



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Combating Child Labour: Role of Society

Child labour means a loss to the society in the form of diminishing contribution of adults, whose education health and energies have been sacrificed during childhood. For a large number of children, work is an ordeal, a source of suffering and exploitation. The phenomenon of child labour, which has spread throughout the world, is a glaring example of the fundamental violation of the rights of the child. The extent of violation of children's rights calls for an effective strategy of governance based on a greater concern for children facing deprivation.

It is very hard to pin point the magnitude of child labour at a given point of time. The existing statistics are vastly inadequate as the process of data collection is fraught with complications. Besides, the collection of reliable data is limited by definitional problems. Though child labour is a global phenomenon, its incidence is more acute in the developing countries and therefore can be seen as a problem of development. In India, the problem of child labour is not only based on poverty and unemployment but also it is interwoven with other social problems like overpopulation, the low status of women, high illiteracy rates and certain cultural factors.

A clear national policy against the exploitation of children is the fundamental basis and point of significance for governmental action to combat child labour. A policy on child is a public commitment to work towards the elimination of child labour, setting out objectives and priorities, along with the resource provision to ensure implementation of both legislation and administrative regulations towards realization of its goals. National policy on child labour and a comprehensive central legislation on child labour are the two underpinnings of the existing efforts to address the issue. The long-term objective is to eradicate child labour and protect all children from exploitation. The National Child Labour Policy has identified a three pronged action plan to ensure effective implementation of existing laws relating to child labour, focussing on general development programmes for benefiting child labour wherever possible. This entails ensuring the implementation of programmes concerning education, health, nutrition and anti-poverty measures. The third component of the policy is the project-based plan of action in areas of high concentration of child labour engaged in wage and quasi-wage employment.

Since child labour exists across the vast geographical stretch of India and is characterized by wide socio-economic variations, existence of a variety of languages, customs, traditions, etc., it calls for different strategies for awareness generation campaign for sensitizing people at the grass-root level. Media can play a very important role in supporting social mobilization efforts for the elimination of child labour. Children who are toiling at their tender age definitely deserve attention and protection of every section of society. Therefore, convergence of and combined effort is needed of all those involved including the international agencies, national and State governments, NGOs, employers' and workers' organizations, community members, employers, teachers and parents. Child labour problem can be tackled effectively if each and every citizen of this country is convinced of the consequence of this social evil on the societal development and committed to the actions to be taken.



SPECIAL EVENTS

वी.वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा हिंदी वर्तनी प्रतियोगिता का आयोजन

राजभाषा हिंदी के अधिकाधिक प्रयोग को प्रोत्साहित करने के उद्देश्य से वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा नगर राजभाषा कार्यान्वयन समिति (नराकास), नौएडा के तत्त्वावधान में 27 दिसंबर 2013 को नराकास, नौएडा के सदस्य कार्यालयों के लिए हिंदी वर्तनी प्रतियोगिता का आयोजन किया गया। प्रतियोगिता शुरू करने से पहले संस्थान की ओर से डॉ. एस. के. शशिकुमार, वरिष्ठ फेलो ने प्रतियोगियों का स्वागत करते हुए उन्हें संस्थान द्वारा राजभाषा हिंदी में किए जा रहे कार्यों की जानकारी दी तथा हिंदी वर्तनी प्रतियोगिता में सफलता के लिए उन्हें अपनी शुभकामनाएं दीं। इस अवसर पर नराकास, नौएडा के सदस्य सचिव श्री अजय कुमार, एवं राजभाषा विभाग, गृह मंत्रालय, भारत सरकार के क्षेत्रीय कार्यान्वयन कार्यालय (उत्तर क्षेत्र), गाजियाबाद से उप निदेशक (कार्यान्वयन) श्री राकेश कुमार भी उपस्थित थे। श्री अजय कुमार ने नराकास, नौएडा की विभिन्न गतिविधियों की जानकारी प्रतियोगियों को दी। श्री राकेश कुमार द्वारा राजभाषा नीति और हिंदी के प्रयोग की संवैधानिकता की संक्षिप्त जानकारी प्रतियोगियों को दी गयी तथा उनसे अधिकाधिक काम हिंदी में करने का आग्रह किया गया। अंत में मंचासीन अतिथियों की आज्ञा से प्रतियोगिता शुरू की गयी। एक घंटे की अवधि वाले प्रश्न-पत्र में एक-एक अंक वाले कुल 50 प्रश्न थे। इसमें 25 प्रश्न शुद्ध वर्तनी तथा 05-05 प्रश्न पर्यायवाची शब्द, विलोम शब्द, लिंग बदलना, वचन बदलना एवं वाक्यांशों के बदले एक शब्द प्रतिस्थापन से संबंधित थे।

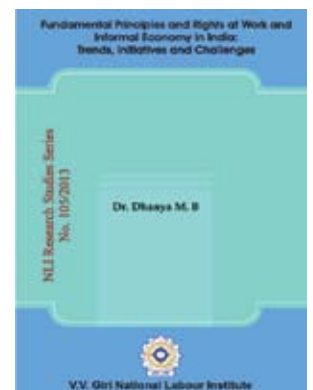


हिंदी वर्तनी प्रतियोगिता में नराकास, नौएडा के 29 सदस्य कार्यालयों से कुल 31 प्रतियोगियों ने भाग लिया। इसमें इंडियन ऑयल कॉर्पोरेशन (पाइपलाइन डिवीजन), सैक्टर-1 की श्रीमती पूनम जेसवानी ने 47 अंक के साथ प्रथम स्थान प्राप्त किया। पीडीआईएल, सैक्टर -1 की श्रीमती अनुपमा, न्यूक्लियर पावर कॉर्पोरेशन, सैक्टर-16 की श्रीमती अल्का रानी गुप्ता और भारतीय जीवन बीमा निगम, सैक्टर-1 की श्रीमती अनामिका घटक, तीनों को समान अंक (45) मिलने पर द्वितीय स्थान प्राप्त हुआ। गेल ट्रेनिंग इंस्टीट्यूट, सैक्टर-16 के श्री नरेंद्र कुमार ने 44 अंक के साथ तृतीय स्थान प्राप्त किया। हाइड्रो कार्बन निदेशालय, सैक्टर-73 के श्री राम निवास चौधरी, भारत सरकार टकसाल, सैक्टर-1 के श्री प्रमोद कुमार द्विवेदी एवं भारतीय खाद्य निगम, सैक्टर-24 के श्री विनय कुमार ने सात्वना पुरस्कार प्राप्त किये। इन तीनों के प्राप्तांक भी समान, 42-42 रहे।

PUBLICATION OF RESEARCH STUDIES

Fundamental Principles and Rights at Work and Informal Economy in India: Trends, Initiatives and Challenges

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 workers in informal economy. Therefore the topic of the research project holds extreme relevance for ratification of the ILO's Fundamental Conventions. This study examines the status of FPRW in the informal economy in India and locates the gaps and challenges of ratifying the ILO conventions 138, 182, 87 and 98. Moreover, the study also tried to identify various gaps in the existing data base of informal sector regarding the four ratified fundamental conventions (Convention 29,105,100 and111). The study is based on secondary data collected from several governmental sources and also applied the NCEUS definition of organised/formal and unorganised/informal sectors for the recent NSSO unit level data analysis.



CENTRE FOR CLIMATE CHANGE AND LABOUR

The impact of climate change is a global concern and in India where large numbers of people are poor and dependent on agriculture and informal sector for their livelihoods, the impact of climate change is quite critical. In order to address key issues relating to climate change and its inter-linkages with the world of work, the V. V. Giri National Labour Institute has set up a new research centre namely Centre for Climate Change and Labour in the year 2010. The major objective of the research centre is to carry out policy oriented research on climate change and its inter-linkages with labour and livelihoods. The core research areas of the centre are as follows:

Core Research Areas

- Understanding inter-linkages between climate change, labour and livelihoods;
- Employment challenges of climate change and transition to 'Green Jobs';
- Assessment of livelihood adaptation and mitigation strategies to climate variability and change at the macro, meso and micro level;
- Climate change and its impact on migration and
- Impact of climate change on natural resources, forests and commons.

Specific Researchable Issues

- Effect of climate change on the livelihoods of vulnerable workers engaged in subsistence farming, informal economy, tourism sector, coastal fishing/salt/farming community and indigenous forest dependent scheduled tribes;
- Role of employers and trade unions in reorganizing production processes, protecting job losses and re-orienting macro policies to combat climate change;
- Impact of climate change on food security through its linkage with reduction in agriculture production and productivity caused by prolonged droughts, floods and highly erratic monsoon;
- Role of NREGA in protecting livelihood security and adapting to climate change;
- Climate change and Gender;
- Climate change and its impact on accelerating migration processes;
- Understanding local perceptions on climate impacts, local coping capacities, and existing adaptation strategies.
- Capacity building and orientation programmes for various stakeholders about the science of climate change, its potential impact and about various adaptation and mitigation strategies.

Centre Coordinator

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TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Globalisation, Changing Employment Relation and Labour Administration (09-12 December, 2013)

The training programme aimed at enhancing capacity of the labour administrators to deal effectively with changing employment relations in the context of globalisation. The specific objectives of the programme were: (i) to examine the emerging issues and challenges in industrial relations and relate it to labour administration; and (ii) to share experience on responses of labour administration to transformations in employment relations. The training programme was attended by 14 senior and middle level labour administrators of Central and State Governments. **Dr. Rakhee Timothy**, Associate Fellow, coordinated the programme.

INDUSTRIAL RELATION PROGRAMMES (IRP)

Labour Laws and Trade Unionism (for the Cabin Crew Union of Air India Express) (06-08 November, 2013)

The Institute organised a customised training programme on Industrial Relations, Labour Laws and Trade Unionism for Cabin Crew Union of Air India Express which was attended by 14 Cabin Crew Union of Air India Express. The basic objectives of the programme were: (i) to understand the implications of the on-going transformations in the world of work on industrial relations and trade unions; (ii) to examine the recent trends in labour jurisprudence; and (iii) to strengthen the capacities of the union members to respond to the challenges of change and also to ensure harmonious industrial relations. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director of the programme.

Empowering Trade Union Leaders (18-23 November, 2013)

This training programme was conducted for Trade Union leaders from the Public Sector and was attended by 28 participants. The main objectives of the programme were: (i) to sharpen skill of leadership; (ii) to discuss the role of trade unions in emerging economic political scenario (iii) to have knowledge about labour laws; (iv) to increase familiarity with the changes and trends in industrial relations; (v) to discuss the role of trade unions in emerging economic political scenario; and (vi) to have knowledge about labour laws and recent changes in labour laws. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Empowering Trade Union Leaders (09-14 December, 2013)

This training programme focused on enhancing knowledge and skills and was attended by 25 participants. The main objectives of the programme were: (i) to increase familiarity 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; and (iv) to have knowledge about labour laws and recent changes in labour laws. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMME (CBP) Leadership Development Programme for Officials of Gramin Bank (11-15 November, 2013)

This programme for the officials of Gramin Bank and was attended by 16 participants. The aim of the programme was to develop understanding, aptitude and positive attitudes on leadership among participants. The objectives of the programme were: (i) to have familiarity with the changes and trends in industrial relations; (ii) to sharpen skills of leadership and managing finance; (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; (v) to develop communication skills; and (vi) to acquire knowledge for managing work effectively. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

Capacity Building Programme for Rural Organisers (25-29 November, 2013)

This capacity building programme for rural organizers was attended by 26 participants. The main objectives of the programme were: (i) to provide an overview of issues and challenges of rural labourers in the emerging scenario; (ii) to develop/sharpen the skills of the participants to understand, study and analyze the process of implementation of the Mahatma Gandhi National Rural Employment Guarantee Act, 2005; (iii) to discuss various issues and aspects related to organization building and its management; and (iv) to create awareness about some important labour laws. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Gender Responsive Budgeting in India (02-06 December, 2013)

The specific objectives of the programme were to increase awareness and capacity on gender and budgets; to enhance institutional accountability; to promote equal participation in decision-making processes; to develop

more gender-equal policies and identify gaps between policy and budget allocations; to strengthen advocacy and social dialogue on gender issues. The programme was attended by eleven participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Capacity Building Programme for Rural Organizers (09-13 December, 2013)

This capacity building programme for rural organizers was attended by 52 participants. The main objectives of the programme were: (i) to provide an overview of issues and challenges of rural labourers in the emerging scenario; (ii) to develop/sharpen the skills of the participants to understand, study and analyze the process of implementation of the Mahatma Gandhi National Rural Employment Guarantee Act, 2005; (iii) to discuss various issues and aspects related to organisation building and its management; and (iv) to create awareness about some important labour laws. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Gender and Social Security (16-20 December, 2013)

The objectives of the programme were to provide a clear understanding of what social security at work means; provide information on the recent trends, share national and international experiences and good practices; 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; train representatives of employers, trade union, NGOs and officials involved in above process. The programme was attended by eighteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

CHILD LABOUR PROGRAMME (CLP)

Orientation Programme for Government Officials on Conducting Child Labour Survey (25 November, 2013)

The Orientation Programme on conducting socio-economic survey was organized for Government functionaries of West Jaintia Hills District of Meghalaya in Jowai. The objectives of the programme were to motivate the participants to work towards combating child labour; to equip them with skills for conducting socio-economic survey of the households and locating children at work for rehabilitation. This training programme was attended by 289 participants from different departments of the Government of Meghalaya. **Dr. Helen R. Sekar**, Senior Fellow and **Dr. Otojit Kshetrimayum**, Associate Fellow coordinated the programme.

Orientation Programme for Field Investigators on Conducting Child Labour Survey (26 November, 2013)

This training programme was organized for school teachers and village headman of East Jaintia Hills district of Meghalaya and was attended by 146 participants. The objectives of the programme were to (i) develop understanding on the importance of household survey in labour empowerment; (ii) importance of convergence of efforts and services towards combating child labour families and (iii) to impart skills for conducting household survey. **Dr. Helen R. Sekar**, Senior Fellow and **Dr. Otojit Kshetrimayum**, Associate Fellow were the Course Directors

Orientation Programme for Field Investigators on Conducting Child Labour Survey (27 November, 2013)

This training programme on conducting field survey in Meghalaya was organized for field investigators and was attended by 86 participants. The objective of the training was to discuss and deliberate various aspects of conducting field survey. **Dr. Helen R. Sekar**, Senior Fellow and **Dr. Otojit Kshetrimayum**, Associate Fellow were the Course Directors.

Enhancing Competence of Youth in dealing with Child Labour (23-27 December, 2013)

This programme was attended by thirty seven students pursuing Masters in Social Work and Sociology in different Universities. The aim of the programme was to motivate the youth to work towards elimination of child labour. The objectives of the programme were: (i) to develop skills for locating on the importance of upliftment of child labour families; (ii) to develop understanding on the importance of upliftment of child labour families; and (iii) to enable them to contribute towards implementation of various child labour projects. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Research Methods in Labour Economics (18-29 November, 2013)

The aim of the course is to provide an opportunity for young research scholars pursuing/intending to pursue research on labour studies to go through an interactive exercise in conceptualising, designing and operationalising research pertaining to labour studies. The major objectives were: (i) understand various concepts and other theories related to labour; (ii) provide an overview of the labour scenario of the world in general and India in particular; (iii) obtain deeper understanding of the emerging issues in employment and labour in the context of globalisation; (iv) understand and apply various research methods and techniques relevant to labour studies; (v) acquire knowledge about different sources of data on labour; and (vi) sharpen the knowledge and skills on quantitative methods and computer applications in labour research. The course was attended by 22 participants **Dr. Anoop Satpathy**, Fellow was the Course Director.

HEALTH ISSUES PROGRAMMES (HIP)

Workplace Health and Safety: Issues and Challenges (02-06 December, 2013)

The specific objective of this programme was to enable discussions across stakeholders on issues and challenges on Workplace Health and Safety across various sectors and was attended by thirty-two participants including representatives from government and central trade unions. **Dr. Rinju Rasaily**, Associate Fellow was the Course Director.

Gender, Work and Health in a Globalising Economy (23-27 December, 2013)

The aim of this training programme is to understand the risks and health problems faced by women workers. The specific objectives are: (i) to understand the health riskd facing women workers; (ii) to understand the need for work related health policies and programmes for women workers. The programme was attended by 16 participants belonging to State Labour Departments, CLS and trade union representatives. **Dr. Ruma Ghosh**, Fellow was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NESP)

Fundamental of Labour Laws (11-15 November, 2013)

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 aspects of select labour legislation pertaining to industrial relations, social security and conditions of work. The programme was attended by 55 participants representing the various public and private sector organizations both from the side of trade unions and the managements. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMME (CTP)

Social Protection & Livelihood (TILS, Tamil Nadu)
(18-20 November, 2013)

This training programme was organised in collaboration with Tamil Nadu Institute of Labour Studies (TILS), Chennai. The specific objectives of the programme were: (i) to understand the sources of insecurity faced by workers in the informal economy and the need for social protection; (ii) to discuss the role of institutional mechanism to deliver social protection and sustainable livelihood; and (iii) to examine the role of government, trade unions and community leaders for developing a better social security scheme. The training programme was attended by 41 participants which included members of Trade Unions and Labour Department Officials. **Dr. Dhanya M B**, Associate Fellow was the Course Director.

INTERNATIONAL TRAINING PROGRAMME (ITP)

**International Training Programme on Labour and Employment Relations
in a Globalising Economy**
(11-29 November, 2013)

This International Training Programme was organised under the auspices of the ITEC/SCAAP scheme of the Ministry of External Affairs. The programme was attended by 30 senior and middle level officials dealing with labour and related issues from 16 countries - Bangladesh, Botswana, Chad, Ethiopia, Iraq, Lesotho, Lithuania, Mauritius, Nigeria, South Africa, Sudan, Syria, Tajikistan, Tanzania, Uzbekistan, and Zimbabwe. The specific objectives of the programme were to : (i) understand and appreciate the changing labour market and employment relations scenario in the context of globalisation; (ii) acquire knowledge about the changing role of social partners in the context of transformations



in the world of work; (iii) learn and share experiences on new forms of labour management practices; (iv) develop positive attitude towards work, superiors, peers and subordinates; and (v) sharpen behavioural skills and insights for supervision, coordination and motivation. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

International Training Programme on Managing Development and Social Security Measures
(02-20 December, 2013)

This International Training Programme was organised under ITEC/SCAAP Programme of the Ministry of External Affairs. The aim of the programme was to acquaint the participants with the concept of social security, to familiarize with the social security systems in the developing countries in general and India in particular, and to develop techniques and strategies for initiating micro-level social security network. There were 28 participants representing various Ministries and research organisations from 17 countries namely Bangladesh, Burkina Faso, Chile, Ethiopia, Jordan, Laos, Lesotho, Mauritius, Myanmar, Niger, Nigeria, South Sudan, Sri Lanka, Tajikistan, Turkey, Ukraine and Zimbabwe. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director of this programme.



IN-HOUSE TRAINING PROGRAMME

Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai (25-29 November, 2013)

The above programme which was conducted on request from RBI, focused upon enhancing behavioural skills among the participants and was attended by 30 participants. The main objectives of the programme were: (i) enhancing sensitivity towards self, group and organization; (ii) inculcating diagnostic skills to understand assets and limitations of individuals; (iii) developing skills of individuals in creativity and positivity; and (iv) developing skills to manage and communicate at the work place. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

STUDY VISIT TO VVG NLI

- A study visit for Diploma Students of Maharashtra Institute of Labour Studies (MILS), Mumbai was held on December 06, 2013 for orientation on labour issues. **Mr. Otojit Kshetrimayum** coordinated the visit by delivering relevant lectures.
- A study visit for MSW students of Bharatiya Vidyapeeth Deemed University, Pune was organised on December 12, 2013 for awareness on labour issues. **Dr. Dhanya M B** coordinated this visit by delivering relevant lectures.
- A study visit for officials of Ministry of Statistics & Programme Implementation, (NASA), Greater Noida was organised on December 24, 2013. **Dr. S.K. Sasikumar** coordinated the programme by delivering relevant lectures.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Shri V.P. Yajurvedi, Director General, VVG NLI

- Attended the meeting of the Working Group of the study on “Employment and Social Protection of Cashew Workers in India with Special Reference to Kerala” on November 16, 2013 at Kollam, Kerala.
- Participated in the workshop on ‘Periodic Labour Force Survey’ organized by Ministry of Labour & Employment on December 9, 2013 at New Delhi.
- Participated in the Training on Forced/Bonded Labour – Level II organized by International Labour Organization Country Office for India on December 10, 2013 at Hotel Royal Plaza, New Delhi.

Professional Engagements of Faculty Members

Dr. Ruma Ghosh, Fellow

- Participated in the 55th Annual Conference of the Indian Society of Labour Economics held at Jawaharlal Nehru University, New Delhi during December 16-18, 2013.

Dr. Ellina Samantroy, Associate Fellow

- Presented a paper on Regulating Private Placement Agencies in India: Issues and Challenges in the Context of ILO Convention 181 on 17th Dec 2013 at the 55th Annual Conference of the Indian Society of Labour Economics held at Jawaharlal Nehru University, New Delhi.

Dr. Dhanya MB, Associate Fellow

- Attended strategy discussion on ‘Meeting the Challenges: Achieving Synergies between Women Economic Programmes’ held on November 11-12, 2013, at the World Bank Conference Hall, Lodhi Road, New Delhi

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