



# इन्द्रधनुष

# INDRADHANUSH

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## Inside this Issue

From the Director General's Desk	1
Special Events	2
Publication	2
Training Programmes	2
Other Professional Engagements	7

## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Shram Suvidha Portal – Easing Doing of Business

The Ministry of Labour & Employment had launched the 'Shram Suvidha Web Portal' on 16<sup>th</sup> October, 2014 to give a fillip to the ease of doing business ecosystem in the country and bring in more transparency and accountability in the inspection mechanism. The main aim of this portal has been to become a 'one-stop-shop' for all labour laws compliance by the enterprises in the country.

Objective of Shram Suvidha Portal

The main objective of Shram Suvidha portal is to make available information related to 'labour inspection' online and filing of online inspection reports will harmonise the system which will make it simple and easy. Through this portal employee grievances will be received online and the employer is expected to take appropriate action on these grievances and submit the proof of having taken necessary action. The portal would also help in creating unified data base of all establishments.

**Key Features of the 'Shram Suvidha' Portal are as follows:**

- Allotment of Unique Identity i.e. Labour Identification Number (LIN) for effective, efficient and real-time governance in Labour Administration
- Common Online Registration and Filing of Self-Certified and Simplified Single Online Annual Return for multiple labour laws to ease the complexity of compliance
- Unified ECR under EPFO/ESIC to encourage compliance by reducing transaction costs and promoting ease of business.

**The following Central Labour Laws/Rules are covered under the 'Shram Suvidha' Portal:**

- The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996
- The Contract Labour (Regulation & Abolition) Act, 1970
- The Equal Remuneration Act, 1976
- The Inter-State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979
- The Mines Act, 1952
- The Minimum Wages Act, 1948
- The Payment of Wages Act, 1936
- The Sales Promotion Employees (Conditions of Service) Act, 1976
- The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.

**Services Available at Shram Suvidha Portal**

- The portal helps in managing, creating, updating establishments and their inspection reports
- Online entries can be made by employers, establishments and enforcement agency
- Entity verification can be done by the enforcement agency
- Labour Identification Number (LIN) can be generated
- Email/ SMS notification to the establishment is also available.
- Users can pre-assign user ID and password
- The password can be changed by the user at any time.
- Establishments can get their login and passwords online themselves
- The first stage for LIN generation can be done by the office of Labour Commissioner
- Common EPFO and ESIC monthly return submission
- LIN data modification and verification

This portal has been received well by both Employers Organisation and Employee Organisation alike. Many States are also onboard this portal.

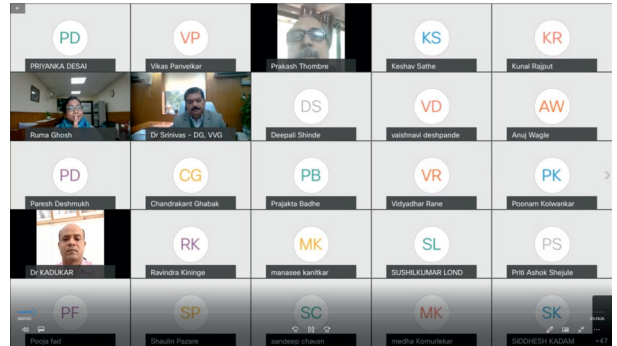
Registration can be carried through the link -<https://registration.shramsuvidha.gov.in/user/register>



## SPECIAL EVENTS

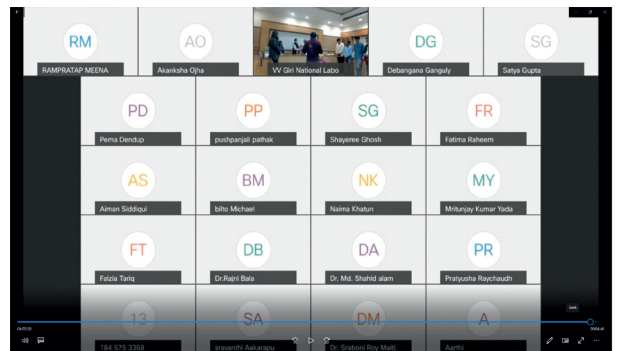
### Workshop on New Labour Codes (With Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies) (January 24-25, 2022)

This Workshop was jointly organized by V.V. Giri National Labour Institute and Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (LNML MILS). The specific objectives of the programme were to: (i) understand the background of labour reforms; (ii) understand the key changes; major objectives and features of the various labour codes - The Code on Wages, 2019; The Code on Social Security 2020; The Industrial Relations Code 2020; The Occupational Safety, Health and Working Conditions Code, 2020; (iii) discuss the role of the different organization/bodies to administer the provisions and the penalties; (iv) discuss how the reforms will address the issues of the workers and impact the employers and their businesses. The Workshop was attended by sixty eight participants representing Officials of State Labour Departments, representatives of Trade Unions and Employers' Association from the state of Maharashtra. **Dr. Ruma Ghosh**, Fellow, VVGNI and **Dr. P.M. Padukar**, Lecturer, LNML MILS jointly coordinated the Workshop.



### Special Lecture on Policy Research on Labour in India (February 25, 2021)

V.V. Giri National Labour Institute organized a Special Lecture on 'Policy Research on Labour in India' for research scholars and academics working in the area of labour. The Special Lecture was delivered by **Prof. Prabhu Mohapatra**, University of Delhi. The lecture was organized in a hybrid mode. A total of seventy six participants attended the Special Lecture. **Prof. Biswajit Das**, Professor and Founding Director of Centre for Culture, Media & Governance gave the Inaugural Address and **Dr. H. Srinivas**, Director General of the Institute gave the Valedictory Address on this occasion. The programme concluded with the handing over of certificates by **Dr. H. Srinivas**, Director General, VVGNI. **Dr. Ruma Ghosh**, Fellow coordinated the programme.



## PUBLICATION

### VVGNI POLICY PERSPECTIVE

#### Promoting Inclusive Growth in India - An Overview of the Labour Reforms and Labour Welfare Schemes

The VVGNI Policy Perspective focuses on key policy interventions of the government and its implications for labour and employment and also on strategies/policy initiatives to be followed which could be adopted in the area of labour and employment in future.

This publication gives an overview of some of the recent initiatives taken by the Government viz. four Labour Codes passed by the Parliament, Digital Portals launched and major Welfare Schemes, all aimed at providing Social Security, Skilling/Training and Livelihood opportunities to the people on the one hand and further buoying the business eco-system and entrepreneurship on the other.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Effective Labour Law Enforcement (January 03-07, 2022)

The key objectives of the programme were to: (i) help the participants to develop an understanding of the context of labour legislations; (ii) have knowledge of substantive as well as procedural contents of different labour laws; (iii) develop understanding with regard to new labour codes; (iv) identify difficulties in the way of effective enforcement of labour laws and exploring remedial measures. The training programme was attended by twenty one participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

## **Good Governance through Labour Administration & Labour Inspection (January 24-28, 2022)**

The specific objectives of the programme were to: (i) have an understanding good governance in the context of labour administration; (ii) have knowledge of substantive as well as procedural contents of different labour laws; (iii) develop understanding with regard to labour reforms; (iv) identify challenges and explore ways for the optimum utilization of existing resources towards bringing good governance through labour administration and labour inspection. The training programme was attended by thirty eight participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

## **Developing Positive Attitude for Excellence at Work (January 17-21, 2022)**

The specific objectives of the programme were to: (i) conceptualize attitude; (ii) highlight the impact of positive attitude in personal and professional development; (iii) develop skills to deal with negative attitudes and their impact; (iv) understand the impact of positive attitude on organisational excellence; (v) develop positive attitude at work. The training programme was attended by fifteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## **CAPACITY BUILDING PROGRAMMES (CBP)**

### **Affirmative Policies Pertaining to Equity and Parity for Enhancing Women's Participation in the Labour Market (January 24-28, 2022)**

The specific objectives of the programme were to: (i) discuss concerns pertaining to gender parity in employment; (ii) develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women engaged in employment; (iii) develop strategies for effective enforcement of laws pertaining to the women in employment. The training programme was attended by forty eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **New Employment Avenues in Rural Sector (January 24-28, 2022)**

The specific objectives of the programme were to: (i) discuss the nature and characteristic of informal economy; (ii) understand the employment situation in India; (iii) identify new area of employment in the informal sector; (iv) understand the employment policies for the informal sector. The training programme was attended by ten participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

### **Labour Market Information for Better Implementation of Public Policies (February 07-11, 2022)**

The specific objectives of the programme were to: (i) sensitize government functionaries/other professional agencies on better implementation of labour market policies of Government; (ii) enhance the understanding of the concepts and definitions related to labour market information in the international and national contexts; (iii) make them acquainted with the calculation of basic labour market indicators and also train the participants to analyse labour-market outcomes and policy impacts; (iv) analyse trends in the labour market with particular emphasis on wage determination, at National, Sectoral and Occupational levels. The programme was attended by forty-five participants. **Dr Dhanya M B**, Associate Fellow was the Course Director.

### **Migration and Development: Issues and Perspectives (February 08-11, 2022)**

The specific objectives of the programme were to: (i) understand the concepts and theories relating to migration; (ii) examine the emerging trends and patterns in migration; (iii) discuss key components of contemporary migration policies; (iv) analyse developmental potential of migration. The programme was attended by thirty one scholars and practitioners dealing with different dimensions of migration research and policy. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### **Capacity Building Programme on Leadership Development (February 08-11, 2022)**

The specific objectives of the programme were to: (i) discuss the nature and characteristic of the informal economy; (ii) understand the employment situation in India; (iii) identify new area of employment in informal sector; (iv) understand the employment policies for the informal sector. The training programme was attended by ten participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

### **Orientation Programme on Social Security & MGNREGA (February 14-15, 2022)**

The specific objectives of the programme were to: (i) acquaint the participants with the MGNREGA Act; (ii) help the participants to get an idea about implementation process and mechanism for MGNREGA; (iii) help the participants to understand different concepts and contents regarding social security programmes in India. The programme was attended by eighty participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

### **Capacity Building Programme on Leadership Development (February 16-17, 2022)**

The specific objective of the programme was to develop the leadership skills of the participants. The training programme was attended by thirteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Capacity Building Programme on Social Security (February 16-17, 2022)**

The specific objective of the programme was to develop the capacity of the participants on social security provisions. The training programme was attended by twenty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Capacity Building Programme on Skills and Entrepreneurship Development (21-25 February 2022)**

The objectives of the programme were to: (i) understand the linkage between vocational education and skills training with growth and employment; (ii) acquire knowledge about the vocational educational and training systems and about its various components; (iii) understand the challenge of employment generation and designing appropriate skill and entrepreneurship development policies to meet those challenges. The programme was attended by a group of fourteen participants comprising of tripartite partners, officials involved with implementation of vocational education and skill training programmes, trainers and instructors from public and private training organisations, research institutes, organizations/institutions involved in imparting vocational education and training. **Dr. Anoop Kumar Satpathy**, Fellow coordinated the programme.

### **Capacity Building Programme for Unorganised Workers (February 21-22, 2022)**

The specific objective of the programme was to enhance the capacity of the participants on behaviour skills and social security provisions. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Capacity Building Programme for Rural Trade Union Leaders (February 22-23, 2022)**

The specific objective of the programme was to enhance the capacity of the participants on behaviour skills and social security provisions. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Capacity Building Programme on Social Security (February 24-25, 2022)**

The specific objective of the programme was to develop the capacity of the participants on social security provisions and behavioural skills. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Capacity Building Programme for Rural Trade Union Leaders (February 24-25, 2022)**

The specific objective of the programme was to enhance the capacity of the participants on behaviour skills and social security provisions. The training programme was attended by twelve participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Capacity Building Programme on Leadership Development (February 28- March 03, 2022)**

The Specific objective of the programme was to enhance the capacity of the participants on behaviour skills pertaining to leadership. The training programme was attended by twenty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Social Security and Labour Codes (February 28- March 03, 2022)**

The specific objective of the programme was to enhance the capacity of the participants concerning various social security provision and labour codes. The training programme was attended by twelve participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Capacity Building Programme for Rural Trade Union Leaders (February 28- March 03 , 2022)**

The specific objective of the programme was to enhance the capacity of the participants relating to enhancing behavioural skills and labour codes. The training programme was attended by twenty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Leadership Development Programme for rural Trade Union leaders (February 28, 2022)**

The specific objective of the programme was to develop the aptitude of the participants on performance skills pertaining to leadership .The training programme was attended by twenty participants. **Dr. Shashi Bala**, Fellow was the Course Director of this training programme.

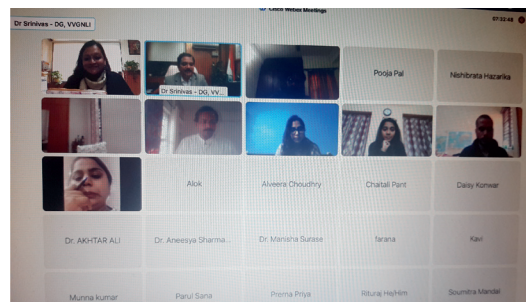
## RESEARCH METHODS PROGRAMMES (RMP)

### Online Training Programme on Research Methods in Labour Studies (January 17-21, 2022)

The training programme aimed at acquainting 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 programme were to : (i) understand concepts, theories in labour research; (ii) understand Emerging Labour Issues and Challenges; (iii) strengthen knowledge of various methods used for labour research in an and data sources on labour; and (iv) enable to apply these methods in their research work on the different aspects of labour. The programme was attended by 73 participants including research scholars, teachers of Universities/Colleges/Research Organizations pursuing labour related research and professionals engaged in the field of labour research. **Dr. Anoop Kumar Satpathy**, Fellow coordinated the programme.

### Research Methods on Gender Issues in Labour (February 7-11, 2022)

The specific objectives of the programme were to: (i) understand theoretical perspectives on gender and labour research across various disciplines; (ii) understand the various feminist methodologies and approaches in gender research; (iii) identify emerging issues in gender and labour research in social sciences; (iv) understand the use of various qualitative and quantitative techniques in gender issues in labour research; (v) make the participants familiar with recent statistical packages used in social science research. The training programme was attended by twenty five participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.



## CHILD LABOUR AND BONDED LABOUR PROGRAMME (CLBLP)

### Awareness Generation Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders (February 23-25, 2022)

The objectives of the programme were to: (i) strengthen knowledge and skills for identification of child labour and bonded labour; (ii) understand new forms of bonded labour; (iii) impart knowledge on Standard Operating Procedures (SOP) for identification and rescue of Child Labour and Bonded Labour and also prosecution of offenders; (iv) understand the linkage between Human Trafficking, Child Labour and Bonded Labour; (v) discuss the importance of effective and timely rehabilitation during the critical crisis period after the rescue of child labour/bonded labour; (vi) enhance understanding on the role of statutory and law enforcement bodies from identification to immediate rehabilitation. The training programme was attended by hundred and ten participants. **Dr. Helen Sekar**, Senior Fellow was the Course Director

## NORTH-EASTERN STATES PROGRAMME (NEP)

### Development Schemes as an Instrument for Social Protection for North Eastern States (January 10-14, 2022)

The specific objectives of the programme were to: (i) understand livelihood risk and vulnerability of the rural poor; (ii) understand the different social protection programmes that transfers assets and skills to people for self-employment and public works programmes that enable people to cope with poverty; (iii) explore the alternative coping strategies/good practices for poverty reduction. The training programme was attended by five participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

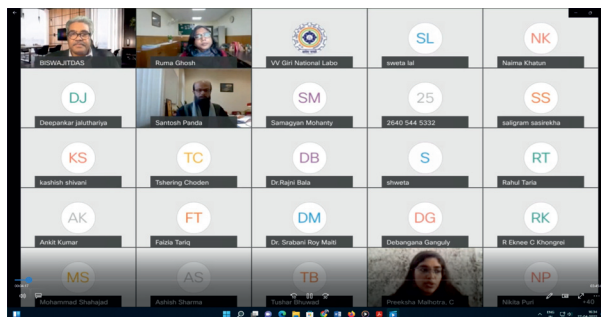
## COLLABORATIVE TRAINING PROGRAMMES (CTP)

### Capacity Building Programme on Labour Market & Employment Market Information (With National Institute for Career Service) (February 16-18, 2022)

The specific objectives of the programme were to: (i) update the knowledge and skills of employment officers on the fast changing labour market dynamics due to Liberalisation, Globalisation and Privatisation of economy; (ii) understand the nature of labour market trends at various levels; (iii) give an idea of different Research Methodologies based on which analysis of labour market could be done; (iv) understand the role of NCS in Employment Market/Labour Market related areas. The training programme was attended by sixteen participants. The programme was organised in collaboration with National Institute for Career Service (NICS), NOIDA. **Mr. R. Aswanikumar**, NICS and **Dr. Otojit Kshetrimayum**, Fellow were the Course Directors.

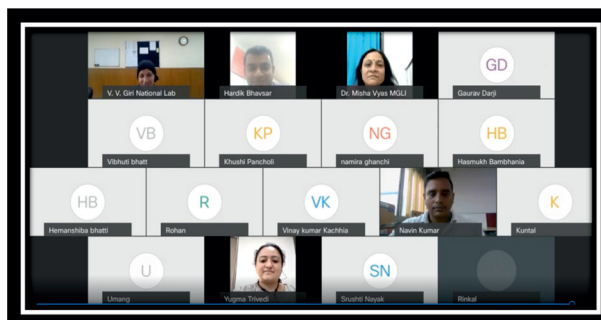
## Training Workshop on Research Methods in Social Sciences and Labour Studies (with Jamia Milia Islamia) (February 22-25, 2022)

The specific objectives of the Workshop were to: (i) understand the basic steps in social research; (ii) discuss various Qualitative and Quantitative techniques of research; (iii) enable participants to understand the data management techniques; (iv) familiarise the participants about the different sources of data on labour. The Training Workshop was attended by eighty nine participants research scholars and young teachers from different Universities and Research Institutions. The Training Workshop was organized in collaboration with Jamia Milia Islamia. **Prof. Biswajit Das** and **Dr. Ruma Ghosh**, were the Course Directors.



## Capacity Building Programme on Skill Development for the members of Trade Unions (With Mahatma Gandhi Labour Institute) (February 23-25, 2022)

The specific objective of the programme was to enhance the capacity of the participants on skill development initiatives of various stakeholders and behaviour skills. The training programme was attended by twenty five participants. **Dr. Shashi Bala**, Fellow was the Course Director.



## Capacity Building Programme on Labour Market & Employment Market Information (With National Institute for Career Service) (February 23-25, 2022)

The specific objectives of the programme were to: (i) update the knowledge and skills of employment officers on the fast changing labour market dynamics due to Liberalisation, Globalisation and Privatisation of economy; (ii) understand the nature of labour market trends at various levels; (iii) give an idea of different Research Methodologies based on which analysis of labour market could be done; (iv) understand the role of NCS in Employment Market/Labour Market related areas. The training programme was attended by nineteen participants. The programme was organised in collaboration with National Institute for Career Services (NICS), NOIDA. **Mr. R. Aswanikumar**, NICS and **Dr. Otojit Kshetrimayum**, Fellow were the Course Directors.

## INHOUSE PROGRAMME

### New Labour Codes for Alkali Manufacturers Association of India (January 20-21, 2022)

The specific objectives of the programme were to: (i) discuss the overall framework of labour legislation in India, constitutional provisions and the context of labour law reforms; (ii) discuss the key features of four labour codes and rules; (iii) understand the implication of these codes on the labour market. The training programme was attended by twenty four participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

### Labour Codes and Issues with Focus on Contract Labour for THDCIL (February 03-04, 2022)

The training programme was tailor made for the executives of the Tehri Hydro Development Corporation India Limited (THDCIL) highlighting reform measures undertaken in the four labour codes with special reference to contract labour. The objectives of the programme were to: (i) provide an overview of the four labour codes; (ii) analyze provisions relating to contract labor in the Code on Occupational Safety, Health and Working Conditions, 2020; (iii) understand new definition of wages and its plausible impact on employers and contract labourers; (iv) provide analysis of case laws relating to contract labour. As a part of this training a panel discussion in the form of 'contract labour clinic' was also organized. The programme was attended by 23 officials of the THDCIL. **Dr. Anoop Kumar Satpathy**, Fellow, was the Course Director

## **International Standards of Occupational Health & Safety (DVC) (February 14-16, 2022)**

The specific objective of the programme was to: (i) provide awareness on international standards of Occupational Health and Safety. The training programme was attended by thirty nine participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## **Labour Laws and Compliance for Hindustan Steelworks Construction Ltd. (February 18, 2022)**

This training programme was tailor made for the managerial staff of Hindustan Steelworks Construction Ltd. The objectives of the programme were to: (i) provide an overview of the four labour codes; (ii) understand the provisions of laws related to wages, contract labour, industrial disputes, employees' compensation and for construction workers and their compliance mechanisms; (iii) understand the labour reforms that have taken place in these areas. The training programme was attended by fifty executives. **Dr. Ruma Ghosh**, Fellow was the Course Director.

## **OTHER PROFESSIONAL ENGAGEMENTS**

### **Professional Engagements of Dr. H. Srinivas, Director General**

- Addressed all the participants in the Inaugural/Valedictory Sessions of the Training Programs and Workshops conducted during January and February, 2022.
- Attended the meeting chaired by Secretary, L&E on 04<sup>th</sup> Jan, 2022; 07<sup>th</sup> Jan, 2022; 10<sup>th</sup> Jan, 2022; 12<sup>th</sup> -14<sup>th</sup> Jan, 2022; 17<sup>th</sup> Jan, 2022; 20<sup>th</sup> -21<sup>st</sup> Jan, 2022; 28<sup>th</sup> Jan, 2022; 04<sup>th</sup> Feb, 2022; 18<sup>th</sup> Feb, 2022 & 21<sup>st</sup> Feb, 2022 in regards to “Vision India 2047”.
- Attended ‘Senior Officers meeting’ chaired by Secretary, L&E on 11<sup>th</sup> Jan, 2022; 17<sup>th</sup> Jan, 2022; 31<sup>st</sup> Jan, 2022; 07<sup>th</sup> Feb, 2022; 14<sup>th</sup> Feb, 2022; 21<sup>st</sup> Feb, 2022 & 28<sup>th</sup> Feb, 2022 in Main Committee Room, Shram Shakti Bhawan taken by Secretary (L&E).
- Attended meeting on 13<sup>th</sup> Jan, 2022 with Group of Officers on ‘Review of progress of implementation of Global Indices’ chaired by Secretary (Coordination) as advised by office Secretary (L&E) through VC.
- On 18<sup>th</sup> Jan, 2022 attended ‘Meeting on Social Security’ chaired by Secretary (L&E).
- On 20<sup>th</sup> Jan, 2022 attended meeting to review Status of MoUs’ signed by M/o Labour & Employment with Foreign Governments, chaired by Secretary (L&E).
- On 24<sup>th</sup> Jan, 2022 attended meeting to discuss ‘ILO Convention-102’ and ‘Social Security in India’, chaired by Secretary (L&E).
- On 03<sup>rd</sup> Feb, 2022 attended meeting to discuss various issues of digitisation in the main Committee Room, Shram Shakti Bhawan in hybrid mode taken by Secretary (L&E).
- On 08<sup>th</sup> Feb, 2022 attended Discussion with leading ‘Think Tanks’ chaired by Vice-Chairman NITI AAYOG through VC.
- Attended the meeting chaired by Secretary, L&E on 09<sup>th</sup> Feb, 2022, 17<sup>th</sup> Feb, 2022 & 23<sup>rd</sup> Feb, 2022 in respect of ‘Azadi ka Amrit Mahotsav’.
- On 14<sup>th</sup> Feb, 2022 attended meeting on “Global Indices for driving Reforms and Growth (GIRG)” to finalize the Reform Areas/Reform Actions in respect of MoLE.
- On 15<sup>th</sup> Feb, 2022 attended discussion with Global Indices Coordination Committee (GICC) members on actions taken post Cabinet Secretariat review held on 13.01.2022 through VC.
- From 21<sup>st</sup>-23<sup>rd</sup> Feb, 2022 attended meeting on ‘High-level Global Forum for a Human-centred Recovery’ through VC, as nominated by Ministry of Labour & Employment.
- On 25<sup>th</sup> Feb, 2022 attended the ‘Sixth Meeting of the Reconstituted Expert Group on Fixation of Minimum Wages and National Floor Wages’.

### **Professional Engagements of Faculty Members**

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

- Delivered an Online Lecture on Future of Work: Navigating Transformations Effectively, to the In-house Training of 43rd batch of ISS Probationers on ‘Labour Force Statistics’, National Statistical Systems Training Academy, Ministry of Statistics and Programme Implementation, Government of India, Greater NOIDA, January 05, 2022.
- Delivered an Online Lecture at the Webinar on Future of Work: Navigating Transformations Effectively, Department of Economics and Finance, BITS Pilani, February 12, 2022.

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

- Participated in the Webinar on 'Economic Planning in Ancient India-Lessons for Sustainable Growth' organized by Foundation for Economic Growth and Welfare on January 07, 2022.
- Participated in the Webinar "MSME Sector in North Eastern Region: Issues, Challenges and Way Forward", organized by National Institute of Rural Development & Panchayati Raj, North Eastern Regional Office, Ministry of Rural Development, Government of India, on January 10, 2022.
- Participated in the Webinar "Labour Reform & Formulation of four new Labour Codes: Implications for Labour Market in India," organized by EGROW Foundation on February 11, 2022.

### Dr. Ruma Ghosh, Fellow

- Prepared the draft on the Initiatives of the Ministry of Labour and Employment for the publication of the Reference Annual India/Bharat 2022 which is published annually by Ministry of Information & Broadcasting on February 2, 2022.
- Participated in the Webinar Social Protection for Informal Workers organized by International Policy Centre for Inclusive Growth, IPC-IG on February 17, 2022.

### Dr. Ellina Samantroy, Fellow

- Prepared comments on Article 19 report on unratified convention of the ILO No 156,1981 and Convention no 183, 2000 on 'National Framework on Non-Discrimination and Maternity Protection' for Ministry of Labour and Employment on January 21,2022.
- Panelist in an International Workshop on 'Social Norms, Gender and Sanitation Behaviour' on February 1, 2022 organised by Institute of Rural Management (IRMA), Anand Gujarat.

### Dr. Otojit Kshetrimayum, Fellow

- Received Certificate for successfully completing the Online Course on 'Employment Services And Labour Market Policies For A Human-Centred Recovery' conducted by International Training Institute (ITC), ILO from November 8 to December 10, 2021.
- Made a presentation on 'ILO Convention on Social Security (C-102) & Social Security in India' chaired by the Secretary, Ministry of Labour & Employment, Govt. of India on January 24, 2022.
- Delivered a lecture on 'Public Employment Services and Labour Market Policies for a Human Centred Recovery' in the Capacity Building Programme on Labour Market & Employment Market Information for Employment Personnel organized by National Institute for Career Service (NICS) on February 17, 2022.
- Delivered a lecture on 'How to Conduct Evaluation Study and Impact Assessment' in the "Capacity Building Workshop on Research Methodology" for the officials of Tribal Research and Training Institute, Chhattisgarh organised by the National Tribal Research Institute (NTRI) under the aegis of Ministry of Tribal Affairs, Government of India on February 18, 2022.

### Dr. Dhanya M.B, Associate Fellow

- Attended a meeting to discuss the details of events proposed in the calendar year 2022 pertaining to the Bureau/Organizations of MoLE to the Media Cell, Ministry of Labour & Employment on February 14, 2022.
- Attended a Review Meeting to discuss the updated status on expenditure figures and proposed spending under Publicity and Advertisement in RE-2021-22 by Media Cell, Ministry of Labour & Employment on February 15, 2022.



## "स्वच्छ भारत अभियान" "MISSION SWACHH BHARAT"

It does not require money to be neat, clean and dignified.  
Let us join hands to make Mission Swachh Bharat an iconic achievement through Jan Bhagidari

**V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA**

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