



V. V. Giri National Labour Institute

इन्द्रधनुष Indradhanush

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

In this Issue

Volume I

Number 6

September-October, 2010

- 1 Annual Report to the People on Employment, 2010
- 3 Collaborative Programme on Building Modern and Effective Labour Inspection Systems
- 4 International Training Programme on HIV/AIDS and the Workplace
- 5 International Training Programme on Leadership Development
- 6 Reflection on International Training Programme in Leadership Development
- 7 हिन्दी पखवाड़ा का आयोजन
- 8 Programme on Building Modern and Effective Labour Administration and Labour Inspection Systems
- 9 Training Programme on Behavioural Skills for Managing Work Effectively for the Officials of RBI
- 10 Orientation Programme on Social Security
- 11 Recent Training Programmes
- 12 Other Professional Engagements of Director and Faculty
- 12 Farewell to Dr. Mahaveer Jain, Senior Fellow

Editor-in-Chief

Shri Ved Prakash Yajurvedi,
Director

Editor

Dr. M.M. Rehman, Senior Fellow

Printed and Published by

Dr. M.M. Rehman on behalf of
V.V. Giri National Labour Institute,
Sector-24, Noida-201301, Distt. -
Gautam Budh Nagar, U.P. India

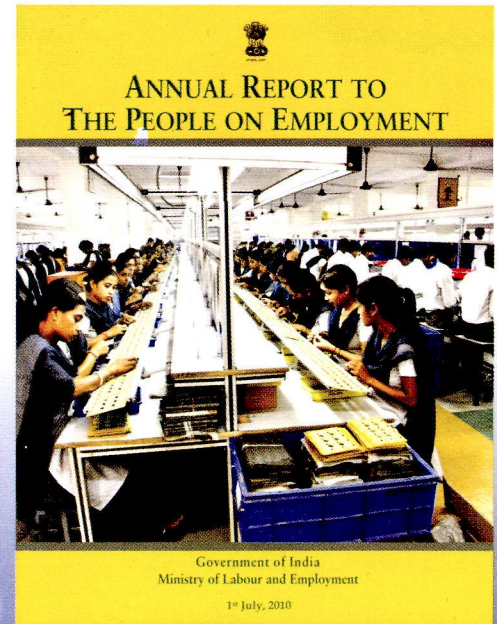
Laser Typeset by:

Shri Rajesh Kumar Karn

Designed & Printed at:

India Offset Press, A-1, Mayapuri
Industrial Area, Phase-1,
New Delhi-110064
Ph.: + 91 11 28116494,
9811526314

Annual Report to the People on Employment, 2010



The Hon'ble President of India in her address to the Joint Session of both Houses of Parliament on June 4, 2009 announced that the Government will bring out five Reports to the People on Health, Education, Environment, Infrastructure and Employment. The Ministry of Labour and Employment (MoL&E) was entrusted with the responsibility of preparing the *Report to the People on Employment* for generating a national debate.

This Report to the People on Employment provides a framework to understand the contemporary employment scenario. It focuses on key issues of generation of quality employment for the people seeking work. The issue of providing decent work, particularly to those who are excluded and marginalized in the labour market is a central concern

of this Report. The Report highlights that employment growth along with equity and distributive justice can be a powerful instrument for achieving the national agenda of 'inclusive growth'. The Report views employment as a primary means through which citizenship is made real for the people, the way in which the people acquire a stake in society, overcome the insecurities of old age and ill health and ensure a better future for their children.

One of the central ideas of the report is-high economic growth and growth of quality employment reinforce each other. Recognizing low level of earnings and poor working conditions of casual labourers and a part of self employed workers, the Report argues for increasing the share of formal sector employment in total employment of the country,



**V. V. Giri National
Labour Institute**

**The Report
firmly
puts on
the agenda
to best
utilize the
'demographic
dividend' by
focusing on
generating
gainful
employment
for youth,
in general,
and young
women, in
particular.**

particularly in the manufacturing and service sectors.

The Report firmly puts on the agenda to best utilize the 'demographic dividend' by focusing on generating gainful employment for youth, in general, and young women, in particular. The Report notes that given very low proportion of skilled workers at present, a suitable and workable framework to enhance the employability of workers is essential. The same can be achieved by providing training to workers at various levels with emphasis on recognizing local skills and certifying informally acquired skills along with the expansion of skill development institutions. The Report also argues for rationalization of labour laws and broadening the ambit of labour reforms for achieving equitable employment growth. It sets out short-term and medium-term strategies to ensure gainful employment opportunities for all the working people with particular emphasis on the disadvantaged sections.

Major short term strategies and targets include: Employment growth to be targeted at least 2.5 per cent per annum compatible with the 9 percent growth in the economy; Promote labour intensive and high employment elasticity sectors to achieve the quantitative employment growth target; Focus on inclusion of youth, women and vulnerable groups with their specific needs of training and skill development; Statutory provisions to provide social security and improved conditions of work and remuneration of contract workers at par with the regular employees; Expand the outreach of Rashtriya Swasthya Bima Yojana (RSBY) scheme to all poor households; Re-skilling the retrenched workers for redeployment; Developing Information base and e-monitoring on real time basis; and

Compilation of employment/unemployment data on annual basis regularly.

Key Medium term strategies and targets are: Focus on self-employed and casual workers for improving livelihood; Enhance the scope of employment in the organised sector; Enhance regular employment for less advantaged groups and in poorer states; Comprehensive coverage of unorganised sector workers under social security schemes; Rationalisation and simplification of labour regulations and broadening the ambit of labour reforms; Promote diversification of rural workforce to off-farm and non-farm activities; National Floor Minimum Wage to be given statutory sanction; Detailed skill mapping mechanism to be evolved; Credible and independent accreditation & certification process to be created; Upgradation of all training providing institutions and strengthening delivery through public-private partnership (PPP) mode; Creating large number of skill development institutions and pool of trainers to expand the outreach of skill development initiatives; Setting up of Sector Skills Councils; and Development of National Vocational Qualification Framework.

It is hoped that this Report would provide an opportunity for stimulating constructive national debate relating to various dimensions of employment and also for eliciting practical suggestions for further improving the quantitative as well as qualitative aspects of employment generation in India.

Research and technical assistance for the preparation of the Annual Report to the People on Employment was provided by V.V. Giri National Labour Institute.

V.P. Yajurvedi



Collaborative Programme on Building Modern and Effective Labour Inspection Systems

August 2-13, 2010

As part of the ILO project on 'Strengthening Labour Inspection Services in India' a two weeks training programme on Building Modern and Effective Labour Inspection Systems was organized jointly by International Labour Organisation and V.V. Giri National Labour Institute during August 02-13, 2010. Out of these two weeks, the first week's training (August, 02-06, 2010) was held at V.V.Giri National Labour Institute Noida and that of the second week (August 09-13, 2010) at the India Habitat Centre, Lodhi Road, New Delhi. The broad aim of this training programme was identification of specific needs of labour inspectorate in India in terms of training and their analysis with a view to develop a suitable training strategy.

The main objective of the programme was to design and implement a systematic capacity building strategy for labour inspection in India. Some of the specific objectives were as follows:

- Analyze and discuss the process for detecting the training needs of labour Inspectors in India.
- Discuss policy and priority setting for labour inspection.
- Discuss and be trained in specific issues related to labour inspection and discuss ways and means to undertake effective inspections.
- Get to know existing training tools with the ILO and assess their relevance and usefulness in the Indian context.
- To discuss and get inputs from the participants on various modules of the ILO training manual 'Building Modern and Effective Labour Inspection Systems' for its adaptation as per Indian situations.

The programme was attended by a group of seventeen participants comprising of officers engaged in training of Labour Inspection Officials from the Central and State Labour Departments and Faculty members from training Institutions in India and two Labour Department Officials from Government of Sri Lanka. The Officials from the Central Labour Department who

attended the training represented the Chief Labour Commissioner's Organization, Directorate General of Mines Safety and DGFASLI. The State Labour Departments represented included Bihar, Gujrat, Karnataka, West Bengal, Haryana and U.P. The training institutes represented included V.V. Giri National Labour Institute, Noida and A.N.Sinha Institute of Social Studies, Bihar.

The major subject areas covered during the programme included : Labour Administration today', 'Recommendations of Second Labour Commission on Labour 'Introduction to ILO Convention, Purpose, Function and Good Practice for Policy Planning', 'Identification of gaps in international and national standards for Labour Inspection', 'Designing strategies for promoting Compliance', 'Challenges facing Labour Inspections in India', 'Co-operation, Co-ordination and Partnership with other stake holders', 'Collaboration between Central and State Governments in Labour Inspection', 'Inspection of working conditions', enforcement of minimum wage in formal/informal economy', self certification, 'Inspection of Employment relationship', 'Implication of Contract Labour and Labour Inspection', 'Inspection of Occupational safety and health', 'Approaches to safe work in the mining sector', 'Vulnerable workers and Labour Inspection', 'Rationalisation of Labour Laws', 'Child Labour and Labour Inspection', 'Labour Inspection and inter state migrant workmen ', 'Inspection visits', 'Follow up of inspections and preparations of reports', and 'Ethical code for Inspectors'.

During the programme the participants were addressed by ILO Officials, senior and experienced officials of the Labour Departments from Central and State Governments, faculty members from Institutions dealing with training of Labour Enforcement officials, representatives of employers and that of the trade unions. The entire programme was targeted at making inspection systems modern, as per the current day needs and effective so as to serve the fundamental objective of inspections.



V. V. Giri National
Labour Institute

International Training Programme on HIV/AIDS at the Workplace

September 6 - 24, 2010

The activities related to labour and health, particularly Prevention of HIV/AIDS in the world of work constitutes an important area of professional work of V.V. Giri National Labour Institute. The Institute has served as the Technical Resource Group (TRG) on Prevention of HIV/AIDS in the World of Work for NACO during its initial years and is also one of the implementing Institutes for the ILO's Country Programme on the 'Prevention of HIV/AIDS in the World of Work: A Tripartite Response', which aims at establishing a sustainable national plan of action on HIV/AIDS prevention, care and support in the world of work. The Institute since 2001 has been undertaking training programmes for different stakeholders on 'Prevention of HIV/AIDS in the World of Work' and have also developed manuals/handbooks on this issue for different target groups. Apart from the training initiatives the Institute has also been involved in research on the impact of HIV/AIDS in the world of work.

The Institute conducted a three week International Training Programme on HIV/AIDS and the Workplace during September 6 - 24, 2010 as a part of its collaboration with the Ministry of External Affairs. The training programme was coordinated by **Dr. Ruma Ghosh**, Fellow and Coordinator of the Centre for Labour and Health Studies. The major objective of this three-week course was to make the participants appreciate the need to develop workplace policies and programmes and familiarize them with workplace interventions. The specific objectives of the training programme were as follows:

- Understand the rationale for HIV/AIDS prevention at the workplace.
- Examine the inter linkage between various labour market issues such as informalisation, migration, gender aspects and HIV/AIDS.
- Examine the Legal & Ethical Issues related to HIV/AIDS at the workplace
- Discuss various policies, programmes and strategies for care, support and rehabilitation of HIV/AIDS affected



Participants with Shri A.C. Pandey, Shri V.P. Yajurvedi (seated 5th & 6th from right respectively along with faculty and officers of the Institute)

people in the world of work.

- Share the experiences and responses of various countries to HIV/AIDS, especially in relation to world of work.
- Enable the participants to appreciate their role and evolve strategies for a wider participation of social partners in the effort towards prevention of HIV/AIDS in the world of work.

Shri A.C. Pandey, Joint Secretary, Ministry of Labour & Employment, inaugurated the programme. Before him, **Shri V.P. Yajurvedi**, Director, VVGNLI gave the welcome address. Twenty four participants from seventeen countries belonging to the Department of Labour, Social welfare, Health and Education attended the programme. Besides the faculty members of the Institute who made important contributions, the other resource persons included experts from the Ministry of Labour and Employment, National AIDS Control Organisation (NACO); Delhi State AIDS Control Society (DSACS); faculty members of Jawaharlal Nehru University, Jamia Milia Islamia and several reputed Institutes like the National Human Rights Commission, Lawyers Collective; members of trade unions like AITUC, HMS and TUCC, employers organizations like CII, Apollo Tyres and MODICARE Foundation; international/bilateral organizations and NGOs like ILO, UNIFEM, USAID, FHI, PSI, NAZ Foundation; and representatives from the Delhi Network of Positive People.

International Training Programme on Leadership Development

(October 4-22, 2010)

Leadership is an art. It is a process, it is a style and all the three together make leadership an instrument that bring people together to achieve a goal set up by them effectively and efficiently. Thus leadership means working together for collective benefit for all. Today Leadership quality assumes more importance because the world is becoming more complex and fluid. It is like choppy sea where collective wisdom can help sail the ship of human progress smoothly.

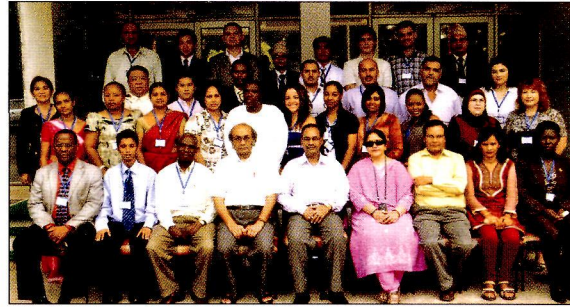
Keeping this in view the present leadership programme was organized. The objectives of the programme were:

- To share and experience various leadership styles;
- To provide insights into the leadership dynamics of inter-personal and inter-group relations;
- To develop communication skills particularly focusing on effective articulation and listening;
- To sharpen behavioural skills and insights for supervision, coordination and motivation to the subordinates to enhance their effectiveness;
- To appreciate changing labour market and employment relations scenario in the context of globalization;
- To examine different systems and approaches to labour administrations;
- To understand the concept and use of emotional intelligence;
- To acquire knowledge for managing time effectively.

Thirty one participants from 19 countries participated in the programme. They were from Botswana, Bulgaria, Colombia, Fiji Islands, Iraq, Jordan, Laos, Myanmar, Nepal, Nigeria, Palestine, Philippines, Sri Lanka, South Africa, Sudan, Tajikistan, Tanzania, Yemen and Zambia.

The programme was inaugurated by **Shri A.C. Pandey**, Joint Secretary, Ministry of Labour and Employment. It was an interactive session focusing on Leadership. He noted in his address:

“Leadership Development is an important and also highly relevant subject today because the world that we live in highly complex; and individuals, collectives and organizations are confronted with many crises – the most important crisis is how to steer clear off the negative impacts of globalization. To overcome the crises, one requires capability of a visionary leadership.



A group photographs of the participants

The visionary leadership is a capability which envisages opportunities in problems and also proposes effective alternatives for organizations to ward off crisis.

“Human beings are the most important part of civilization. Leadership and development of people and their strengths are the two most important responsibilities of the human society. Without leadership an organization is nothing but confusion of people and machines.

“Leadership refers to balancing the individual and organizational goals, acting as a central point.

“Leadership means working as a team, providing situation in which individual potential can be realized, involving all members of the group and motivating others to achieve the goal.”

The methodology of the programme was participative and dialogical in nature.

Methods geared to meet the varying needs of the participants such as lectures, discussions, case studies, audio-visual aids, library and reading assignments, periodic assessment and country specific project work were used during the programme. Besides, the Institute’s highly qualified and experienced inter-disciplinary core faculty, eminent administrators, experts, trade union leaders, senior executives and academicians were invited as resource persons to interact with the participants.

The training programme concluded on October 22nd, 2010. **Shri K.P. Panda**, Additional General Manager and Member ‘Personnel’, Ordnance Factory Board, Kolkatta delivered the valedictory address. In his valedictory address he emphasised the critical need for leadership in the age of privatisation and globalisation when a section of workers had been bearing the burnt of the impact.

“Leadership means working as a team, providing situation in which individual potential can be realized, involving all members of the group and motivating others to achieve the goal.”



V. V. Giri National
Labour Institute

**We should
be careful
always
because
whatever
we do, they
will be
pulled up
later in our
life.**

Reflection on International Training Programme in Leadership Development

By **Dir. Lorenzo Emanuel L. Guillermo, PHILIPPINES**

As this Leadership Development Course comes to a close, I wish to share with each one of you this simple but meaningful thought as an expression of gratitude and goodwill for a very wonderful and beautiful learning experience here in V.V. Giri National Labour Institute, NOIDA, India. There is nothing better that we can ask for because we were given the best of everything during the entire duration of our stay in such wonderful place of learning blessed with wonderful people.

India is indeed such a mystical place for it has elevated both my spiritual and emotional state of consciousness and has challenged me to assume a distinctive leadership role when I return to the Philippines. The lovely ambience of this Institute has indeed brought deep within my whole body-soul-and-spirit closest to nature. The lush and green environment all around the place has awakened in me a different leadership role that I will take on my return to my country. I shall do in my own humble way to lead a Greening Movement in my province by moving people to plant and nurture trees all around so that the physical environment becomes cool and we make a tangible contribution in bringing about a climate change that will reduce the effects of global warming. I have reached many turning points in my life but my stay here in VVGNI can be considered as the major turning point – as an individual person, as a husband, as a father, as a responsible member of the Filipino community, and above all as a member of the career executive service in the government of the Republic of the Philippines.

We lower formally the curtain of this 3-week International Training Program in Leadership Development. The learning sessions we all went through from October 4 until yesterday – October 21, and even during our interactions outside our sessions brought me to a realization that every single one of us has something that we are good at and every single one of us has something to offer. And we have a responsibility to ourselves to discover what it is.

As leaders in our own spheres of responsibilities, let's take pride and ownership in our duties and accountabilities and stick with them even if there are responsibilities we don't like or if there are tough circumstances in our workplaces that we must overcome.

Our lessons in this Leadership Development Course have strengthened our inborn leadership traits and potentialities.

We should be careful always because whatever we do, they will be pulled up later in our life.

There is no excuse for not trying. We are responsible for the accomplishment of our own performance and it is important to work hard, pay attention to our duties & responsibilities, and complete whatever task we are expected to finish.

Whatever we resolve to do as leaders, let's commit to it. The truth is, being successful leaders is hard. We won't love everything that we are mandated to do. We may not click with every person in our organization. But let's just always remember that at the end of the day, we can have the most dedicated office staff, the most supportive stakeholders and the best institutions or organizations in the world, and none will matter unless all of us fulfill our responsibilities as leaders of our respective groups.

We must see to it that we are on track. We should be straightforward because we write our own destiny and we make our own future. I appeal to all my fellow participants that upon our return to our respective countries, let's make the people in our respective organizations see a leader who makes a difference by way of radiating the insights and wisdom we have gained from this International Training Programme in Leadership Development here in V.V. Giri National Labour Institute. To our resource persons and our Course Director – **Dr. Poonam S. Chauhan**, to all the staff and employees of this Institute, and foremost – to the Director of this Institute – Director **V.P. Yajurvedi**, we wish to express our sincerest thanks and most profound gratitude for making our stay here truly fruitful, special, memorable, and one of the best experiences in our lives that we will all cherish while we live in this world and even in the life hereafter. Thank you so much and may all the positive forces in the Universe gravitate to this Institution so that it shall continue spreading the kind of wisdom and inspiration that truly transform people who will make their respective contributions in making this world a truly better place to live. God bless us all!

हिन्दी पखवाड़ा का आयोजन

संस्थान में 14 सितम्बर, 2010 से 30 सितम्बर, 2010 तक हिन्दी पखवाड़ा का आयोजन किया गया। इस अवधि में हिन्दी भाषा के प्रयोग में उत्तरोत्तर प्रगति लाने के उद्देश्य से सामान्य टिप्पणी-आलेखन प्रतियोगिता; निबंध लेखन प्रतियोगिता; सस्वर काव्य / गीत / गजल प्रतियोगिता; सुलेख-श्रुतलेख प्रतियोगिता; हिन्दी टाइपिंग प्रतियोगिता; आशु भाषण प्रतियोगिता; चित्रलेखन प्रतियोगिता एवं वाद-विवाद



प्रतियोगिता का आयोजन किया गया। संस्थान में प्रत्येक प्रतियोगिता के लिए 5 पुरस्कार रखा गया था, प्रथम 1200 रु., द्वितीय 1100 रु., तृतीय 1000 रु. और 500 रु. के दो सांत्वना पुरस्कार। उपरोक्त प्रतियोगिताओं के प्रश्न पत्र तैयार करने, उत्तर पुस्तिका जांचने एवं प्रतियोगिताओं के दौरान निरीक्षण कार्य के लिए डॉ. पूनम एस. चौहान, डॉ. संजय उपाध्याय एवं डॉ. अंकार शर्मा को शामिल करते हुए हिन्दी पखवाड़ा आयोजन समिति का गठन किया गया था। इन प्रतियोगिताओं में संस्थान के कर्मचारियों, अधिकारियों, फ़ैकल्टी सदस्यों एवं उनके बच्चों ने बढ़-चढ़ कर भाग लिया और कुल 44,700 रूपए पुरस्कार के रूप में जीते जिसका विवरण निम्नलिखित है:

1	डॉ. हेलन आर. सेकर	1100
2	श्रीमती शशि बजाज	400
3	श्रीमती उषा शर्मा	3500
4	श्री राम किशन	1700
5	श्रीमती मोनिका गुप्ता	4700
6	श्रीमती पिकी कालड़ा	3200
7	श्रीमती सुधा गणेश	500
8	श्रीमती सुधा वोहरा	400
9	श्री नंदन सिंह	300
10	श्री सत्य प्रकाश	1600
11	श्री राजेश कुमार कर्ण	6600
12	श्री विजय कुमार	900
13	श्री नरेश कुमार	500
14	श्री बलजीत सिंह	300
15	श्री नवल भगत	300
16	श्री सत्यवान	500
17	श्री सतीश कुमार	300
18	श्री कृष्ण कुमार	300
19	श्री हरीश सिंह	300

20	श्री राजबीर सिंह	300
21	श्री जगत सिंह	300
22	श्रीमती शशि तोमर	4300
23	श्रीमती कुसुम बलूनी	500
24	श्रीमती संध्या चौधरी	500
25	श्री विक्रांत पुरी	500
26	श्रीमती मंजू सागर	500
27	श्रीमती श्रेया पान	500
28	श्रीमती मीनी साबू	500
29	श्रीमती स्मिता के.	500
30	श्रीमती दमयन्ती साहू	500
31	श्रीमती मंजू खुराणा	300
32	श्री भूपेंद्र सिंह रावत	300
33	श्री नीरज शर्मा	300
34	श्री अरुण शर्मा	300
35	सुश्री पुष्पा शर्मा	300
36	श्री सुरजीत सिंह	300
37	श्रीमती राजेश्वरी	300

38	स्वीटी	600
39	आदर्श कुमार	550
40	आस्था	500
41	रितिका	250
42	मानसी	250
43	कीर्ति	600
44	अंकित	550
45	भारती	500
46	पारुल मल्लाह	250
47	रीता	250
48	प्रीति	200
49	मानसी	200
50	नीतू	200
51	रोहण	200
52	अंजली	200
53	निकिता	200
54	प्रिया	200
55	विवेक	200
56	दिनेश कुमार	200
57	रोशन	200

पुरस्कार का वितरण निदेशक महोदय श्री वेद प्रकाश यजुर्वेदी के कर कमलों से किया गया। हिन्दी पखवाड़े में राजभाषा कार्यान्वयन समिति की बैठक एवं हिन्दी कार्यशाला का आयोजन भी किया गया।



V. V. Giri National
Labour Institute

The recent economic crisis has highlighted the importance of good labour market regulation/governance and of effective normative framework.

Programme on Building Modern and Effective Labour Administration and Labour Inspection Systems

30 August – 10 September, 2010

An effective labour inspection system plays vital role in realization of the over all objective of decent work for men and women and in realization of the fundamental principles and rights at work: such as freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced labour and elimination of discrimination in respect of employment and occupation. In order to design and implement standards at work, some of the important pre-requisites include: a comprehensive employment policy, a strong labour administration with an effective system of labour inspection and a sound social dialogue involving the social partners in the whole process.

The recent economic crisis has highlighted the importance of good labour market regulation/ governance and of effective normative framework. In this larger context labour inspection is again capturing the interest of international community giving rise to the need for the member states of ILO to analyse, redesign and strengthen the labour inspection systems. The ILO and its training centre at Turin support member state to face this challenge by providing an overall training curriculum to build the institutional capacity of labour inspectorates and to develop the competencies of the labour inspectors. As a part of its various efforts to fulfill the above mentioned broad objectives the ILO organized a two weeks training programme during 30 August – 10 September, 2010 for



Ms Daniella, Course Director, ITC, Turin & Dr. Onkar Sharma addressing the participants

trainers on labour inspection and managers of inspection. Out of these two weeks the first week of the training was organized at ILO's training centre at Turin (ITC) and that of the second week was organized at Lisbon (Portugal) and Madrid (Spain).

The programme was attended by participants from India and South Africa. The participants from India included senior enforcement officials from the Central and State labour departments, Directorate of Factories Advise Service and Labour Institutions (DGFASLI), Directorate General of Mines Safety (DGMS) and Faculty members from V. V. Giri National Labour Institute and A. N. Sinha Institute of Social Studies. The participants from South Africa included Managers of Labour inspection and enforcement services, Mangers of OSH and safety in civil construction and practioners of employment standards etc. **Dr. Sanjay Upadhyaya** and **Dr. Onkar Sharma** from VVGNI attended this programme.

The major course contents covered during the course included: introduction to labour inspection; tools of the labour inspectorate; institutional capacity building; designing a training activity; selecting contents and methods for training; development of evaluation tools; adaptation of ILO training manual as per local context and soft skills for labour inspectors. During the course, the challenges currently being encountered by labour inspectorates in various countries and the strategies followed to address those



A group photograph of the participants

challenges were discussed in detail. The methodology used for training mainly included participatory learning methods, such as group work, study visits, practical exercises and experience sharing etc. During the course the participants were provided an opportunity to visit training centres dealing with labour inspections and offices of chiefs of labour inspection in Italy, Portugal and Lisbon.

The participants were addressed by trainers and experts in the area of the labour, chiefs of labour inspection and the

faculties of the training Institutes in Italy, Spain and Portugal.

The programme gave an exposure to labour inspection system and current initiatives in the area of labour inspection in the countries visited during the course. It also provided an opportunity to have an idea about various training interventions for strengthening labour inspection.

The knowledge and exposure gained during this course would be helpful in conducting training programmes for labour inspectors in India in a more effective manner.

Training Programme on Behavioural Skills for Managing Work Effectively for the Officials of RBI

September 5-9, 2010

The programme was held in Shimla and attended by 32 participants from all over India. They were from Jaipur, Nagpur, Bhopal, Guwahati, Ahmedabad, Chennai, Hyderabad, Delhi, Kochi, Mumbai, Chandigarh, Kolkata, Bhubaneswar, Kanpur, Lucknow, Bangalore, Kerala and Patna branches of Reserve Bank of India.

The objectives of the programme were:

- To enhance effective leadership skills;
- To sharpen communication skills;
- To acquaint with motivational styles;
- To strengthen consensus building;

The training inputs were broadly pertaining to above objectives. The inputs covered were: Stress and its management, decision making process, leadership styles and skills, motivational styles and skills, communication skills, work culture, and team building.

The methodology of the programme was participative in nature. Role play, training instruments, exercises and educational games were used as training methods.



A group photographs of the participant

The participants had high aptitude for learning. They were very cooperative and enthusiastic. The participants expressed complete satisfaction with the programme. They mentioned that all their colleagues should be expose to such training. The participants' feedback about the programme was very positive. The programme was coordinated by **Dr. Poonam S. Chauhan**, Fellow.



V. V. Giri National
Labour Institute

Orientation Programme on Social Security

September 22-24, 2010

A Three-day orientation programme on social security was conducted by the Institute in collaboration with State Labour Institute, West Bengal at Kolkata. The main objective of the programme was to acquaint the representatives of Trade Unions, civil society organisations and government officials with the theoretical concepts of social security.

In addition, the programme also aimed to familiarise the representatives with the on-going social security programmes and schemes which are currently implemented by the Central and State governments.

The programme was attended by 32 delegates from different workers' organisations, civil society organisations and Labour Department of West Bengal Government.

The programme was inaugurated by **Mr. S. Biswas**, Additional Commissioner, Government of West Bengal. In his inaugural address, **Mr. Biswas** provided a brief outline about on the need for social security programmes for workers in the expanding unorganised sector.

He also mentioned the role which different stakeholders could play in the implementation process.

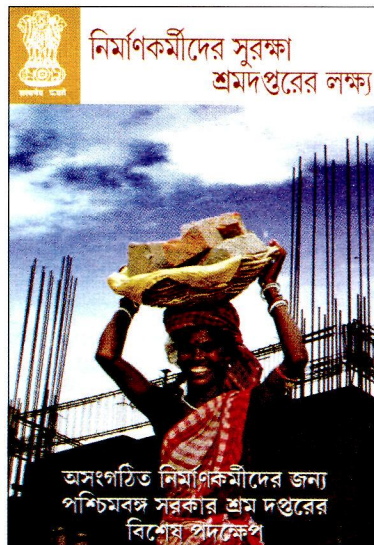
The delegates had an opportunity to interact with



A group photograph of the participants

Mr. Anadi Sahu, the Hon'ble Minister of Labour, Government of West Bengal. **Mr. Sahu** who has been instrumental in formulating and implementing several social security schemes in West Bengal, emphasised the need for expanding coverage of social protection. He exhorted all social partners to come together to assist in the process of implementation of social security schemes among the vulnerable unorganised workers in the country. Eminent trade union leader like **Mr. Dipanjan Chkraborty**, Government officials like **Mr. R. Rasul**, Addl. Commissioner, **Ms. Reena Targain**, addressed the participants.

The programme was jointly coordinated by **Ms. Reena Targain**, Director, State Labour Institute and **Dr. M.M. Rehman**, Senior Fellow, V.V. Giri National Labour Institute.



"Worldwide, nearly 40 per cent of the population of working age is legally covered by contributory old-age pension schemes but only 26 per cent is effectively covered. At the same time, while in high-income countries 75 per cent of persons aged 65 or over are receiving some kind of pension, in low-income countries less than 20 per cent of the elderly receive pension benefits; the median in this group of countries is just over 7 per cent."

Source : ILO (2010) World Social Security Report 2010/11 : Providing coverage in times of crisis and beyond : Executive Summary, Geneva

Recent Training Programmes

Training programmes held during September, 2010

- Training Programme on Industrial Relations and Trade Unionism in a Globalising Economy, September 27-30, 2010 (Dr. S.K. Sasikumar)
- Training Programme on Developing Social Security, September 27-October 01, 2010 (Dr. Poonam S. Chauhan)
- International Training Programme on Prevention of HIV/AIDS in the world of work, September 06-24, 2010 (Dr. Ruma Ghosh)
- Training Programme on Social Security in Collaboration with WBSLI, September 22-24, 2010 (Dr. M.M. Rehman)
- Training Programme on Emerging Issues in Labour MILS, September 27-30, 2010 (Dr. Sanjay Upadhyaya)
- Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials at Shimla, September 06-10, 2010 (Dr. Poonam S. Chauhan)
- Training Programmes on Effective Office Management for NALCO, September 27-29, 2010 (Dr. M.M. Rehman)
- Workshop on Child Labour for MOL&E, September 29, 2010 (Dr. Helen R. Sekar)

Training Programmes held during October, 2010

- Training Programme on Effective Labour Law Enforcement, October 25-29, 2010 (Dr. Sanjay Upadhyaya)
- Training Programme on Empowering Trade Union Leaders, October 25-30, 2010 (Dr. Poonam S. Chauhan)
- International Training Programme on Leadership Development, October 04-22, 2010 (Dr. Poonam S. Chauhan)
- Training Programmes on Effective Office Management for NALCO Officials, October 25-27, 2010 (Dr. Poonam S. Chauhan)





V. V. Giri National
Labour Institute

Other Professional Engagements of Director and Faculty

Shri V.P. Yajurvedi, Director

- Attended the Meeting of Central Monitoring Committee on Child Labour at Pusa Complex, September 20, 2010
- Attended Meeting of the Parliamentary Consultative Committee of MoLE to discuss matters relating to Functioning of DGMS at Parliament House, New Delhi, September 30, 2010
- Attended Meeting of Steering Committee on National Policy on HIV/AIDS in the world of work in the committee room of MoLE, October 1, 2010

Dr. M.M. Rehman, Senior Fellow

- Participated in a Seminar on "Land Reforms" at NIRD, Hyderabad on October 29-30, 2010 and presented a paper titled, "Land Reforms in India: Process and Experience".

Anoop K. Satpathy, Associate Fellow

- Attended a Steering Committee meeting for Training of Trainers (ToT) constituted by DGE&T to discuss staffing issues in vocational training institutions on 10th September 2010, at Shram Sakthi Bhawan, New Delhi.
- Visited FMSH, Paris during 22nd September to 22nd October, 2010 under Indo-France Cultural Exchange Programme administered by Indian Council of Social Science Research, India, for undertaking research on French Social Protection System.



ADIEU

Dr. Mahaveer Jain, Senior Fellow

Dr. Mahaveer Jain who retired on October 10, 2010, had joined the Institute more than three decades ago. During this long period he contributed significantly to the Institute's progress. He has left many imprints of his academic activities in several fields, like bonded labour, child labour, etc.

He has served in this Institute in various capacities since 1983. He is recognized and establishment facilitator in organizing and conducting sensitivity laboratories for peer groups, Government, corporate and social world for self / Organizations and professional development. Dr. Jain has served the Indian society for applied behavioral science (ISABS).

He developed modules for ILO, UNICEF, and Government of Andhra Pradesh on developing trainers on Child labour. He is founder of National Resource Centre on Child Labour at VVGNI and State level centers on Child labour at state labour institute, Kolkata and Bhubaneswar, Maharashtra institute of labour studies, Mumbai Mahatma Gandhi Labour Institute, Ahmadabad; and Tamil Nadu institute of labour studies, Chennai. He has been awarded for his achievements with Indira Gandhi excellence award, Rashtriya Gaurav Award, Meghnath Saha Human excellence and Bharat Gaurav award.

Dr. Jain has conducted 33 research projects of the V.V. Giri National labour institute including the projects to the institute by ILO, UNICEF, and FAO. He has authored or edited about 23 books, 24 Manuals on Child Labour and 99 research articles. Dr. Jain has been cited in large number of national and international biographical reference books. He has edited Annual Handbooks on Human Resources Initiatives for the 2003, 2005-2010.

The Institute wishes him a very healthy and active life.