



# इन्द्रधनुष

# INDRADHANUSH

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

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## FROM THE DIRECTOR GENERAL'S DESK

### Bridging Skill Deficit: Way Forward

Skills and knowledge are the driving forces of economic growth and social development of any country and India is no exception. Skill development is not only important for stimulating a sustainable and inclusive development process, but will also help in facilitating transition from the informal economy to the formal economy, which is long overdue. Thus, apart from focusing on infrastructure development, creating a healthy business environment, reviving agricultural and manufacturing growth and improving productivity, equal emphasis should be given to skilling the workforce, specially those who are in the bottom of the pyramid, to attain the 12th Plan objective of achieving a more faster, sustainable and inclusive growth.

At present, the capacity of skill development in India is around 9.1 million persons per year. However, this is not enough to keep the growth momentum sustainable on a long-term basis. This is quite clear from data given by NSSO's 66th round (2009/10) which shows that only two per cent of India's youth (15-19 years) and 6.7 per cent of the population aged 15-59 years possess some forms of vocational training. Apart from low capacity and low skills stocks, the vocational education and skill development sector is also facing mismatch between the demand for and supply of skills. As a result of this, the labour market is facing a strange situation; wherein, the employers are not getting manpower with requisite skills and on the other hand, millions of job seekers continue to remain unemployed. Further, the quality of vocational training imparted is poor due to myriad factors such as low competence and knowledge level among teachers/instructors, lack of regulatory control over programme delivery and absence of a standard accreditation and certification system. Lastly, skill attainment level amongst wage and self-employed informal workers in general and that of women, migrants and other vulnerable workers in particular is extremely low.

As a way forward, the Government in the National Skill Development Policy approved by the union cabinet in 2009 has announced to skill 500 million persons by 2022. The policy has also carried out benchmarking of the training target for more than 24 Ministries/Departments for designing skill development programmes in the sectors under their control. The Government recently has also subsumed the earlier institutional structure and has created Nodal Institutions in the form of National Skill Development Agency (NSDA) for coordinating and harmonizing the skill development efforts of the Government and the private sector. Despite various steps undertaken by the Government towards bridging the quantitative and qualitative skill deficit, it is widely viewed that shortage of quality trainers and scaling of training capacity would pose tremendous challenge in future in achieving the skill training targets. Apart from this, other issues relating to financing skill training, regional imbalances in skill training infrastructure, expanding outreach and access to skill development centres and involvement of trade unions and employers' association are other pressing issues which need priority attention. Lastly, labour being in the concurrent list of the constitution, the State Governments needs to play a proactive role in investing in skill development and better implementation of various programmes under the state level Skill Development Mission.



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INDRADHANUSH

## SPECIAL EVENTS

### Second SAARC Regional Workshop on Child Labour Jointly organised by MoLE, ILO & VVGNI at Hotel Imperial, New Delhi (29-31 May, 2013)

Second SAARC Regional Workshop on Child Labour was organised during 29-31 May, 2013 in New Delhi to share experiences and to draw lessons from the successful experiences of different countries in the SAARC Region. The Workshop was organized by Ministry of Labour & Employment, Government of India, V. V. Giri National Labour Institute (VVGNI) and the ILO. Participants of the workshop comprised of senior government officials, representatives from employers' federations and workers' organization from the SAARC countries. The themes of the workshop were: (i) Combating Child Labour: Challenges and Good Practices; (ii) Child Labour: Trends and Patterns; (iii) Right to Education and Elimination of Child Labour; (iv) Combating Child Labour: Initiatives and Interventions; (v) International Instruments, Legal Framework and Judicial Interventions on Employment of Children. The specific objectives were to: (i) Promote a comprehensive and gender-sensitive approach to the understanding of child labour magnitude, trends and patterns, (ii) Showcase achievements and discuss challenges and priorities from the countries and also to discuss the legal framework, policies, interventions and institutional structures to end child labour and protect adolescents at work in the SAARC countries and (iii) To identify potential indicators for monitoring progress on prevention and elimination of child labour through the SAARC Development Goals.



**Shri. V.P. Yajurvedi**, Director General, V. V. Giri National Labour Institute welcomed the dignitaries and delegates of the workshop. The Workshop was inaugurated by Shri. Kodikunnil Suresh, Hon'ble Minister of State, Labour and Employment, Government of India. In his Inaugural address the Minister stated that child labour denies children of their childhood and dignity and children need to be seen as one of the most important assets. The Hon'ble Minister touched upon the need for integrated approach to eliminate child labour. He mentioned that the South Asian region has the capacity and the means to realize the elimination of child labour and stressed the need for greater south-south cooperation.

**Mr. A.C. Pandey**, Joint Secretary, Ministry of Labour and Employment, Government of India, in his Address gave an overview of child labour in the SAARC countries. He also detailed the various initiatives and strategies adopted by the national governments to tackle the issue.

**Mr. Manish Chauhan**, Joint Secretary (SAARC), Ministry of External Affairs, Government of India, in his Address stressed on the need for understanding of challenges and addressing them through mutual cooperation among countries. He also mentioned that the problems emerging out of ever expanding informal sector in most of the South Asian countries, need to be addressed focusing on mutual growth, development and trade in the region.

**Mr. Ibrahim Zuhuree**, Director, Social Affairs, SAARC Secretariat, in his Address stated that 38 percent of the population of South Asia is under 18 years of age which is both a huge development opportunity and also a challenge. Therefore, there is a need to ensure that the young people have adequate opportunities to be successful in their lives.

In her address, **Ms. Constance Thomas**, Director, IPEC mentioned that elimination of child labour can be effectively done through regional cooperation based on mutual respect,





solidarity and experience sharing, as the solutions and strategies need to emerge from the region. She further mentioned that this regional workshop would feed into the 3rd Global Conference on Child labour, which will be held in Brazil with a focus on south-south cooperation.

**Ms. Tine Staermose**, Director, International Labour Organization (ILO), Decent Work Technical Support Team (DWT), detailed the prevalence of child labour in the South Asian region and highlighted the critical need for such regional workshop. She also touched upon the need for inclusive growth in the region. She reiterated the importance of education as a key strategy to end child labour, and the dire need to ensure employment opportunities for the youth population in the region.

**Mr. H. K. Jethi**, Director, Ministry of Labour and Employment, Government of India, proposed a vote of thanks

The Inaugural Session also included testimonials from Mr. Ramalingam and Mr. G. Mohan, who were the former students of NCLP Special Schools from Salem and Namakkal Districts of Tamil Nadu. Forced by economic compulsion of their families, Mr. Ramalingam was working in the powerloom factory and Mr. Mohan in the silver industry. The NCLP Project staff located them when they were at work in these hazardous sectors and enrolled them in the NCLP Special School. On completion of bridge education they were mainstreamed into formal education and got ultimately access to professional education. Due to the intervention of NCLP the lives of both Mr. Ramalingam and Mr. Mohan are transformed. Enrolled in a medical college in Tamil Nadu, Mr. Ramalingam is pursuing his studies in medicine. After his graduation in Engineering, Mr. Mohan is presently working as a Software Engineer in a reputed software company in Bengaluru.



The Valedictory Address of the Second SAARC Regional Workshop on Child Labour was delivered by Dr. Mrutyunjay Sarangi, Secretary, Ministry of Labour and Employment, Government of India. In his Address, Dr. Sarangi, stressed the need for inclusive growth, and for addressing the social and economic inequalities in the SAARC countries. Dr. Mrutyunjay Sarangi noted that change in mindsets is crucial in eliminating child labour and suggested using mass media tools such as feature films to bring about change in the social-cultural norms that perpetuate child labour.

## **Regional Workshop on Unorganised Labour – Labour Laws, Social Security, Unionization and Recent Judicial Pronouncements** **22-24 June, 2013**

The workshop was organised jointly by the V.V. Giri National Labour Institute, NOIDA; Himachal Pradesh University, Shimla; Friedrich-Ebert-Stiftung (FES) and National Labour Law Association, New Delhi for representatives of Trade Unions, Teachers of Law Department, H.P.U., Labour Department Officials, etc. The workshop was attended by fifty participants.

The workshop was inaugurated by Justice Rajiv Sharma, High Court, H.P., Dr. A.D.N. Bajpai, Vice Chancellor, Professor Kailash Thakur, Dean, Faculty of Law, Himachal Pradesh University, Professor S.C. Srivastava, General Secretary, Dr. Pravin Sinha, Executive President, Shri M.K. Garg, Treasurer, National Labour Law Association, New Delhi were the main resource persons.



Dr. Poonam S. Chauhan, Senior Fellow, VVGnLI coordinated the workshop on behalf of the VVGnLI. Dr. M.M. Rehman, Former Senior Fellow and Dr. Onkar Sharma, Fellow, VVGnLI also attended the workshop as resource persons.

## RESEARCH CENTRES

### Integrated Labour History Research Programme

The Integrated Labour History Research Programme (ILHRP) is a specialised research programme on labour history research, set up in collaboration with the Association of Indian Labour Historians (AILH), a body of professional historians and scholars interested in history of labour. The overall aim of the ILHRP is to initiate, integrate and revive historical research on labour in India and is the first of its kind in the country. The programme has three mutually reinforcing components such as digital archiving of Indian labour; writing labour history of India; and interdisciplinary research. The archive systematically collects and preserves various documents and material concerning the working class in digital form, through collaboration and networking with various stakeholders (such as trade unions, NGOs, governmental departments and business houses). Networking with similar agencies (national and international) involved in digital archiving is also a crucial aspect of the archive.

So far, the archive is the country's largest digital repository of labour documents, with more than 15 gigabytes of data on the World Wide Web ([www.indialabourarchives.org](http://www.indialabourarchives.org)), for public access. The collections for the archives are generated through commissioning and monitoring research and collection projects on prioritised areas of labour history, which involves negotiation and networking with experts and agencies, both within and outside the country. The programme also organises regular academic discussions, seminars and colloquia on the prioritised areas of labour history. The programme has so far more than 50 completed/ongoing research and collection projects. Since year 2000, the programme has published 18 working papers and organised around 85 seminars/discussions, including 9 international seminars on labour history.

Integrated Labour History Research Programme (ILHRP) has recently launched a major project, "History of Dalit Movement and Labour Movement in India: A Research & Collection Project". The project aims to document and research dalit movement in India focusing specially on the movement's interface with labour movement. The project will have two interlinked components: a) Archival Collection b) Research and dissemination.

The Archival Collection aims to collect documents of all kinds that pertain to the broad rubric of interface of dalit and labour movement. It will include, *inter alia*:

- Writings and speeches of Dr. B.R. Ambedkar
- Political pamphlets produced by various dalit and labour organizations
- Political writings by important activists and scholars
- Literary and cultural artifacts such as journals produced by the dalit movement and labour movement
- Popular literature produced by dalit and labour movements on the issue of caste and labour
- Interviews and oral history of those involved at varied levels in dalit and labour movement

The Research Component of the Project includes the following:

- A comprehensive and regionally focussed research on the history of the dalit and labour movement based on the archival collection
- Organization and dissemination of the research through seminars and conferences.
- Publish studies relating to interface of dalit movement and labour movement in India

The Integrated Labour History Research Programme (ILHRP) is continuously advised and monitored by a Joint Advisory Committee, which is constituted of nominees and representatives from both the Institute and the AILH. The current JAC Members of the Programme are:

- Prof. S. Bhattacharya
- Mr. V.P. Yajurvedi
- Prof. Madhvan K. Palat
- Director General, National Archives of India
- Dr. Indu Agnihotri
- Dr. Prabhu P. Mohapatra
- Dr. Rana P. Behal
- Dr. Ravi Vasudevan
- Dr. S.K. Sasikumar
- Centre Co-ordinator
- Dr. S.K. Sasikumar, Senior Fellow

Email: [sasikumarsk2@gmail.com](mailto:sasikumarsk2@gmail.com)

## PUBLICATION OF RESEARCH STUDIES

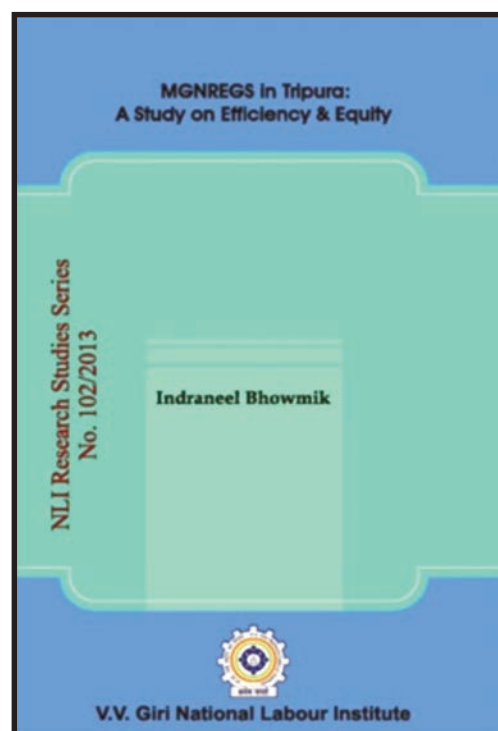
### MGNREGS in Tripura: A Study on Efficiency & Equity

The present study is part of the activities of the North East Research Centre (NERC) at V.V. Giri National Labour Institute, Noida which is mandated to undertake and promote research on the issue of labour and employment in the North Eastern Region of India. The study is a outcome of a National workshop conducted at Agartala, Tripura during 19-20<sup>th</sup> November, 2009 to identify relevant issues and institutions for carrying out research in the North East.

The topic of the Project holds extreme importance for the people and the economy of the country. Never ever had any government programme been taken up on such a massive scale. The impacts, therefore, are likely to be far-reaching, and as a result critical examinations of the scheme become a utmost necessity. The National Rural Employment Guarantee Scheme assumes greater importance for all the North Eastern states including Tripura, particularly because the region is plagued by hurdles relating to limited industrialization, higher incidence of poverty, growing population and worsening of cultivable land-man ratio. State sponsored developmental activities have, therefore, often been the major driving force of the economy.

The present study, therefore, becomes extremely relevant as investigation and evaluation of government programme assumes greater significance for future policy directions. The study is based on primary data obtained from eight blocks of the state and secondary data for the whole state. The current paper examines the nature of functioning of the MGNREGS in Tripura with special focus on the issues of equity and efficiency. The equity aspect has been studied through the nature of inclusion of the socially disadvantaged groups as well as women. The efficiency perspective is analyzed by examining the various stages of the scheme along with its impact on the rural poor. The study attempts in providing an exhaustive picture of the functioning of the scheme and also highlights issues which may influence future policy decisions.

The Study Concludes that MGNREGS is of great importance in the state. In terms of equity, the state appears to be doing pretty well, while from the point of efficiency, it is better than many states but there are scopes of improvement. The most important issue that crops up here is the low level of awareness regarding the features of the scheme among the rural people. Most of them are not aware that it is a 'Rights based approach' and feels privileged if favoured by the authorities with work. The stakeholders however feel that the scheme suffers from the lack of sufficient monitoring and implementing staff as they present strength is inadequate to fulfill. In other words, they realize that the executive agencies are overburdened. Another serious hurdle for the state has been its own resource mobilization resulting in checks to the flow of work. It should be noted here that the effectiveness and success of any project increase manifold with timely and just monitoring, which the state lags at time. Naturally the issue of governance crops up here. Competent governance can make things better. The issue of efficiency and equity, hence, becomes more a function of governance and the proper blending of these two aspects will result in more effective implementation of the scheme in the state, particularly because MGNREGS has heralded a new dawn among the vast majority of the rural poor in the state who finds new means of existence.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Effective Enforcement of Laws Pertaining to Women Employees (06-10 May, 2013)

The training programme on Effective Enforcement of Laws Pertaining to Women Employees was organised during 06-10 May, 2013. The objectives of the Training Programme were: (i) To discuss gender issues in labour; (ii) 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 and to acquaint with supreme court guidelines on sexual harassment. The Training programme was attended by twenty three participants representing various states. **Dr. Shashi Bala**, Fellow was the Course Director.

### INDUSTRIAL RELATIONS PROGRAMMES (IRP)

#### Fundamentals of Labour Laws 06-10 May, 2013

V.V. Giri National Labour Institute organised a training programme on Fundamentals of Labour Laws at its campus at NOIDA. The programme mainly aimed at providing the basic understanding to the participants with regard to the constitutional framework of labour law and the substantive as well as the procedural aspect of select labour legislation pertaining to industrial relations, social security and conditions of work. The major subject area covered during the programme included: law relating to change in service conditions; the law relating to Contract Labour and Migrant Labour; Legal Framework for Regulation of Wages; Payment of Gratuity Act; Legal Framework for Regulation of Industrial Relations; Social Security Laws; Recent Labour Jurisprudence. The programme was attended by twenty two participants representing the various public and private sector organizations both from the side of trade unions and the managements. The major organizations represented by the participants included Hindustan Aeronautics Ltd., Syndicate Bank, Tata Steel Ltd., Defence Metallurgical Research Laboratory, etc. During the programme, the participants were addressed both by the Institute's faculty as well as external resource persons including the experts from the field of academics 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 coordinated the training.

### CAPACITY BUILDING PROGRAMMES (CBP)

#### Developing Leadership Skills of Women Trade Union Leaders/Organisers (13-17 May, 2013)

The Training Programme on Developing Leadership Skills of Women Trade Union Leaders/Organisers was organized from 13-17 May, 2013. The major objectives of this training programme were: (i) To develop skills for enhancing leadership potential; (ii) To provide insights into dynamics of interpersonal and intergroup relationships; (iii) To create an awareness about legal rights and provisions; (iv) To understand the role of trade union leaders in establishing





labour standards and promoting labour rights. This programme was attended by thirteen participants and was coordinated by **Dr Dhanya M.B.**, Associate Fellow.

### **Developing Leadership Skills from Plantation Industry May 13-17, 2013**

This training programme on leadership skill development aims to build and strengthen the leadership skill requirements of trade union representatives/leaders of the plantation sector, which is one of the highly organised sectors. Aspects of horizontal solidarity, consensus building, labour laws, quality and attributes for effective leadership were some of the key sessions taken during this programme. It was attended by fifteen participants from trade unions such as CITU, BMS, AITUC and TUCC from the states of Tamil Nadu, Kerala, Manipur and Assam. **Shri V.P. Yajurvedi**, Director General delivered the Valedictory Address and distributed certificates to the participants of this programme. **Dr. Rinju Rasaily**, Associate Fellow was the Course Director of this training programme.

### **Capacity Building Programme on Leadership for Informal Sector Leaders of TUCC (13-17 May 2013)**

A Capacity Building Programme on Leadership for Informal Sector Leaders of Trade Union Coordination Committee (TUCC), West Bengal was held during 13-17 May, 2013 at the campus of the Institute. The programme was exclusively organised for members of the TUCC from West Bengal. The objectives of the programme were: (i) To develop skills and techniques of effective organisation building; (ii) To foster skills for effective leadership; (iii) To acquaint the participants with the socio-economic and political changes in globalised economy; (iv) To impart knowledge about labour laws, welfare programmes and schemes. There were twenty eight participants in the training programme comprising of two women and twenty six men. Various sessions were conducted by resource persons from VVGNI and other organisations on the following themes: Social Security for Unorganised Sector Workers, Skill Development, Labour Laws, Employment & Unemployment Scenario in the Unorganised Sector, Consensus Building, Integrating Health Issues in Effective Trade Union Leadership, Generating Livelihood through Self Help Groups, Leadership Skills and Styles, Welfare Issues related to Construction and Beedi Workers, Role of Trade Union in Organising the Unorganised, and Making Employment Generation Programmes Effective. All the participants found the issues covered in the training programme to be highly relevant and the overall rating for the training programme was excellent. The Course Director of this programme was **Shri Otojit Kshetrimayum**, Associate Fellow.

### **Enhancing Leadership Skills for Transport Workers (May 20-24, 2013)**

The major objectives of the programme were to enhance the capacity of the participants and instill leadership skills in them. Other objectives were to discuss the legal protections in various labour legislations and to familiarize the participants on the various aspects of welfare funds. The training inputs were designed on the basis of the above objectives. Sixteen participants who were the organisers of transport sector participated in this programme. The participants came from different states like Gujarat, Andhra Pradesh and Haryana. **Shri V.P. Yajurvedi**, Director General delivered the Valedictory Address and distributed certificates to the participants. The participants expressed their deep satisfaction and appreciation for the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## Managing Livelihood and Social Protection in the Mountain Regions (20-24 May, 2013)

This is a new programme conducted during 20-24 May, 2013 in the Institute. This 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 the mountain regions. The objectives of the programme were: (i) To discuss various issues relating to livelihood and social security in mountain regions; (ii) To discuss about new avenues and innovative methods; (iii) To enable them to contribute effectively for the promotion and management of livelihood and social security in the region. Seventeen participants attended this programme. This group had different professional background and belonged to varied age group. The participants belonged to Himalayan Chipko Foundation, Himalayan Institute Hospital Trust, PRAGYA, SURUWAT Foundation, SHROT Foundation, Ministry of Power (GOI), Principal, Government ITI, Chamba (HP), Principal, Swami Rama Institute of Vocational Training, Pauri Garhwal, Uttarakhand, Vikas Evam Chetna Sansthan and five leaders of TUCC from Manipur. The training was coordinated by **Shri P. Amitav Khuntia**, Associate Fellow.



## Social Protection and Livelihood Security (27-31 May, 2013)

A training programme on Social protection and Livelihood Security was organised by the Institute during 27-31 May, 2013. The objectives of the programme were: (i) Understand the insecurities faced by workers in the informal economy and the need for social protection; (ii) Understand the role of institutional mechanism to deliver social protection and sustainable livelihood; (iii) Understand the role of government, trade unions and community leaders. The programme was attended by twenty six labour department officials and trade union leaders from different states. The different sessions of the programmes were handles by experts and faculty members of the Institute as well as experts from the Ministry of Rural Development, National Rural Livelihood Missions, Hind Mazdoor Sewa, SEWA Bharat and BASIX India. The training programme as well as the contributions of the resource persons were rated highly by the participants during the Valedictory Session which was chaired by **Shri V.P. Yajurvedi**, Director General, who besides taking the feedback of the programme also delivered the Valedictory Address and distributed certificates to the participants. **Dr. Ruma Ghosh**, Fellow was the Course Director of the training programme.

## Labour Market and Employment Policies (20-24 May, 2013)

The training programme aimed at enhancing capacity of concerned stakeholders in conceptualising, designing and operationalising effective labour market and employment policies and undertaking research studies related to it. The specific objectives of the programme were to: (i) Provide an overview on labour and employment scenario of the world in general and India in particular; (ii) Acquire knowledge about different data sources on labour; and (iii) Develop capacity to undertake labour market surveys and employment impact and evaluation studies. The training programme was attended by fourteen participants from State Planning Boards, Central Board for Workers Education,



universities and research institutes in India. **Dr. Rakhee Timothy**, Associate Fellow coordinated this training programme

### **Training of Trainers Programme for Rural Labour Educators (27-31 May, 2013)**

The Institute organised a Training of Trainers Programme for Rural Labour Educators from Jharkhand under: 'Developing Effective Strategies and Techniques for creating Awareness and Organization for Development of Rural Workers in India: An Action Research Project'. This action research is being conducted in six states i.e. Bundelkhand Region (MP & UP), Odisha, Bihar, Jharkhand and Chhattisgarh. The overall objectives of the ToT were to enhance the knowledge of trainees and instill various skills in them in order to help them to organise the MGNREGA workers and other rural labour in Jharkhand. Thirty Nine participants attended the TOT programme from Ranchi, Singhbhum (East), Dumka, Pakaur, Singhbhum (West), Giridih, Bokaro, Dhanbad, Palamu, Koderma, Hazaribag, Seraikela-Kharsawan and Gumla. Eminent guest faculty included Dr. MM Rehman, Shri Deepender Srigyan, SIRD, Ranchi besides VVGNI experts. Post ToT reports from various districts are very promising. This training programme was coordinated by **Dr. Poonam S. Chauhan**, Senior Fellow.

### **Leadership Development Programme for Rural Trade Union Leaders (03-07 June, 2013)**

Training Programme on Leadership Development for Rural Trade union Leaders was held at V.V Giri National Labour Institute from 03-07 June, 2013. The programme was attended by twenty six participants from Madhya Pradesh, Uttar Pradesh, Gujarat and West Bengal. The main objectives of the programme were: (i) To provide an overview of the issues in the rural unorganised sector in India; (ii) To create an awareness about legal rights to organization building; (iii) To provide insights into dynamics of inter-personal and inter-group relationships; (iv) To discuss various issues and aspects related to organization building; (v) To make the rural workers aware about the progress of unionization process in the rural unorganized sector. **Shri V.P. Yajurvedi**, Director General of VVGNI delivered the valedictory address and distributed the certificates to the participants. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director of this programme.



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

### **Leadership Development Programme (06-10 May, 2013)**

The major objectives of the programme were to enhance the capacity of the participants and instill leadership skills in them. Other objectives were: (i) To develop skills and techniques of effective organisation building; (ii) To foster skills of effective leadership; (iii) To impart knowledge about labour laws, development programmes and schemes. The training inputs were designed on the basis of the above objectives. Twenty-seven participants who were the organisers of north-eastern states representing Manipur, Mizoram, Assam participated in this programme. **Shri V.P. Yajurvedi**, Director General delivered the Valedictory Address and distributed certificates to the participants. The participants expressed their deep satisfaction and appreciation for the programme. **Dr. Poonam S. Chauhan**, Senior Fellow coordinated this training.

## Effective Labour Law Enforcement for Labour Enforcement Officers (27-31 May, 2013)

The Institute organized the five day training programme on Effective Labour Laws in the Unorganized Sector exclusively for the labour law enforcement officials from various North Eastern States. The programme was attended by twenty one enforcement officials of various levels, comprising of males and females representing the States of Assam, Meghalaya, Mizoram, Nagaland, Sikkim and Tripura. The programme aimed at helping the participants to have an understanding of the major labour and employment issues in North East, develop an understanding of the constitutional framework of labour laws, 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, women labour and child labour etc. and issues related to the enforcement of these labour legislations. 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.

## Strengthening Awareness on Labour Issues (17-21 June, 2013)

The Training Programme on Strengthening Awareness on Labour Issues for Workers from North Eastern States was held at V.V Giri National Labour Institute from 17-21 June, 2013. The training programme was designed for trade union leaders and representatives of NGOs from North Eastern States. The programme was attended by twenty one participants from Manipur, Meghalaya and Mizoram. The main 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 socio-economic and political changes in globalised economy; (iv) To impart knowledge about development programmes and schemes; (v) To examine the inter linkages between gender, poverty and employment; (vi) To discuss health security of workers in informal employment (vii) To acquaint participants with concept of social security and the need for social security for informal sector workers. **Shri V.P. Yajurvedi**, Director General of VVGNI delivered the Valedictory Address and distributed the certificates to the participants. The training programme was coordinated by **Dr. Ellina Samantroy**, Associate Fellow.

## Gender, Poverty and Employment (24-28 June, 2013)

This training programme aims to draw out linkages between the basic concepts of gender, poverty and employment. It sought to highlight important governmental policies and programmes on employment and employability; poverty alleviation and gender concerns especially in the north-eastern states of India. This programme was attended by thirty-two participants comprising of government officials, representatives from trade unions and civil society organisations from Assam, Tripura, Manipur, Mizoram and Meghalaya. **Shri V.P. Yajurvedi**, Director General delivered the Valedictory Address and distributed certificates to the participants of this programme. **Dr. Rinju Rasaily**, Associate Fellow was the Course Director of this training programme.



## OBITUARY



**Shri R.A. Mital**  
(15 August, 1939 - 16 June, 2013)

Comrade R. A. Mital was The Secretary of Hind Mazdoor Sabha (HMS) since 1994. As Secretary, he was coordinating with various national and international organizations. He was a veteran trade unionist actively involved with the Northern Railways Union after his participation in the 1968 Central Government Employees' strike and the Railways strike in 1974. On both occasions, his services with the Indian Railways which he joined in 1959 got terminated. He was a member of various committees and organizations in India such as BHEL, National Productivity Council and so on. He had a long association with V.V. Giri National Labour Institute. He was thoroughly engaged in launching campaign of ratification of ILO Conventions 189 for Domestic Workers and ILO Conventions such as 87, 98, 138 & 182. Through his trade union activities he was instrumental in bringing the issues pertaining to labour to the national forefront. His demise due to prolonged illness on the 16 June, 2013 will leave a huge vacuum to the trade union movement in India.



**Shri Vikas**  
(11 June, 1963 -19 June, 2013)

Shri Vikas was the Director, International Labour Affairs Section, Ministry of Labour and Employment, Government of India since December 2007. In this department, he dealt with a variety of international labour issues of the Ministry of Labour and Employment. These included participation in meetings of International Labour Organisation and various other multi-lateral organisations like the prestigious G-20, ASEM and Bi-lateral meetings over the past few years. He was also engaged in strategic matters such as preparing the position of the Government of India and taking part in its discussions. It was on the morning of June 19 while he was away to attend the ILO conference in Geneva that his untimely death took place. It was an irreparable loss to both his family and organisation. He was known to be a sincere and diligent bureaucrat at the Ministry. He was engaged with various activities of V.V. Giri National Labour Institute while at the Ministry. He was a gold medalist in mechanical engineering. He belonged to Indian Ordnance Factories Service and served there prior to joining the Ministry of Labour and Employment.



## OTHER PROFESSIONAL ENGAGEMENTS

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

- Made a presentation on “VVGNI’s Experiences on Prevention of HIV/AIDS in the World of Work and Way Ahead” in the ‘National Workshop for experience sharing on Policy Implementation and Launch of the Campaign on Getting to Zero at Work’ organized by International Labour Organization on 23 May, 2013 at India Habitat Centre, New Delhi.
- Attended the ‘Second Regional Workshop on Child Labour for SAARC Member Countries’ and presented the “Summary of Deliberations of the Workshop and Way Ahead” organized jointly by Ministry of Labour & Employment, Government of India, International Labour Organization and V.V. Giri National Labour Institute from 29-31 May, 2013 at Imperial Hotel, Delhi.
- Attended the ILO’s High Level Research Round Table on Lessons Learned from the Global Crisis organized by International Institute for Labour Studies, Geneva and made a presentation on “Economic Slowdown and Labour Market Implications: The Indian Case” on 14 June, 2013 at Geneva, Switzerland.

### Other Professional Engagements of Faculty Members

#### Dr. Sanjay Upadhyaya, Fellow

- Participated in International Workshop on ‘State Capital and Labour: The Garment and Construction Industries in India and China’ on 11 May, 2013 organised by JNU in collaboration with the School of Oriental and African Studies, London, Hongkong Polytechnic University and Peking University, China to disseminate the work in progress and findings of the ESRC (UK) sponsored study on “Labour Conditions and the Working Poor in India and China focusing on the construction and garment industries” at JNU, New Delhi.

#### Dr. Ruma Ghosh, Fellow

- Participated in the ‘National Workshop for experience sharing on Policy Implementation and Launch of the Campaign on Getting to Zero at Work’ organized by International Labour Organization 23 May, 2013 at India Habitat Centre, New Delhi.
- Made a Presentation on the “National Policy on HIV/AIDS and the World of Work” at the ‘North-East Regional Consultation on HIV/AIDS’ organized by the Forum of Parliamentarians on HIV/AIDS during 7-8 June, 2013 at Guwahati.

#### Dr. Rinju Rasaily, Associate Fellow

- Attended the Meeting of Industrial Tripartite Committee on Plantation Industry on 16 May, 2013 at Shram Shakti Bhawan, New Delhi organised by the Ministry of Labour and Employment, GOI

#### Dr. Ellina Samantroy, Associate Fellow

- Participated in one day workshop to develop script for audio programme in Sociology on 29 May, 2013 at National Institute of Open Schooling.
- Participated in web radio telecast programme on 30 May, 2013 at National Institute of Open Schooling.
- Presented a paper on “Gender Issues in Labour Statistics: The Relevance of Time Use Survey at Statistics Day” organized by Ministry of Statistics and Programme Implementation on 29 June, 2013 at Vigyan Bhawan, New Delhi.

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