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FROM THE DIRECTOR GENERAL'S DESK

Economic Empowerment and fostering Entrepreneurship among Women in India: Highlights from the Sixth Economic Census

The recently released All India Report of the Sixth Economic Census reveals interesting findings on women entrepreneurship. On one hand, with the global commitments on achieving the Sustainable Development Goals (SDGs) and on the other hand the declining Female Labour Force Participation Rate (LFPR), ensuring economic empowerment and fostering entrepreneurship for women in India remains one of the concerns for the policy makers of the country. With this background, participation of women in entrepreneurial activities emerges as an important source of economic empowerment for women. But a question which arises here is whether the choice of women entrepreneurship has scope of innovation (preference-driven) or is out of economic necessity (necessity-driven) only.

The Sixth Economic Census reports that 8.05 million (13.76 percent) out of the total 58.5 million establishments are run by women and out of this 83.19 percent are without hired workers. It is also observed that about 65.12 percent of the women owned establishments are located in rural areas and the remaining only 34.88 percent are in urban areas.

The women belonging to the other backward classes own the highest number of establishments (40.60 percent), while Scheduled Caste women own 12.18 percent, Scheduled Tribe women own 6.97 percent and others women own 40.25 percent. Similarly, women owned establishments are not uniformly distributed among people belonging to different religious groups. Such differentials across different socio-religious groups and varied geographical region calls for the re-examination of the priorities of different socio-religious groups for encouraging entrepreneurial activities across the lines of caste, class, religion and gender.

The top five States in India with the highest number of women entrepreneurs are Tamil Nadu (13.51 percent) followed by Kerala (11.35 percent), Andhra Pradesh (10.56 percent), West Bengal (10.33 percent) and Maharashtra (8.25 percent) which are more advanced States as compared to northern States where the female population is significantly higher.

The top five economic activities in which women entrepreneurs are engaged are (i) Agriculture other than crop production and plantation (34.3percent), (ii) Manufacturing (29.8 percent), (iii) Trade (18.23 percent), (iv) Other Services (5.38 percent) and (v) Accommodation & food services (2.77 percent). Therefore, it is observed that women are mostly engaged in labour intensive and low productive activities. Moreover, it is also disturbing to note that 79.07 percent of women owned establishments are self-financed and financial assistance from government sources is only limited to 3.37 percent. This indicates that access to finance and other support to entrepreneurial activities by women still remains a major challenge before women to take up entrepreneurship.

In India, availability of disaggregated data on women entrepreneurship is very limited. Therefore, it becomes extremely important for consideration of gender mainstreaming of such census/surveys to reflect on different aspects on women's access to resources across various socio-religious groups and understand the constraints women face to undertake entrepreneurial activity. Such censuses/surveys have the potential to reflect on gender differentials in choosing economic activities and will immensely contribute in meaningful planning and evaluation of policies for improving the existing conditions of women entrepreneurs and promoting women entrepreneurship.

At this juncture, it becomes important to understand the critical concerns of women entrepreneurs with adequate focus on providing institutional finance at a lower rate of interest, increasing the productivity and imparting skill training to take up entrepreneurial activities for upward mobility and ensuring economic empowerment and well-being of women in India.



SPECIAL EVENTS

Workshop on State of Child Labour: Mapping Trends September 02, 2016

The V.V. Giri National Labour Institute in collaboration with UNICEF organised this workshop. The purpose of the Workshop was to disseminate the findings of the Research Study “State of Child Labour in India: Mapping Trends” conducted as a part of the VVGNI - UNICEF collaborative project “Child Labour Data Analysis”. The main objectives of the workshop were to share the findings of the analysis of the Census 2011 data on child labour, understand the specific reasons for concentration of working children in some districts, locate the areas and occupational shift of working children in 2011 as compared to 2001 for providing inputs to the states in planning for prevention and elimination of child labour and to inform UNICEF as well as the States in their plans on child labour prevention.



The workshop was inaugurated by Shri Manish Kumar Gupta, Director General, VVGNI who highlighted that the Government of India has a strong approach for curtailing child labour and the study will be an important contribution from the policy perspective. Padmashri Prof. Shantha Sinha, Former Chairperson, National Commission for Protection of Child Rights in her keynote address focussed on the rights of the adolescents and understanding of youth aspirations. Ms. Vandhana Kandhari, Child Protection Specialist, UNICEF provided a background of the study and highlighted on the need to probe into the increasing incidence of children working in urban areas and identify geographical “hotspots” for concerted policy action. The study was presented by Dr. Ellina Samantroy, Dr. Helen S Sekar and Mr. Sanjib Pradhan which was followed by a panel discussion by experts and an open discussion with different stakeholders.

The workshop was attended 60 participants, including Officials of Government, UNICEF, ILO and other International Organisations, National and State Commissions for Protection of Child Rights, members of Task Force on Child Labour, academicians, Members of Workers’, employers’, and Civil Society Organizations, dealing with the issue of child labour. The vote of thanks was given by Dr. Helen R. Sekar, Senior Fellow VVGNI. The workshop was co-ordinated by **Dr. Helen R. Sekar**, Senior Fellow and **Dr. Ellina Samantroy**, Associate Fellow.

PUBLICATION

LABOUR AND DEVELOPMENT

Special Issue on Labour and Health

Labour and Development is a bi-annual journal published by the V.V. Giri National Labour Institute. The journal is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. Taking into consideration the fact that health is an issue of concern for workers, particularly in the informal sector where the majority of the workforce in India exists, the Institute came up with a special volume on Labour and Health (Vol. 22, No. 2, December 2015) which was edited by **Dr. Ruma Ghosh**, Fellow, VVGNI.

The volume consists of a rich contribution of different authors from reputed Universities and Institutions on varied issues pertaining to workers' health insecurities and their protection.

The first paper on 'Equity in Healthcare Utilization and Financial Risk Protection: Financial Implications of Illness among Casual Labor Households' by **Dr. Anup Karan**, Indian Institute of Public Health Delhi (IIPHD), analyses the impact of illness, health care utilization and the related financial burden on households.

In the second paper 'Access to and Utilisation of Health Care Services: A Study of NSS 71st Round Data with Special Emphasis on Casual Labour Households' by **Dr. Subrata Mukherjee and Ms. Shiney Chakraborty**, Institute of Development Studies Kolkata, the authors highlight on the fact that the opportunity cost of time is one of the important factors in determining households' access to health care.

Dr. Bhaswati Das and Ms. Deepshikha Tarai, Jawaharlal Nehru University, New Delhi in their paper 'Excluded by Health Services: Maternal Health Care Utilisation by Women Construction Labourer in Bhubneswar City, Odisha' deals with access and use of quality health care services during pregnancy and childbirth among women workers in the construction sector which is characterized by poor standard of living, low skill development opportunity, low payment, and insecure working conditions.

The paper 'Barriers and Gateways of Health Communication for Migrant Workers in the Unorganised Sector' by Prof. **Jyoti Kakkar**, Jamia Millia Islamia, New Delhi, highlights the challenges for population health promotion and need for new strategies to energize healthy individual and community behaviours.

Dr. Ruma Ghosh, V.V. Giri National Labour Institute, Noida, in her paper 'Publicly Financed Health Insurance for the Poor – A Study of RSBY' discusses on the negative consequences of out-of-pocket payments for healthcare and the need for an effective health insurance for the informal sector households.

Dr. Rinju Rasaily, Ambedkar University Delhi (AUD) in her paper on 'Whether Contractualization adds to Health Hazards? A Study of Select Manufacturing Units in Delhi' analyses whether high degrees of work informality, makes employment conditions precarious to health.

The paper by **Dr. M. Trimurthi Rao**, Acharya Nagarjuna University, A.P., on 'Occupational Health and Safety of Women Workers in Tobacco Processing Units - A Case Study of Guntur District, Andhra Pradesh' is based on the primary study of occupational health and safety of women workers in tobacco processing units which have occupational stress like extreme heat, tobacco dust, inadequate illumination, poor ventilation and noise vibration.

Mr. Gopal Krishna, Toxics Watch, New Delhi in his paper 'Status of Occupational Health of Workers in Hazardous Industries: An Inquiry into Asbestos and Ship Breaking Industry' examines the hazards faced by workers in the asbestos based manufacturing industry and ship breaking industry.

Dr. Manoj Kumar Jena, Jamia Millia Islamia, New Delhi in his paper 'Climate Change, Health and Labour: Exploring Uncertainty' contextualises the risk and uncertainty of climate change that is manifested in health hazards in the employment scenario while moving towards green jobs.

In the final section, a book review by **Ms. Sabina Singh**, Jawaharlal Nehru University, New Delhi on Jody Heymann's edited book *Global Inequalities at Work: Work's Impact on the Health of Individuals, Families and Societies* (2003. Oxford: Oxford University Press, ISBN 0-19-515086-4) highlights the impact of conditions of work not only on the individual but also their families and society.



TRAINING PROGRAMMES

INDUSTRIAL RELATIONS PROGRAMME (IRP)

Managing Work Effectively: A Behavioural Approach

September 05-09, 2016

The above programme was based on following objectives: (i) to enhance effective leadership skills; (ii) to sharpen interpersonal skills; (iii) to acquaint participants with the concept of emotional intelligence; (iv) to strengthen consensus building; and (v) to inculcate skills for creative problem solving. Twelve participants from Ordnance Factory Nagpur, Maharashtra, Ship Building Centre Visakhapatnam, Andhra Pradesh and Material Organisation Naval Base, Kochi, Kerala participated in the training. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Women Welfare Issues

September 05-09, 2016

The major objectives of the Training Programme were to address the issue of gender bias with a holistic perspective, to orient the participants on issues related to women workers welfare, to acquaint the participants with labour laws pertaining to women workers, e.g Equal Remuneration Act, Maternity Benefit Act, Workmen Compensation Act, etc. and to discuss the legal framework towards addressing Sexual Harassment at the Workplace. The training programme was attended by forty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Labour Market and Employment Policies

September 12-16, 2016

The above programme was organized for middle and senior level officials and researchers specializing on labour market and employment studies. This programme aimed at enhancing the capacities of the concerned stakeholders in conceptualizing, designing and operationalising effective labour market and employment policies and undertaken research studies related to it. The objectives of the programme were: (i) provide an overview on labour and employment scenario of the world in general and India in particular (ii) acquire knowledge about different sources of data on labour (iii) developing capacities to undertake labour market surveys and employment impact and evaluation studies. The programme provided an opportunity for the participants to have intensive interface with renowned scholars and practitioners in the area of labour market and employment policies. The programme was attended by twenty participants **Dr. Kingshuk Sarkar**, Fellow was the Course Director.

Training of Trainers on Gender and Social Security

September 19-23, 2015

The major objective of the Training Programme were: (i) to provide a clear understanding of Social Security; (ii) provide information on the recent trends, national and international experiences, good practices; (iii) offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various Social Security provisions; and (iv) train the H.R. in Corporate Sector. The training programme was attended by thirty four participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Social Protection and Livelihood Security

September 26-30, 2016

The major objectives of the Training Programme were: (i) acquaint participants with the concepts of social protection; (ii) familiarize participants with the social protection programmes and micro-level experiments in the country; (iii) understand the role of different institutional mechanisms to deliver social protection and sustainable livelihood; and (iv) discuss the role of government, trade unions and community leaders for initiating rural livelihood protection programmes. The training programme was attended by thirty one participants. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Gender and Social Security October 3-7, 2016

The major objectives of the Training Programme were: (i) to provide a clear understanding of Social Security; (ii) provide information on the recent trends, national and international experiences, good practices; (iii) offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various Social Security provisions; and (iv) train the H.R. in Corporate Sector. The training programme was attended by twenty five participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Training Programme on Developing Leadership Skills of Women Trade Union Leaders/Organisers October 17-21, 2016

This programme was designed for women trade union leaders. The major objectives of the training were: (i) to develop skills and techniques for effective organisation building; (ii) to foster skills for effective leadership; (iii) to acquaint the participants with the socio-economic and political changes in a globalised economy; and (iv) to impart knowledge about labour laws, development programmes and schemes. The programme was attended by twelve participants from various organizations. **Dr. Dhanya M B**, Associate Fellow was the Course Director.

Skill Development for Youth Employability and Entrepreneurship October 17-21, 2016

This programme aimed to acquaint young participants from different universities with the knowledge, importance and avenues of skill development for enhancing employability and entrepreneurship of youth of the nation. The main 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; and (iv) to impart behavioral skills to play larger role along with enhancing individual capacity of the participants. Thirty seven master degree students of social sciences and management from different universities of India participated in this programme. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

Training of Trainers Programme on Preventing Sexual Harassment at Workplace October 24-28, 2016

The major objectives of the Training Programme were: (i) to discussing sexual harassment at the workplace and its inter-linkages with productive employment/productive contribution to economy; (ii) discuss the legal framework towards addressing sexual harassment at the workplace and discuss the strategies needed to combat sexual harassment at workplace. The training programme was attended by eleven participants. **Dr. Shashi Bala, Fellow** was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Research Methods on Gender Issues in Labour September 19-30, 2016

The course aimed at developing the capacities of young researchers to pursue their research interests in the area of gender and labour issues. The main objectives of the course were: (i) to understand theoretical perspectives on gender and labour research across various disciplines; (ii) to understand the various feminist methodologies and approaches in gender research; (iii) to identify emerging issues in gender and labour research in social sciences; (iv) to acquaint the participants with various qualitative and quantitative techniques in gender issues in labour



research; and (v) to make the participants familiar with recent statistical packages used in social science research. The training programme was attended by thirty four research scholars, assistant professors and associate professors from various Universities and research institutions across the country. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

Managing Development and Social Security Measures September 5-23, 2016

The International Training Programme on Managing Development and Social Protection in a Globalised Economy under ITEC/SCAAP Programme of the Ministry of External Affairs, Government of India was organised during September 5-23, 2016. The basic objective of the programme was to acquaint the participants with the concept of social protection, to familiarize with the social protection systems in the developing countries in general and India in particular and to examine various social security/protection legislations, policies and schemes. As part of the programme, the group visited a few organisations to understand the implementation of various social protection schemes. There were twenty participants representing various Ministries and organisations from 15 countries, namely Bangladesh, Cambodia, Ethiopia, Ghana, Honduras, Mauritius, Nepal, Niger, Nigeria, South Africa, Sri Lanka, Sudan, Syria, Uzbekistan and Zimbabwe. **Dr. Otojit Kshetrimayum**, Associate Fellow was the Course Director.



Enhancing Leadership Skills October 03-21, 2016

V.V. Giri National Labour Institute organised an International Training Programme on Enhancing Leadership Skills under the auspices of the ITEC/SCAAP scheme of the Ministry of External Affairs during October 03-21, 2016. The overall objective of the programme was to enhance the leadership skills, styles and qualities of the delegates. The programme was attended by thirty two senior and middle officials dealing with labour issues from twenty one countries, such as Bangladesh, Botswana, Cambodia, Egypt, Ethiopia, Fiji, Ghana, Guyana, Indonesia, Jordan, Mauritius, Mongolia, Mozambique, Niger, Serbia, South Africa, Sri Lanka, Sudan, Tajikistan, Uganda, Zimbabwe. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.



NORTH-EASTERN STATES PROGRAMMES (NEP)

Skill Development and Employment Generation October 24-28, 2016

The training programme on Skill Development and Employment Generation was held from October 24 - 28, 2016 at the Institute's campus. The objectives of the programme were: (i) to understand the linkage between vocational education and skill training with growth and employment; (ii) to acquire knowledge about the vocational educational and training systems and about its various components; and (iii) to understand the challenge of employment generation

and appropriate skill development strategies to meet those challenges. The participants of the training programme are tripartite partners, officials involved with implementation of vocational education and skill training programmes, trainers and instructors, research institutes, organizations/institutions involved in imparting vocational education and training. There were thirty four participants from the North Eastern States of India. **Dr. Otojit Kshetrimayum, Associate Fellow** was the Course Director.

COLLABORATIVE TRAINING PROGRAMME (CP)

Orientation Programme on Labour and Employment Issues in North East India

August 29 - September 1, 2016

An Orientation Programme on Labour and Employment Issues in North East India was organised by V.V. Giri National Labour Institute in collaboration with Sikkim Central University, Gangtok from 29 August 29 – September 1, 2016 at Gangtok. The objectives of the programme were: (i) to understand the world of work and decent employment; (ii) to make the participants acquainted with various labour and employment issues in India in general and North East India in particular; and (iii) to encourage the participants to take up labour and employment issues in North East India as a research theme. Sixty students from Sikkim Central University participated in the programme. The Course Directors of the programme were **Dr. Swati Sachdeva** from Sikkim Central University and **Dr. Otojit Kshetrimayum, Associate Fellow** from VVGNNLI.

IN-HOUSE TRAINING PROGRAMME (ITP)

Role of Trade Unions in Post Globalised Era at Gangtok

September 12-14, 2016

The programme was organised for the officers/staff of the Oil India Ltd. The main objective of the programme was to acquaint the participants with different problems of the economy in general and oil industry in particular. The programme deliberated on the issues of collective bargaining, management, conflict negotiation, leadership skills, etc. The participants expressed their satisfaction for the programme. **Dr. Poonam S. Chauhan**, Senior Fellow was the course director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Director General, Shri Manish Kumar Gupta

- Inaugurated Workshop on State of Child Labour : Mapping Trends on September 02, 2016

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Made a Presentation on Emerging Scenario and Emerging Issues in Labour & Employment in India at the Conference on Strengthening Justice Delivery System, Delhi Judicial Academy, New Delhi, September 16, 2016.
- Attended the BRICS Labour Ministerial Conference, New Delhi, September 26-28, 2016.
- Made Key Note Presentation on South Asia – GCC Labour Migration: Emerging Trends and Policy Issues to the Conference on Labour Migration: Issues and Challenges, R.G. Foundation & Indian National Building Construction, Forest and Wood Workers Federation & INTUC, New Delhi, October 6, 2016.
- Delivered an Experts' Lecture on Meeting the Employment Challenge organised by Department of Economics, Sri Venkateswara College, New Delhi, October 7, 2016.

Dr. Helen R. Sekar, Senior Fellow

- Attended the First and Second Meeting of Committee as a member for framing of Rules under Child Labour (Prohibition & Regulation) Act, 1986 as amended by CLPR Amendment Act, 2016 on September 23 and October 25, 2016 respectively. These meetings were held at the Ministry of Labour and Employment.

- Provided technical support to the visiting research team of the ‘World Vision’ on September 23, 2016 to enable them to chart out the multiple dimensions of ‘home’ as the workplace; to trace the adverse effects of child labour on children’s well being; and to formulate strategies for addressing child labour in supply chains.

Dr. Ruma Ghosh, Fellow

- Attended the BRICS Labour Ministerial Conference, New Delhi, September 26-28, 2016.

Dr. Shashi Bala, Fellow

- Delivered a lecture on “Women and Labour Laws” for the Masters’ Student of Gender Studies on October 21, 2016 at Sarojini Naidu Centre for Women’s Studies, Jamia Millia Islamia University, New Delhi.

Dr. Kingshuk Sarkar, Fellow

- Delivered lectures and taken sessions on labor market theories, growth theories, labor administration and world of work on September 7, 8, 9. 2016 in a Refresher course on ‘Labour Economics and Research Methods in Labour studies for senior officers of India Statistical Service organized by Mahatma Gandhi Labour Institute, Ahmedabad at its Ahmedabad campus.
- Made a presentation at a Workshop titled ‘Tripartite Consultation on Labour Administration and Social Dialogue on September 20, 2016 in Thiruvananthapuram, Kerala jointly organized by ILO and Labour Department, Govt. of Kerala.
- Made a presentation at a Workshop titled ‘Tripartite Consultation on Labour Administration and Social Dialogue on October 3, 2016 in Bangalore, Karnataka jointly organized by ILO and Labour Department, Govt. of Karnataka.
- Made a presentation at a Workshop titled ‘Tripartite Consultation on Labour Administration and Social Dialogue on September 20, 2016 at Chennai, Tamilnadu jointly organized by ILO and Labour Department, Govt. of Tamil Nadu.

Dr. Otojit Kshetrimayum, Associate Fellow

- Visited Turin, Italy for participation in the Course on Learning Forum on Innovations in Public Investment and Employment Programmes held at International Training Centre-International Labour Organisation, Turin from September 26 to October 7, 2016.
- Participated as one of the panelists in the Panel Discussion on Understanding the Role of Public Spending, Employment and Social Protection organised by the International Training Centre-International Labour Organisation, Turin on September 28, 2016 at ITC-ILO, Turin.

Dr. Ellina Samantroy Jena, Associate Fellow

- Participated as an expert in a Writers Workshop titled “Employment Policies: Moving From Fragility to Resilience” for developing training modules on Gender and Labour towards Empowering Women in Fragile States for Afghan nationals during October 24-29, 2016 at International Training Centre of the ILO at Turin, Italy.
- Participated as a panelist in the International Conference on “Labour Migration: Issues & Challenges” on October 06, 2016 at the India International Centre, New Delhi.
- Delivered a special lecture titled “Gender and Labour Issues” on September 29, 2016 at Miranda House, University of Delhi.



एक कदम स्वच्छता की ओर

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“MISSION SWACHH BHARAT”

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V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

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