



इन्द्रधनुष INDRADHANUSH

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

Volume VI

Number 5

September-October, 2015

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VVGNI

Associate Editor

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VVGNI

FROM THE DIRECTOR GENERAL'S DESK

Labour Law Reforms: Need of the Hour

Continuous supply of goods and services is essential for human survival and existence. Capital and labour play an equally important role in this regard. The problem however is that the interests of both these factors, if not always divergent are also not congruent. While the employer wants maximum return on the capital invested by him by way of profit, the employees want maximum reward in terms of wages/ salary and conditions of work. Therefore, there is always a chance of tussle between them. So, in order to maintain a balance, between these parties the State intervenes. The State does so, inter-alia by way of enacting Labour Legislations, providing for the basic entitlements and obligations of the employers and the employees. These Labour legislations touch upon various aspects such as: wages, employment relations, conditions of work, labour welfare and social security etc. As per the scheme of Indian Constitution, both Parliament and State Legislatures have the power to make laws with respect to the subjects listed above. This is how over the years more than two hundred laws have been enacted in the field of labour by the Centre and States. Parliament alone has enacted more than 40 labor legislations.

However, prevailing realities reveal that a substantial proportion of workers remain deprived of most of their legitimate dues. The reasons for this state of affairs are manifold, but the most important of these reasons is the lack of education and awareness among the vast majority of these workers about their rights under these legislations. The reason behind the same is that most of the labour legislations have been drafted in a very legalistic and technical language making it virtually impossible for the intended beneficiaries and at times also for their representatives to understand the same and assert for their rights. Some of the other important reasons responsible for lack of proper and effective implementation of various labour laws include: large number of labour legislations; obsolete nature of many of the labour law provisions; and non deterrent nature of the penalties provided for various violations. Some of the effective means to overcome these obstacles include: Amalgamation, Simplification and Rationalization of these legislations as per the current needs in a comprehensible language.

Recognizing this long felt need of industry and the workers both in the formal as well as informal sector, similarly in order to duly meet the changing requirements of the employers (in terms of flexibility) and workers (in terms of core labour rights and social security) the present government has initiated a comprehensive process of labour law reforms by undertaking the exercise of codification of large number of existing labour legislations in 4 major Labour Codes by way of amalgamation and rationalization of the core features of the various labour legislations in these codes namely: (i) Labour Code on Wages; (ii) Labour Code on Industrial Relations; (iii) Labour Code on Social Security; and (iv) Labour Code on Occupational Security and Health.

It is pertinent in this context that the government is taking all due steps to accommodate the views and interests of all the social partners likely to be affected by the process of labour law reforms. We can have the hope that if these draft codes finally culminate in Codes and Act (i.e. the Small Factories Act), both industry and the workers are likely to be benefitted.



SPECIAL EVENTS

वी.वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा हिन्दी पखवाड़ा - 2015

वी.वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा 14-28 सितंबर 2015 के दौरान हिंदी पखवाड़ा-2015 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। 14 सितंबर 2015 को हिंदी पखवाड़े के शुभारंभ पर संस्थान के महानिदेशक श्री मनीष कुमार गुप्ता ने सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं में हिस्सा लेने का आह्वान किया। हिंदी के अधिकाधिक प्रयोग को प्रोत्साहित करने के उद्देश्य से संस्थान में पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं की जानकारी वरिष्ठ हिंदी अनुवादक श्री बीरेन्द्र सिंह रावत द्वारा दी गई। इस अवसर पर महानिदेशक द्वारा संस्थान की अर्धवार्षिक पत्रिका 'श्रम संगम' का विमोचन भी किया गया।



पखवाड़े के दौरान कुल सात प्रतियोगिताएँ आयोजित की गयीं तथा इन प्रतियोगिताओं में संस्थान के संकाय सदस्यों, अधिकारियों एवं कर्मचारियों सहित कुल 44 लोगों ने हिस्सा लिया। निबंध एवं पत्र-लेखन प्रतियोगिता में श्री राजेश कुमार कर्ण ने प्रथम, श्री एस. के. वर्मा ने द्वितीय एवं श्री ए. के. श्रीवास्तव ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में डॉ. एलीना सामंतराय ने प्रथम स्थान प्राप्त किया। सुलेख एवं श्रुतलेख प्रतियोगिता में श्री दिलीप सासमल और श्री हरीश सिंह, दोनों ने प्रथम, श्री सतीश कुमार ने द्वितीय एवं श्री सत्यवान ने तृतीय स्थान प्राप्त किया। सामान्य टिप्पणी एवं आलेखन प्रतियोगिता में श्री ए. के. श्रीवास्तव ने प्रथम, श्री एस. के. वर्मा ने द्वितीय एवं श्रीमती मोनिका गुप्ता ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में डॉ. किंगशुक सरकार ने प्रथम स्थान प्राप्त किया। सस्वर काव्य पाठ/गीत/गजल प्रतियोगिता में श्री राजेश कुमार कर्ण ने प्रथम, श्रीमती शाश्वती राउत ने द्वितीय एवं श्री सतीश कुमार ने तृतीय स्थान प्राप्त किया। हिंदी टंकण अथवा वर्तनी एवं वर्ग पहली प्रतियोगिता में श्री हर्ष सिंह रावत ने प्रथम, श्री नरेश कुमार ने द्वितीय एवं श्रीमती गीता अरोड़ा ने तृतीय स्थान प्राप्त किया। राजभाषा एवं सामान्य ज्ञान प्रतियोगिता में श्री हर्ष सिंह रावत ने प्रथम, श्रीमती गीता अरोड़ा ने द्वितीय एवं श्रीमती मोनिका गुप्ता ने तृतीय स्थान प्राप्त किया। त्वरित भाषण



प्रतियोगिता में डॉ. किंगशुक सरकार ने प्रथम, श्री विजय कुमार ने द्वितीय एवं श्री प्रकाश मिश्रा ने तृतीय स्थान प्राप्त किया। इसके अतिरिक्त, प्रत्येक प्रतियोगिता में सांत्वना पुरस्कारों, एवं उपरोक्त प्रतियोगिताओं में कोई भी पुरस्कार पाने में असफल रहे प्रतियोगियों के लिए प्रतिभागिता पुरस्कारों का भी प्रावधान किया गया था। साथ ही, संस्थान द्वारा 10वीं की परीक्षा में उत्कृष्ट अंक (ग्रेड ए-1) प्राप्त करने पर कु. आस्था उपाध्याय सुपुत्री डॉ संजय उपाध्याय एवं श्री आदर्श कुमार यादव सुपुत्र श्री राधेश्याम यादव को हिंदी प्रतिभा पुरस्कार प्रदान किए गए। राजभाषा हिंदी के प्रगामी प्रयोग को बढ़ावा देने हेतु प्रोत्साहन योजना के अंतर्गत भी पुरस्कार दिए गए। ये

सभी पुरस्कार 28 सितंबर 2015 को हिंदी पखवाड़े के समापन समारोह के अवसर पर संस्थान के वरिष्ठ फेलो डॉ एस. के. शशिकुमार द्वारा प्रदान किए गए। डॉ शशिकुमार ने सभी पुरस्कार विजेताओं को बधाई देने के साथ-साथ राजभाषा हिंदी के प्रचार-प्रसार को बढ़ावा देने के संबंध में अपने विचार रखे तथा सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी के अधिकाधिक प्रयोग का आह्वान किया।

National Consultation on Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India Sharing Multi-Stakeholder Experiences (September 29 - 30, 2015)

National Consultation on Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India: Sharing Multi-Stakeholder Experiences was held during September 29 - 30, 2015. The Consultation was the Collaborative Initiative by the V.V. Giri National Labour Institute & UNICEF. The consultation focused on 4 themes - prevention, identification, rescue, rehabilitation/reintegration and post-reintegration of child labour. The objectives of the Consultation was to obtain insights from practitioners to inform the content of the training module and handbook that are proposed to be developed for training multi-sector state and non-state



actors involved in (i) prevention (ii) identification (iii) rescue, rehabilitation, integration, and (iv) post-integration of child labour and to develop a better understanding of ground realities through identification of facilitating factors, leverage points, and priorities; challenges, impediments to preventing and responding to child labour. 63 participants were present in this Consultation and they were

Deputy Labour Commissioners, Superintendants, Chairpersons, Programme Officers, State Nodal Officers, Project Officers, District Social Welfare Officers, Senior Consultants, Police Inspectors, Project Directors, NGOs, Child Protection Specialists and Officials from Ministry of Labour & Employment; Ministry of Human Resource and Development and Unicef. **Dr. Helen R. Sekar and Dr. Ellina Samantroy jointly coordinated this National Consultation.**

PUBLICATION

LABOUR & DEVELOPMENT

Labour & Development is a bi-annual journal published by the V.V. Giri National Labour Institute, a premier Institute of labour studies. The Journal is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The Journal publishes articles of high academic quality in the field of labour and related areas with emphasis on economic, social, historical as well as legal aspects and also publishes research notes and book reviews on them particularly in the context of developing countries. The current volume of the journal Vol 22, No1, June 2015 covers articles on various labour issues like female labour force participation in India, labour migration, labour and livelihoods, structural shifts in Indian household sector consumption and labour history.

For further details, please E-mail us at publicationsvvgnli@gmail.com.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMME (LAP)

Labour Administration in a Globalised Economy: New Development and Approaches, (September 01-04, 2015)

The Institute organised a Training Programme on Labour Administration in a Globalised Economy: New Developments and Approaches during September 01-04, 2015 at the Institute's campus. The programme was organised with the objective of addressing the challenges confronting the labour administration in the context of transformations in the world of work. It focused on innovations being evolved and adopted to ensure that labour administration addresses the requirements of all categories of workers, particularly those in the informal economy. The specific objectives of the programme are: (i) analyse the key transformations in the labour market and its implications for labour administration; (ii) examine the new approaches in labour administration countries; and (iii) share experiences of innovative approaches by labour administration structures. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Empowering Trade Union Leaders (September 14-19, 2015)

The above programme was conducted for Trade Union Leaders from Public Sector. The participants were from various industries/offices. 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 and recent changes in Labour Laws; (iv) To develop familiarity with the changes and trends in industrial relations; (v) To discuss the role of trade unions in emerging economic political scenario; (vi) To have knowledge about labour laws and recent changes in labour laws. The programme was attended by thirty three participants from Andhra Pradesh, Gujarat, Karnataka, Maharashtra, New Delhi, Odisha and Uttar Pradesh and West Bengal. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Managing Work Effectively: A Behavioural Approach (September 28-October 01, 2015)

The above training programme was conducted to impart behavioural skills on communication, interpersonal, motivational styles, positive attitude etc. for strengthening human relations within the organisation. The specific objectives of the programme were: (i) To enhance effective leadership skills; (ii) To sharpen interpersonal skills; (iii) To acquaint with concept of emotional intelligence; To strengthen consensus building; and (iv) To inculcate skills for creative problem solving. The programme was attended by twenty one participants from Gail (India) Limited of Andhra Pradesh, Uttar Pradesh, Madhya Pradesh and New Delhi; Jusco (Jamshedpur, Utilities Service Company) Corporate Office, Jamshedpur, Jharkhand; Nuclear Fuel Complex, Moulaali, Hyderabad; Guwahati Refinery, IOCL, Guwahati, Assam; Naval Science & Technological Laboratory, Vishakhapatnam; and Material Organisation, Naval Base, Kochi, Kerala. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Training of Trainers Programme for Rural Educators (September 1-4, 2015)

The programme was organised for rural trade union activists from different parts of the country. The objectives of the programme were to: (i) develop understanding of empowerment; (ii) discuss the issue of empowerment; (iii) develop skills for enhancing leadership potential; (iv) acquaint with labour laws for unorganized sector. The programme was attended by twenty five participants from different districts of Uttar Pradesh and Madhya Pradesh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Social Protection and Livelihood Security (September 07-11, 2015)

The above training programme was organized for informal sector workers with an aim to develop an understanding of social protection and sustainable livelihood or informal sector workers. The 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 understand the role of institutional mechanism to deliver social protection and sustainable livelihood, (iii) to discuss the role of government, trade unions and community leaders. The programme was attended by government officials and representatives of central trade union leaders. The programme was attended by twenty eight participants. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Developing Skill Development Strategies for Women Workers in the Informal Economy (September 21-25, 2015)

The objectives of the programme were to discuss the nature and characteristics of the informal economy, to situate the importance of skill development in the functioning of informal economy, to share the experiences of various social partners in skill development and training and to discuss appropriate strategies for skill development in the informal sector occupations. The training programme was attended by thirty three participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Orientation Programme on Labour and Development Issues, (October 05-09, 2015)

The aim of the programme was to familiarize young students with various Labour and Development Issues and developing their capacities to contribute in their academic and professional pursuits. The objectives were: (1) to understand world of work and decent employment, (ii) to make the participants acquainted with various Labour and Development issues (iii) to discuss important issues related to labour and employment, (iv) to enable participants to contribute in their academic and professional work. Thirty-three master degree students of social work, economics, public administration and management from different universities across India participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

Training of Trainers Programme for Rural Educators (October 19-23, 2015)

The programme was organised for rural trade union activists from different part of the country. The objectives of the programme were to: (i) develop Understanding of Empowerment (ii) discuss the issue of empowerment; (iii) develop Skills for enhancing leadership potential (iv) acquaint with labour laws for unorganized sector. The programme was attended by forty two participants from Bihar, Madhya Pradesh, Maharashtra, Odisha, Gujarat, New Delhi, Telangana, Uttar Pradesh, and West Bengal. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Emerging Perspectives on Gender, Labour Laws and International Labour Standards (October 26-30, 2015)

The training programme was organised for Government Officials, Union Leaders from Central Trade Unions and civil society representatives. The objectives of the programme were (i) to provide an overview of gender and the labour market. (ii) to analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc. (iii) to understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses (iv) to sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace (v) to understand the various international labour standards/ international instruments and good practices on gender equality. The training programme was attended by twenty nine participants from Uttarakhand, New Delhi, Odisha, Uttar Pradesh, West Bengal, Assam, Bihar and Madhya Pradesh. **Dr. Ellina Samantroy Jena**, Associate Fellow was the Course Director.

Enhancing Training Skill for Education Officers, CBWE (October 26-30, 2015)

The training programme was organised for the employees of Central Board of Workers Education, which is a premier institute for workers' education in the country. The objectives of the programme were: (i) to impart knowledge about the importance of technical and behavioral training; (ii) to enhance competencies of trainees in different training skills; (iii) to discuss with the officials regarding the use of appropriate training techniques and methods indifferent programmes; and (iv) to motivate the officials regarding modalities of conducting rural labour camps. The programme was attended by thirteen participants from Regional Directorates located in different parts of India. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

RESEARCH METHODS PROGRAMME (RMP) Course on Research Methods in Labour Studies (September 14-25, 2015)

The course aimed to acquaint the participants with the emerging labour issues for research in an interdisciplinary framework, strengthening 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 sixteen universities participated in this course. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

IN-HOUSE TRAINING PROGRAMMES Induction Training Programme for CLS Officers (September 14- December 04, 2015)

This training programme was organized as induction training programme for the newly recruited Central Labour Service Officers. The three-month long induction training programme and training curriculum included subjects like labour laws, labour administration, welfare scheme administration, socio-economic issues, service rules, behavioural sciences etc. The programme also included study tour to PSUs, private sector enterprises and ordnance factories along with office attachments. The programme was attended by twenty five participants. **Dr. Kingshuk Sarkar**, Fellow was the Course Director for this training programme.

Managing Work Effectively : A Behavioural Approach for Employees of Oil India Limited (September 21-25, 2015)

The above training programme was conducted to impart behavioural skills on communication, interpersonal, motivational styles, positive attitude etc. for strengthening human relations within the organisation for the officials of Oil India Ltd. Assam. The specific objectives of the programme were: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint with concept of emotional intelligence; (iv) to strengthen consensus building; and (v) to inculcate skills for creative problem solving. The programme was attended by nineteen participants from Oil India Limited of Assam and Rajasthan. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

INTERNATIONAL TRAINING PROGRAMMES (ITP) Managing Development and Social Protection in a Globalised Economy (September 01-18, 2015)

The International Training Programme on Managing Development and Social Protection in a Globalised Economy under ITEC/SCAAP Programme of the Ministry of External Affairs, Government of India was organised at the institute.

The basic objectives of the programme were to acquaint the participants with the concept of social protection, to familiarize with the social protection systems in the developing countries in general and India in particular, and to examine various social security/protection legislations, policies and schemes. As part of the programme, the group visited Pachota village under Bulandshahr district, Uttar Pradesh to have a field experience of the social protection schemes implemented in the village. The programme was attended by ten participants representing various ministries and organisations from eight countries namely Armenia, Bangladesh, Ethiopia, Ghana, Mauritius, Palestine, Suriname and Zimbabwe. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.



Enhancing Leadership Skills (October 05-23, 2015)

The International Training Programme on Enhancing Leadership Skills under ITEC/SCAAP Programme of the Ministry of External Affairs, Government of India was organised at the institute to develop understanding, aptitude and positive attitudes on leadership among participants of developing countries. The specific objectives of the programme were (i) to enhance the leadership skills and share and experience various leadership styles (ii) to provide insights into the leadership dynamics of inter-personal and inter-group relations (iii) to develop positive attitude towards work (iv) to develop communication skills (v) acquire knowledge of managing time effectively and also enhancing conflict management skills. The programme was attended by twenty-two participants from twelve countries namely, Afghanistan, Bangladesh, Bhutan, Botswana, Egypt, Ethiopia, Fiji, Malaysia, Palestine, Sri Lanka, Venezuela and Zimbabwe. **Dr. Poonam S. Chauhan**, Senior Fellow was the course director.



OTHER IMPORTANT ACTIVITIES

Dr. Helen R. Sekar, Senior Fellow, presenting the Report of the Child Labour Survey to the Chief Secretary, Government of Meghalaya

Dr. Helen R. Sekar, Senior Fellow and **Shri Otojit Kshetrimayum**, Associate Fellow presented the findings of the Study “Dynamics of Employment of Children and Socio-economic Reality: A Study of Children in Hazardous Occupations in East and West Jaintia Hills Districts of Meghalaya” in a meeting chaired by the **Shri Barkos Warjri**, Chief Secretary, Government of Meghalaya at the Secretariat, Shillong. The survey covered households, workplaces, labour camps and coalmine sites/depos. The total children surveyed was 66,921 in the total sample population of 1,32,636. The incidence of full-time working children identified through the survey was 3.3 per cent.



OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Director General, Shri Manish Kumar Gupta

- Delivered the Opening Remarks in the VVGNLI-UNICEF collaborative *National Consultation on Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India Sharing Multi-Stakeholder Experiences* held from September 29 - 30, 2015 at the institute.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Panelist at the Technical Meeting on Simplification of Returns under Labour Laws organized by the Labour Bureau on September 08, 2015 at Chandigarh.

- Attended the Meeting of Expert Group on Quarterly Quick Employment Survey headed by Prof. S.P. Mukherjee and organised by Labour Bureau during September 14-15, 2015 at Kolkata.
- Attended the High Level Policy Dialogue for Future on Work: Towards a Job Centered Development Agenda organized by ILO & Ministry of Labour & Employment on October 5, 2015 at New Delhi.
- Panelist at the National Tripartite Seminar on Enhancing Labour Administration's Performance and Strengthening Tripartite Social Dialogue organized by ILO & VVG NLI on October 13, 2015 at New Delhi.
- Panelist at the Technical Session on Macro-Economic Policies and Labour Market Regulations at the SARNET Regional Workshop on "Meeting the Challenges of Employment and Inclusive Growth in South Asia" organized jointly by Institute for Human Development, ILO, UNESCAP, and IDRC, during October 24-25, 2015 at New Delhi.

Dr. Helen R. Sekar, Senior Fellow

- Participated in the National Tripartite Seminar: Enhancing Labour Administration's Performance and Strengthening Tripartite Social Dialogue held on 13th October 2015, at Hotel Claridges, New Delhi, which was organised by the ILO, in collaboration with V.V. Giri National Labour Institute.
- Dr. Helen R. Sekar, Senior Fellow, VVG NLI, and Dr. Ellina Samantroy shared the preliminary findings of project Analysis of Data on Child Labour, in a meeting with the Unicef on 23rd October 2015 at Unicef Office, New Delhi.

Dr. Shashi Bala, Fellow

- Participated in the 7th Annual G20 Conference on "Challenges to Strong, Sustainable and Balanced Growth: Views from G20 Countries" on September 14-15, 2015 organised by Indian Council for Research on International Economic Relations (ICRIER), in partnership with the World Bank, International Monetary Fund (IMF), Asian Development Bank Institute (ADBI) and Konrad-Adenauer-Stiftung (KAS) at the India Habitat Centre, New Delhi.
- Attended the Sessions on "Challenges before Indian women in Contemporary India", "Patriarchy and Struggle for Gender Equality", "The Struggle of Women Human Rights Defenders" and "Women and Education" in the Women Convention Challenges before Indian Women in Contemporary India, organized by Act Now For Harmony and Democracy (ANHAD) held on October 2-3, 2015 Deen Dayal Upadhyaya Marg, New Delhi.
- Delivered a Session on "Gender Just Laws: Need for Uniform Civil Code" in the Women Convention Challenges before Indian Women in Contemporary India, organized by Act Now For Harmony and Democracy (ANHAD) held on October 3, 2015 Deen Dayal Upadhyaya Marg, New Delhi
- Attended Public Lecture on The Current Reality and Future of Work, in India and Beyond organized by MoLE-IHD-ILO held on 7th October, 2015 at India Habitat Centre, New Delhi.
- Attended National Tripartite Seminar: Enhancing Labour Administration's Performance and Strengthening Tripartite Social Dialogue organized by VVG NLI-ILO held on 13th October, 2015 at Claridges Hotel, New Delhi.

Dr. Kingshuk Sarkar, Fellow

- Presented a paper titled *Wages, Mobility and Labour Market Institutions in Tea Plantations: The Case of West Bengal and Assam* at the 57th Annual Conference of the Indian Society of Labour Economics held during 10-12 October 2015 in Srinagar.
- Presented findings of a project titled *Performance of Labour Administration in India* at the National Tripartite Seminar: Enhancing Labour Administration's Performance and Strengthening Tripartite Social Dialogue, Claridges Hotel, New Delhi – 13 October 2015

Shri Otojit Kshetrimayum, Associate Fellow

- Delivered two lectures on Evaluation: *Methods and Concerns; & Constraints of Evaluation in the Workshop on Impact Assessment: Methods Available for the Directors and Faculties of State Judicial Academies in India* at National Judicial Academy, Bhopal on 2 & 3 September, 2015.
- Official tour to Shillong, Meghalaya from 12-14 September, 2015 for submission of the *final project report on Dynamics of Employment of Children and Socio-Economic Reality: A Study of Children in Hazardous Occupation in East and West Jaintia Hills Districts of Meghalaya* to the Chief Secretary, Government of Meghalaya.

Dr. Ellina Samantroy, Associate Fellow

- Presented a paper on *Care Policies and Reconciliation of Work and Family Life: Experiences of Women Workers* at 57th Annual conference of The Indian Society of Labour Economics organised by Department of Economics Central University of Kashmir held on 10-12 October. 2015 at Srinagar.
- Participated in the *National Tripartite Seminar: Enhancing Labour Administration's Performance and Strengthening Tripartite Social Dialogue* held on 13th October 2015 at Hotel Claridges, New Delhi, organised by the ILO, in collaboration with V.V. Giri National Labour Institute.
- Participated in the VVG NLI-UNICEF Collaborative *National Consultation on Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India: Sharing Multi-Stakeholder Experiences* held from September 29 - 30, 2015 at V.V. Giri National Labour Institute.

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Printed and Published By: V.V. Giri National Labour Institute, Sector-24, Noida-201301, India.