



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Converging Skills Development Initiatives

India today stands at a cusp of a historical opportunity in the form of a demographic dividend. Views from several corners have expressed the urgent need to leverage on this dividend, to enable quantum jumps in the static/declining GDP growth rates during the last few years. Further inclusiveness of growth process has been another concern which has triggered policy makers to use skills development/up-gradation and recognition of prior learning as a strategy to improve the lots of informal economy workers thereby helping them transition towards formal economy.

The formation of a National Skill Development Mission (NSDM) signalled the high priority attached to skill development as an enabler to sustain growth in the long run, which led to the formation of the National Skills Development Agency (NSDA) under the NSDM. NSDC, which is a PPP initiative of the Ministry of Finance, Government of India has been at the focus of all attention from the policy makers and development practitioners engaged in the field of skill development. Significant to note at this juncture that there are about seventeen Ministries and Departments that are directly or indirectly contributing to skill development. Apart from the NSDC, the Ministries of Labour and Employment and the Human Resource Development have a major share of the target for skill development.

Although the government has generously funded the private skills/training providers to impart market driven skills to the target group, yet skills gap analysis is yet to get institutionalised as a process to inform the design and implementation of skill development programmes. With lesser amount of capital to be earmarked for playing as a training player, there is a crowding of skill providers engaged on the softer aspects. On the other hand, skills required by the manufacturing sector, requiring a relatively higher dose of capital investment do not find many service providers apart from the established Industrial Training Institutes of the Ministry of Labour and Employment concentrated in defined geographies and select private training institutes in few areas. Further, in terms of the growth witnessed in the rural non-farm sector, skill development in rural areas provides opportunities of employment for the rural youth. Therefore there is a need to focus on rural areas also along with its focus on urban areas. Moreover, there is a need to emphasise on imparting 'marketable skills' and linking between training and post-training employment in order to realize improvements in the labour market outcome of training in terms of improved earnings of the persons who have undergone training. A big question also in the skill development initiative would be to have a closer look at the programmes and agencies engaged in skill development of persons at the upper rungs of the skill pyramid.

The agenda for the newly formed Skills Ministry is defined. Better matching of supply with demand, imparting quality skills and improved labour market outcomes for the trainees should ideally form the nucleus of the agenda, with adequate focus on standardisation of content, skill testing and certification systems. Improvement in governance, management and monitoring at all levels leading to more accountability need to be defined and rules of the game set for accelerated progress on the skill development agenda at the national level.

Taking a cue from laws of motion, the inertia of rest has been overcome as far as the initial effort towards skill development in India is concerned. However, in contrast to the same law of motion, a much higher level of coordination and focus would be required to sustain the change process to benefit from the demographic dividend and help transitioning towards formal economy.



SPECIAL EVENTS

Special Event on Technology and Future of Work November 29, 2016

V.V. Giri National Labour Institute jointly with the Ministry of Labour and Employment and ILO organised a special event on ‘**Technology and Future of Work**’ on November 29, 2016. The event was organised in the context of the ILO’s Future of Work initiative leading to the ILO’s Centenary celebrations in 2019.

Shri Bandaru Dattatreya, Hon’ble Minister of State for Labour and Employment (Independent Charge) inaugurated the Conference. Speaking on the occasion, he noted that technology is the major driver in transforming the world of work. He said that this transformation has differential consequences between and even within the developed and the emerging or developing countries. He highlighted that the Government of India has taken a number of initiatives focusing on the digital revolution, with the objective of harnessing of digital power to enhance transparency, efficiency and governance on the one hand and increase productivity of services and manufacturing on the other. He emphasised that the Government is committed to reduce the digital divide existing between the advanced and backward regions in the country in order to bring about equitable development. He highlighted that social partners, particularly the employers’ organisations and trade unions, have a major role to play in facilitating innovation in technology and also empower all concerned to garner benefits emanating from technological advancements.



Smt. M. Sathiyavathy, Secretary, Ministry of Labour and Employment, Ms. Panudda Boonpala, Director, ILO Decent Work Team for South Asia and Country Office for India and Shri Manish Kumar Gupta, Director General, VVGNI and Joint Secretary, Ministry of Labour & Employment also spoke during the Inaugural Session.

Prof. Dev Nathan, Institute for Human Development and Dr. Prabhu Mohapatra, Delhi University delivered the Key Note presentations. Thereafter, Dr. Sher Verick, Deputy Director, ILO Decent Work Team for South Asia and Country Office for India chaired a Panel Discussion on the Future of Technology and Future of Work and the Panelists included Mr. Saji Narayanan, Former President, Bharatiya Mazdoor Sangh, Mr. Rajiv Kapoor, Confederation of Indian Industry, Ms. Chandrima Chatterjee, Advisor, Apparel Export Promotion Council, Ms. Kanika Aggarwal, Young Professional, NITI Aayog, and Mr. Rudraksh Mukta Kulshreshtha, Young Entrepreneur. **Dr. S.K. Sasikumar**, Senior Fellow, V.V. Giri National Labour Institute and **Dr. Sher Verick**, Deputy Director, International Labour Organisation coordinated the event.

PUBLICATION

Enhancing Labour Administration’s Performance in India

National labour administration systems have a crucial role in the conception and implementation of national labour policies. Many governments have thus recently taken efforts to modernize their labour administration systems and increase their performance by implementing various types of administrative reforms such as improving planning and coordination, introducing performance management schemes or using new technologies, especially in management processes and in providing services to the public. Some of them have also taken measures to reach out to the informal sector, which is largely beyond the scope of labour administration in many parts of the world. In addition, many labour administration bodies have strengthened their cooperation with social partners and built partnerships with non-governmental organizations.

At the same time, many labour administrations in both developed and developing countries have been trying to increase compliance with labour laws. This is a complex matter as compliance is determined not only by the effectiveness of labour inspection services, but also other factors such as quality of labour legislation, quality and speed of judicial proceedings, awareness of employers and workers of their right and obligations, the quality of industrial relations, especially at the workplace level as well as other factors. The current Government has embarked on a major labour law reform agenda with the objective of addressing informality and bringing unorganized workers and businesses in the purview of labour law. There is an increasing trend of labour disputes being settled through adjudication rather than through conciliation and mediation.

In this background, the present study is based on several themes such as important recent administrative reforms, planning and data, coordination, developing partnerships, use of new technologies, institutional performance management, extension of the scope of labour administration to the informal economy and recommendations emerging from the study which are discussed in the light of information and experiences gathered from Ministry of Labour and Employment, Labour Departments of Government of West Bengal and Karnataka.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMME

Trade Union Verification for CLS Officers December 5 and 6, 2016

The Institute conducted two one-day training programmes for Central Labour Service Officers at regional level regarding verification of membership of trade unions pertaining to determination of central trade unions at the request of the Ministry of Labour and Employment. A total of sixty participants attended the training on both the days. Senior CLS Officers and Faculty Members from VVGNI imparted the training. **Dr. Kingshuk Sarkar**, Fellow, was the Course Director.

INDUSTRIAL RELATIONS PROGRAMME

Empowering Trade Union Leaders December 05-10, 2016

The above programme was conducted for Trade Union Leaders from Public Sector organizations. 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. A total thirty four participants attended the programme from various industries/offices covering five states. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

CAPACITY BUILDING PROGRAMMES

Awareness Generation Programmes on Child Labour for NCLPs November 28 & 30 and December 2 & 8, 2016

The Institute conducted four one-day awareness generation programmes on making National Child Labour Projects (NCLPs) Effective for programme managers of NCLPs. The broad objectives of the programme were: (i) to appraise the Programme Managers with recent development related to NCLP schemes; (ii) to address difficulties in implementation of NCLP by District Project Society. The programme also discussed the state of child workers in the participating districts, major changes in revised NCLP guide lines and accounting system, practical difficulties in processing Direct Benefit Transfer (DVT payment) at Public Financial Management System (PFMS), Portal issues, Platform for Effective National Child Labour schemes (PENCL), process of making Liability Claims, Quarterly and Annual Progress Reports (QPRs and APRs) and the role of programme managers in child labour eradication through effective implementation of the NCLP. Programme Managers from different districts of Uttar Pradesh, West Bengal, Jharkhand, Telengana, Andhra Pradesh, Madhya Pradesh, Bihar, Rajasthan, Punjab, Haryana, Maharashtra, Karnataka, New Delhi, Tamil Nadu and Assam participated in the programme. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

Leadership Development Programme for INTUC Leaders/ Workers December 19-23, 2016

The aim of the programme was to enhance leadership skills of trade union leaders. The objectives were: (i) to develop skills and techniques of effective organisation building; (ii) to foster skills of effective leadership; (iii) to acquaint the participants with the socio-economic and political changes in globalised economy; (iv) to impart knowledge about labour laws, development programmes and schemes. Thirty five INTUC leaders from West Bengal attended the training. **Dr. Otojit Kshetrimayum**, Associate Fellow, was the Course Director.

Promoting Decent Work in the Construction Industry December 26-30, 2016

The aim of the programme was to sensitize the participants with the concept and need for decent work and discuss various issues and strategies for its promotion in the construction industry. The major objectives of the programme were: (i) to familiarize the participants with the concept and components of decent work and its relevance; (ii) to in construction, to identify major challenges towards attaining decent working conditions in the construction industry; and (iii) to discuss ways and means to address the various challenges for promotion of decent work in construction. Thirty four Central Trade Union representatives working in the construction sector participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow, was the Course Director.

RESEARCH METHODS PROGRAMMES

Course on Sociology of Labour and Globalisation November 01-11, 2016

The main objectives of the course were: (i) to give an overview of the concepts of labour, employment relations and globalisation; (ii) to provide an outline of the labour and employment scenario in India; (iii) to examine the emerging issues in the context of labour and globalization. The course was organised for the research scholars and young teachers from universities, colleges and institutions. There were seventeen participants representing Gokhale Institute of Politics and Economics, Mahatma Gandhi Kashi Vidyapith, Sikkim University, Banaras Hindu University, Delhi University, Jawaharlal Nehru University, Indian Institute of Technology-Indore, University of Rajasthan, Veer Narmad South Gujarat University, Indian Institute of Technology-Bombay, Acharya Nagarjuna University, H.N.B. Garhwal University and Central University of Gujarat. **Dr. Otojit Kshetrimayum**, Associate Fellow, was the Course Director.



Course on Qualitative Methods in Labour Research December 19-30, 2016

The main objectives of the programme were: (i) to provide an overview of the labour and employment scenario in India; (ii) to discuss the major qualitative approaches to inquiry; (iii) to equip participants with the understanding and applicability of various qualitative research methods and techniques; (iv) to understand analysis and interpretation of qualitative data; (vi) to develop capacities to undertake rigorous studies using qualitative techniques. The programme was attended by twenty research scholars from Jawaharlal Nehru University, Jamia Milia Islamia University Delhi, University of Hyderabad, Central University Hemwati Nandan Bahuguna Garhwal University, M.G. University Kottayam, Patna University, Puduchery University, University of Rajasthan, Madurai Kamraj University, Gautam Buddha University, IIT Roorkee and Indian Society of International Law. **Dr. Ruma Ghosh**, Fellow, was the Course Director.



INTERNATIONAL TRAINING PROGRAMMES

Labour and Employment Relations in a Global Economy November 07-25, 2016

The Institute organised an International Training Programme on Labour & Employment Relations in a Global Economy under the auspices of the ITEC/SCAAP scheme of the Ministry of External Affairs. The specific objectives of the programme were: (i) to understand and appreciate the changing labour market and employment relations scenario in the context of globalisation; (ii) to acquire knowledge about the changing role of social partners in the context of transformations in the world of work; (iii) to learn and share experiences on new forms of labour management practices; (iv) to develop positive attitude towards work, superiors, peers and subordinates; (v) to sharpen behavioural skills and insights for supervision, coordination and motivation. The programme was attended by twenty five senior and middle level officials dealing with labour and related issues from twenty countries - Afghanistan, Armenia, Bangladesh, Egypt, Jordan, Russia, South Sudan, Syria, Tajikistan, Vietnam, Botswana, Ghana, Kenya, Mauritius, Sri Lanka, Sudan, Namibia, Nigeria, Uganda and Zimbabwe. **Dr. S.K. Sasikumar**, Senior Fellow, was the Course Director.



Globalisation, Changing Employment Relations and Labour Administration November 21-25, 2016

The present training programme was organised for the officers of the labour department of Sri Lanka. The aim of the programme was to equip the labour administrators to deal with the changing employment relations in the context of globalisation. The main objectives of the programme were: (i) to examine the emerging trends in employment; (ii) to analyse the challenges related to labour administration in the context of globalisation and changing employment relations; (iii) to share good practices on responses to labour administration in the changing employment relations scenario. The programme was attended by thirteen labour department officers of Sri Lanka and was coordinated by **Dr. Ruma Ghosh**, Fellow.



Gender Issues in the World of Work December 05-23, 2016

This international training programme was organised under the auspices of the ITEC/SCAP scheme of Ministry of External Affairs. The major objectives of the training programme were: (i) to discuss the key concepts and approaches related to gender existing in the societies; (ii) to provide an adaptable set of conceptual and information tools to bring gender equity concerns in order to mainstream labour-related progressive activities; (iii) to develop the capacity of the participants to achieve gender equity; (iv) to analyze existing gender based policies for affirmative implementation; (v) to carry out a gender-sensitive analysis of labour statistics for identifying the equality and access issues and to sensitize the participants regarding preventing gender based violence with a view to change the organizational culture. The training programme was attended by twenty nine participants from nineteen countries. **Dr. Shashi Bala**, Fellow, was the Course Director.



NORTH-EASTERN STATES PROGRAMMES

Gender Issues in Labour November 28-December 02, 2016

The major objectives of the training programme were: (i) to address the issue of gender bias with a holistic perspective; (ii) to enhance the capacity of the participants so that they could tackle the gender based injustice; (iii) to orient the participants pertaining to workers labour laws; (iv) to sensitize the participants about sexual harassment at workplace; (v) to discuss about the gender discrimination in the world of work. The training programme was attended by eighteen participants. **Dr. Shashi Bala**, Fellow, was the Course Director.

Social Security for Unorganised Workers November 28-December 02, 2016

The aim of the programme was to develop an understanding of social protection and livelihood security for unorganised workers. The objectives of the programme were: (i) to understand livelihood risk and vulnerability of the rural poor; (ii) to understand the different social protection programmes that transfer assets and skills to people for self-employment and public works programmes that enable people to cope with poverty; (iii) to explore the alternative coping strategies/good practices for poverty reduction. The programme was attended by thirty one government officials, representatives from trade unions and civil societies from North Eastern States of Arunachal Pradesh, Assam, Manipur, Meghalaya, Nagaland and Tripura. **Dr. Otojit Kshetrimayum**, Associate Fellow, was the Course Director.

Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers December 12-16, 2016

The major objectives of the programme were: (i) to address and strengthen the understanding of gender issues in the labour market and to enhance the understanding of related laws; (ii) to provide information on the various developmental schemes. The programme was attended by sixteen participants from various organizations of North Eastern states. **Dr. Dhanya M B**, Associate Fellow, was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES

Skill Development for Youth Employability and Entrepreneurship (November 26-29, 2016)

This programme was jointly organized by V.V. Giri National Labour Institute and Hemwati Nandan Bahuguna Garhwal University, Srinagar, Uttarakhand. The objectives of the programme were: (i) to understand the world of work and decent employment; (ii) to situate the importance of skill development for employability in general and for youth in particular in the emerging economy; (iii) to familiarize the participants with skill development avenues and initiatives; (iv) to enable the participants to play larger role along with enhancing individual capacity. The programme was attended by forty two Master Degree students from the department of Economics, Sociology and Social Work, Political Science, Commerce, Microbiology.



A field visit was undertaken to Naree Shakti Self Help Group, Pauri Garhwal. **Prof. J.P. Pachauri**, Head, Department of Social Work and Sociology was the coordinator of the programme. **Prof. J.L Kaul**, Vice Chancellor of the University was Chief Guest in the Valedictory Session. **Dr. Ottojit Kshetrimayum**, Associate Fellow, was Resource Person from VVGNI. **Shri P. Amitav Khuntia**, Associate Fellow, was the Course Director.

Quantitative & Qualitative Methods in Labour Research: A Gender Perspective December 26-30, 2016

The major objectives of the training programme were: (i) to understand the various concepts and theories related to labour segmentation; (ii) to familiarize the major sources of data collection (primary and secondary); (iii) to explain the applicability of various qualitative and quantitative methods used for labour research; (iv) to acquire knowledge on the major statistical packages used in labour research. The training programme was attended by twenty five participants. **Dr. Shashi Bala**, Fellow, VVGNI and **Dr. Misha Vyas**, Assistant Professor, MGLI was the Course Directors.



IN-HOUSE TRAINING PROGRAMME

Induction Training Programme for CLS Officers October 03-December 23, 2016

The key objectives of the training programme were: (i) to give an orientation to the participants with regard to their roles under different streams of Central Labour Service i.e. Central Industrial Relations Machinery, Labour Welfare and Factories; (ii) to give an orientation to the participants with regard to the key objectives and overall functioning of Ministry of Labour and Employment; (iii) to familiarise the participants with the key contents of the labour laws to be implemented and administered by them; (iv) to acquaint the participants with the techniques of conciliation & inspection; (v) to enhance the leadership, communication and interpersonal skills of the participants; (vi) to acquaint the participants with their role as Head of Office, DDO and Quasi-Judicial role; (vii) to share with participants the Constitutional and Human Rights perspective of Labour Law; (viii) to orient and sensitize the participants towards gender issues in labour. The training programme was attended by twenty five officers of the Central Labour Service posted in different locations like Jabalpur, Asansol, Hyderabad, Kanpur, Varangaon, Andaman & Nicobar, Chennai, Coimbatore, Bangalore, Triunvelli, Agra, West Bengal, Odisha, Ahmedabad, Chandigarh, Dhanbad and Patna. **Dr. Sanjay Upadaya**, Fellow and **Dr. Ellina Samantroy**, Associate Fellow, was the Course Directors.

Behavioural Skills for Developing Effective Leadership for the Officials of Oil India Ltd. November 15-19, 2016

The above programme was based on the following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate skills for creative problem solving. A total of twelve participants attended the programme from Assam. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

Behavioural Skills for Developing Effective Leadership for the Officials of Oil India Ltd. December 12-16, 2016

The above programme was based on the following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with concept of emotional intelligence; (iv) to strengthen consensus building; (v) to inculcate skills for creative problem solving. A total of twenty four participants attended the programme from Assam. **Dr. Poonam S. Chauhan**, Senior Fellow, was the Course Director.

STUDY VISITS

Orientation on Employment and Social Protection for National Academy of Statistical Administration (NASA) Delegates November 03, 2016

An interaction on Employment and Social Protection was organised for the Indian Statistical Service (ISS) probationery. A total of fifteen ISS probationery attended the programme. **Dr. Ruma Ghosh**, Fellow and **Dr. Dhanya MB**, Associate Fellow coordinated the visit.

Orientation on Labour Issues and Social Security for MILS Delegates December 05, 2016

An interaction on **Labour Issues and Social Security** for delegates from Maharashtra Institute of Labour Studies (MILS), Mumbai was organised on December 05, 2016. There were eighteen participants. **Dr. Otojit Kshetrimayum**, Associate Fellow, was the Coordinator of the visit.

Orientation on Labour Issues for MSW Students of Deptt. of Social Sciences Centre, Bharati Vidyapeeth University, Pune December 16, 2016

A total of eleven Master of Social Work (MSW) students of the Bharatiya Vidyapeeth, Pune attended an orientation a session on labour laws, labour administration in the present context of globalization and changing world of work. **Dr. Kingshuk Sarkar**, Fellow coordinated the visit.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Director General, Shri Manish Kumar Gupta

- Delivered Inaugural Lecture in the half-day workshop on 'Technology and Future of Work' organised jointly by V.V. Giri National Labour Institute, Ministry of Labour and Employment and International Labour Organisation on November 29, 2016.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Delivered a Special Lecture on 'Generating Quality Employment & Protecting Workers' Rights as a Means to Achieve Growth & Distributive Justice', at the Workshop on From Judging to Justicing, Delhi Judicial Academy, November 05, 2016
- Discussant in the Technical Consultation on 'Towards Evolving India Wage Report', International Labour Organisation, November 11, 2016
- Delivered Key Note Address on "Public Employment Programmes, Livelihoods and Rural Progress in India" at the Annual Convention of the Lucknow Management Association, Lucknow, November 19, 2016
- Member, Indian Delegation, First Meeting of the G20 Employment Working Group, Berlin, December 19-21, 2016

Dr. Helen R.Sekar, Senior Fellow

- Attended a meeting to focus on the Bonded Labour, Child Labour, Human Trafficking, Denial of Health Rights, Encounter Deaths and Custodial Deaths on November 02, 2016 at National Human Rights Commission at New Delhi.
- Attended the meeting of Committee for Framing Rules under Child Labour (Prohibition and Regulation) Act, 1986 on November 24, 2016 at Ministry of Labour & Employment, New Delhi.
- Attended the programme on Technology and the Future of Work on November 29, 2016 at India Habitat Centre, New Delhi.

Dr. Ruma Ghosh, Fellow

- Participated in a Conference on "Technology and Future and Work" on November 29, 2016 organized by V.V.Giri National Labour Institute, Ministry of Labour and Employment and International Labour Organization at India Habitat Centre.
- Participated in a Seminar on 'Demonetisation: Strategies' to Address Issues Related to Labour & Employment on December 16, 2016 organised by V.V. Giri National Labour Institute at Ministry of Labour and Employment, Rafi Marg, New Delhi.

Dr. Kingshuk Sarkar, Fellow

- Made a Presentation on the “key issues pertaining to the workers’ rights in Tea Plantations of India” at a National level Conference on ‘Protection of Child Rights in Tea Plantations of India’ organized by Assam State Commission for Protection of Child Rights (ASCPCR) collaboration with Department of Labour and Employment, Government of Assam & National Commission for Protection of Child Rights (NCPCR), New Delhi, UNICEF Assam at Guwahati on November 4-5, 2016.
- Attended a Forum on Training of Trainers Forum on Sustainable Learning Solutions for the Future at the ITC-ILO, Turin, Italy during November 07-11, 2016.
- Delivered a talk on “Intersection of Labour and Technology in India’s Informal Economy: A policy perspective” at the Centre for Studies in Science Policy, School of Social Sciences, Jawaharlal Nehru University on November 16, 2016.
- Presented a paper titled “Changing World of Work and Labour Market Institutions in India: The Case for Redistribution and Implementation” at the 58th Annual Conference of Indian Society of Labour Economics held at IIT, Guwahati during November 23-26, 2016.
- Delivered a talk on “Intersection of Labour and Technology in India’s Informal Economy: A Policy Perspective” at the India Development Foundation, Gurgaon on December 08, 2016.
- Delivered at talk on “Informality, Labour Market and the Role of the State” at the 6th Research Scholars’ Workshop at the Department of Economics Burdwan University during December 19-20, 2016.
- Chaired a session devoted to delivery of keynote address by Prof. Girija Shankar Mallik, University of Western Sydney, Australia at the 9th International E Conference 2016 on ‘Inclusive Development and Sustainable Wellbeing’ Department of Economics, University of Burdwan December 20-21, 2016.

Dr. Otojit Kshetrimayum, Associate Fellow

- Delivered lecture on “Social Security: Issues and Challenges” in the Induction Training Programme for the newly Appointed Assistant Provident Fund Commissioners at Pandit Deendayal Upadhyaya National Academy of Social Security, New Delhi on November 10, 2016.
- Delivered lecture on “Social Security in India: An Overview” in the Induction Training Programme for the newly Appointed Assistant Provident Fund Commissioners at Pandit Deendayal Upadhyaya National Academy of Social Security, New Delhi on November 18, 2016.
- Delivered lecture on “Skill Development as Social Protection: An Overview” in the Training Programme on Skill Development for Youth Employability and Entrepreneurship at H. N. B. Garhwal University, Srinagar, Garhwal, Uttarakhand on November 21, 2016.
- Delivered lecture on “Research Issues on Skill and Design” in the Training Programme on Skill Development for Youth Employability and Entrepreneurship at H. N. B. Garhwal University, Srinagar, Garhwal, Uttarakhand on November 23, 2016.
- Presented a paper on “Vulnerability and Social Protection in North East India” in the panel on North East titled ‘Development and Employment in North East India: Perspectives and Policies’ as part of the 58th Annual Conference of the Indian Society of Labour Economics at IIT Guwahati on November 26, 2016.

Dr. Ellina Samantroy, Associate Fellow

- Participated in a Seminar on ‘Demonetisation: Strategies’ to Address Issues Related to Labour & Employment on December 16, 2016 organised by V.V. Giri National Labour Institute at Ministry of Labour and Employment, Rafi Marg, New Delhi.
- Participated in a Conference on “Technology and Future of Work” on November 29, 2016 organized by V.V.Giri National Labour Institute, Ministry of Labour and Employment and International Labour Organization at India Habitat Centre.
- Participated in the launch of new report on “Non-standard Employment around the World: Understanding Challenges, Shaping Prospects” on November 22, 2016 at the Indian Habitat Centre, New Delhi.

Shri Amitav Khuntia, Associate Fellow

- Participated in the Conference on “Technology and Future of Work” organised by V.V.Giri National Labour Institute, Ministry of Labour & Employment, & ILO at India Habitat Centre, Delhi on November 29, 2016.



“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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