



# इन्द्रधनुष

# INDRADHANUSH

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## Inside this Issue

From the Director General's Desk	1
Special Events	2
Publication of Research Studies	3
Training Programmes	3
Other Professional Engagements	8

## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### ILO Convention 156 on Workers with Family Responsibilities (1981): Promoting Work Family Reconciliation in achieving Gender Equality

Work and family life balance are central in understanding the employment dilemma in the context of a highly segmented labour market and persisting gender inequalities in the world of work. It is also witnessed that work and family reconciliation policies have contributed to higher female employment rates and have encouraged women with younger children to participate in labour market thereby reducing the gender gaps in the labour market to a large extent. Women, much more than men, devote a significant part of their time to unpaid household work, which includes caring for children, sick household members, and the elderly. Time-use surveys of 26 OECD countries and three OECD enhanced engagement countries (China, India and South Africa) show that women devote, on average, more than twice as much time to household work as men. In this context, the adoption of ILO Convention 156 Workers with Family Responsibilities adopted in the year 1981 assumes paramount importance. The Convention recognizes the problems of workers with family responsibilities and reiterates for a need to create effective equality of opportunity and treatment as between men and women workers with family responsibilities and between such workers and other workers.

The declining female labour force participation in India as reflected in labour force surveys conducted by the National Sample Survey Office has become a serious concern for policy makers, academia, social scientists and various international organisations. One of the reasons of low participation of women in the labour force is the non-recognition of a number of economic activities carried out by them (such as cooking, collection of fuel and fodder, house and utensils cleaning etc.). Moreover, a variety of social and family related constraints compel women to confine themselves to household activities at their prime working age. Many working women make compromises necessary to fit paid work around the family and experience the anxiety and stress of combining these roles.

In this context, the provisions of Convention 156 assume paramount significance to redesign policies for effective work life balance that enable women to continue and sustain in the labour market. The Convention recommends that either parent should have the possibility, within a period immediately following maternity leave, of obtaining leave of absence (parental leave), without relinquishing employment and with rights resulting from employment being safeguarded. Besides other policy measures, it advocates flexible arrangements as regards working schedules, rest periods and holidays and regulation of the terms and conditions of employment of part-time, temporary and home workers. It can be reiterated that the Convention and its recommendations will be useful to redesigning policies in the direction of developing flexible hours and flexible services so that it enables women to combine paid work with their family responsibilities and also helps in promoting greater gender equality in the household. However, the Convention is yet to be ratified by the Government of India.



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1

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## SPECIAL EVENTS

### Workshop on Emerging Trends in Industrial Relations (21 November, 2014)

Industrial relations are complex and social relations between individuals and groups in industry conditioned by the social, cultural, economic and political milieu within which a society functions. These relations are undergoing rapid changes during the past few years. Labour administrators play a very vital role in regulation of these relations. However, this would be effective only when the stakeholders are well conversant with the concept of industrial relations, aware of the changes taking place and possess required skill for making required interventions.



It is in this background, at the initiative of the Director General, VVGNI and Chief Labour Commissioner, Shri P.P. Mitra, the Institute organized a one-day workshop on 01 November, 2014 at its campus at Noida. During the workshop, the participants were mainly addressed by Dr. P.D. Shenoy, former Union Labour Secretary. The workshop had two technical sessions. During the first session Dr. Shenoy explained to the participants in detail the concept and recent trends in industrial relations. During the second session he dealt with the techniques and skills required for managing industrial relations with the help of number of examples and case studies based on his long and rich experience as Labour Commissioner, Govt. of Karnataka, Managing Director, Karnataka State Road Transport Corporation and Chief Labour Commissioner. The workshop was attended by senior officers from Labour Service from various parts of the country. **Dr. Sanjay Upadhyaya**, Fellow, VVGNI was the workshop co-ordinator.

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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 तत्वावधान में भुक्रवार, 12 दिसम्बर 2014 को नराकास, नौएडा के सदस्य कार्यालयों के लिए वर्ग-पहेली प्रतियोगिता का आयोजन किया गया। प्रतियोगिता भुरु करने से पहले संस्थान की ओर से MW, l - ds 'k' kdqkj वरिष्ठ फेलो ने सभी प्रतियोगियों का स्वागत करते हुए उन्हें संस्थान द्वारा राजभाषा हिंदी में किए जा रहे कार्यों की जानकारी दी और वर्ग-पहेली प्रतियोगिता में सफलता के लिए उन्हें अपनी भुभकामनाएं दीं। इस अवसर पर नराकास, नौएडा के सदस्य सचिव Jh vt; dqkj भी उपस्थित थे। श्री अजय कुमार ने नराकास, नौएडा की विभिन्न गतिविधियों के साथ-साथ राजभाषा नीति एवं हिंदी के प्रयोग की संवैधानिकता की जानकारी प्रतियोगियों को दी। उन्होंने सभी प्रतियोगियों से अधिकाधिक काम हिंदी में करने का आग्रह किया। इस प्रतियोगिता में नराकास, नौएडा के 31 सदस्य कार्यालयों से 34 प्रतियोगियों ने भाग लिया। Jh chj shzfl g jkor] वरिष्ठ हिंदी अनुवादक ने इस प्रतियोगिता का संचालन किया।

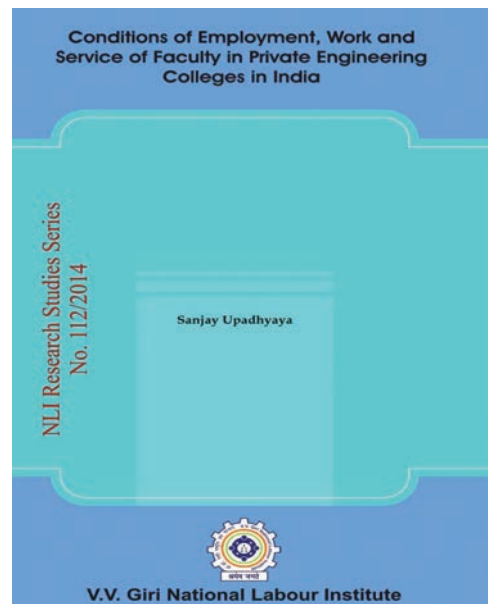


## PUBLICATION OF RESEARCH STUDIES

### Conditions of Employment, Work and Service of Faculty in Private Engineering Colleges in India

Technical education plays an extremely important role in growth of human resources, enhancement of industrial productivity and improvement in quality of life. One of the key components of technical education system in India comprises of a large number of private engineering institutions spread over various parts of the country. As per the latest available sources there are approximately 3200 private engineering institutions / colleges in India engaged in imparting Under Graduate and Post Graduate level education in various branches of engineering. In addition to providing employment to a large number of persons engaged in various non-teaching categories, these institutions are the source of employment to almost 3.5 - 4 lakh technically qualified persons engaged as faculty.

These faculty members perform the most important role in the smooth and efficient functioning of the technical institutions they are engaged in. Their level of satisfaction with their overall conditions of work and service assumes paramount importance. There is a comprehensive regulatory framework in our country in the form of detailed AICTE Guidelines and Legal measures under various labour legislations for safeguarding the interest of the faculty members engaged in these institutions covering aspects like salary, conditions of work and social security, etc. However, the realities prevailing at the grass roots level reveal that majority of these provisions are not effectively implemented in large number of cases for various reasons. It is in this context, the researcher has undertaken the present study. Based on the analysis of primary data collected from private engineering colleges from various parts of the country, the study gives a vivid account of the major issues and concerns of faculty in terms of their condition of employment, work and service. The study also offers a number of suggestions to address these issues.



## TRAINING PROGRAMMES

### INDUSTRIAL RELATIONS PROGRAMMES (IRP)

#### Empowering Trade Union Leaders (24-29 November, 2014)

The six-day training programme was conducted for Trade Union Leaders from Public Sector. The main objectives of the programme were: (i) to sharpen skill of leadership; (ii) to discuss the role of Trade Unions in the emerging economic and political scenario; (iii) to impart knowledge about labour laws; (iv) familiarise participants with recent changes in labour laws. The programme was attended by 34 participants from Assam, Bihar, Jharkhand, Karnataka Odisha, Maharashtra, Madhya Pradesh, Uttar Pradesh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

#### Fundamentals of Labour Laws (01-05 December, 2014)

The above programme aimed at providing basic understanding with regard to the Constitutional framework of labour law and the substantive as well as the procedural aspect of select labour legislation. The major objectives of the training were: (i) to acquire the knowledge of substantive as well as procedural contents of Industrial Relations Law; (ii) to have an understanding of Social Security legislations; (iii) to develop an insight into the Wage Law; (iv) to gather an understanding of the law relating to Contract Labour. The programme was attended by representatives of trade unions and management from public and private sector. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

## Women Welfare Issues at Workplace (08-12 December, 2014)

The objectives of the programme were: (i) to address the issue of gender bias with holistic perspective; (ii) to orient participants on issues related to women workers welfare; (iii) to acquaint them with labour laws pertaining to women workers e.g. Equal Remuneration Act, Maternity Benefit Act, and Employees' Compensation Act, etc. The training programme was attended by ten participants. The programme was organised by **Dr. Shashi Bala**, Fellow, VVGnLI.

## CAPACITY BUILDING PROGRAMME (CBP)

### Enhancing Leadership Skills of Trade Union Leaders from Transport Sector (03-07 November, 2014)

The above programme was conducted for the organizers of transport workers. The major objectives of the programme were to enhance the capacity of the participants and instill 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 the participants with the various aspects of welfare funds. The programme was attended by 26 participants from Assam, Haryana, Himachal Pradesh, Gujarat, Odisha and Uttar Pradesh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Enhancing Sensitivity Towards Sexual Harassment Issues at the Workplace (03-07 November, 2014)

The objectives of this programme were: (i) to discuss sexual harassment at the workplace and its inter-linkages with productive employment/productive contribution to economy; (ii) to discuss the legal framework towards addressing sexual harassment at the workplace and the strategies needed to combat sexual harassment at workplace. The training programme was attended by 26 participants. The programme was organised by **Dr. Shasi Bala**, Fellow, VVGnLI.

### Gender Issues in Labour (22-26 December, 2014)

The above training programme was designed for the representatives of Central Trade Unions and aimed at strengthening their understanding about gender issues in the labour market. The specific objectives of the programme were: (i) to develop a conceptual overview of gender and work; (ii) to address the various inequalities prevalent in the work of work; (iii) to sensitize the participants about various discriminatory practices prevalent in the world of work; (iv) to create awareness about gender and development issues related to work; education, health, violence, developmental policies and programmes, legislative measures, etc.; (v) to sensitize the participants to development issues relating to gender and to enhance their capacity to understand, analyse and utilize gender dimensions in development process. The programme was attended by 45 representatives of trade unions from the states of Rajasthan, Gujarat, Uttar Pradesh, Haryana, Assam and Manipur. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

### Enhancing Employability of Youth through Skill Development (22-26 December, 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 specific objectives 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 six Master Degree Students of Social Sciences & Management of various universities participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

## RESEARCH METHODS PROGRAMMES (RMP)

### Course on Research Methods in Gender Issues in Labour (10-21 November, 2014)

The course aimed at developing the capacities of young researchers in the area of gender issues in labour research. The objectives of the course were as follows: (i) to understand theoretical perspectives on gender and labour research across various disciplines; (ii) to understand the various feminist methodologies and approaches in gender research; (iii) to identify emerging issues in gender and labour research in social sciences; (iv) to introduce various qualitative and quantitative techniques in gender issues in labour research; (v) to make the participants familiar with recent statistical packages used in social science research. The programme was attended by 27 research scholars and faculty from various universities across the country. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.



### Course on Research Methods in Labour Studies (01-12 December, 2014)

The course aimed to acquaint the participants with the emerging labour issues for research in an interdisciplinary framework, strengthen their knowledge with various methods used in labour research, thereby enabling them to contribute further in the field of labour research. The objectives of the Course were: (i) to understand concepts, theories in labour studies; (ii) to understand emerging labour issues and challenges; (iii) to strengthen knowledge of various methods used for labour research and data sources on labour; (iv) to apply these methods in the research work on the different aspects of labour. Twenty two research scholars and faculties from different universities participated in the Course. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.



## HEALTH ISSUES PROGRAMMES (HIP)

### Workplace Health and Safety Issues (22-26 December, 2014)

The aim of this training programme was to develop understanding of the participants on workplace health and safety. The main objectives were: (i) to highlight the importance of health and safety at workplace by understanding the problems, mechanisms of compliance and regulatory provisions; (ii) to provide an overview of the available national and international regulatory frameworks; (iii) to discuss and raise pertinent issues that would enable in policy formulation. A total of twenty one representatives from the State Inspectorate of Factories and representative of central trade unions participated in the programme. The programme was coordinated by **Dr. Ruma Ghosh**, Fellow.

## INTERNATIONAL TRAINING PROGRAMMES (ITP)

### Labour and Employment Relations in a Globalising Economy (10-28 November, 2014)

The Institute organised the International Training Programme on Labour & Employment Relations in a Globalising Economy under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs. The programme was

attended by 24 senior and middle level officials dealing with labour and related issues from 13 countries - Afghanistan, Bangladesh, Fiji, Jordan, Maldives, Myanmar, Mauritius, South Africa, Sri Lanka, Thailand, Turkey, Vietnam, and Tanzania. 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. Lakshmidhar Mishra**, Former Union Labour & Employment Secretary, delivered the Valedictory Address and presented the Certificates to the participants. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### **Managing Development and Social Security Measures (1-19 December, 2014)**

The International Training Programme on Managing Development and Social Security Measures was organised under ITEC/SCAAP Programme of the Ministry of External Affairs, Government of India. The objectives of the programme were: (i) to acquaint the participants with the concept of social security; (ii) to familiarize with the social security systems in the developing countries in general and India in particular; (iii) to examine various social security legislations, policies and schemes.



The programme was attended by 25 participants representing various Ministries and organisations from 18 countries namely Bahamas, Bangladesh, Bhutan, Cameroon, Ethiopia, Jordan, Mauritius, Myanmar, Niger, Nigeria, Oman, Palestine, Philippines, South Africa, Tajikistan, Tanzania, Trinidad & Tobago, and Zimbabwe. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.

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

### **Effective Enforcement of Labour Laws in the Unorganised Sector for Labour Officials from North Eastern States (15-19 December, 2014)**

The above programme was organized exclusively for labour enforcement officials from North Eastern States. The objectives of the programme were: (i) to understand fundamentals of labour laws and contemporary industrial relation issues; (ii) to have knowledge of substantive as well as procedural contents of different labour laws; (iii) to appreciate quasi-judicial and conciliation functions in a comprehensive manner; (iv) to acquire sharper understanding of the enforcement process in unorganised sector. The programme was attended by seven enforcement officials from the states of Meghalaya and Tripura. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

## **COLLABORATIVE TRAINING PROGRAMMES (CTP)**

### **Quantitative & Qualitative Methods in Labour Research: A Gender Perspective (22-24 December, 2014)**

This training programme was conducted in collaboration with MGLI, Gujarat. The objectives of the programme were: (i) to understand the various concepts and theories related to labour segmentation; (ii) to familiarize with the major sources of data collection (primary and secondary); (iii) to explain the applicability of various qualitative and quantitative methods used for labour research; (iv) to acquire knowledge on the major statistical packages used in labour research. The training programme was attended by 36 participants. The collaborative training programme was organised by **Dr. Shashi Bala**, Fellow, VVGnLI.

## **IN-HOUSE TRAINING PROGRAMMES (IHTP)**

### **Behavioural Skills for Managing Work Effectively (10-14 November, 2014)**

The above programme aimed at enhancing behavioural skills among the participants so that they could play an effective role for strengthening their organizations. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with the concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by thirty participants from Reserve Bank of India (RBI) working in various states like Andhra Pradesh, Maharashtra, Odisha, Gujarat, Punjab, Uttar Pradesh and Mumbai. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### **Self-Development and Personal Effectiveness for Union Officials of Oil India Limited (17-21 November, 2014)**

The above programme aimed at enhancing personal effectiveness for developing work efficiency, good conduct and high motivation for employees. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint the participants with the concept of emotional intelligence; (iv) to inculcate skills for creative problem solving; (v) to enhance positive attitude; (vi) to orient the delegates towards motivating self and others; (vii) to acquaint participants with certain labour laws. The programme was attended by sixteen participants from Oil India Limited, Assam. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### **Self-Development and Personal Effectiveness for Union Officials of Oil India Limited (24-28 November, 2014)**

The above programme was designed and conducted with the following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint the participants with the concept of emotional intelligence; (iv) to inculcate skills for creative problem solving; (v) to enhance positive attitude; (vi) to orient the delegates towards motivating self and others; (vii) to acquaint them with certain labour laws. The programme was attended by 18 participants from Oil India Limited, Assam. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### **Behavioural Skills for Managing Work Effectively (15-19 December, 2014)**

The above programme focused on enhancing behavioural skills of the participants, so that they could play an effective role to manage their work efficiently and also strengthen their organizations. The main objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint the participants with the concept of emotional intelligence; (vi) to strengthen consensus building; (v) to inculcate the skills for creative problem solving. The programme was attended by thirty participants working in the Reserve Bank of India in the states of Assam, Bihar, Maharashtra, New Delhi, Tamil Nadu and West Bengal. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

## STUDY VISIT/SPECIAL EVENTS

### Labour Issues and Social Security of MILS

(28 November, 2014)

A group of 12 Diploma students from LNML Maharashtra Institute of Labour Studies, Mumbai visited the Institute on 28 November, 2014 and had an interactive session on "Labour Issues and Social Security". The visit was coordinated by **Mr. Otojit Kshetrimayum**, Associate Fellow.

### Study Visit of NSSTA participants

(29 December, 2014)

The Institute organised a study visit for the National Statistical Systems Training Academy (NSSTA) on 29 December, 2014. A group of 15 participants from National Statistical Institutes of various Asian and African countries participated in the study visit and interacted on issues such as 'Labour & Employment Relations in a Global Economy' and 'Gender Statistics: Importance of Time Use Surveys'. The programme was coordinated by **Shri J. K. Kaul**, Administrative Officer.

## OTHER PROFESSIONAL ENGAGEMENTS

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

- Made a presentation to MOS(I/C) L&E on 12 November, 2014 at Main Committee Room, S.S. Bhavan
- Attended Delhi Economics Conclave from 10-11 December, 2014 at the Grand, Vasant Kunj, New Delhi.
- Addressed IES Probationers on 19 December, 2015 at NIFM, Faridabad

### Professional Engagements of Faculty Members

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

- Presented a Paper on Increasing the Development Impact of Migration in the Experts Meeting on Realising a Fair Migration Agenda: Labour Flows between Asia and Arab States organised by International Labour Organisation during 3-4 December, 2014 at Kathmandu, Nepal.
- Lead Discussant at the ILO Panel Discussion on Global Wage Report 2014-15 organised by International Labour Organisation on 13 December, 2014, New Delhi

#### Dr. Helen R. Sekar, Senior Fellow

- Visited Meghalaya for the Assessment of Data Processing Status of the project "Dynamics of Employment of Children & Socio-economic Reality: A Study of Children in Hazardous Occupation in East and West Jaintia Hills District of Meghalaya".
- Attended Consultation on Child Labour in India on 17 December, 2014 at UNICEF Office, New Delhi and took a session on the "Policy and Legislative framework in India" on Child labour.

#### Dr. Ruma Ghosh, Fellow

- Participated in a two-day Conference on Markets, Labor and Regulation organised by Columbia University, Cornell University, United Kingdom Department for International Development (DFID), and the World Bank during 17-18 December, 2014 in Oberoi Hotel, New Delhi.

#### Dr. Shashi Bala, Fellow

- Attended NSQF meeting on 3 November, 2014 at National Skill Development Agency, NDCC-II, Jai Singh Road New Delhi.
- Participated in the ILO/ITC Course "Mainstreaming Gender Equality: Concepts and Instruments" during 10-21 November, 2014 at Turin, Italy.
- Attended NSQF meeting on 11 December, 2014 at National Skill Development Agency, NDCC-II, Jai Singh Road, New Delhi.
- Participated in the Bharat Ram Memorial Seminar on "India's Growth Trajectory in a Fractured World Economy: Opportunities and Challenges" organized by FICCI and Shri Ram Centre for Industrial Relations, Human Resources, Economic and Social Development (SRC) on 12 December, 2014 at FICCI, Federation House, Tansen Marg, New Delhi.
- Organized a workshop on Preventing Sexual Harassment at Workplace on 19 December, 2014 for the employees of the Institute.

#### Dr. Ellina Samantroy, Associate Fellow

- Participated as an expert in a video programme on Sociology on 5 December, 2014 at the National Institute of Open Schooling, Noida.

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