The paper examines how the Independent Labour Party, founded by B.R. Ambedkar in 1936 addressed the *khoti* system in public debates and demonstrations of caste and class issues and how diverse groups of protesters, ranging from peasants to migrant labourers settled in Bombay, supported this movement.



## TRAINING PROGRAMMES

### INDUSTRIAL RELATION PROGRAMMES (IRP)

#### Behavioural Skills for Developing Effective Leadership (20-24 January, 2014)

This programme focused upon enhancing behavioural skills among the participants and was attended by 60 participants from different PSUs. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with the concept of emotional intelligence; (iv) to strengthen consensus building and; (v) to inculcate the skills for creative problem solving. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

#### Management of Industrial Relations and Sound Labour Management for Executives (17-21 February, 2014)

This programme aimed at empowering the junior and middle level managers of industries from the private, public and government sector, by enhancing the level of their knowledge and their skills for managing industrial relations and ensuring regulatory compliances. The programme was attended by eleven participants representing the officials from labour department, private sector and public sector. The programme jointly coordinated by **Shri Surendra Nath**, IAS (Retd.) former CLC and **Dr. Sanjay Upadhyaya**, Fellow, VVGNI.

### CAPACITY BUILDING PROGRAMME (CBP)

#### Women Welfare Issues at Workplace (20-24 January, 2014)

The objectives of this training programme were: (i) to address the issue of gender bias with holistic perspective; (ii) to orient participants on issues related to welfare of women workers; (iii) to acquaint with labour laws pertaining to women workers e.g. Equal Remuneration Act, Maternity Benefit Act, Employees Compensation Act etc. The Training programme was attended by 35 participants representing nine states. **Dr. Shashi Bala**, Fellow was the Course Director.

#### Capacity Building Programme for Rural Organisers (03-07 February, 2014)

The main objectives of this training programme were: (i) to provide an overview of issues and challenges of rural labourers in the emerging scenario; (ii) to develop/sharpen the skills of the participants to understand, study and analyze the process of implementation of the Mahatma Gandhi National Rural Employment Guarantee Act, 2005; (iii) to discuss various issues and aspects related to organization building and its management; (iv) to create awareness about some important labour laws. A total of forty four participants comprising of trade union leaders and NGO activists attended the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

#### Empowering Trade Union Leaders (10-15 February, 2014)

This programme was conducted for Trade Union Leaders from Public Sector for six days. Forty-five participants attended the programme. The main objectives of the programme were: (i) to sharpen leadership skills; (ii) to discuss the role of Trade Unions in emerging political and economic scenario; (iii) to have knowledge about labour laws and the recent changes in labour laws. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## Capacity Building Programme for Rural Organisers (10-14 February, 2014)

The main objectives of this programme were: (i) to provide an overview of issues and challenges of rural labour in the emerging scenario; (ii) to develop/sharpen the skills of the participants to understand, study and analyze the process of implementation of the Mahatma Gandhi National Rural Employment Guarantee Act, 2005; (iii) to discuss various issues and aspects related to organization building and its management; (iv) to create awareness about some important labour laws. Twenty seven participants comprising of trade union leaders and NGO activists attended the programme.

**Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## Social Security for Workers in the Unorganized Sector (24-28 February, 2014)

The aim of this training programme was to understand the need of social security for informal sector workers. The specific objectives were: (i) acquaint participants with concept of social security and need for social security for informal sector workers; (ii) to develop understanding of the various social security and welfare programmes; (iii) familiarize participants with different micro level social security experiments. The Programme was attended by thirty two participants which included Government Officials from states and trade union representative. **Dr. Ruma Ghosh**, Fellow was the Course Director.

## Developing Skill Development Strategies for Women Workers in the Informal Economy (24-28 February, 2014)

This programme aimed at equipping the participants with skill development strategies for women workers in informal sector. 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 general and for women in particular in the functioning of informal economy; (iii) to share the experiences of various social partners in skill development and training; (iv) to discuss appropriate strategies for skill development in the informal sector occupations. The programme was attended by principals and instructors of ITIs, Trade Union representatives from INTUC, HMS, LPF and SEWA. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

## RESEARCH METHODS PROGRAMME (RMP)

### Methods and Approaches in Labour Research (06-17 January, 2014)

This Course on Methods and Approaches in Labour Research was organised by the Institute to help young researcher scholars and teachers in universities/colleges to develop and improve their capabilities to undertake labour research. The specific objectives of the course were as follows: (i) understand various concepts and theories related to labour; (ii) provide an overview of changing labour and employment situation; (iii) familiarise various research methods relevant to labour studies; (iv) acquire knowledge about different sources of data on employment and; (v) develop capacities to undertake rigorous studies on labour and employment. The training programme was attended by twenty two researcher scholars from different Universities/research institutions across India. **Dr. Rakhee Timothy**, Associate Fellow, coordinated the programme.

## INTERNATIONAL TRAINING PROGRAMME (ITP)

### Research Methods in Labour Studies (03-21 February, 2014)

The International Training Programme on Research Methods in Labour Studies was organized under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs. The specific objectives of the programme were: (i) understand

various concepts and theories related to labour; (ii) provide an overview of the labour scenario of the world in general and developing countries in particular; (iii) obtain deeper understanding of the emerging issues in employment and labour in the context of globalization; (iv) understand and apply various research methods and techniques relevant to labour studies; (v) acquire knowledge about different sources of data on labour: and (vi) sharpen the knowledge and skills on computer applications in labour research. The programme was attended by twenty six researchers and policy makers dealing with labour and related issues from 15 countries — Afghanistan, Bangladesh, Egypt, Estonia, Indonesia, Kazakhstan, Kyrgyzstan, Lesotho, Lithuania, Mauritius, Myanmar, Peru, Philippines, Vietnam and Zimbabwe. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



## **NORTH-EASTERN STATES PROGRAMME (NESP)**

**Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers  
(24-28 February, 2014)**

The main objectives of this programme were to address and strengthen the understanding of gender issues in labour market and to enhance the understanding of related laws. Twenty one participants from various states participated in the programme. **Dr. Shashi Bala**, Fellow and **Dr. Dhanya M B**, Associate Fellow were the Course Directors.

## **COLLABORATIVE TRAINING PROGRAMME (CTP)**

**Research Methods in Labour Studies  
(13-17 January, 2014)**

This course was conducted in collaboration with LNML Maharashtra Institute of Labour Studies, Mumbai with an aim to provide an opportunity for scholars pursuing/intending to pursue research on labour studies in conceptualizing, designing and operationalising research on labour issues. The specific objectives are: (i) to provide an overview of labour research in India; (ii) to understand and apply various research methods and techniques relevant to labour studies; (iii) to discuss the usefulness and limitation of secondary source of data on labour; (iv) to sharpen the knowledge and skills for the use of statistical packages in labour research. The programme was attended by twenty two research scholars and young teachers from universities/colleges/research institutions. **Dr. Ruma Ghosh**, Fellow VVGnLI along with **Dr. P.M. Kadukar** of LNML-MILS coordinated the programme with the overall support of **Dr. Rajan Tungare**, Director, LNML-MILS.

**Social Security for Workers  
(23-25 January, 2014)**

This programme was conducted in collaboration with Ambedkar Institute for Labour Studies, in Mumbai. The participants belonged to trade unions in the unorganised sector. The main 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; (iii) to familiarize participants with different micro level social security experiments. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## IN-HOUSE PROGRAMMES

### Behavioural Skills for Managing Work Effectively for RBI Personnel (27-31 January, 2014)

This paid programme focused upon enhancing behavioural skills among the participants, so that they could play an effective role for strengthening their organisations. 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 participants with the concept of emotional Intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The participants were from Reserve Bank of India from different parts of the country. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Behavioural Skills for Managing Work Effectively for RBI Personnel (03-07 February, 2014)

This programme was based on following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with the concept of emotional intelligence; (iv) to strengthen consensus building; and (v) to inculcate skills for creative problem solving. Twenty-eight participants from Reserve Bank of India attended this programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Shri P.P. Mitra, Director General, VVGNLI

- Attended the 46<sup>th</sup> Session of Indian Labour Conference (ILC) organized by Ministry of Labour & Employment and inaugurated by the Hon'ble Prime Minister of India on 31 January, 2014 at Vigyan Bhawan, New Delhi.
- Attended the meeting with Mrs. Padmini Rathnayke, Adviser to Secretary, Ministry of Labour & Labour Relations, Sri Lanka regarding possible areas of collaboration between V.V. Giri National Labour Institute and National Institute of Labour Studies, Sri Lanka on 1 February, 2014 at V.V. Giri National Labour Institute, NOIDA, U.P.
- Attended the meeting of the Working Group of the study on "Employment and Social Protection of Cashew Workers in India with Special Reference to Kerala" chaired by Hon'ble Minister of State for Labour & Employment, Government of India on 6 February, 2014 at Ministry of Labour & Employment, New Delhi.
- Delivered a Key Note Address in the 5<sup>th</sup> International Conference on Life Skills Education organized by Indian Association of Life Skills Education in collaboration with V.V. Giri National Labour Institute on 21 February, 2014 at Loyala College of Social Sciences, Trivandrum, Kerala.

### Professional Engagements of Faculty Members

#### Dr. S.K. Sasikumar, Senior Fellow

- Delivered a Special Address at the Valedictory Session of the 5<sup>th</sup> International Conference on Life Skills Education on the theme "Labour Market Trends and its Implications for Life Skills" on 23 February, 2014 at Thiruvananthapuram, Kerala

#### Dr. Ruma Ghosh, Fellow

- Participated in the Validation Workshop on 'WHO Code on International Recruitment and Development of Pre-departure Materials for Health Professionals' organised by ILO, Delhi on 21 January, 2014.
- Organised a meeting with Mrs. Padmini Rathnayke, Adviser to Secretary, Ministry of Labour and Labour Relations, Sri Lanka for revival of the MoU signed between V.V. Giri National Labour Institute, Noida and National Institute of Labour Studies, Sri Lanka on 01 February, 2014.

- Participated in a Workshop on ‘Implementation of National Policy on Safety Health and Environment at Workplace – Issues and Challenges’ on 10 February, 2014 organised by Regional Labour Institute, Faridabad under DGFASLI, MoLE.
- Discussant for a session on “Labour Migration and Mobilities” in the International Seminar on ‘Labour, Mobility and Mobilization’ organized jointly by Association Jeunes Etudes Indiennes (AJEI), Paris and Centre for Informal Sector and Labour Studies, Jawaharlal Nehru University, New Delhi on 12.02.2014.

#### **Dr. Shashi Bala, Fellow**

- Presented a paper on Women’s Right and Gender Equality: Enabling Provision of Maternity Protection at the Seminar on the theme: Women and Work on 3 February, 2014 organised by Miranda House College, New Delhi.
- Delivered key Note Address at the National Seminar on ‘Women and Development: Lessons from the Past and Agenda for the Future’ on 1 February, 2014 organized by Department cum Centre for Women’s Studies and Development, Punjab University, Chandigarh.
- Presentation on Awareness on The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 & Sharpening understanding of Gender Issues on 27 February, 2014 organised by Cres Tech Software Systems, NOIDA.
- Participated in the Focus Group Discussion on ‘Sexual Harassment at Workplace’ organized by National Mission for Empowerment of Women, MOW&CD and UN Women on 3 March, 2014 at Delhi.
- Attended Expert Committee Meeting of Elective Course “Gender and Labour” of M.A in Gender and Development Studies organized by School of Gender and Development Studies, IGNOU, on 21 March, 2014 at IGNOU, Maidan Garhi, New Delhi.
- Attended Seminar on ‘Growth, Employment and Productivity’ organised by RIEB of Kobe University and Wadhvani Foundation in New Delhi on 26 March, 2014 at Japan Foundation, New Delhi.

#### **Shri P. Amitav Khuntia, Associate Fellow**

- Participated in the Judges Panel of the event ‘Case Studies on Social Issues’ on the theme “Women and Children Issues” on 6 February, 2014 organized by Amity Institute of Social Sciences (Amity University, Noida).

#### **Dr. Rinju Rasaily, Associate Fellow**

- Delivered a lecture on “Issues in Plantation Labour”, at the Research Methods programme on Research Issues and Methods in India’s Plantation Sector, 27-28 January, 2014 at Central University of Kerala, Kasargod, jointly organised by Centre for Development Studies (CDS), Trivandrum and Central University of Kerala (CUK), Kasargod.

#### **Dr. Ellina Samantroy, Associate Fellow**

- Delivered a radio talk in a Web Radio Programme on 19 January, 2014 at NIOS, Noida
- Attended a workshop followed by a book release on *Dual Identity: Indian Diaspora and Other Essays* (2013) edited by Renuka Singh and K.L Sharma published by Orient Blackswan on 27 January, 2014 at JNU, New Delhi.
- Attended the 46<sup>th</sup> Session of the Standing Labour Committee on 31 January at Vigyan Bhawan, New Delhi as a member of drafting committee.

#### **Dr. Dhanya MB, Associate Fellow**

- Attended a Meeting as Working Group Member of the Tripartite Working Group under the Chairmanship of Chief Labour Commissioner (CLC) to facilitate the process of the ratification of the Conventions No 87 and 98 on 2 January, 2014 at Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi

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