



# इन्द्रधनुष

# INDRADHANUSH

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

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## Editorial Board

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Dr. H. Srinivas,  
Director General,  
VVGNI

### Editor

Dr. Ruma Ghosh,  
Fellow,  
VVGNI

### Associate Editors

Dr. Ellina Samantroy,  
Fellow,  
VVGNI

Dr. Manoj Jatav  
Associate Fellow  
VVGNI

## FROM THE DIRECTOR GENERAL'S DESK

### Women and Work in G 20 Countries

The issue of gender equality and economic empowerment of women has remained central to policy discourses in G20 countries and these nations had committed to reduce gender differentials in the labour market and promote equality. The issue of gender inequality in G20 discussions was first addressed at the 2012 Los Cabos Summit that recognized the low economic participation of women as a major constraint to economic development. The St Petersburg Summit recognised the importance of financial education for developing entrepreneurship potential. Further the Women 20 (W20), a G20 Dialogue group was constituted for female delegates from G 20 countries. The W 20 had recognised the need to harness the economic potential of women along with the promotion of female entrepreneurs and women's cooperatives, the special digital support of girls and women; and the complete closing of gender gaps in training, education, and pay. The Riyadh Summit in 2020 provided a roadmap to ensure progress not only in reducing gender gap in labour force but also focussed on improving quality of women's employment. The G20 labour and employment Ministerial Declaration in 2021 at Catania had committed to ensure an inclusive, sustainable and resilient recovery of labour markets and societies in the context of the pandemic. The G20 countries alongside BRICS nations have made collective commitments to reduce the gender gap in labour force participation and agreed on a set of key policy principles to improve the quality of women's employment.

Women's participation in the labour market has been lower than that of men globally and is characterized by high inequality. While 74 per cent of males had participated in the labour force, only 47 per cent of females could participate in the labour force in 2019 as reported by the World Employment and Social Outlook (WESO) 2020 of the International Labour Organization. Further, the COVID 19 pandemic had exacerbated the existing gender inequalities and women workers were worst affected by the pandemic due to their concentration in low paying jobs in certain sectors which was worst hit by the pandemic. An ILO Report on Covid 19 and the World of Work 2021 had reported that that majority of job losses and declining working hours was witnessed in hardest hit sectors like retail trade, accommodation, food services and manufacturing. There were losses in post-support labour income relatively larger for self-employed, low paid and low skilled women reflecting on a risk of uneven recovery and greater inequality. Also, women's burden of unpaid care work increased during the pandemic due to closure of schools, kindergartens, creches and other public and social services. Though G20 countries have committed to reduce the gap by 2025, the pandemic has altered many of these developments and there is a need to deliberate on targeted interventions and innovative solutions through sharing of cross country experiences in G20 deliberations.

For addressing these concerns, there is need to understand and systematically investigate the gender gaps in labour market participation in G20 countries along with an assessment of the impact of the pandemic on women's work in order to work collectively towards promoting gender equality in the world of work. The unprecedented employment loss for women needs to be backed by adequate policy support for not only enhancing mobility of women but also protecting their well-being. The G20 Employment Working Group to be held under Indian Presidency in 2023 may deliberate on strategies for promoting productive, remunerative and quality employment for women along with strengthening of social protection systems.



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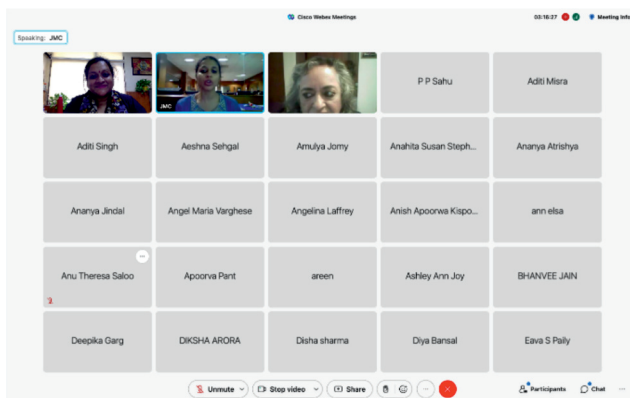
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INDRADHANUSH

## SPECIAL EVENTS

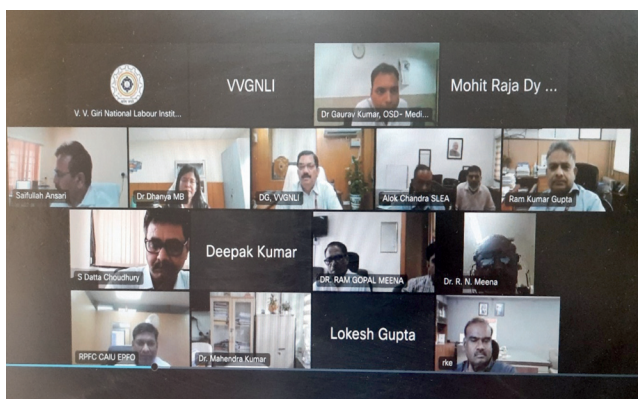
### Collaborative Training Workshop on Women Workers in the MSME Sector and Home-based Employment (June 8-9, 2022)

This training workshop was organised in collaboration with Jesus and Mary College, University of Delhi. The specific objectives of the programme were to: (i) provide an insight into the prominent trends in the employment of women in manufacturing; (ii) provide an overview of the key gender concerns emerging from the average conditions of women workers in MSMEs and home-based work; (iii) discuss the impact of recent labour law amendments and the pandemic on this female workforce; (iv) provide an outline of important data and required research strategies on women workers of MSMEs. **Dr. Maya John**, Assistant Professor & Convenor, Women's Studies Centre, Jesus and Mary College, New Delhi welcomed the participants. **Dr. H. Srinivas**, Director General, V.V. Giri National Labour Institute inaugurated the collaborative training workshop. The programme was attended by eighty six participants from University of Delhi. The workshop was Co-ordinated by **Dr. Ellina Samantroy**, Fellow, VVGNI and **Dr. Maya John**, Assistant Professor & Convenor, Women's Studies Centre, Jesus and Mary College, University of Delhi.



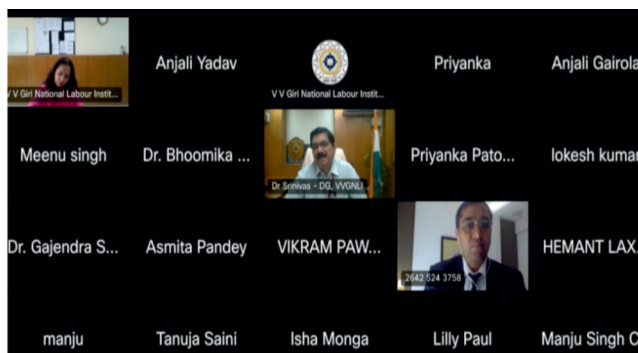
### Workshop on 'Possibilities of Use of Drone Technology' by the Organisations of Ministry of Labour & Employment (June 13, 2022)

A half-day Online Workshop on 'Possibilities of Use of Drone Technology' by the Organisations of Ministry of Labour & Employment was organised by V.V. Giri National Labour Institute on June 13, 2022 under the Chairmanship of **Shri Alok Chandra**, SLEA, Ministry of Labour & Employment. **Dr. H. Srinivas**, Director General, VVGNI welcomed the participants and set the context. **Shri R.K. Gupta**, Joint Secretary and **Dr. Mahendra Kumar**, Director, Ministry of Labour & Employment (MoLE) were also present in the discussions. The major aim of the program was to examine the tremendous scope for deployment of drones in the various organisations of the Ministry of Labour & Employment to bring efficiency and effectiveness in the working like phaseless inspection, monitoring of works especially in Mines, hazardous areas of work etc. Nodal Officers of the various Organisations of MoLE including ESIC, EPFO, CLC (C), DGFASLI, DGMS, and DGLB presented their views on the possibility of the deployment of drones in their organisations. The meeting was attended by twenty five participants. The workshop was coordinated by **Dr. Dhanya MB**, Associate Fellow, V.V. Giri National Labour Institute.



### Workshop on Empowering Women through Digital Marketing (June 28, 2022)

Centre for Gender and Labour Studies, V.V. Giri National Labour Institute, NOIDA, organised an online one-day workshop on "Empowering women through Digital Marketing". The aim of the workshop was to raise knowledge about digital marketing, which is a valuable option for women seeking a better future. Major objectives of the workshop were to: (i) provide an introduction to digital marketing and e-commerce; (ii) provide an introduction to an e-commerce online e-learning course; (iii) provide practical instruction on how to register their business and connect it to an e-commerce



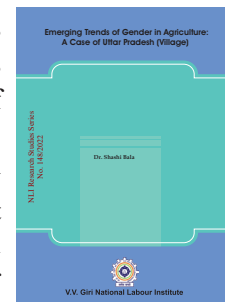
platform; (iv) creating a network of female entrepreneurs and giving them the opportunity to show off their wares and services to other attendees; (v) understand legislations pertaining to digitization. **Dr. H. Srinivas**, Director General, VVGNI delivered the Inaugural Address. The workshop was attended by eighteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## PUBLICATION

### **Emerging Trends of Gender in Agriculture: A Case of Uttar Pradesh (Village)** **NLI Research Studies Series No. 148/2022**

The level of skills and employment participation level in different activities, access to key resources etc., are different for men and women working in the agricultural sector. The role of women is equally important in the agricultural sector as that of men. Women have different degrees of participation in different allied activities of agriculture such as dairy, poultry, horticulture, etc.

The report aims to uncover the underpinning status of women in agriculture. The goal of this study is to develop and execute a fair and equal approach to gender issues. The present study is an attempt to promote and implement a fair and equitable approach toward gender dimensions. We are hopeful that the present research will be useful to stakeholders in their endeavor to reduce the existing gender inequalities in the agricultural sector.



## TRAINING PROGRAMMES

### **Gig and Platform Workers Social Security Issues** **(June 13-15, 2022)**

The programmes aim at sharing information and good experiences on policies and practices for protecting the rights of the gig and platform workers and their social security. The specific objectives of the programme were to: (i) trace the transformation of the labour market with particular reference to changes in digital technologies and understand its implications in terms of protecting the rights and interests of workers in new forms of employment with special reference to gig and platform workers; (ii) understand the innovative policy responses that countries have established to protect the gig and platform workers and how they have adapted their social protection strategies to extend coverage to gig and platform workers; (iii) highlight important provisions of the Code on Social Security, 2020 having relevance for gig and platform workers; (iv) discuss global experiences and good practices relating to ways of providing social security access to gig and platform workers. Resource persons from the Institute, NITI Aayog, ILO, industry experts and trade union representative facilitated various training sessions. The programme was attended by twenty one participants. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

### **LABOUR ADMINISTRATION PROGRAMMES (LAP)**

#### **Sensitization Programme on Understanding New Labour Codes and Rules** **(May 02-06, 2022)**

The specific objectives of the programme were to: (i) acquire knowledge of substantive as well as procedural contents of Wage Code; (ii) have an understanding of Social Security Code; (iii) develop an insight into the Industrial Relations Code; (iv) gather an understanding of the law relating to Occupational Safety and Health code; (v) understand labour codes and its impacts on workers and employers. The training programme was attended by eleven participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### **Acquainting with Labour Codes and Effective Labour Law Enforcement for LEOs and Labour Inspectors from the organisation CLC (C) and State Labour Departments** **(May 17-20, 2022)**

The key objectives of the programme were to: (i) develop an understanding with regard to constitutional framework of labour law; (ii) provide an overview of various labour codes; (iii) identify major challenges in enforcement of labour law in the formal as well as in the informal sector; (iv) discuss the techniques for overcoming these challenges. The programme was attended by thirteen participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

#### **ILO Convention 102 and Code on Social Security** **(June 13-16, 2022)**

The programme aimed to understand (i) the key objectives of the ILO Convention 102 which is the only international instrument that establishes worldwide-agreed qualitative and quantitative minimum standards for all nine branches of social security; (ii) highlight the fact that C102, together with R202, plays a central role for the achievement

of Sustainable Development Goals (SDG) 1 and 3; (iii) discuss the Code on Social Security, 2020 in detail and understand the various social security schemes under the Code with reference to organised and unorganized sector; (iv) understand whether the Code on Social Security goes in line with the ILO C-102. The programme was attended thirty seven participants. **Dr. Ruma Ghosh**, Fellow coordinated the training programme.

### **Orientation Programme on Key Features of Various Labour Codes (June 20-24, 2022)**

The key objectives of the programme were to: (i) the need and the context of codification of the labour laws; (ii) discussing critically the broad scheme and key features of various labour codes; (iii) discussing the implications of labour codes on labour market in India and discussing the implications of these labour codes for various stakeholders in general and the workers in particular. The programme was attended by eighteen participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

### **Induction Training Programme of Newly Recruited Deputy Directors of Mines Safety in DGMS (June 27-July 1, 2022)**

The specific objectives of the programme were to: (i) understand the administrative related matters including CCS (Conduct Rules) & CCS (D&A) Rules; RTI & Court Cases; GeM; GFR; CPGRAMS; Sexual harassment at workplace; (ii) acquaint the participants with labour codes; and (iii) develop behavioural skills. The training programme was attended by thirty two participants. This was the first training programme conducted by the Institute under the Capacity Building Commission. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

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

### **Capacity Building programme for Unorganised/Rural Workers organizer with Emphasis on Labour Codes (May 04-06, 2022)**

The specific objectives of the programme were to: (i) sensitize the participants about the existing gaps in the provision of the social security for the unorganised sector workers and the need of universal social security. The training programme was attended by twenty three participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Capacity Building programme for Trade Union/Civil Society Organisation with reference to Labour Codes (May 9-13, 2022)**

The specific objectives of the programme were to: (i) acquaint with leadership struggles, decision making; (ii) familiarize the participants with the new labour codes; (iii) enhance the behavioural skills of the participants. The training programme was attended by twenty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Leadership Skills and Labour Codes for Organisation Building (May 9-13, 2022)**

The specific objectives of the programme were to: (i) acquaint with leadership struggles, decision making; (ii) familiarize the participants with the new labour codes; (iii) enhance the behavioural skills of the participants. The training programme was attended by twenty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Leadership Development Programme for Domestic Workers (May 23-27, 2022)**

The specific objectives of the programme were to: (i) enhance leadership skills among the domestic workers; (ii) provide awareness on national policy on domestic workers; (iii) address issues pertaining to domestic workers; (iv) increase communication skills among domestic workers; (v) provide awareness on Labour Codes. The training programme was attended by twenty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Skill Development of Women for Employability and Entrepreneurship (May 23-27, 2022)**

The major objectives of the programme were to: (i) understand the world of work, future of work and decent employment; (ii) situate the importance of skill development for employability, entrepreneurship in general and women in particular; (iii) familiarize the participants with skill development avenues and initiatives; (v) enable the participants to play larger role along with enhancing individual capacity. The training programme was attended by nineteen participants. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

## Understanding New Labour Codes and Rules

(June 6-10, 2022)

The specific objectives of the programme were to: (i) acquire knowledge of substantive as well as procedural contents of Wage Code; (ii) have an understanding of Social Security Code; (iii) develop an insight into the Industrial Relations Code; (iv) gather an understanding of the law relating to Occupational Safety and Health Code; (v) understand labour codes and its impacts on workers and employers. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## Training of Trainers Programme for Rural Educators

(June 13-17, 2022)

The specific objectives of the programme were to: (i) discuss the issue of empowerment; (ii) develop skills for enhancing leadership potential; (iii) acquaint with labour laws for unorganized sector; (iv) sharpen the skills for communications, personal effectiveness and strengthening their trade unions. The training programme was attended by seventeen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

## Affirmative Policies Pertaining to the Equity and Parity for Enhancing Women Participation in the Labour Market

(June 20-24, 2022)

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

## Capacity Building Programme on Labour Codes for Domestic Workers

(June 20-24, 2022)

The specific objectives of the programme were to: (i) enhance leadership skills among the domestic workers; (ii) provide awareness on national policy on domestic workers; (iii) address issues pertaining to domestic workers; (iv) increase communication skills among domestic workers; (v) provide awareness on the New Labour Codes. The training programme was attended by fifteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## Creation of Employment Opportunities: Learning from International Experiences

(June 20-24, 2022)

The specific objectives of the programme were to: (i) understanding the employment situation in India; (ii) identify the reasons of lack of employment creation; (iii) understand the employment policies of NIEs when they started developing; (iv) lessons learnt from them. The training programme was attended by fourteen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

## Capacity Building on Labour Codes and Rules

(June 27 – July 01, 2022)

Key objectives of the training programme were to: (i) discuss the overall framework of labour legislation in India and the context of labour law reforms; (ii) provide an overview of the constitutional framework for formulation of labour legislation; (iii) discuss the key features of four labour codes and rules; (iv) understand the implication of these codes on the labour market. The programme was attended by twenty six participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

## RESEARCH METHODS PROGRAMME (RMP)

### Research Methodology & Data Analysis

(May 17-20, 2022)

The specific objectives of the programme were to: (i) assist participants in defining the research problem, and selecting an appropriate research design; (ii) impart competencies for hypothesis creation and testing; (iii) determine the suitability of statistical software package [SPSS] for the analysis of research data; (iv) help participants understand how to write reports and research proposals; (v) inform participants on current trends in the field of social science research. The training programme was attended by eighteen participants. **Dr. Shashi Bala**, Fellow was the Course Director.

## NORTH-EASTERN STATES PROGRAMME (NEP)

### Fundamentals of Labour Codes for Trade Unions and NGOs for North Eastern States (May 30-June 03, 2022)

The key objectives of the programme were to: (i) the need and the context of codification of the labour laws; (ii) discussing critically the broad scheme and key features of various labour codes; (iii) discussing the implications of labour codes on labour market in India and discussing the implications of these labour codes for various stakeholders in general and the workers in particular. The programme was attended by thirty nine participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

## COLLABORATIVE TRAINING PROGRAMMES (CTP)

### Labour Codes for Agricultural Workers (VVGNI-MANAGE) (June 14-17, 2022)

The specific objectives of the programme were to: (i) provide awareness on labour codes; (ii) discuss the emerging trends in the agriculture sector; (iii) discuss legal provisions for agricultural labourers from gender perspective; (iv) discuss initiative pertaining to agriculture sustainability. **Dr. P. Chandra Shekara**, Director General, MANAGE delivered the Inaugural Address and **Dr. H. Srinivas**, Director General, VVGNI delivered the Welcome Address. The training programme was attended by sixty one participants. **Dr. Shashi Bala**, Fellow and **Dr. Mahantesh Shirur**, Deputy Director (Agricultural Extension) MANAGE were the Course Directors.



## National Workshop on New Labour Codes and Step towards Women's Empowerment (KILE, Kerala) (June 27-28, 2022)

This programme was organised by V.V Giri National Labour Institute in collaboration with the Kerala Institute of Labour & Employment (KILE), Kerala. The main objective of the program was to educate the candidates on the importance of the labour code for the conducive working environment for the development of the employees and of the company as well. The specific objectives of the program were: (i) educate the background, definitions and key takeaways on four labour codes; (ii) examine the difference between each labour code and the provisions of the central labour enactments; (iii) discuss the key issues and analysis of all the four labour codes. The Inaugural Address was delivered by **Sri K N Gopinath**, Chairman, Kerala Institute of Labour & Employment. **Shri Sunil Thomas**, Executive Director, KILE welcomed the participants. **Dr. Dhanya MB** delivered the session. The programme was attended by forty-eight participants including representatives of all trade unions/associations/federations. **Dr. Dhanya MB**, Associate Fellow coordinated the programme along with **Shri Sunil Thomas**, Executive Director, KILE and **Shri Kiran**, Senior Fellow, KILE, Kerala.



## INHOUSE PROGRAMMES

### Advance Organisation Specific Course (OSP) Secretarial Effectiveness: Capacity Building Programme for Principal Private Secretary (PPS) and Private Secretary (PS) of Employees' State Insurance Corporation (May 30-June 10, 2022)

This training programme was designed for the PPS and PS of ESIC. The major objectives of the programme were (i) to refresh the skills of the participants in terms of office work and procedures; (ii) enhancing sensitivity towards work culture; (iii) to orient the participants on Service and Disciplinary Rules – CCS (Conduct Rules); develop competence on the use of e-office; (v) overall office management procedures. The training programme was attended by 64 participants from Employees State Insurance Corporation (ESIC) and 03 officials from V.V. Giri National Labour Institute. **Dr. Ruma Ghosh**, Fellow coordinated the programme.

## Leadership Development for Hindustan Petroleum Corporation Limited (HPCL) (June 13-18, 2022)

This training workshop was organised in collaboration with Hindustan Petroleum Corporation Limited (HPCL). The specific objectives of the programme were to: (i) industrial relations & trade unionism in global economy; (ii) behavioural skills for developing effective leadership; (iii) improving organizational culture for maximizing productivity; (iv) capability building for enhancing work proficiency; (v) managing work effectively: A behavioural approach; (vi) developing positive attitude at workplace; (vii) effective communication skills, teamwork, motivating self & others etc.; labour laws including the new labour codes. The programme was attended by thirty two participants from HPCL. **Dr. Ellina Samantroy**, 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 May and June, 2022.
- Attended ‘Senior Officers meeting’ chaired by Secretary, L&E on 2<sup>nd</sup> May, 2022; 17<sup>th</sup> May, 2022; 23<sup>rd</sup> May, 2022; 30<sup>th</sup> May, 2022; 06<sup>th</sup> June, 2022; 20<sup>th</sup> June, 2022 through VC.
- On 04<sup>th</sup> May, 2022 attended Review Meeting on Legal Matter under the Chairmanship of Additional Secretary (L&E) through VC.
- On 5<sup>th</sup> May, 2022 attended the meeting Chaired by Secretary (L&E) on VVGnLI matters in the forenoon & attended the Capacity Building Commission meeting chaired by Hon’ble Minister for L&E in the ministry in the afternoon also chaired the RAG meeting on the Findings of the Study titled ‘Women’s Paid and Unpaid Work: Insights from the Time Use Survey and Methodological Issues’ conducted by the Centre for Gender and Labour.
- On 06<sup>th</sup>-07<sup>th</sup> May, 2022 attended ‘Seventh Meeting of the Reconstituted Expert Group on Fixation of Minimum Wages and National Floor Wages’ under the Chairmanship of Secretary (L&E), at Labour Bureau, Shimla. And on 9<sup>th</sup> May, 2022 attended the Budget Meeting and the “Capacity Building Commission” meeting in the ministry.
- On 12<sup>th</sup> May, 2022 attended meeting with Secretary (L&E) MoLE in regard to pending issues and other important discussions. And on 18<sup>th</sup> May, 2022 attended online Discussion with Leading Think Tanks in Niti Aayog Chaired by the Vice Chairman, NITI Aayog.
- On 20<sup>th</sup> May, 2022 attended online review Meeting on the progress in the preparation of the Capacity Building Calendar/ Programmes for the Organizations viz. EPFO, ESIC, CLC, DGFASLI, DGMS and DTNBWED chaired by Ms. Vibha Bhall, JS.
- On 24<sup>th</sup> – 25<sup>th</sup> May, 2022 attended ‘12<sup>th</sup> ADBI-OECD-ILO Roundtable on Labor Migration in Asia Recovering from COVID-19: What does it mean for labor migration in Asia?’ through VC.
- On 27<sup>th</sup> May, 2022 attended Selection Committee Meeting for the post of ‘Programme Officer, Group (A), Non – Gazetted’ at VVGnLI campus, Noida.
- On 31<sup>st</sup> May, 2022 attended the meeting chaired by Secretary, L&E on the Research Collaboration with VVGnLI and National Institute for Smart Government.
- On 13<sup>th</sup> June, 2022 attended Online Workshop on ‘Possibilities of Use of Drone Technology’ by the Organizations of Ministry of Labour & Employment.
- On 21<sup>st</sup> June, 2022 attended NITI Aayog Selection Committee meeting for the post of ‘Senior Specialist (Labour, Employment & Skill Development)’.
- On 27<sup>th</sup> June, 2022 attended an Internal Meeting to discuss preparations for India’s G20 Presidency in 2022-2023 under the chairmanship on Secretary (L&E) in the Main Committee Room, Shram Shakti Bhavan, New Delhi.

#### Professional Engagements of Faculty Members

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

- Participated in the meeting organized by the MoLE on the issue relating to child labour rescue via virtual mode on May 4, 2022.
- Participated in the 15th meeting of the Expert Group organized by Labour Bureau, Chandigarh, via virtual mode on May 5, 2022.
- Participated in the Webinar on ‘Developing the Economy of Uttar Pradesh’ organized by the EGROW Foundation on May 6, 2022.

- Participated in the meeting to discuss the Standard Operating Procedures for enforcement of Child and Adolescent labour (Prohibition and Regulation Act and other related issues at Shram Shakti Bhawan, MoLE on May 6, 2022.
- Participated in India Country virtual Consultation on 'Elimination of Child Labour by 2025' organized by International Labour Organization and NACG EVAC India on May 7, 2022.
- Participated in the meeting of the Capacity Building Commission (on-line) organized by the Ministry of Labour & Employment on May 9, 2022.
- Participated in the Webinar on 'Labour Dialogue: Gig Work and Labour Rights in South Asia' organized by CEC, New Delhi on June 13, 2022.
- Participated in the Webinar on 'Pandemic, Poverty and Inequality: Evidence from India' organized by the EGROW Foundation on June 17, 2022.
- Participated in the virtual meeting regarding the 'India side progress on the removal of Indian products from TVPRA list' organized by the Ministry of Commerce on June 24, 2022.
- Participated in the Webinar on 'Economic Reforms for a Prosperous India' organized by the EGROW Foundation on June 24, 2022.
- Participated in the presentation of the Report on 'India's Booming Gig and Platform Economy' and the Release Event of the Report organized by the NITI Aayog on June 27, 2022.
- Participated in the virtual meeting to discuss the Audit related issues organized by the MoLE on June 29, 2022.

#### **Dr. Ruma Ghosh, Fellow**

- Attended the Online launch and discussion of paper 'UN Collaboration on Social Protection: Reaching Consensus on how to Accelerate Social Protection Systems Building' organised jointly by the FAO, ILO and UNICEF on May 5, 2022.
- Attended the First Meeting of the 'Task Force of Experts in the Field of Pension and Social Security to Suggest Possible Measures to Enhance Benefits under EPS-1995' constituted by EPFO, Ministry of Labour and Employment on June 8, 2022

#### **Dr. Ellina Samantroy, Fellow**

- Delivered a Keynote address on 'OSH provisions in new labour codes vis-a-vis international labour standards in an international conference on 'The State of Employment in India: Problems & Prospects' organised by Centre for Public Policy and Governance (CPPG), held on May 10-11, 2022 at Goa Institute of Management, Goa.

#### **Dr. Otojit Kshetrimayum, Fellow**

- Reviewer of a research article for the Journal, 'Asian Ethnicity' published by Routledge.
- Participated in the 'Leadership Conclave' organised by Kulachi Hansraj Model School, Delhi on June 25, 2022.
- Coordinated the first training programme of the institute organised under the Capacity Building Commission from June 27-July 01, 2022.

#### **Shri Amitav Khuntia, Associate Fellow**

- Participated as an Expert in the Interview panel for the 6th round (phase-II) of recruitment of Young Professionals for the National Career Service Project during May 9-11, 2022 at National Institute of Career Service, Noida.

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

- Completed one month online Course on 'Creating Jobs through Inclusive Infrastructure Investments' by ILO-ITC, Turin May 9 to June 10, 2022.
- Attended the meeting with the National Institute of Smart Governance, New Delhi and also with the University of South Florida, US to discuss the research collaboration and also to finalise the scope and review of the collaborative research study on May 24 & June 17, 2022.
- Prepared a 'Strategy Paper on the use of Drone Technology' by the various organisations of the Ministry of Labour and Employment and submitted the final report to MoLE on July 7, 2022.

#### **Dr. Manoj Jatav, Associate Fellow**

- Completed a training programme on 'Climate Change Adaptation through Green Works' conducted by International Training Centre, ILO during April 25 – May 20, 2022.

