



# इन्द्रधनुष

# INDRADHANUSH

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## FROM THE DIRECTOR GENERAL'S DESK

### Fundamental Principles and Rights at Work

The Declaration on Fundamental Principles and Rights at Work (FPRW) by the International Labour Organisation (ILO) in 1998 and its follow-up is an important way forward to world of work. The eight ILO Conventions qualified as being fundamental by the Governing Body of the International Labour Organisation are the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Right to Organize and Collective Bargaining Convention 1949 (No. 98); Forced Labour Convention, 1930 (No. 29); Abolition of Force Labour Convention, 1957 (No. 105); Minimum Age Convention, 1973 (No. 138); Equal Remuneration Convention, 1951 (No. 100); Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and Worst Forms of Child Labour Convention, 1999 (No. 182). India has ratified four of these eight Conventions (No. 29, 105, 100 and 111) for eliminating discrimination in respect of employment, occupation and remuneration to workers on any ground as well as the elimination of all forms of forced or compulsory labour.

Conventions (No. 87, 98, 138 and 182) are yet to be ratified by India. However, almost all provisions of these Conventions have been given effect by various initiatives of the Government of India. The International Labour Organisation (ILO) launched the International Programme for Elimination of Child Labour (IPEC) in the year 1991 with the objective to end child labour globally. India was the first country to sign the Memorandum of Understanding (MOU) in the year 1992. Government of India has taken up a multi-pronged strategy involving strong enforcement of legal provisions relating to child labour with simultaneous efforts towards rehabilitation of working children and their families through linkages with the poverty eradication and income generation programmes. The incidence of child labour has experienced a steady decline as a result of such an array of interventions made at different points of time. Prohibition of employment of children below 18 years in hazardous occupations, which is one of the proposed amendments in the Child Labour Act, is a clear reflection of the measures being taken by the Government of India towards ratifying ILO Convention No. 182 and 138.

India has taken steps with respect to Convention No. 87 and 98 on collective bargaining and freedom of association respectively. The Constitution of India guarantees the right to organise as a "fundamental right". In addition to the constitutional provisions, the Trade Unions Act 1926 and Industrial Disputes Act 1947 inter alia provide for promoting collective bargaining and right to association. The scope of right to association covers variety of rights, which include right to start or continue an association.



## SPECIAL EVENTS

### Visit of Minister of State for Labour & Employment (30 August, 2013)

Hon'ble Minister of State for Labour & Employment, **Shri Kodikunnil Suresh**, visited V.V. Giri National Labour Institute on 30 August, 2013. He held detailed discussions with the Director General, faculty and officers of the Institute regarding the current and future contours of professional activities of the Institute. He also addressed the first meeting of the Working Group that has been constituted under the Chairmanship of **Shri V.P. Yajurvedi**, Director General, V.V. Giri National Labour Institute to undertake a research study on "Employment and Social Protection of Cashew Workers in India with special reference to Kerala".

In his address to the Working Group members, the faculty members and officers of the Institute, he highlighted that labour and employment policies are becoming central in the development agenda all over the world, especially in emerging economies like India. He said that it is through the provision of quality employment that we can improve the livelihoods of the millions of workers in our country, especially of those belonging to the disadvantaged segments of the society. He noted that such a context requires that appropriate ground level situations and experiences are factored in labour policy formulations and also that the capacities of those working for the well-being of labour are optimised.



He said that he was glad to note that the Institute is making substantial progress in all its core professional areas and appreciated the Institute for taking up several research studies with a view to provide support for policy formulation of the Ministry of Labour & Employment. He desired that such support must continue to be extended and given top priority in the professional agenda of the Institute. He said that he was happy that the Institute has initiated a research study on "Employment and Social Protection of Cashew Workers in India with special reference to Kerala".

He noted that the cashew industry has a long history of employing large number of workers in decentralised and small units. The industry is highly labour intensive and an overwhelming proportion of cashew workers in India are employed in the state of Kerala. Presently, it is estimated that cashew industry in Kerala employs nearly 3,00,000 workers. One of the unique features of this industry is that majority of workers are women who belong to the economically and socially disadvantaged strata of society. However, he said, that the industry is facing various threats from within and outside for its existence. Migration of industrial units from the traditional bastion of Kerala to other parts of India threatens the livelihood of the workers in the area. The employers are facing the threat of import of finished cashew nut from countries like Vietnam. The holistic development of cashew industry involves the proactive policies of various Ministries under the Govt. of India. The policies of Ministry of Agriculture, Commerce and Industry, Finance, etc. has its implication on cashew industry. He informed that the cashew industry is demanding a Cashew Board as in the case of various other cash crops which is yet to be materialised and was optimistic that it may happen very soon.

He desired that the study on "Employment and Social Protection of Cashew Workers in India with special reference to Kerala" must aim to : analyse the service condition of the workers in the cashew industry, examine social protection and security measures in vogue at present, identify the areas of intervention in improving the quality of life of the workers especially in those areas according to the mandate of the Ministry of Labour and Employment, skill development of the workers according to the demands of the industry, identify alternative or supplementary employment avenues and preparing the workers with appropriate skills, etc. He said that the study must be comprehensive and inclusive.

He noted that although the problems encountered by the cashew workers have attracted considerable scholarly and policy attention, it is paradoxical that the workers in this sector continue to encounter different forms of insecurities. It is of immediate relevance that these problems are rigorously analysed and relevant policy prescriptions suggested, so that we address the long standing need to improve the work and lives of cashew workers. He said that he looked forward to the report so that actions can be initiated to ameliorate the problems of the workers on a time bound manner.

## Visit of VVG NLI Delegation to South Korea (21-23 August, 2013)

### Seminar

The fourth joint Korea Labor Institute and V. V. Giri National Labour Institute (KLI-VVG NLI) Seminar was organised in Seoul, South Korea with the theme of Corporate Social Responsibility (CSR) and Industrial Relations (IR). During this seminar, participants reviewed the key issues of CSR and IR in the global context as well as in the context of the two countries—India and Korea.



(Starting from left) Mr. Hyung-Jun Lee, Korea Employers Federation; Mr. Young-Sam Park, Economic and Social Development; Dr. Changwon Lee, KLI; Dr. Hoon Kim, KLI; Dr. Injae Lee, President-KLI; Mr. V.P. Yajurvedi, Director General, VVG NLI; Mr. Otojit Kshetrimayum, VVG NLI; Mr. Moon-Ju Chung, Federation of Korean Trade Unions; Mr. Samyuel Park, Hyundai Motor Group; Mr. Sung-Jin Kim, Korea Labour Foundation.

Mr. Hyung-Jun Lee, Korea Employers Federation; Mr. Young-Sam Park, Economic and Social Development; Dr. Changwon Lee, KLI; Dr. Hoon Kim, KLI; Mr. Otojit Kshetrimayum, VVG NLI; Ms. Soohyang Park, KLI; Mr. Moon-Ju Chung, Federation of Korean Trade Unions; Mr. Samyuel Park, Hyundai Motor Group; and Mr. Sung-Jin Kim, Korea Labor Foundation. Perspectives from trade unions and employers on Corporate Social Responsibility and Industrial Relations were discussed. Various other matters related to labour dimensions of CSR in both the countries were also deliberated. One of the significant issues that came up during the discussions was the subject of CSR provisions under the India's Company Act, 2013 and its possible implications on Indian companies in general and foreign companies in particular.

This seminar was organized by the Korea Labor Institute (KLI) in collaboration with the V. V. Giri National Labour Institute (VVG NLI).

Welcome and initial remarks were delivered by Dr. Injae Lee, President, KLI and Mr. V. P. Yajurvedi, Director General, VVG NLI.

There were two presentations in the seminar. The first presentation on "CSR and Labour Relations: Its Impacts and Implications" was given by Dr. Changwon Lee, Director of Center for Wage and Job Research, KLI. This was followed by presentation by Mr. Otojit Kshetrimayum, Associate Fellow and Coordinator of Centre for North East, VVG NLI on "Corporate Social Responsibility Practices in the Area of Employment and Industrial Relations in India".

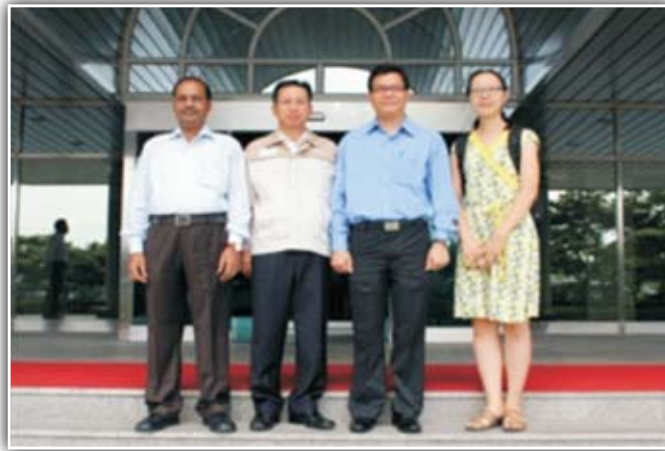
The presentation was followed by a panel discussion. The panel discussants were Mr. V.P. Yajurvedi, Director General, VVG NLI; Dr. Injae Lee, President, KLI;

## Bilateral Meeting

A bilateral meeting was held between the delegates of the two Institutes on future collaborative activities. Issues related to the identification of the theme/topic for the forthcoming joint seminar to be held in India next year, and the prospects of conducting a collaborative research study in the area of Corporate Social Responsibility and Industrial Relations were discussed among others.

## Firm Visit

The VVGNI delegation led by Mr. V.P. Yajurvedi, Director General and Mr. Otojit Kshetrimayum, Coordinator, Centre for North East visited Head office of the Ssangyong Motors at Pyeongtaek, Seoul. There was a presentation about the company followed by a visit to its manufacturing sites. A detailed discussion on the corporate social responsibility and industrial relations of the company was conducted with Mr. Cha-Gyu Park (Executive Director, HR/Administration), Mr. Sang-Won Lee (Director, Administration) and other officials of the company.



From left: Mr. V.P. Yajurvedi (Director General, VVGNI); Mr. Sang-Won Lee (Director, Administration, Ssangyong Motors); Mr. Otojit Kshetrimayum (Associate Fellow, VVGNI); Ms. Soohyang Park (Coordinator, KLI).

## Workshop on ILO Convention 181: Issues & Challenges in the Context of Private Placement Agencies in India 22 July, 2013

V.V Giri National Labour Institute organized a workshop on **ILO Convention 181: Issues & Challenges in the Context of Private Placement Agencies in India** on 22 July, 2013 to disseminate the findings of the study undertaken by VVGNI for the Ministry of Labour and Employment, Government of India. The workshop was attended by thirty eight participants including various officials of International Labour Organization, government officials from labour department, representatives from Indian Staffing Federation (ISF), legal experts, academicians, policy makers, trade unions, civil society organizations, social scientists and development practitioners who gave their valuable contribution in finalizing this study. This workshop had two prominent sessions: *Inaugural Session* and *Session II on Presentation of Findings of the Study*. In the inaugural session two presentations were made by **Mr. Paul Comyn (ILO)** and **Ms Rituparna Chakraborty (ISF)** which focussed on the background of Convention 181 and Recommendation 188, list of countries that have ratified the convention, the benefits of ratification, advantages of regulated Private Employment Agencies (PrEAs) and the need for compulsory licensing systems to control and monitor the activities of PrEAs. **Shri V.P Yajurvedi** delivered the inaugural address and the Vote of thanks was given by **Dr. S. K. Sasikumar**. In the second session, presentation of findings of the study was shared by **Dr. Ellina Samantroy** followed by comments from resource persons and discussions by scholars and participants. The deliberations recognized the need for formulation of legislation to regulate the private placement agencies in India. **Dr. Helen Sekar** welcomed the resource persons of the session and the session was chaired by **Prof S.C Srivastava**. The session concluded with a vote of thanks by **Dr. Ellina Samantroy**.



# CENTRE FOR NORTH EAST

The North Eastern Region (NER) of India constitutes 7.9 per cent of country's total geographical area and 3.8 per cent of total population of the country (Census, 2011). It stretches from the foothills of the Himalayas in the eastern range and is surrounded by Bangladesh, Bhutan, China, Nepal and Myanmar. It includes eight states- Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim and Tripura. Troubled by history and geo-politics, the NER has remained one of the most underdeveloped regions of the country. Inadequate infrastructure and poor governance is combined with low productivity and market access.

NER constitutes 3.6 per cent of India's total workforce (NSSO, 2009–10). The labour scenario in the NER is quite unique compared to other regions of the country owing to a multitude of factors (including geographical, socio-economic and political). The region is marked by lower rate of industrialization and limited spread of modern service sector. The agricultural operations are also distinct (with the presence of unique systems like *jhuming*). Cultural ethos governing labour market participation is also different, which *inter alia* reflects on the distinctive composition of the labour force – across gender and social categories. Yet another important aspect is migration, which gets complicated due to several socio-political considerations – both in terms of internal migration of population (from within and outside the region) as well as in terms of influx of labourers across national boundaries.

It is in this context that the Institute has set up a new Centre named as Centre for North East (CNE) in 2009 to carry out policy oriented research and conduct workshops/seminars and training on issues related to labour, employment and social protection in the North Eastern Region. The research and training areas are as follows:

## Core Research Areas of the Centre

- Employment and Unemployment Trends and Challenges
- Gender and Labour
- Migration and Development
- Social Security
- Health and Labour
- Livelihood Strategies
- Sectoral Analysis
- Skill Gap Studies
- Industrial Relations & Regulations
- Sociology of Labour & Workers' Movement

## Core Training Areas of the Centre

The target groups of the training programmes are labour officials, women workers and representatives from Central Trade Union Organisations, NGOs/Civil Societies, university students and researchers. Some of the themes of the training programmes of the Centre are indicated below:

- Skill Development & Employment Generation
- Fundamental of Labour Laws
- Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers
- Leadership Development Programme for Trade Union Leaders
- Social Protection and Livelihood Security
- Effective Enforcement of Labour Laws in Unorganised Sector
- Research Methods in Labour Studies
- Labour Market, Employment and Social Protection in the North East

## Centre Co-ordinator

**Shri Otojit Kshetrimayum, Associate Fellow**

Contact: [otojit@gmail.com](mailto:otojit@gmail.com)

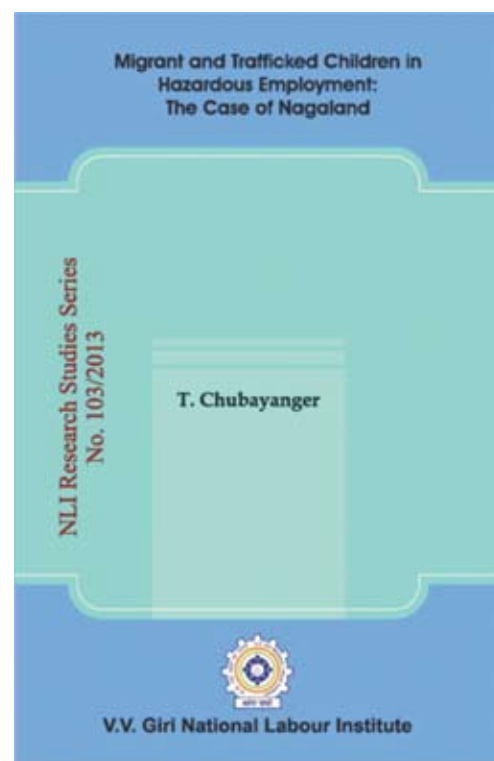
## PUBLICATION OF RESEARCH STUDIES

The present study titled, "Migrant and Trafficked Children in Hazardous Employment: The Case of Nagaland" by Shri T. Chubayanger, Project Officer, Department of Labour, Government of Nagaland is the outcome of one of the commissioned projects of North East Research Centre (NERC) at V.V. Giri National Labour Institute, Noida.

The topic of this study holds extreme importance for all the stakeholders including the state government of Nagaland. Never ever any agency or government department of the state had taken up the issue of migration and trafficking of children for employment in hazardous works in the state. The impacts, therefore, are likely to be far reaching, and as a result, critical examination of the issue becomes an utmost necessity.

Migration and Trafficking of children assumes a serious threat in Nagaland as it often remains undocumented. This study establishes an information base for designing appropriate state, local and community level interventions for the welfare of the migrant and trafficked children. Further, the study enriches our understanding about the socio-economic and cultural background of the migrant and trafficked children, the demand and supply side factors influencing their migration and trafficking, and the reasons for its existence and perpetuation. The current study examines the risks and vulnerabilities of migrant and trafficked children and their working and living conditions. The study suggests for appropriate modifications in the existing protocol, legal framework and law enforcement related to migrant and trafficked children.

This study would be very helpful to various stakeholders, especially scholars and researchers, who would like to work on the broader perspective of migration and trafficking of children - both from within and outside the state.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Training Programme on Effective Labour Law Enforcement (08-12 July, 2013)

The Institute organised a five day training programme on Effective Labour Law Enforcement at its campus at Noida during 08-12 July, 2013 for enforcement officials of the Central and State Labour Departments. The programme was attended by 23 enforcement officials of various levels (Labour Inspector, Minimum Wages Inspector, Labour Enforcement Officer, Asstt. Labour Officer, Govt. Labour Officer, Supervising Inspector, Labour Superintendent and Asstt. Labour Commissioner etc.) including women officials. Representation was from organisations such as the Chief Labour Commissioner and State Labour Departments from the states of Assam, Gujarat, Jharkhand, Kerala, Maharashtra, Madhya Pradesh, Uttar Pradesh, Uttrakhand and West Bengal.

The programme aimed at helping the participants to develop an understanding of the constitutional framework of labour laws, to acquire the knowledge of substantive as well as procedural contents of law relating to wages; law relating to building and other construction work, contract labour, migrant workers and child labour etc. and the issues related to

the enforcement of these labour legislations. During the programme, the participants were addressed by both internal faculty members and external experts comprising of academicians and practitioners. **Shri V.P. Yajurvedi**, Director General, VVGNI made the concluding remarks and also distributed the certificates to the participants. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director of this training programme.

### **Training Programme on Effective Enforcement of Labour Laws in the Unorganised Sector (5-8 August, 2013)**

A five day training programme on Effective Enforcement of Labour Laws in the Unorganized Sector was organised at the Institute from 5-8 August, 2013. The programme aimed at helping the participants to have an understanding of the constitutional perspective on labour, intent and content of select labour laws applicable to the unorganized sector, techniques of enforcement and procedural aspect related to various labour laws. The major subject areas covered during the programme included: Issues in Implementation of the Law relating to the Inter-State Migrant Workers in India; Child Labour (P&R) Act, 1986 and its implementation; Techniques of Enforcement; Filing of Claims and Prosecutions and Policy and Law relating to Contract Labour in India.

The programme was attended by thirty enforcement officials of various levels representing the organization of Chief Labour Commissioner and the State Labour Departments from Haryana, Kerala, M.P., Maharashtra, Punjab, Uttar Pradesh, Uttarakhand and West Bengal. During the programme, the participants were addressed by the Institute's faculty as well as a number of external experts including **Dr. Lakshmidhar Mishra**, former Union Labour Secretary. **Shri V.P. Yajurvedi**, Director General, VVGNI made the concluding remarks and also distributed the certificates to the participants. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director of this training programme.

## **INDUSTRIAL RELATIONS PROGRAMMES (IRP)**

### **Empowering Trade Unions Leaders (1-6 July, 2013)**

The above programme focused upon enhancing knowledge and skills of the participants. The specific objectives of the programme were: (i) to familiarise the participants with the changes and trends in industrial relations; (ii) to sharpen skill of leadership; (iii) to discuss the role of trade unions in emerging economic political scenario; (iv) to have knowledge about labour laws and recent changes in labour laws. This was a paid programme which was attended by thirty-six participants representing Naval Dock Yard, VOC Port Trust, Tuticorin, Reserve Bank of India, Controllerate Quality Assurance Electronics, Tata Steel Limited, Hindustan Aeronautics Limited and Material Organization. **Shri V.P. Yajurvedi**, Director General, delivered the Valedictory Address. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director of this training programme.



### **Behavioural Skills for Developing Effective Leadership (19-23 August, 2013)**

This programme aimed at enhancing the behavioural skills among the participants in order to strengthen their organizations. These skills included articulation and listening skills, skills for managing work, presentation skills, interpersonal and team building skills etc. The main objectives of this programme were: (i) To enhance effective leadership skills; (ii) To sharpen inter-personal skills; (iii) To acquaint with concept of emotional intelligence; (iv) To strengthen consensus building; (v) To inculcate the skills for creative problem solving. Twenty-five participants from Jharkhand, Andhra Pradesh, Tamilnadu, Odisha, Maharashtra and Uttar Pradesh attended this programme representing Jamshedpur Utility Service Company, Mishra Dhatu Nigam Limited, AFVASSY, DRDO, Proof and Experimental Establishment, Tata Steel Limited, Hindustan Aeronautics Limited, Material Organization and Oil India Limited. This was a paid programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director of this training programme.

# CAPACITY BUILDING PROGRAMMES (CBP)

## Empowering Rural Women Organisers (08-12 July, 2013)

The objective of this training programme were: (i) to develop an understanding of the rural society and economic relation; (ii) to discuss the issue of empowerment for women; (iii) to develop skills for enhancing leadership potential; (iv) and to acquaint with labour laws in relation to women workers. This training programme was attended by thirty one rural women organizers. **Dr. Shashi Bala**, Fellow was the Course Director of this training programme.



## Labour, Productivity and Livelihood in the Plantation Sector (15-19 July, 2013)

The training programme on Labour, Productivity and Livelihood in the Plantation Sector was first of its kind engaging stakeholders such as small growers and employers with trade union representatives from the plantation sector. The specific objectives of this programme were: (i) to address concerns of labour and livelihood in the current global scenario; (ii) to engage in a dialogue between the small growers and trade unions of the organised sector in order to strengthen policies for the plantation sector. Twenty two participants attended this training programme from the plantation crops such as tea, coffee and rubber growing states of West Bengal, Tamil Nadu and Kerala. This programme was inaugurated by **Ms. Vandana Yadav**, Director (Plantations), Ministry of Commerce, GOI who in her introductory remarks emphasised the vision of the department with respect to plantation labour. Inputs from both the academia and field were given in this training programme. An intensive stakeholders' discussion was held on the last day of the training programme that was further placed to the DoC, GOI. **Shri V.P. Yajurvedi**, Director General, VVGNI in his Valedictory Address reiterated the need to emphasize and discuss on issues of productivity, labour and livelihood across commodities in the plantation sector. **Dr. Rinju Rasaily**, Associate Fellow was the Course Director of this training programme.

## Gender, Poverty and Employment (15-19 July, 2013)

A training programme on Gender, Poverty and Employment was held at V.V Giri National Labour Institute from 15-19 July, 2013. The training programme was designed for officials from Government Departments, Central Trade Unions and Non-government Organizations. The programme was attended by twenty four participants from Madhya Pradesh, Chattisgarh, Chittorgarh, Rajasthan, Odisha, Kerala, Bihar, West Bengal and Karnataka. The main objectives of the programme were: (i) to examine the inter-linkage between gender, poverty and employment; (ii) to develop and understanding about gender, informality and poverty; (iii) to understand gender and decent work perspective in poverty reduction; (iv) to sensitize the participants about development issues related to gender; (v) to enhance their capacity to understand and analyze gender dimensions in policy and planning; (vi) To discuss gender sensitive anti poverty employment policies and programmes at national and international levels. **Shri V. P. Yajurvedi**, Director General of VVGNI delivered the Valedictory Address and distributed the certificates to the participants. **Dr. Ellina Samantroy** was the Course Director of this training programme.

## Leadership Development Programme for Rural Trade Union Leaders (22-26 July, 2013)

This programme aimed at empowering trade union leaders from rural unorganised sector. Specific objectives of the training programme were: (i) to provide an overview of the issues in the rural unorganised sector in India; (ii) to develop/ sharpen skills of trade union leaders; (iii) to create an awareness about legal rights and provisions; (iv) to provide insights into dynamics of inter-personal and inter-group relationships; (v) to discuss various issues and aspects related to organization building; (vi) to make the rural workers aware about the progress of unionization process in the rural unorganised sector; (vii) to help in locating the resources at the micro and macro level; (viii) to make them aware about the policies and programmes relating to poverty alleviation, social security and skill development. Thirty three participants representing Central Trade Unions (INTUC, BMS, CITU, AITUC, HMS, BMS, and TUCC) working for organizing unorganised workers at the grassroots attended this programme. They belonged to Uttar Pradesh, Odisha,



Haryana, Jharkhand, Chhattisgarh, West Bengal, Bihar, Punjab, and Maharashtra. In the valedictory session, **Shri V.P. Yajurvedi**, Director General received feedback and distributed certificates to the participants. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director of this training programme.

### **Training Programme on Skill Development and Employment Generation (22-26 July, 2013)**

The objectives of this programme were: (i) to understand the linkage between vocational education and skill training with growth and employment; (ii) to acquire knowledge about the vocational educational and training systems and about its various components; (iii) to understand the challenge of employment generation and designing appropriate skill development strategies to meet those challenges. Twenty-five participants representing nine states - Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Gujarat, Himachal Pradesh, Karnataka, Kerala and Tripura attended this programme. They were mainly tripartite partners, officials involved with implementation of vocational education and skill training programmes, trainers and instructors, research institutes, organizations/institutions involved in imparting vocational education and training. Sessions on Skill Development & Employment Generation in India: An Overview; Vocational Education & Training in India; Skill Training & Employment Generation Initiatives: Perspectives from NGOs; Skill Development through Public-Private Partnerships: Case of Upgradation of ITIs, Bridging the Employment & Employability Gap: Role of Private Placement Agencies; Developing Employability through Modular Employable Skills & RSETIs; Trends & Skill Needs in Emerging Sectors in India; Skill Training in Labour Intensive Sectors: Cases of MSME, Textile & Food Processing Industries; Providing Skill Training & Generating Employment through SHGs; and Employment Generation Programmes in India were conducted by both internal and external faculties. A group presentation was made on Making Labour Market Information System Effective wherein the participants shared their experiences and held discussions on issues related to the prospects and challenges of establishing an effective Labour Market Information System. In the valedictory session, certificates were distributed to the participants by **Shri V.P. Yajurvedi**, Director General, VVGNI. **Shri Otojit Kshetrimayum**, Associate Fellow was the Course Director.

### **Developing Skill Development Strategies for Women Workers in the Informal Economy (05-08 August, 2013)**

The objectives of this training programme were: (i) to discuss the nature and characteristics of the informal economy; (ii) to situate the importance of skill development in the functioning of informal economy; (iii) to share the experiences of various social partners in skill development and training; and (iv) to discuss appropriate strategies for skill development in the informal sector occupations. This programme was attended by twenty-two participants that included Training Officers, Training Instructors and members of Trade Unions, Panchayats and NGOs. **Dr. Shashi Bala**, Fellow was the Course Director of this training programme.

### **Orientation Programme on Labour Issues (12-16 August, 2013)**

This is a new programme designed especially for university students of social sciences pursuing Master Degrees to orient them with various labour issues. The aim of the programme was to familiarise young students with various labour issues and developing their capacities to contribute in their academic and professional pursuits. Main objectives were: (i) to make the participants acquainted with various labour issues; (ii) discuss important issues related to labour and employment; (iii) enable participants to contribute in their academic and professional work. Nineteen students of various subjects like Sociology, Social Work and MBA participated in this programme. Participants belonged to universities like Hemwati Nandan Bahuguna Garhwal University (Uttarakhand), Cochin University of Science and Technology, Ernakulam (Kerala), Amrita University, Kollam (Kerala), Banaras Hindu University, Varanasi (Uttar Pradesh), Jain Vishva Bharti Institute, Ladnun, (Rajasthan), Assam University, Silchar (Assam). **Shri V.P. Yajurvedi**, Director General delivered the Valedictory Address and distributed certificates to the participants. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director of this training programme.

### **Women Welfare Issues at Workplace (19-23 August, 2013)**

The objectives of this training programme on 'Women Welfare Issues at Workplace' were: (i) familiarize women workers about various legal provisions regarding women workers; (ii) to discuss the Gender Issues in the Labour Market; (iii) to provide information on the various development schemes; (iv) to discuss the prohibition of Sexual Harassment of women at workplace. This training programme was attended by twenty-one participants representing the North Eastern states of India. **Dr. Shashi Bala**, Fellow was the Course Director of this training programme.

## Empowering Rural Women Organisers (26-30 August, 2013)

This programme on Empowering Rural Women Organisers was held at the Institute from 26-30 August, 2013. Aspects on role of organisation in women's empowerment, skill development and women in trade unionism were some of the issues discussed in this training programme. It was attended by thirty-six women participants from states such as Uttar Pradesh, Punjab, Orissa, Manipur, Gujarat and Maharashtra representing different trade unions especially from the unorganised sector. **Dr. Rinju Rasaily**, Associate Fellow was the Course Director. With the **Director General Shri V.P. Yajurvedi's** urgent engagement, certificates were distributed by the Course Director of this training programme.

## Promoting Decent Work in the Construction Industry (26-30 August, 2013)

The aim of this programme was to sensitize the participants with the concept and components of decent work and its relevance in construction. The specific objectives were: (i) to familiarise the participants with the concept and components of decent work and its relevance in the construction industry; (ii) to identify major challenges towards attaining decent work condition in the construction industry; (iii) to discuss ways and means to address the various challenges for promotion of decent work in construction. Fifty two participants comprising of labour officials (DLOs, ALCs, LEOs, Labour Officers) and Trade Union Leaders of Construction Sectors from CTUs including some state construction board members attended this programme. Participants belonged to different states such as Tamil Nadu, Andhra Pradesh, Kerala, Madhya Pradesh, Odisha, Assam, Gujarat, Jammu & Kashmir, West Bengal, Uttarakhand, A & N Island, Maharashtra, Haryana, and Bihar. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director of this training programme.

## RESEARCH METHODS PROGRAMME (RMP)

### Research Methods on Gender Issues in Labour (05-16 August, 2013)

This training programme was designed to help young researchers/teachers in universities/colleges and research institutions as well as professionals in government organizations to pursue their interests in the area of gender research on labour issues. The course involved an understanding of both qualitative and quantitative methods of researches on gender issues in labour. The programme was attended by thirty-one participants comprising of research scholars and Assistant Professors from various reputed Universities and institutions from Uttar Pradesh, West Bengal, Tamil Nadu, Odisha, Maharashtra, Delhi, Karnataka, Madhya Pradesh, Uttarakhand and Jammu and Kashmir. The main objectives of the programme were: (i) to develop an understanding on various theoretical perspectives in gender research; (ii) Understand the various feminist methodologies and approaches in gender research; (iii) To develop a critical understanding of dominant theories of knowledge and methodologies employed in humanities and social sciences; (iv) To understand various Qualitative and Quantitative techniques in gender issues in labour research; (v) To make the participants familiar with new statistical packages.



The sessions were taken by various resource persons from reputed Universities and institutions in Delhi and by VVG NLI faculty. **Shri V. P. Yajurvedi**, Director General of VVG NLI delivered the Valedictory Address and distributed the certificates to the participants. **Dr. Ellina Samantroy** was the Course Director of this training programme.

## HEALTH ISSUES PROGRAMME (HIP)

### Developing Health Security (01-05 July, 2013)

The aim of the training programme was to enable the participants to understand the health security of the workers, equip them with the skills of addressing the issues in informal employment and develop grassroots level health security network. Main objectives of the programme were: (i) to enhance the understanding of the participants about health

security of workers and issues; (ii) to familiarize the participants with emerging health and occupational hazards at workplace and preventive measures; (iii) to discuss different health security programmes including micro level social insurance and community insurance interventions. Thirty two participants representing trade unions (AITUC, INTUC, CITU, BMS, and HMS), Labour Officials (Deputy Labour Commissioners, Assistant Labour Commissioners, Labour Enforcement Officers, Assistant Welfare Commissioners, Labour Superintendents), doctors engaged in industrial health and safety (Assistant Directors Industrial Health & Safety) attended this programme. Participants belonged to the states of Uttar Pradesh, West Bengal, Madhya Pradesh, Delhi, Manipur, Odisha, Haryana, Maharashtra, Chhattisgarh, Karnataka, Kerala and Bihar. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director of this training programme.

### **Health Security for Workers in the Unorganised Sector: Issue & Challenges (19-23 August, 2013)**

This training programme was conducted for labour department officials as well as trade unions with the aim to impart understanding on the economic burden of illness and the need for health security for unorganized sector workers. The objectives of the programme were: (i) Understanding health insecurities of workers and the impact of changes in the health care system and financing; (ii) Familiarizing participants with the existing health security programmes, in both the formal as well as informal sector; (iii) Equipping participants with the understanding of alternative coping mechanisms and community health insurance programmes. The methodology of the training programme consisted of lectures, interactive sessions, individual and group presentations and sharing case studies. The training programme was attended by nineteen participants (eleven government officers and eight trade union representatives). **Shri V.P. Yajurvedi**, Director General of the Institute presided over the Valedictory Ceremony of the programme and distributed certificates. **Dr. Ruma Ghosh**, Fellow was the Course Director of this training programme.

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

### **Social Protection and Livelihood Security (8-12 July, 2013)**

The Institute organized a five days Training Programme on Social Protection and Livelihood Security for North Eastern states from 8-12 July, 2013. The main objectives of the programme were: (i) to understand livelihood risk and vulnerability of the rural poor; (ii) to understand the different social protection programmes that transfer assets and skills of people for self-employment and public works programmes that enable people to cope with poverty; (iii) to explore the alternative coping strategies/good practices for poverty reduction. Thirty four participants from various states participated in the programme. The training involved lectures by resource persons, brain storming sessions, discussions and interactive sessions. **Shri V. P. Yajurvedi**, Director General, delivered the Valedictory Address and distributed certificates to the participants. **Dr Dhanya M B**, Associate Fellow was the Course Director of this training programme.



### **Social Protection and Livelihood Security (26-30 August, 2013)**

The aim of the programme was to develop an understanding of social protection and livelihood security for informal sector workers. The objectives of the programme were: (i) to understand livelihood risk and vulnerability of the rural poor, (ii) to understand the different social protection programmes that transfer assets and skills to people for self-employment and public works programmes that enable people to cope with poverty, and (iii) to explore the alternative coping strategies/good practices for poverty reduction.

There were forty eight participants comprising government officials, representatives from trade unions and civil societies and representing Assam, Manipur, Meghalaya, Mizoram and Tripura. Sessions on Social Protection and Livelihood Security: An Introduction; Employment Trends in North East India; Social Security Schemes for Unorganised Workers; Ending Child Labour through Social Protection; Gender, Work and Social Protection: Issues

and Challenges; Developing Livelihood Security through Self Help Groups; Labour Laws: An Overview; Employment Generation Programmes; Industrial Health and Policies on Health Protection; Horizontal Mobility; Livelihood Security through Skill Development; Developing Social Protection Strategies were taken by both internal and external faculties. **Mr. Otojit Kshetrimayum** was the Course Director of this training programme.

## COLLABORATIVE TRAINING PROGRAMME (CTB)

### Social Securities for Unorganised Workers AILS, Mumbai (4-6 July, 2013)

This programme was organized at Ambekar Institute for Labour Studies, Mumbai. The 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. The focus of the programme was to orient the participants about different social security programmes and schemes of Central and Maharashtra Governments. About thirty participants attended the programme. They were from different trade unions working in the unorganized sector of Maharashtra. Mr. G.B. Gwade, Director, AILS, inaugurated the programme. The legislation on 'Social Security' was discussed in detail. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director of this training programme.

## OTHER PROFESSIONAL ENGAGEMENTS

### Other Professional Engagements of Shri V. P. Yajurvedi, Director General, VVGNI

- Addressed the participants in the Workshop on "Changing Concept of Workman: Approaches of Social Partners and Supreme Court" organized by National Labour Law Association on 2 August, 2013 at India International Centre, New Delhi.
- Participated in the KLI-VVGNI Seminar on "Corporate Social Responsibility and IR" organized by Korea Labour Institute from 21-23 August, 2013 at Seoul, South Korea.
- Attended the meeting of Parliamentary Consultative Committee on Social Security Schemes for Unorganized Sector on 30 August, 2013 at Parliament House Annexe, New Delhi.

### Other Professional Engagements of Faculty Members

#### Dr. Ruma Ghosh, Fellow

- Attended National Consultation on Strengthening Social Protection in India organised by the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) and Institute of Social Studies Trust (ISST) on 4 July, 2013 at India Habitat Centre, New Delhi.

#### Otojit Kshetrimayum, Associate Fellow

- Attended National Consultation on Strengthening Social Protection in India organised by the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) and Institute of Social Studies Trust (ISST) on 4 July, 2013 at New Delhi.
- Presented a paper on Corporate Social Responsibility Practices in the Area of Employment and Industrial Relations in India in the 4<sup>th</sup> Korea Labour Institute-V.V. Giri National Labour Institute (KLI-VVGNI) Seminar on Corporate Social Responsibility and Industrial Relations held at Seoul, South Korea on 22 August, 2013.

#### Dr. Ellina Samantroy, Associate Fellow

- Presented the findings of the study on ILO Convention 181: Issues and Challenges in the context of Private Placement Agencies in India in a workshop on 22 July, 2013 at VVGNI.
- Participated in one day workshop to develop script for audio programme in Sociology on 24 July, 2013 at National Institute of Open Schooling.
- Participated in web radio telecast programme on 26 July, 2013 at National Institute of Open Schooling.

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