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FROM THE DIRECTOR GENERAL'S DESK

OCCUPATIONAL SAFETY AND HEALTH IN INDIA

India is a growing economy with a large workforce of 473 million. The unorganised or informal sector constitutes a pivotal part of the Indian economy. More than 90 per cent workers are in the informal economy working mainly in agriculture and services (60% self employed and 30% without regular jobs).

There are around sixteen laws in India related to working hours, conditions of services and employment. The major legal provisions for the protection of health and safety are contained in two acts which are the Factories Act, 1948 and Mines Act, 1952. There are other legal provisions for the protection of special groups of workers including those in plantation, docks, building and construction and tobacco.

The organised sector, both private and public has well developed OSH regulations. However, this sector is less than 10 per cent of the total workers. The OSH provisions in the unorganized sector are almost non-existent. Moreover, there are no government agencies or departments that deal exclusively with OSH issues. The Directorate General, Factory Advice Service and Labour Institutes (GDFASLI) under the Ministry of Labour and Employment, Government of India has been set up with the objective of advising Central and State Governments on administration of the Factories Act and coordinating the factory inspection services in the States. It also advises factories on various problems concerning safety, health, efficiency and well - being of the persons at work places. It further assists the Ministry in formulating national policies on occupational safety and health in factories and docks.

The National Policy on Safety, Health and Environment was declared by the Ministry of Labour and Employment, Government of India in 2009. The National Policy, referring to the Constitution of India, sets out a set of goals with the view to building and maintaining a national preventative safety and health culture and improving the safety, health and environment at workplace. The Policy also expresses a set of the national objectives. The outline for Action Programme identifies eight specific working areas, including enforcement, national standards, compliance, awareness, research and development, occupational safety and health skills development and data collection. After an initial review to ascertain the status on safety, health and environment at workplace, the Policy is envisaged to be reviewed at least every five years.

With the changing work situations as a result of globalization and liberalisation, new occupational safety and health challenges have also emerged. In the current scenario, the three most OSH needs are (1) legislation to extent OSH coverage to all sectors including unorganized sector, (2) spreading awareness about OSH among stakeholders, (3) development of OSH infrastructure and OSH professionals.



SPECIAL EVENTS

Meeting on “Assessment of Research and Training Needs in North Eastern Region” 30 July, 2014

The Centre for North East, V.V. Giri National Labour Institute organised a **Meeting on Assessment of Research and Training Needs in North Eastern Region** on 30 July, 2014 at the Main Committee Room, Ministry of Labour & Employment (MOLE).

The main objective of the meeting was to explore possibilities of collaboration on a variety of research, training, monitoring and evaluation activities, with different Government Departments, Academic and Training Institutions in the North Eastern Region. **Shri Arun Sinha**, Additional Secretary (Labour &



Employment), MOLE chaired the meeting. **Shri P.P. Mitra**, Director-General, VVGNI and Labour and Employment Adviser, MOLE coordinated the proceedings of the meeting. The meeting was attended by officials of the Ministry of Labour & Employment, National Skill Development Authority, officials of the Departments of Labour & Employment from Assam, Manipur, Meghalaya, Nagaland and Sikkim.

Academicians and officials representing Institutions namely: Indian Council for Social Science Research (ICSSR-North Eastern Regional Centre), Shillong; NABARD, Guwahati; National Institute of Public Cooperation and Child Development (NIPCCD), Guwahati; Omeo Kumar Das Institute of Social Change and Development, Guwahati; Indian Institute of Entrepreneurship, Guwahati; Indian Institute of Technology, Guwahati;



North East Hill University, Shillong; Nagaland University; North East India Studies Programme, Jawaharlal Nehru University, New Delhi; Centre for North East Studies, Jamia Millia Islamia, New Delhi; Sikkim University, Gangtok; Rajiv Gandhi University, Itanagar also participated in the meeting. The Coordinator of the meeting was **Mr. Otojit Kshetrimayum**, Associate Fellow.

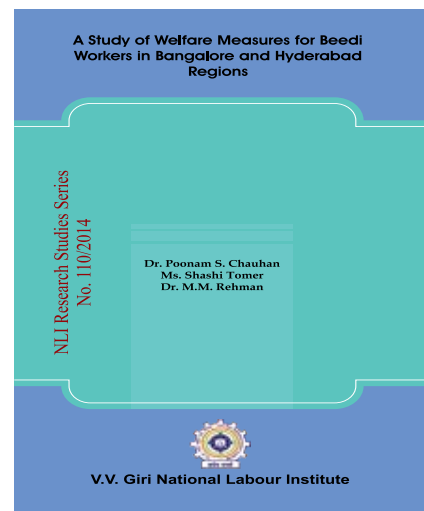
PUBLICATION OF RESEARCH STUDIES

The beedi industry in India has taken roots in many states, employing more than six million workers in its various activities i.e., from tendu leave collection to beedi rolling stages. Beedi rolling itself engages about five million workers. State-wise estimate of the beedi workers shows that the largest number of workers are concentrated in Madhya Pradesh followed by West Bengal, Andhra Pradesh, Tamil Nadu, Uttar Pradesh.

The workers, being unorganized, are generally deprived of many facilities, for instance, minimum wages, social security and other employment benefits. Earlier the workers were not protected by any specific labour laws. However, in 1976 an Act, namely, the Beedi and Cigar Workers' (Conditions of Employment) Act was passed by the Parliament. The main purpose of this Act is to protect the interests of beedi workers.

The beedi workers are entitled to certain welfare measures in the area health, education, group insurance, housing and recreation. There are several schemes through which various assistances are provided to the beedi workers. In addition, they may be eligible for assistance under National Social Assistance programme and measures. The welfare measures provided under the Welfare Fund is administered by the Director General Labour Welfare. The schemes have been laid down in the provision of the Beedi Workers' Welfare Fund Act, 1976 which was enacted in 1976. The Act came into operation w.e.f 15.2.1977. The main purpose of the Act is to provide welfare measures to improve the living conditions of the labourers engaged in the beedi making activities. According to the Act "The Fund shall be applied by the Central Government to meet the expenditure incurred in connection with measures and facilities which, in the opinion of that Government, are necessary or expedient to promote welfare of persons engaged in beedi establishment in particular.

The present study examines the welfare measures and its operation mechanism focusing on how the welfare fund is generated, what problems are faced in the process of collection of cess and how the fund is spent for providing welfare facilities. In addition, the study attempts a time series analysis of welfare activities and its impact on beneficiaries. It also examines procedures and problems relating to disbursement of fund to the beneficiaries, eligibility criteria for selection of beneficiaries, geographical coverage, etc. The study is useful for researchers, implementing agencies and trade union activists.



TRAINING PROGRAMMES

LABOUR ADMINISTRATIVE PROGRAMMES (LAP)

Effective Enforcement of Laws Pertaining to Women Employees (14-18 July, 2014)

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 emphasize on enforcement of laws related to women workers e.g. Equal Remuneration Act, Maternity Benefit Act, Workmen Compensation Act etc.; (iv) to acquaint with Supreme Court guidelines on sexual harassment. The training programme was attended by twenty one participants. **Dr. Shashi Bala, Fellow** was the Course Director.

Enforcement of Labour Laws (21-25, July 2014)

The programme aimed at helping the participants to develop an understanding of the context of labour legislation, to acquire the knowledge of substantive as well as procedural content of law relating to wages; law relating to building and

other construction work, contract labour, migrant labour and child labour etc. and the issues related to the enforcement of these labour legislations. The programme also including sessions on various practical aspects related to enforcement such as: Labour Law Enforcement: Problems and Solutions; Techniques of Enforcement and Filing of Claims and Prosecutions etc. The programme was attended by twenty four enforcement officials of various levels, comprising of nineteen males and five females representing the States/UTs of Assam, Goa Daman and Diu, J&K, Maharashtra, Sikkim, Uttarakhand, Uttar Pradesh, West Bengal. **Dr. Sanjay Upadhyaya** was the Course Director.

Effective Enforcement of Laws on Health

(04-08 August, 2014)

The aim of this training programme was to develop an understanding of the need for health protection and security of workers. The specific objectives were: (i) to develop a conceptual understanding of the need for health protection of the workers; (ii) to examine the emerging issues and challenges with regard to health legislations; (iii) to familiarize participants with different schemes and programmes on health security of workers; and (iv) to understand the enforcement of laws with regard to the health of workers. The programme was attended by twenty two participants which included Government officials and Representatives of Trade Unions. **Dr. Ruma Ghosh, Fellow** was the Course Director.

Towards Generating Quality Employment: Challenges and Options

(19-22 August, 2014)

The specific objectives of the programme were: (i) to examine the linkages between employment, economic growth and development; (ii) Analyse emerging trends in employment; (iii) Share good practices on quality employment generation; and (iv) Discuss strategies to evolve quality employment as a catalyst for achieving the national goal sustainable and inclusive growth. The programme was attended by twenty eight practitioners and scholars from different parts of the country involved with policy and research on employment and related issues. **Dr. S.K. Sasikumar, Senior Fellow and Dr. Rakhee Timothy, Associate Fellow** were the Course Directors of this programme.

INDUSTRIAL RELATION PROGRAMMES (IRP)

Training Programme on Gender and Social Security for Corporate Sector

(28 July-01 August, 2014)

The objectives of the programme were (i) to discuss the key concepts and approaches related to gender (ii) to orient the participants on affirmative policies for enhancing gender equality in the world of work; (iii) to acquaint with the concept of Social Security; (iv) to provide information on the recent trends, national and international experiences, good practices; (v) to offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various Social Security provisions and; (vi) to train the H.R. in Corporate Sector. The training programme was attended by fourteen participants. **Dr. Shashi Bala, Fellow** was the Course Director.

Managing Work Effectively: A Behavioural Approach

(04-07 August, 2014)

The above programme had the following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to strengthen consensus building and (v) to inculcate skills for creative problem solving. Twenty one participants from TISCO Mazdoor Union (INTUC), Tata Steel Limited, Jharkhand, NALCO Employees Forum National Aluminum Co. Ltd, Bhubaneswar, Odisha, Midhani Employees Union (INTUC), Mishrat Dhatu Nigam Limited, Hyderabad, Andhra Pradesh, Human Resource Management Department, Reserve Bank of India, Mumbai, Maharashtra, Sanyukt Khadan Mazdoor Sangh (AITUC), N.M.D.C. Limited, Dantewara, Chhattisgarh, Hindustan Aeronautics Ltd. Govt. of India, Min. of Defence Nasik, Maharashtra participated. **Dr. Poonam S. Chauhan, Senior Fellow** was the Course Director.

CAPACITY BUILDING PROGRAMME (CBP)

Leadership Development Programme for Rural Trade Union Leaders (07-11 July, 2014)

The aim of this training programme was to empower the emerging trade union leaders from rural unorganized sector. The specific objectives were: (i) to provide an overview of the issues in the rural unorganized sector in India; (ii) to develop/sharpen skills of rural trade union leaders to understand, study and analyze rural society; (iii) to provide insights into dynamics of interpersonal and intergroup relationships; (iv) to discuss various issues and aspects related to organization building; (v) to create an awareness about legal rights and provisions; (vi) to develop critical awareness of prospective leaders about various social protection and employment policies; (vii) to make the participants aware about the emerging techniques of organizing rural workers and; (viii) to help in locating the resources at the micro and macro level. The programme was attended by twenty three participants. **Dr. Rinju Rasaily, Associate Fellow** was the Course Director.

Managing Livelihood and Social Protection in Coastal Regions (07-11 July, 2014)

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 livelihood and social security measures in the Coastal Regions. The objectives of the programme were: (i) to discuss various issues, challenges relating to livelihood and social security in coastal regions; (ii) to make the participants understand their roles in addressing the issues; (iii) to discuss about new avenues and innovative methods; (iv) to enable them to contribute effectively for the promotion and management of livelihood and social security in the regions. Twenty two representatives from CTUs participated in this programme. **Shri P. Amitav Khuntia, Associate Fellow** was the Course Director.

Enhancing Leadership Skills for Transport Workers (21-25 July, 2014)

The major objectives of the programme were to enhance the capacity of the participants and instil leadership skills in them. Other objectives were as follows: (i) to enhance leadership skills; (ii) to discuss the legal protections in various labour legislations, especially the Transport Workers Act; (iii) to familiarize participants with the various aspects of welfare funds. This programme was participated by thirty eight participants who were the organisers of transport workers. The participants came from Andhra Pradesh, Tamilnadu, Himachal Pradesh, Jharkhand, Gujarat, West Bengal, Maharashtra, and Rajasthan. **Dr. Poonam S. Chauhan, Senior Fellow** was the Course Director.

Developing Leadership Skills for Plantation Industry (28 July - 01 August, 2014)

The aim of this training programme was to enhance leadership skills of trade union activists from Plantation Industry. The specific objectives were: (i) to develop skills and techniques of effective organization building; (ii) to foster skills of effective leadership; (iii) to acquaint the participants with the socio-economic and political changes in globalised economy; and (iv) to impart knowledge about labour laws, development programmes and schemes. The programme was attended by twenty three participants which included trade union leaders/activists of plantation workers from central trade union organizations. **Dr. Rinju Rasaily, Associate Fellow** was the Course Director.

Managing Livelihood and Social Protection in the Hill Regions (28 July - 01 August, 2014)

The programme aimed at enhancing the competence of social partners and motivating them to work towards the promotion and holistic management of livelihood and social security measures in Hill Regions. The objectives of the programme were: (i) to discuss various issues, challenges relating to livelihood and social security; (ii) to make the participants understand their roles in addressing the issues; (iii) to discuss about new avenues and innovative methods; (iv) to enable them to contribute effectively for the promotion and management of livelihood and social security in the regions. The programme was attended by thirty nine

participants comprising of representatives of CTUs, NGOs and ITIs. Participants belonged to the states of Jammu & Kashmir, Uttarakhand, Himachal Pradesh, Assam & Manipur. **Shri P. Amitav Khuntia, Associate Fellow** was the Course Director.

Enhancing Competence of Youth Employability Skills (04-08 August, 2014)

The aim of the programme was to acquaint the participants with the knowledge, importance and avenues of skill development for enhancing employability of youth. The objectives of the Course were; (i) to understand the world of work and Decent Employment; (ii) to situate the importance of skill development for employability in general and for youth in particular in the emerging economy; (iii) to familiarise the participants with skill development avenues and initiatives; (iv) to impart behavioural skills to play larger role along with enhancing individual capacity of the participants. Thirty nine Master Degree Students of Social Work, Sociology, Agriculture, and Development Studies & MBA including three PhD scholars of various Universities participated in this course. **Shri P. Amitav Khuntia, Associate Fellow** was the Course Director.

Developing Leadership Skills for Women Trade Union Leaders (11-15 August, 2014)

The objectives of the programme were; (i) to develop skills and techniques of effective organisation building; (ii) to foster skills of effective leadership; (iii) to acquaint the participants with the socio-economic and political changes in globalised economy; and (iv) to impart knowledge about labour laws, development programmes and schemes. The training programme was attended by twenty nine participants. **Dr. Shashi Bala, Fellow** was the Course Director.

Leadership Development Programme for Rural Trade Union Leaders (19-22 August, 2014)

The objectives of the programme were: (i) to provide an overview of the issues in the rural unorganised sector in India; (ii) to develop/sharpen the skills of rural trade union leaders; (iii) to create an awareness of legal rights to organization building; (iv) to create an awareness about legal rights and provisions; (v) to discuss various issues and aspects related to organization building and; (vi) to make the rural workers aware about the progress of unionization process in the rural unorganised sector. Forty four Central Trade Union representatives participated in this programme. **Shri P. Amitav Khuntia, Associate Fellow** was the Course Director of this programme.

Gender, Poverty and Employment (25-29 August, 2014)

The objectives of the programme were: (i) to examine the inter linkage between gender, poverty and employment; (ii) to develop an understanding about gender, informality and poverty; (iii) to understand gender and decent work perspective in poverty reduction and to sensitize the participants about development issues related to gender; and (iv) to enhance their capacity to understand and analyse gender dimensions in policy and planning and to discuss gender sensitive anti-poverty employment policies and programmes at national and international levels. The training programme was attended by thirty five participants. **Dr. Shashi Bala, Fellow** was the Course Director.

CHILD LABOUR PROGRAMMES (CLP)

Orientation Programme on Dealing with Children Rescued from hazardous Work (01-04 July, 2014)

The aim of the programme was to enhance the understanding and existing knowledge and to make them sensitive to the issue which in turn will prepare them not only for carrying out effective advocacy and action for the prevention and elimination of child labour at the local level and to multiply the efforts towards realizing the objectives of the National Child Labour Project, which seek to withdraw children from hazardous occupation, rehabilitate them in special Training Centres and mainstreaming them into formal Schools. This training programme was attended by

forty one Special school Teachers from the NCLP Districts Champa and East Champaran of Bihar, District Sahibganj of Jharkhand, Districts Jabalpur, Katni and Shajapur of Madhya Pradesh, District Amravati of Maharashtra, Districts Raipur and Durg of Chhattisgarh, District Badaun of Uttar Pradesh, Districts Midnapore and Hooghly of West Bengal, District Bolangir of Odisha, and Alwar District of Rajasthan. **Dr. Helen R. Sekar** was the Course Director.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

Skill Development and Employment Generation

(11-29 August, 2014)

International Training Programme on Skill Development and Employment Generation under ITEC/SCAAP Programme was conducted during August 11-29, 2014 at V.V. Giri National Labour Institute. The objective was; (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 around the world and about its various components and; (iii) to understand the challenge of employment generation and designing appropriate active labour market and skill development policies to meet those challenges. This Programme was attended by thirteen Participants from seven countries namely Afghanistan, Ghana, Mauritius, Myanmar, Niger, Srilanka and Zimbabwe. **Dr. Helen R. Sekar** was the Course Director.



NORTH-EASTERN STATES PROGRAMME

Fundamentals of Labour Laws

(30 June-July 4, 2014)

The programme was designed to equip the participants with the context of labour legislations and recent labour reforms in India in general and coverage of labour regulations in North East India in specific. It emphasised on the general understanding of the history of labour law, evolution of labour law in India, purpose of labour legislations, constitutional provisions with regard to labour laws, labour policy of India, and classification of labour laws in India. The participants of the programme were members of the trade unions and representatives from civil society organisations from North Eastern States. Thirty participants from five states (Arunachal Pradesh, Assam, Manipur, Nagaland & Tripura) participated in the programme. The Course Director of the training programme was **Mr. Otojit Kshetrimayum**, Associate Fellow.

COLLABORATIVE TRAINING PROGRAMME (CTP)

Enforcement Rescue and Rehabilitation of Child Labour (TILS, Tamil Nadu)

(18 July and 22 August 2014)

Training Workshops on Enforcement, Rescue and Rehabilitation of Child Labour for the Enforcement Officers was organized by V. V. Giri National Labour Institute in collaboration with Tamil Nadu Institute of Labour Studies. The objectives of the programme were to identify the needs of the enforcement officers for effective enforcement of provisions relating to child labour and to enhance their capacity to work towards eradication of Child Labour and to orient them on the Right of Children to Free and Compulsory Education Act, 2009, Juvenile Justice Act 2000 and the Protection of Children from Sexual Offences Act 2012. The Training Workshop for the Labour Department officials of Madurai Region was conducted on 18th July 2014 in Madurai and the Training Workshop for the officials of Labour Department and Factories Department of Tiruchirapalli Region was conducted on 22nd August 2014 in Tiruchirapalli. **Dr. Helen R. Sekar** from the V.V. Giri National Labour Institute and **Dr. Ramesh Kumar** from Tamil Nadu Institute of Labour Studies were the Coordinators and Course Directors for both these Workshops.

IN-HOUSE PROGRAMMES

Managing Work Effectively: A Behavioural Approach for Oil India Limited (07-11 July, 2014)

The objectives of the programme are as follows: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to give right to information; (vi) to inculcate skills for creative problem solving; (vii) to manage stress; (viii) to enhance Communication Skills. The total numbers of participants were twenty two. They were from Arunachal Pradesh and Assam and were employees of Oil India Limited. **Dr. Poonam S. Chauhan, Senior Fellow** was the Course Director.

Managing Work Effectively-A Behavioural Approach for Oil India Ltd. (25-29 August, 2014)

The objectives of the programme are as follows: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to give right to information; (vi) to inculcate skills for creative problem solving; (vii) to manage stress; (viii) to enhance Communication Skills. The total numbers of participants were twenty six. All participants were from Dibrugarh and Duliajan districts of Assam, employees of Oil India Limited. **Dr. Poonam S. Chauhan, Senior Fellow** was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

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

- Participated in the Meeting on 'Assessment of Research and Training Needs in the North Eastern Region' on 30 July, 2014 at Ministry of Labour & Employment.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Attended the Inter-Ministerial Committee meeting to discuss and review of amendments in the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and introduction of National Career Service Act at Ministry of Labour and Employment, New Delhi on August 26, 2014
- Attended the National Consultative Workshop on Industry Career Centre- ITI Collaboration at Vigyan Bhawan, New Delhi on August 29, 2014

Dr. Shashi Bala, Fellow

- Attended Interactive Workshop on "Gender Sensitivity & Prevention and Redressal of Sexual Harassment of Women at Workplace" organized by Integrated Training & Policy Research (Training Division) on 17th & 18th July, 2014 at New Delhi.

Dr. Ellina Samantroy, Associate Fellow

- Participated in a web radio programme at NIOS on 15th July 2014.

Shri P. Amitav Khuntia, Associate Fellow

- Participated in the Research and Training Assessment Meeting for North East Region on 30th July, 2014 (3.30 P.M.-5.30 P.M.) in the Ministry of Labour & Employment, Shram Shakti Bhawan.

Shri Otojit Kshtrimayum, Associate Fellow

- Coordinated the meeting on 'Assessment of Research and Training Needs in the North Eastern Region' at MoLE on 30th July, 2014.

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