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INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Enhancing Youth Employability Through Skill Development

A combination of demographic, economic and social factors makes skill development an urgent policy priority for India. The first National Policy on Skill Development of the country was notified in 2009. In the aftermath of this policy, National Skill Development Corporation (NSDC) was established in 2009 to promote private sector participation via innovative funding models. In June 2013, National Skills Development Agency (NSDA) was created and has been working with state governments to rejuvenate and synergise skilling efforts in the States. A full-fledged Ministry of Skill Development and Entrepreneurship (MSDE) was established in November 2014 to create an appropriate ecosystem that facilitates imparting employable skills to its growing workforce over the next few decades.

The Government of India launched 'Skill India' on 15 July, 2015 that aims to train 400 million people in India by the year 2022. It has four landmark initiatives:

- National Skill Development Mission: It has been developed to create convergence across sectors and States in terms of skill training activities.
- National Policy for Skill Development and Entrepreneurship 2015: The primary objective of this is to meet the challenge of skilling at scale with speed, standard (quality) and sustainability. It aims to provide an umbrella framework to all skilling activities being carried out within the country, to align them to common standards and link skilling with demand centres.
- Pradhan Mantri Kaushal Vikas Yojana (Prime Minister Skill Development Scheme): It will incentivise skill training by providing financial rewards to candidates who successfully complete approved skill training programmes.
- Skill Loan Scheme: Under this, loans ranging from Rs 5,000-1.5 lakhs will be made available to 3.4 million youth of India seeking to attend skill development programmes over the next five years.

There are nearly 20 Ministries/Departments of Government of India providing or funding formal/non-formal Vocational Education and Training programmes. However, there are various challenges. The annual skilling in the country was estimated at around 7 million in 2014. Apart from the challenge of effectively channelising the demographic dividend in the growth and development of the country, the other major challenges of skill development initiatives in India is addressing the needs of huge population by providing skills in order to make them employable and help them secure decent work. 93 percent of India's workforce work in the unorganised sector and acquire skills through informal channels and lack formal certification. The country has a big challenge ahead, as it is estimated that only 4.69 percent of the total workforce in India has undergone formal skill training as compared to 68 percent in UK, 75 percent in Germany, 52 percent in USA, 80 percent in Japan and 96 percent in South Korea. Therefore, there is a strong need to bridge this gap and some of the steps would be to improve the quality of vocational training imparted in the Institutes at par with international standards; dissemination of information among the youth of the country to generate awareness about generating employment and enhancing employability through appropriate skill training; greater emphasis on developing close and active linkage of the training institutes with the industries; and also exploring prospects for international collaboration in skill development in India.



SPECIAL EVENTS

Workshop on World of Work: Gender Sensitive on Sexual Harassment (March 8, 2016)

On the occasion of the International Women's Day, V.V. Giri National Labour Institute jointly with Ministry of Labour & Employment, Government of India organised a One-Day Workshop on the theme, 'World of Work: Gender Sensitive on Sexual Harassment'.

The International Women's Day provides an opportunity to acknowledge and appreciate the remarkable contribution of women around the world towards development and to secure women's rights and shape a more equitable society.

On the occasion, Shri Shankar Aggarwal, Secretary, Ministry of Labour & Employment, inaugurated a research report, 'Gender Dimensions at Work and Employment: A Case of Sexual Harassment' prepared by Dr. Shashi Bala, Fellow, VVGNI. In his Inaugural address, he highlighted the critical role that education can play in bringing about gender equality in every aspect of life. He emphasised that every organisation should initiate measures to address the issues related to sexual harassment on a continuous basis rather than as a one-off exercise. He said that gender equality in the world of work is not only a matter of human right and justice for workers but also a key instrument in achieving economic prosperity. He noted that the Government of India has initiated a number of measures like permitting night work for women, enhancing the maternity leave etc. in the recent past to ensure a safe, secure and enabling work environment for women.

Shri Manish Kumar Gupta, Director General, V.V. Giri National Labour Institute, in his Opening Remarks, noted that attaining gender equality is a challenging issue with huge implications on human development, labour market and productivity. He noted that despite Constitutional provisions of promoting equality at work, women encounter different forms of disadvantages compared with men.

Dr. Shashi Bala, Coordinator, Centre for Gender and Labour, V.V. Giri National Labour Institute made a presentation on the research report, 'Gender Dimensions at Work and Employment: A Case of Sexual Harassment'. This study examined in detail how sexual harassment at workplace is being addressed in different enterprises located in the NCR region.

A Panel Discussion on Sexual Harassment in the World of Work was also organised during the event. The discussion moderated by Dr. Devika Singh, an eminent Lawyer, had participation from wide range of stakeholders including government functionaries, trade unions, employers' organisations, educational institutions and academicians. The discussions highlighted that inspite of the enactment of the legislation pertaining to the sexual harassment, the issue of sexual harassment continues to be provided much less importance at the enterprise level. The discussion also highlighted the strong need to empower all concerned stakeholders to work towards bringing about a safe and secure workplace so that it contributes towards increasing the participation of women in work in India. **Dr. Shashi Bala**, Fellow, Coordinated the Workshop.



XIth International Conference on Labour History (March 21-23, 2016)

V.V. Giri National Labour Institute in collaboration with the Association of Indian Labour Historians organised the Eleventh International Conference on Labour History during March 21-23, 2016 at the V.V. Giri National Labour Institute. The Conference was attended by 100 renowned scholars on labour history from 15 countries including India. Nearly 50 research papers were presented and discussed during the Conference.

The broad theme of the Conference was 'Workers, Labour and Mediation'. Mediation as a broad category, applies to the predicament of workers and the phenomenon of labour almost universally. The Conference deliberated the important sociological and theoretical questions about class relations in general generated in the context of mediation. Some of the fundamental questions discussed were: What are the various forms of mediation, and why is it necessary? How forms of mediation – that marks labour have's relation with society – changed over time? What social strata perform mediatory roles, and what, in turn emerges as a 'mediatory interest' when they become a stable social-economic force? How do workers deal with the phenomenon of mediation, and how do they negotiate with the people engaged in mediation? and how do political ideologies subsume labour in their representational function?



The Conference was coordinated by **Dr. S.K. Sasikumar**, Senior Fellow, V.V. Giri National Labour Institute, **Dr. Prabhu Mohapatra** and **Dr. Rana Behal**, Association of Indian Labour Historians.

Workshop on Labour Code and Welfare (April 11, 2016)

A half-day Workshop on Labour Code and Welfare was organised by the Institute on behalf of the Ministry of Labour & Employment on April 11, 2016 under the chairmanship of Shri Manish Gupta, Joint Secretary, MoLE and Director General, VVGNI. The Workshop was attended by concerned MoLE officials and Senior Technical Experts from International Labour Organisation (ILO). In the Workshop, presentations on the broad framework of relevant laws (being amalgamated in this Code) was made to elaborate the approach being adopted for this Code and the challenges being faced in the present social security set-up were



addressed in the presence of Prof. M. Olivier, International Expert from ILO. The following presentations were made in the workshop: (1) Current Environment of Social Security in India by Dr. Ruma Ghosh, VVGNI, (2) ESI Scheme of India by Mr. A.K. Sahu, ESIT, (3) The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 by Dr. Shiv Kumar, EPFO, (4) Cess Based Welfare Schemes under Labour Welfare Organization (DGLW) and Unorganised Workers' Social Security Act, 2008 by Mr. D.P. Singh, MoLE, (5) Presentation on the Framework of Gratuity, Maternity Benefits, Compensation and BOCW (Cess) Acts by Dr. Onkar Sharma, MoLE, (6) Social Security Schemes by Central Ministries other than MoLE by Shri S.K. Tripathi, MoLE. The Workshop was coordinated by **Dr. Ruma Ghosh**, Fellow, VVGNI

Capacity Building Programme on the use of Information Technology in Training in collaboration with ITC Turin (April 27-29, 2016)

V.V. Giri National Labour Institute in collaboration with International Training Centre (ITC), Turin organized a three day workshop on *Distance Education and Learning Technology Application Programme* from April 27-29, 2016 at V.V. Giri National Labour Institute (VVGNI). The programme aimed to enhance capacity building for the use of information technology in training for the faculty members and officers of VVGNI. The programme involved imparting training on learning technologies and methodologies including design and implementation of various e-learning methods, distance and e-learning services including development of learning platforms, development and production of training materials and multi-media learning packages. The Distance Education and Learning Technology Application (DELTA) Unit of the ITC enabled to develop internal capacity to design and adapt e-learning platforms like *e-campus* and introductory sessions on e-campus was provided by the trainers. The programme was conducted by lead trainer Tom Wambeke, Programme Officer DELTA Unit, ITC Turin and Rodrigo Filgueira, E-learning developer and designer from ILO, Uruguay. The programme was attended by 26 participants including faculty and officers from VVGNI and officials from ILO, New Delhi. The programme was coordinated by **Dr. Ellina Samantroy**, Associate Fellow, VVGNI.



PUBLICATION

Child Hope

“Child Hope” is a quarterly Newsletter published by the V. V. Giri National Labour Institute (VVGNI). The Newsletter usually starts with the message from the Director General, VVGNI in the first page and regularly features major events on child labour by the V. V. Giri National Labour Institute, Ministry of Labour & Employment and specially focuses on the Programmes, Seminars, Workshops, Conferences, and Panel Discussions conducted on the issue of child labour for various target groups on different themes by the National Resource Centre on Child Labour (NRCCCL) at the VVGNI. In addition to the research articles, poems and slogans on child labour, this newsletter also documents events, success stories and best practices reported by the National Child Labour Project Societies implementing National Child Labour Project Schools in various districts across the country. This Newsletter is edited by **Dr. Helen R. Sekar**, Senior Fellow, V. V. Giri National Labour Institute.



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राजभाषा हिंदी के उत्तरोत्तर प्रयोग को बढ़ावा देने की ओर कर्मचारियों को उन्मुख करने तथा इसके प्रसार में उनकी सर्जनशीलता का सदुपयोग करने के उद्देश्य से वी.वी. गिरि राष्ट्रीय श्रम संस्थान ने 2015 से एक नई पत्रिका 'Je l æ' का प्रकाशन शुरू किया है। यह एक छमाही राजभाषा गृह पत्रिका है। इसमें ज्ञान-विज्ञान, कला एवं संस्कृति, समसामयिक घटनाओं, खेलकूद आदि से संबंधित ज्ञानवर्धक लेखों एवं प्रेरक प्रसंगों, महापुरुषों/साहित्यकारों की जीवनी के अलावा स्वरचित कविताओं और कहानियों को शामिल किया जाता है।

पत्रिका के प्रवेशांक में वी.वी. गिरि जी की जीवनी, स्वामी विवेकानंद का चिंतन, प्रेरक प्रसंगों/कहानियों के साथ-साथ संस्थान के सदस्यों द्वारा प्रस्तुत की गई रचनाओं का समावेश किया गया था। पत्रिका के द्वितीय अंक में आत्मकेंद्रित होते समाज में व्यक्ति और समाज के लिए जीवन मूल्यों के महत्व पर प्रकाश डालते हुए जलवायु परिवर्तन एवं भारत में आरक्षण जैसे ज्वलंत मुद्दों, प्रेरक प्रसंगों/कहानियों के साथ ही राजभाषा संबंधी संस्थान की गतिविधियों एवं संस्थान के सदस्यों द्वारा प्रस्तुत की गई रचनाओं का समावेश किया गया था।



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMME (LAP)

Quasi Judicial Authorities: Role and Functions (March 01-04, 2016)

The programme aimed at enhancing the competence of the quasi-judicial functionaries to help them to perform their role and functions in a more meaningful manner. The key objectives of the programme were: (i) to help the participants to develop conceptual framework for discharging quasi-judicial functions in the context of present socio-economic scenario; (ii) to discuss the problems of quasi-judicial authorities; (iii) to help the participants to appreciate emerging trends in labour laws and judicial interpretations and to discuss the relevant areas of Constitutional Law and Administrative Law. The programme was attended by labour department officials from the states of West Bengal, Arunachal Pradesh, Kerala and Punjab. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director of the programme.

INDUSTRIAL RELATIONS PROGRAMME (IRP)

Empowering Trade Union Leaders (April 11-16, 2016)

The above programme was conducted for trade union leaders. The main objectives of the programme were: (i) to sharpen leadership skills; (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 duration was for six days. A total of fifty three participants attended the programme from Jharkhand, Kerala, Maharashtra, Tamil Nadu, Telangana and Uttar Pradesh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Strengthening Leadership Skills for Beedi Workers (March 07-11, 2016)

The aim of the programme was to enhance the capacity of the participants and instill leadership skills in them. The objectives of the programme were: (i) to impart knowledge and information about beedi industry in general and status of workers in particular; (ii) to enhance inter-personal communication; (iii) to discuss the legal protections in various labour legislations for beedi workers; (iv) to familiarize on the various aspects of welfare funds for beedi workers. This programme was attended by twenty four participants who were the organizers of beedi workers from different trade unions like AITUC, Asangathit Karmkar Shramik Union, Bidi Mazdoor Union, BMS, Hind Mazdoor Sabha, INTUC, Nagar Beedi Kamgar Sanghathan. The participants came from different states like, Bihar, Madhya Pradesh, Maharashtra, Odisha, Rajasthan, Uttar Pradesh and West Bengal. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Gender Informality and Poverty March 14-18, 2016

This training programme was designed for the Government Officials, leaders from Central Trade Unions and Civil Society Representatives. The Objectives of the programme were: (i) to develop a conceptual understanding about gender, informality and poverty; (ii) to establish inter-linkages between women's work, informality and poverty; (iii) to understand gender and decent work perspective in poverty reduction; (iv) to sensitize the participants about developmental issues related to work, education, health, social exclusion, legislative measures etc; and to enhance their capacity to understand and analyze gender dimensions in policy and planning; (vi) to discuss various gender sensitive anti-poverty employment policies and programmes at both national and international levels. The training programme was attended by twenty participants from Tamil Nadu, Punjab, New Delhi, West Bengal, Maharashtra, Odisha, and Manipur. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

Gender and Social Security (March 28-31, 2016)

This training programme was conducted for trade union activists and representatives of unions. The objectives of the programme were: (i) to provide a clear understanding of social security; (ii) provide information on the recent trends, national and international experiences, good practices; (iii) offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various social security provisions and train the H.R. in corporate sector. The training programme was attended by seventeen participants. Dr. Shashi Bala, Fellow was the Course Director.

Leadership Development Programme for Rural Trade Union Leaders (April 04-08, 2016)

This training programme was meant for district level trade union leaders/organisers engaged in organization building in rural areas. The objectives of the programme were (i) to provide an overview of the issues in the rural unorganised sector in India; (ii) to develop/sharpen skills of rural trade union leaders to understand, study and analyze rural society; (iii) to provide insights into dynamics of interpersonal and intergroup relationships; (iv) To discuss various issues and aspects related to organisation building; (v) to create an awareness about legal rights and provisions; (vi) to develop critical awareness of prospective leaders about various social protection and employment policies; (vii) to make the participants aware about the emerging techniques of organizing rural workers; and (viii) to help in locating the resources at the micro and macro level. The training programme was attended by thirty nine participants from Odisha, Uttar Pradesh, West Bengal, Jammu, Punjab, and Bihar. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

Social Security for Workers in the Unorganised Sector (April 04-08, 2016)

The above programme was conducted in order to sensitize the participants about the unorganised workers' Social Security Act, 2008, so that they could benefit from the law. The objectives of the programme were as follows: (i) to acquaint participants with the concept of social security and the need for social security for informal sector workers; (ii) to develop understanding of the various social security and welfare programmes; (iii) to familiarize participants with different micro level social security experiments. The programme was attended by fifty six participants from Haryana, Madhya Pradesh, New Delhi, Odisha, Rajasthan. Uttar Pradesh and West Bengal. **Dr. Poonam S. Chauhan** was the Course Director.

Training of Trainers Programme for Rural Educators (April 18-22, 2016)

The programme was organised for rural trade union activists from different part of the country. The objectives of the programme were: (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-one participants from different unions like, BMS, INTUC Khet Mazdur Union, LPF, PACS Karmchari Mahasangh representing Assam, Haryana, Maharashtra, Odisha, Rajasthan, Telangana and Uttar Pradesh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Leadership Development Programme for Media Sector (April 18-22, 2016)

The aim of the programme was to develop the leadership of working journalists and media persons to address effectively the emerging issues related to work and workplace and contribute for the development of media sector and also the overall development of working mass. The prime objectives of the programme were: (i) to understand emerging labour issues in media sector; (ii) to make the participants understand various challenges and strengthen skills to address the challenges; and (iii)

to encourage the participants for contributing to the development of media persons along with the overall development of working mass. Eighteen representatives from Journalists Associations affiliated to Central Trade Unions and National Union of Journalists working in various regional and national media participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow was the Course director.

Enhancing Leadership Skills of Trade Union Leaders from Transport Sector (April 25-29, 2016)

The aim of the programme was to enhance the capacity of the participants and instill leadership skills in them. The objectives were: (i) to enhance leadership skills; (ii) to discuss the legal protections in various labour legislations, especially the Transport Workers Act. This programme was attended by twenty four participants from different unions like AITUC, CITU, GSRTC, Gujarat S.T. Workers Federation, HMS, INTUC, NLO, Rajasthan State Parivahan Federation and TSRTC Employees Union representing different states like Gujarat, Haryana, Punjab, Rajasthan, Telangana and West Bengal. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

RESEARCH METHODS PROGRAMME (RMP)

Course on Research Methods in Labour Studies (April 25-May 06, 2016)

The aim of the course was 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 enable them to apply these methods in their research work on the different aspects of labour. Twenty four research scholars and faculties from nineteen Universities and Institutes of India participated in this Course. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.



INTERNATIONAL TRAINING PROGRAMMES (ITP)

Health Security and Protection of Workers (March 01-18, 2016)

The above training programme was organised under the auspices of the ITEC/SCAAP scheme of the Ministry of External Affairs. The objectives of the programme were: (i) to understand the issue of health protection and promotion at workplace; (ii) to identify health risks and insecurities of workers in the context of globalisation and new forms of work; (iii) to understand the impact of changes in the health care system and health financing and its impact on workers in the informal sector. The programme was attended by twenty four senior and middle level policy makers and practitioners from seventeen countries - Armenia, Botswana, Cote D'ivoire, Ecuador, Ethiopia, Fiji, Kenya, Kyrgyzstan, Lebanon, Lithuania, Mauritius, Niger, Palestine, Sri Lanka, Sudan, Togo and Turkey. **Dr. Ruma Ghosh**, Fellow was the Course Director.



NORTH-EASTERN STATES PROGRAMMES (NEP)

Promoting Skill Development for women from North Eastern States (March 28-31, 2016)

The programme aimed at putting increasing emphasis on skill development of workers in general and women workers in particular for enhancing employability and to facilitate decent employment focusing North East. The major objectives of the programme were: (i) to discuss the nature and characteristics of the informal economy and role of skill; (ii) to situate the importance of skill development for women in the functioning of informal economy; (iii) to share the experiences of various social partners in skill development and training; (iv) to discuss appropriate strategies for skill development in the informal

sector occupations. State Government Officers of Employment & Training Departments, representatives from CTUs and NGOs working in NE States participated in this programme. Total number of participants was twenty four. **Shri P. Amitav Khuntia**, Associate Fellow was Course Director.

Fundamental of Labour for Trade Unions and NGOs from North Eastern States (March 28-31, 2016)

The programme aimed at providing to the participants the basic understanding with regard to the constitutional framework of labour law and the substantive as well as the procedural aspects of select labour legislation pertaining to industrial relations, social security and conditions of work etc. The major subject areas covered during the programme included: (i) Constitution and Labour; (ii) Policy and Law on Contract Labour, Migrant Labour and Child Labour; (iii) Legal Framework for Social Security; (iv) Wages Laws and the Right to Education Act. The programme was attended by thirty two participants representing trade unions and NGOs from Arunachal Pradesh, Assam, Manipur and Tripura. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

IN-HOUSE TRAINING PROGRAMMES

Behavioural Skills for Managing Work Effectively for RBI Personnel (March 14-18, 2016)

The programme aimed at sharpening the behavioural skills of the delegates from the Reserve Bank of India and to enable them to become effective in interpersonal relations. The main objectives of the programme were: (i) enhancing sensitivity towards self, group and organization; (ii) inculcating diagnostic skills to understand assets and limitations of individuals; (iii) developing skills of individuals in creativity and positivity; (iv) developing skills to manage and communicate at the work place, (v) stress management, (vi) personal effectiveness. The programme was attended by thirty participants from Assam, Gujarat, Madhya Pradesh, Maharashtra, Mumbai, New Delhi, Rajasthan, Tamil Nadu and Uttar Pradesh branches of the RBI. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Participative Management for Conflict Resolution & Industrial Discipline for Trade Union Representatives at NTPC, Talchar, Odisha (March 28-29, 2016)

The programme was organised in Talchar, Odisha for trade union representatives to enhance their effectiveness in the operation of the NTPC. The objectives were to enhance leadership skills, negotiation skills and team spirit of the delegates. The participations were affiliated with Bhartiya Majdoor Sangh. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Participative Management for Conflict resolution & Industrial Discipline for Association Representatives at NTPC, Talchar, Odisha (March 30, 2016)

This programme was organised in Talchar, Odisha for the management personnel to acquaint them with different behavioural skill, like leadership, negotiation skills, personal effectiveness, workers' participation in management, industrial relations, etc. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

Training Programme on Management, Administration and Industrial Relations for INAS Officers of Naval Armament Depot (April 07-18, 2016)

This programme was for the INAS Officers who have to share responsibility with their management in all respects. The overall objective was to enthuse them with the knowledge and skills regarding industrial relations, labour laws, managerial techniques and behavioural skills. Fifteen delegates from Naval Armament Depot from Goa, Kerala, Maharashtra and Andhra Pradesh attended the programme. **Dr. Poonam, S. Chauhan**, Senior Fellow was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Director General, Shri Manish Kumar Gupta

- Delivered Opening Remarks in the workshop on World of Work: Gender Sensitive on Sexual Harassment organised on March 8, 2016.
- Chaired Workshop on Labour Code and Welfare organised on April 11, 2016.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Delivered a Lecture on the theme 'Emerging Issues in Labour and Employment: Implications for Economic and National Security', to the 56th Course on National Security and Strategic Studies, National Defence College, New Delhi, March 03, 2016.
- Made a Presentation on 'Regulation of Low Skilled International Labour Migration from India' at the National Workshop on Labour Law and Migrant Labour, Centre for Women's Development Studies, New Delhi, March 15, 2016.

Dr. Ruma Ghosh, Fellow

- Organised a Workshop on Labour Code and Welfare for the Ministry of Labour & Employment on April 11, 2016 and made a presentation on 'Current Environment of Social Security in India'.
- Participated in the 34th GIZ 'Social Security Seminar' on April 19, 2016 at India Habitat Centre, New Delhi

Dr. Shashi Bala, Fellow

- Attended Interactive Session on 'Emerging Trends in Solar Technologies' jointly organized by FICCI and the Ohio State University (OSU) on March 4, 2016.
- Attended Multi-stakeholder Dialogue on 'Engendering Leadership in Organisations' organized by PRIYA on March 10, 2016.
- Attended 'Evolving Global Trade Architecture and India Address' by Dr. Martin Wolf, Chief Economics Commentator, Financial Times London on March 10, 2016 organized by FICCI, New Delhi.
- Attended a Seminar on 'Quantifying the Value of an open Internet for India' organized by ICRIER on March 11, 2016.
- Attended a Conference on 'Empowering Women for Sustainable Development' organized by ICRIER on March 14, 2016.
- Attended 9th India 'Climate Policy and Business Conclave' organized by FICCI during March 15-16, 2016.
- Attended 'Corporate Vision: Zero Tolerance Policies for Harassment of Women at Work Place' organized by ASSOCHAM on March 18, 2016.
- Delivered Session on 'Identification of the Opportunities for Women in Skill India, Startup India, Stand up India, PMKVY' in a 'Three day Master Training Programme on Gender Budgeting' organized by NIESBUD on March 19, 2016.
- Delivered a Session on 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' in the Workshop on Prevention of Sexual Harassment at Workplace organized by Bharat Petroleum Corporation Limited (BPCL) for BPCL employees on March 31, 2016.
- Participated in a Seminar on 'Multi-Stakeholder Consultation on Policy Option for Domestic Work in the Context of India's Care Economy' organized by Institute for Human Development (IHD) on April 4, 2016.
- Delivered a Session on 'Preventing Sexual Harassment at Workplace: Implementing Zero Tolerance Approach' in the Workshop on Prevention of Sexual Harassment at Workplace organized by FICCI for FICCI employees on April 6, 2016.

Dr. Kingshuk Sarkar, Fellow

- Presented a Paper titled 'Return to labour, innovation and inclusive growth in the context of Indian tea plantations: Recent happenings in Kerala and West Bengal' at the Third IndiaKorea International Conference on Innovation and Sustainable Development at Centre for Development Studies, Thiruvananthapuram, Kerala during March 16-18, 2016.
- Chaired a session on Plantation Agriculture at the Third IndiaKorea International Conference on Innovation and Sustainable Development at Centre for Development Studies, Thiruvananthapuram, Kerala during March 16-18, 2016.
- Delivered a talk on 'Critical Analysis of Labour Laws Reforms and Social Security Issues' at the Seminar on Labour Law Reforms and Implementation of Unorganized Workers Social Security Act 2008 at the Mahatma Gandhi Labour Institute, Govt. of Gujarat, Ahmedabad on March 31, 2016.

Shri Otojit Kshetrimayum, Associate Fellow

- Presented a paper on 'Mapping the Traditions of Social Organisation: The Case of Rotating Savings and Credit Associations in Korea and India' in the International Seminar on India-Korea Relations: Forging a Multidimensional Partnership in the 21st Century' organised by Researchers Association for the Study of Korea in collaboration with the Centre for East Asian Studies, Jawaharlal Nehru University on April 19, 2016.
- Presented a paper on 'Understanding the Dynamics of Society, Work and Employment in North East India: The Case of Handloom Industry in Manipur' in the Seminar on Labour Markets in Eastern Himalayas and North East India: Changing Patterns and Emerging Issues organised by Labour Studies Programme, Tata Institute of Social Sciences, Guwahati Campus on April 29-30, 2016.
- Attended Training on Distance Education Learning Technology Application organised by V.V. Giri National Labour Institute in collaboration with ILO-ITC Turin from April 27-29, 2016 at VVGNI, Noida.

Dr. Ellina Samantroy Jena, Associate Fellow

- Participated in a Panel Discussion on Assessing Priorities for Women in the Union Budget 2016-2017 on March 02, 2016 at India Habitat Center
- Delivered a lecture at National Statistical System Training Academy (NSSTA) on the titled 'Gender Issues and Gender Statistics Available and its Quality in Labour Sector- Exemplified by Case Study' for the Heads of Departments of Statistics of Various Universities on March 03, 2016.
- Participated in the Workshop on Engendering Leadership in Organization in India on March 10, 2016 at PRIA
- Participated in a Seminar on 'Sexual Harassment of Women At Workplace Act' and 'Law For Conducting Domestic Enquiry As Per Standing Orders Or Rules Of Natural Justice and Awarding of Punishment' on April 18, 2016 At 10.00 am at PHD House, New Delhi.
- Organized international workshop on Distance education and Technology application programme with ITC Turin April 27-29, 2016

