



इन्द्रधनुष INDRADHANUSH

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



Volume XIV

Number 1

January-February, 2023

Inside this Issue

From the Director General's Desk	1
Special Events	2
Publications	3
Training Programmes	3
Other Professional Engagements	7

Editorial Board

Editor-In-Chief

Shri Amit Nirmal,
Director General,
VVGNI

Editor

Dr. Ruma Ghosh,
Senior Fellow,
VVGNI

Associate Editors

Dr. Ellina Samantroy,
Fellow,
VVGNI

Dr. Manoj Jatav
Associate Fellow
VVGNI

FROM THE DIRECTOR GENERAL'S DESK

Social Security in G20 Countries – Need for Universalisation

The 2030 Agenda for Sustainable Development sees poverty reduction in all its dimensions and inclusive growth as one of the world's greatest challenge. The seventeen Sustainable Development Goals for transforming the world include the universal agenda of implementing nationally appropriate social protection systems with substantial coverage for the poor and vulnerable. This will be achieved through provision of public services and through the adoption of equitable policies by countries. Today, many countries are still facing significant challenges in making the human right to social security a reality for all. As of 2020, only 46.9 per cent of the global population were effectively covered by at least one social protection benefit (SDG indicator 1.3.1), while the remaining 53.1 per cent – as many as 4.1 billion people – were left wholly unprotected. Behind this global average, there are significant inequalities across and within regions, which call for adequate and adapted policy responses.

Coming to the G20 countries, in most of the G20 countries, social protection systems serve the large majority of workers in formal employment. The workers in the informal sector face challenges with regard to employment, earnings, working hours, occupational safety and health, social security coverage, training, and access to the fundamental principles and rights at work, including the right to representation at the workplace. Other than the EU, most developed countries have lower state involvement in the financing of social security, with these being mainly contributory schemes and the responsibility being borne by the employer and the employee themselves.

Recognising these challenges, the G 20 summits and other collective agreements have tried to address the issue of social protection over the years through different policy initiatives. The G20 Ministerial Declaration of 2017 "Towards an Inclusive Future: Shaping the World of Work", committed to "shaping the future of work by harnessing opportunities of structural change for new and better jobs and reducing risks through a focus on policies for skills development, effective social protection for all, and job quality" and identified "gaps in social protection resulting in part from the rise in non-standard forms of employment and the growing platform economy" (G20, 2017, paras 3 and 6) as one of the critical challenges that require an effective response. These deliberations also build on the *G20 Policy Recommendations for Promoting More Equitable and Sustainable Social Protection Systems*, adopted in 2016 (G20, 2016), as well as the *G20 Framework on Promoting Quality Jobs* (G20, 2015). The 2017 G20 Ministerial Declaration recognizes "a growing need for policy solutions and coordination to ensure access to appropriate social protection for workers in all forms of employment and work arrangements, so that workers are supported to manage risks and adapt to different to different circumstances as the labour market continues to change" (G20, 2017). In particular, the Declaration calls for further action to "promote non-discrimination and equal treatment in social protection systems amongst all different contractual arrangements including non-standard forms of employment" and to "consider the introduction or strengthening of elements in social protection schemes to facilitate job mobility by supporting the portability of benefits and entitlements across different jobs, different types of employment, as well as periods out of employment" (G20, 2017).

Social protection was also high on the agenda of the G20 Employment and Labour Ministers meeting 2021 in Catania, Italy. The need to strengthen institutional capacities was highlighted in the Ministerial Declaration, including new G20 Policy Principles on social protection. It focused on dealing with a global crisis and ensuring an inclusive recovery from the pandemic and stressed the need to be prepared for a future crisis.

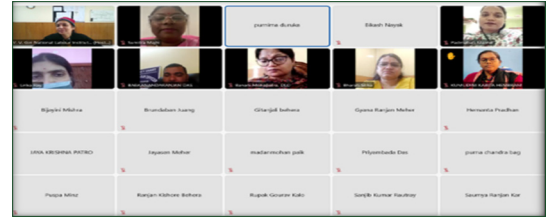
There is thus a strong need for fostering an inclusive, sustainable and resilient social protection systems by taking into account the Social Protection Floors Recommendation, 2012 (No. 202) of the International Labour Organization (ILO). This approach can support an inclusive universal social protection system, leaving no-one behind. Furthermore, there is a need to take in to account the need for *adequate social protection for all in a changing world of work* by strengthening institutional capacities, improving the accessibility of contributory systems and ensuring effective benefits and services to eligible people. A sustainable social security system based on contributory systems and social protection floors which is adequate, inclusive, sustainable, effective and accessible to all would go a long way in ensuring universal social security and transitions from the informal to the formal sector.



SPECIAL EVENTS

A one-day workshop on Enhancing Capacity in preventing Sexual Harassment at the work place (January 19, 2023)

The specific objective of the programme was to enhance the capacity of the participants in preventing Sexual Harassment in the workplace. The workshop was attended by thirty two participants. **Dr. Shashi Bala**, Fellow was the Course Director of the workshop.



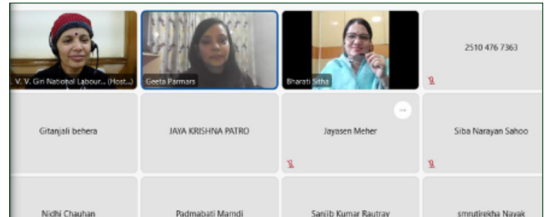
Workshop on Best Practices in HR for participants of Master of Business Administration (January 20, 2023)

A one-day Workshop was organized with the specific objective of enhancing the capacity of the participants on International HRM and Best Practices in HR. The workshop was attended by forty four participants. **Dr. Shashi Bala**, Fellow was the Course Director of the workshop.



Workshop on Stress Management (January 20, 2023)

A one-day Workshop was organized with the specific objective of building stress management capacity of the participants. The workshop was attended by fourteen participants. **Dr. Shashi Bala**, Fellow was the Course Director of the Workshop.



Workshop on Youth & Employment in North East India (January 25, 2023)

The specific objectives of the programme were to: (i) explore historical and cultural perspective of work; (ii) understand issues related to youth, employment, social security, migration, skill, entrepreneurship etc. in the context of North East India; (iii) make the participants acquainted with recent initiatives and developments in the field of labour and employment in India in general and North East India in particular; and (iv) encourage the participants to take up labour and employment issues as a research theme. It was organised by Centre for North East India, V.V. Giri National Labour Institute in collaboration with North East Cell, Dr. Bhim Rao Ambedkar College, University of Delhi. The workshop was attended by forty five participants. **Dr. Otojit Kshetrimayum**, Fellow was the Workshop Coordinator.



Workshop on Labour Force Data (January 27, 2023)

The workshop was organised in collaboration with Shyam Lal College (Evening), University of Delhi. The Workshop aimed to enhance data-handling skills among stakeholders engaged in labour research and those engaged in planning, implementing and monitoring the flagship programmes pertaining to the issue of labour. It provided hands-on skills to the stakeholders in data management, quantitative sample survey methods, etc., for instance, unit-level data (such as PLFS) handling which includes data extraction, cleaning, validation, codification, and analysis. The workshop was attended by thirty five researchers, NGO professionals and labour officers. **Dr. Manoj Jatav**, Associate Fellow, was the coordinator.

राजभाषा सम्मान

वी. वी. गिरि राष्ट्रीय श्रम संस्थान को वर्ष 2020-21 और 2021-22 के दौरान राजभाषा नीति के कार्यान्वयन में उत्कृष्ट कार्य निष्पादन के लिए नगर राजभाषा कार्यान्वयन समिति (कार्यालय), नौएडा द्वारा 01 फरवरी 2023 को नवोदय विद्यालय समिति, सैक्टर-62, नौएडा में आयोजित नराकास (कार्यालय), नौएडा की 44वीं बैठक में क्रमशः तृतीय पुरस्कार एवं प्रोत्साहन पुरस्कार से सम्मानित किया गया। पुरस्कार को डॉ संजय उपाध्याय, सीनियर फैलो, श्री हर्ष सिंह रावत, प्रशासनिक अधिकारी एवं श्री बीरेन्द्र सिंह रावत, वरिष्ठ अनुवाद अधिकारी ग्रहण किए।



Workshop on Gender, Unpaid Work and Care in India: Challenges and Policy (February 17, 2023)

The specific objectives of the workshop were to: (i) understand women's employment in India in the context of emerging analyses around the declining labour force participation of women in India; (ii) understand the key concerns related to gender, unpaid work and care in India; (iii) draw on policy, practice and research, in unpacking the question of women's work; (iv) widen the discourse beyond the realm of productive labour markets and employment. The workshop was inaugurated by Shri Amit Nirmal, Director General, V.V.Giri National Labour Institute, Noida.

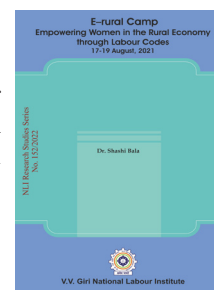


Dr Soumya Kapoor Mehta Senior Social Specialist, Social Sustainability and Inclusion (SSI), World Bank, New Delhi delivered a special address at the workshop. Ms Subhalakshmi Nandi, Former Deputy Director ICRW delivered the vote of thanks. The workshop was divided into two sessions namely; (i) Women's Paid and Unpaid Work: Challenges and Policy; and (ii) Book Discussion on the book 'Gender, Unpaid Work and Care' published by Routledge 2022. Dr. Dipa Sinha, Assistant Professor, Ambedkar University, Delhi; Dr. Sonia George, General Secretary, Self Employed Women's Association (SEWA), Dr Ellina Samantroy, VVGNI and Dr. Sona Mitra, Principal Economist, (IWWAGE), KREA University were panelists in the workshop. The panel discussion was followed by a book release titled "**Gender, Unpaid Work and Care in India**" edited by **Dr. Ellina Samantroy** and **Ms. Subhalakshmi Nandi**, The workshop was attended by seventeen participants. **Dr. Ellina Samantroy** was the Coordinator of the workshop.

PUBLICATIONS

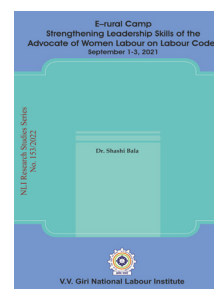
Empowering Women in the Rural Economy through Labour Codes NLI Research Studies Series No. 152/2022

The study aims to uncover the underpinning status of women in agriculture. The goal of this study is to develop an understanding of rural society and economic relations, to discuss the issue of empowerment, to develop skills for enhancing leadership potential and to acquaint with Labour Codes 2020 and labour legislation about women workers. 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 beneficial for all the stakeholders in their endeavor to reduce the existing gender inequalities in the agricultural sector.



Strengthening Leadership Skills of the Advocate of Women Labour on Labour Codes NLI Research Studies Series No. 153/2022

The study aims to uncover the underpinning status of women in agriculture. The goal of this study is to impart knowledge and information about agriculture in women labours, to enhance interpersonal communication among the respondents, to discuss the legal protections in various labour legislations/ Labour codes 2020 and to familiarize on the various aspects of welfare funds for women workers. The present study is an attempt to promote and implement a fair and equitable approach toward gender dimensions.



TRAINING PROGRAMMES

SPECIAL TRAINING PROGRAMME

New HR Practices in different Public and Private Sector Organisations (January 16-18, 2023)

The specific objective of the programme were to: (i) discuss the emerging workplace environment and need for integrating inclusiveness into existing policies and practices of the organizations; (ii) understand the impact of work culture on productivity enhancement in the context of the future of work; HR practices across globe & in India leading to employee's involvement and engagement for influencing productivity; (iii) HRM practices performed in the private and public sectors of the economy in creating enlightened and positive work place; (iv) discuss success stories on supportive work place structures facilities impinging on productivity; (v) understand effectiveness of E-HRM practices in different public and private sector industries. The training programme was attended by twenty five participants. **Dr. Shashi Bala**, Fellow was the Course Director.



LABOUR ADMINISTRATION PROGRAMMES (LAP)

Quasi-Judicial Authorities: Role and Functions (January 11-13, 2023)

The key objectives of the programme were to: (i) familiarize the participants with the conceptual framework for discharging quasi-judicial functions; (ii) discussing the importance of the principles of natural justice in this context; (iii) discussing the various aspects of a quasi-judicial order and to impart the participants an understanding of, how to write a balanced and speaking quasi-judicial order after taking into account various relevant factors. The training programme was attended by twenty eight participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Quasi-Judicial Authorities: Role and Functions (February 27-March 01, 2023)

The key objectives of the programme were to: (i) familiarize the participants with the conceptual framework for discharging quasi-judicial functions; (ii) discussing the importance of the principles of natural justice in this context; (iii) discussing the various aspects of a quasi-judicial order and to impart the participants an understanding of, how to write a balanced and speaking quasi-judicial order after taking into account various relevant factors. The training programme was attended by nineteen participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Managing Work Effectively: A Behavioural Approach (January 09-13, 2023)

The specific objective of the programme were to: (i) be familiar with various aspects of organisational development and culture; (ii) know more about work and office management; (iii) get familiar with work culture and ethics; (iv) know about various behavioural skills positive attitude, teamwork, time management, stress management, communication skills, decision making, self-motivation, work-life balance, emotional intelligence) and its importance;(v) enhance sensitivity towards self, group and organization;(vi) acquaint with negotiating skills, consensus building and decision-making process for organizational excellence; (vii) provide awareness on Labour Codes. The training programme was attended by twenty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Developing a Positive Attitude for Excellence at Work (February 06-10, 2023)

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

Leadership Development Programme (February 20-24, 2023)

The specific objectives of the programme were to: (i) acquaint the participants with the socio-economic and political changes in globalized economy; (ii) develop skills and techniques for effective leadership; (iii) impart knowledge about affirmative policies & labour laws pertaining to men, women & transgender;(iv) develop an understanding of gender issues in the world of work; (v) provide awareness on Labor Codes. The training programme was attended by seven participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Online Orientation Programme on Labour and Development (January 10-12, 2023)

The specific objectives of the programme were to: (i) understand world of work, future of work, decent work and development; (ii) make the participants acquainted with various labour and development issues; (iii) discuss important initiatives to address the issues; (iv) enable participants to contribute in their academic and professional work. The training programme was attended by twenty five participants. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Online Capacity Building Programme on Code on Wages and Social Security (January 11-13, 2023)

The programme aimed at enhancing the capacity of the participants with regard to their understanding on the context and key features of the regulations concerning wages and social security. The various subject areas covered during the programme included: Human Rights and Constitutional Perspective on Labour, Context of Wage Regulation & Key Features of Existing Wage Legislations, Code on Wages and Draft Rules: An Overview, Concept and Context of Social Security and Key Features of Existing Social Security Legislations: An Overview, Social Security Code, 2020: An Overview, Code on Occupational Safety, Health and Working Conditions, 2020. The programme was attended by forty nine participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Training of Trainers Programme for Rural Educators (January 23-27, 2023)

The specific objectives of the programme were to: (i) develop understanding of empowerment; (ii) discuss the issue of empowerment; (iii) develop skills for enhancing leadership potential; (iv) acquaint with labour laws for unorganized sector; (v) sharpen the skills for communications, personal effectiveness and strengthening their trade unions; (vi) provide awareness on Labour Codes. The training programme was attended by thirty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Enhancing Competence of Youth Employability Skills (January 23-27, 2023)

The objectives of the programme were to: (i) develop employability skills; (ii) enhance personality, leadership and communication skills; and (iii) understand the world of work. The training programme was attended by twenty participants. **Dr. Dhanya MB**, Fellow was the Course Director.

Ministry of Labour and Employment, Government of India, Shram Saptha Poshan Panchayats Awareness Programme on Different Schemes of MoL&E, GoI (February 1-3, 2023)

The specific objectives of the programme were to: (i) provide awareness of various schemes like (i) e-ashram; (ii) national Career Services; (iii) know your UAN; (iv) PM Yogi Maan Dhan yojana ; (v) Aam Aadmi Beema Yojana; (vi) grant in aid on Child and Women Labour; (vii) labour Tribunals, Courts of Adjudication and Conciliation Boards; (viii) revised Integrated Housing Scheme (RIHS); (ix) National Child Labour Project (NCLP); (x) central sector Scheme for Rehabilitation of Bonded Labour; (xi) Strengthening of Adjudication Machinery and Holding of Lok Adalats; (xii) unified Shram Suvidha Portal; (xiii) SAMADHAN Portal; (xiv) PENCiL e- portal. The training programme was attended by twenty-two participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Capacity Building Programme on Emerging Labour Market issues and Strategic Responses (February 6-10, 2023)

The objectives of the programme were to: (i) provide an overview of emerging trends in the employment scenario at the national and global level; (ii) acquire knowledge about Labour Market dynamics in India, especially during the crisis; (iii) understand the pattern and complex phenomenon of employment, in its various dimensions including gender; and (iv) capacity building to undertake labour market analysis and strategies in employment generation. The training programme was attended by nine participants. **Dr Dhanya MB**, Fellow was the Course Director.

Skill Development for Youth Employability and Entrepreneurship (February 07-09, 2023)

The specific 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, career prospects in general and for youth in particular; (iii) familiarize the participants with skill development avenues and initiatives; (iv) enable the participants to play larger role along with enhancing individual capacity. The training programme was attended by thirty participants. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Leadership Development Programme for Trade Union Leaders (BMS) (February 13-17, 2023)

The aim of the programme was to enhance the leadership skills of the participant for building effective trade union organization. The training programme was attended by thirty participants. **Dr. M.M. Rehman**, Programme Consultant was the Course Director.

Capacity Development Programme on Code on Wages and Social Security (BMS) (February 13-17, 2023)

The main objective of the programme was to acquaint the participants with different features of wage code and social security codes. The main themes, in addition to the above codes, were social security programmes and schemes, role of trade union accessing benefits of different schemes. The training programme was attended by thirty two participants. **Dr. M.M. Rehman**, Programme Consultant was the Course Director.

Social Security for Unorganized Workers: Unique Practices (February 23-24, 2023)

The objectives of the programme were to: (i) sensitise the participants about the existing gaps in the provision of social security for the unorganised sector workers and (ii) sensitize the participants about the legislative framework for social security, Code on Social Security, social security schemes for workers, and Unique practices. The programme was attended by thirty four participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

Training of Trainers Programme for Rural Educators (February 27- 03 March 2023)

The specific objectives of the programme were to (i) develop an understanding of empowerment; (ii) discuss the issue of empowerment (iii) develop skills for enhancing leadership potential; (iv) acquaint with labour laws for the unorganized sector; (iv) to sharpen the skills for communications, personal effectiveness and strengthening trade union. The training programme was attended by thirty seven participants attended the programme. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP) Course on Qualitative Methods in Labour Research (January 23-February 03, 2023)

The specific objectives of the programme were: (i) address various concepts and theories related to labour; (ii) familiarize participants with the schools of thought in qualitative research; (iii) equip participants with the understanding and applicability of various qualitative methods; (iv) develop capacity to analyse and interpret qualitative data. The training programme was attended by seventeen participants representing young teachers and researchers from Universities and Research Institutions. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.



CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)

Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Laborers and Prosecution of Offenders (January 10-12, 2023)

The specific objectives of the programme were to: (i) strengthen knowledge and skills for identification of bonded labourers (surveys, enquiry etc.); (ii) understand new forms of bonded labour and ways to tackle it; (iii) impart knowledge on Standard Operating Procedures (SOP) for Identification and Rescue of Child Labour, Bonded Labour and Prosecution of Offender; (iv) understand the linkage between human trafficking and bonded labour; (v) discuss the importance of effective and timely rehabilitation during the Critical Crisis Period after a bonded labourer is rescued, and (vi) learn about the role of Statutory and Law Enforcement bodies (Police, Labour Department, Vigilance Committees, District Magistrates) from identification to immediate rehabilitation. The programme was attended by sixty-four participants. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

Training of Trainers Programme on Identification, Rescue, Rehabilitation of Bonded Labour (February 01-03, 2023)

The objectives of the programme were to: (i) develop an understanding of the legal and policy framework on bonded labour, child labour and trafficking for labour in India; (ii) develop an understanding of various policies, including SOPs, Action plans, and schemes on the subjects mentioned; (iii) learn about the role of Statutory and Law Enforcement bodies (Police, Labour Department, Vigilance Committees, District Magistrates) from identification to immediate rehabilitation, and (iv) present and discuss relevant literature on the subjects. The programme was attended by sixty one participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

Training of Trainers Programme on Identification, Rescue, Rehabilitation of Bonded Labour and Child Labour and Prosecution of Offenders (February 27-March 01, 2023)

The objectives of the programme were to: (i) develop an understanding of the legal and policy framework on bonded labour, child labour and trafficking for labour in India; (ii) develop an understanding of various policies, including SOPs, Action plans, and schemes on the subjects mentioned; (iii) learn about the role of Statutory and Law Enforcement bodies (Police, Labour Department, Vigilance Committees, District Magistrates) from identification to immediate rehabilitation; (iv) present and discuss relevant literature on the subjects, and (v) discuss the prevalence of this problem and steps taken by government and NGOs to address this in the last few decades. The programme was attended by forty four participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

INTERNATIONAL TRAINING PROGRAMME (ITP)

International Training Programme on International Labour Standards and Promotion of Gender Equality at the Workplace (January 16 – 03 February, 2023)

The V.V. Giri National Labour Institute in collaboration with the Ministry of External Affairs, Government of India was organized an International Training Programme on International Labour Standards and Promotion of Gender Equality at the Workplace during **January 16 - 03 February, 2023** at the institute. The programme is under the ITEC-SCAAP scheme of the Ministry of External Affairs, Government of India. The specific objectives of the programme were to: (i) provide a conceptual understanding about

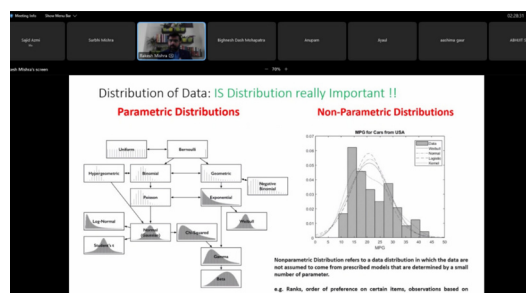


the international labour standards in the world of work; (ii) understand the various international labour standards/international instruments and good practices on gender equality; (iii) sensitize the participants about the existing legal and national policies on promotion of gender equality at the workplace; (iv) analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc; (v) understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses; (vi) discuss about strategies of promotion of rights to fair/decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market. **Dr. Shashank Goel**, Additional Secretary, Ministry of Labour & Employment was the Chief Guest and delivered the Inaugural Address. **Dr. Helen R. Sekar**, Senior Fellow welcomed the Chief Guest and addressed the participants. **Dr. Ellina Samantroy**, Fellow & Course Director, VVGNI delivered the Welcome Address at the inaugural session. The programme was attended by twenty six participants in twenty six countries.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Capacity Building Programme on Data Management and Analytical Writing in Labour Research (In Collaboration with Council for Social Development, Hyderabad) (January 09-13, 2023)

The objectives of the programme were to: (i) acquaint the participants with tools and techniques which are required for data management in labour studies – data extraction/ collection, validation of data, and analytical writing; (ii) equip the participants with the use of quantitative research tools, techniques and perspectives, and (iii) train them in the application of methods; impart familiarity in the selection of appropriate tools and techniques and writing of reports. The programme was attended by one hundred forty seven participants **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.



Capacity Building Programme on Labour Market & Employment Market Information for Employment Personnel in Collaboration with NICS, Noida (January 23-25, 2023)

The specific objectives of the programme were to: (i) update the knowledge and skills of employment officers on fast changing labour market dynamics due to liberalisation, globalisation and privatisation of economy; (ii) understand the nature of labour market trends at various levels; (iii) give an idea of different research methodologies based on which analysis of labour market could be done; (iv) understand the role of NCS in employment market/labour market related areas. The training programme was organised in collaboration with National Institute for Career Service (NICS). The programme was attended by twenty seven participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

INHOUSE TRAINING PROGRAMME

Capacity Building Programme on Soft Skills for DGMS Officers (February 20-24, 2023)

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 including leadership development and communication skill. The training programme was attended by twenty nine participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Ruma Ghosh, Senior Fellow

- Delivered Online Introductory Lecture on Social Security Code, in the 2 days Online Course on 'Social Security Code: Main Features and its Comparative Analysis with the Existing Laws' organised by the Pandit Deen Dayal Upadhyaya National Academy of Social Security (PDUNASS), Employees' Provident Fund Organisation (EPFO), Ministry of Labour & Employment, Govt. of India on January 02, 2023.
- Participated in the Book Discussion on Migration and Development in India: The Bihar Experience on January 04, 2023.
- Delivered Lecture on Coverage Area of Social Security System: International Best Practices, in the Online Training Programme on "Best practices on Service Quality, ISSA Guideline organised by the Pandit Deen Dayal Upadhyaya National Academy of Social Security (PDUNASS), Employees' Provident Fund Organisation (EPFO), Ministry of Labour & Employment, Govt. of India on January 10, 2023.
- Participated in the two-day DAFW Design Thinking Workshop organised by Pandit Deen Dayal Upadhyaya National Academy of Social Security (PDUNASS), Employees' Provident Fund Organisation (EPFO), Ministry of Labour & Employment, Govt. of India on January 20-21, 2023 at PDUNASS, New Delhi.
- Attended the Labour 20 Meeting under the G20 at the Ministry of Labour & Employment on February 06, 2023.

Dr. Ellina Samantroy, Fellow

- Attended a Webinar on Dynamics of Paid and Unpaid Domestic Work in India organized by International Labour Organisation (ILO) on January 19, 2023.
- Attended Meeting of L20 on February 06, 2023 at the Ministry of Labour & Employment, New Delhi.
- Attended online Inception Meeting on Women's Paid and Unpaid work: Challenges and Policy of L20 on February 07, 2023.
- Panelist in a Workshop on Gender, Unpaid Work and Care in India: Challenges and Policy on 17 February 2023 at V.V. Giri National Labour Institute
- Attended the BRICS Employment Working Group (EWG) during February 21-24, 2023 at Johannesburg, South Africa. Also, made country presentation at the meeting of BRICS Network of Labour Research Institute on 21st February 2023 at South Africa.

Dr. Otojit Kshetrimayum, Fellow

- Participated in the 'DAFW Design Thinking Workshop' organised by Ministry of Labour & Employment in coordination with Capacity Building Commission (CBC), Transforming Rural India Foundation (TRIF), and Bharat Design Lab on January 20 & 21 2023 at Pandit Deendayal Upadhyay Academy of Social Security, New Delhi.
- Conducted an Online Capacity Building Programme on Labour Market & Employment Market Information for Employment Personnel in collaboration with National Institute for Career Service (NICS) from January 23-25 2022.
- Conducted a Workshop on Youth & Employment in North East India in collaboration with North East Cell, Dr. Bhim Rao Ambedkar College, University of Delhi on January 25 2023.
- Delivered a lecture on 'Overview of the Global Pension Systems & Relevant ILO Conventions and SDG Indicators' in the Online Training Programme on Understanding the Pension System from Across The Globe organized by Pandit Deendayal Upadhyaya National Academy of Social Security (PDNASS), New Delhi on January 16, 2023.
- Attended the Weekly Review Meeting relating to preparation of G20 1st EWG under the Chairpersonship of Secretary (L&E) on January 12, 2023 in the Main Committee Room, First Floor, Shram Shakti Bhawan, New Delhi.
- Attended the Weekly Review Meeting relating to preparation of G20 1st EWG under the Chairpersonship of Secretary (L&E) on January 3, 2023 in the Main Committee Room, First Floor, Shram Shakti Bhawan, New Delhi.
- Attended the 1st Employment Working Group (EWG) meeting of G20 India Presidency from February 2-4, 2023 at Jodhpur, Rajasthan.
- Conducted a Capacity Building Training Program on Soft Skills for Directors/Deputy Directors of DGMS from February 20-24, 2023.

Dr. Dhanya M.B, Fellow

- Nominated to attend the Stakeholder Consultation on the 'Development of Model on Reintegration for Returning Migrant Workers in South Asia' a joint program between IOM, UN Women and the International Labour Organization (ILO) with the support of the Swiss Agency for Development and Cooperation (SDC) held on 6th January 2023.
- Attended Review Meeting chaired by SLEA on the Social Media activities of the Ministry of Labour and Employment, Website related matters and Annual Report of the Ministry on 11th January 2023.
- Nominated to participate in the Special Think 20 programme on "Global Governance with LiFE, Values and Wellbeing" on 16-17 January 2023.
- Attended the G 20 First Employment Working Group Meeting of the Ministry of Labour & Employment at Jodhpur, Rajasthan on February 2-4 2023
- Prepared and submitted the summary record of session 3 on gig and platform economy during the first employment working group meeting held on 2-4th February 2023 at Jodhpur Rajasthan.
- Attended the Online Mission Recruitment -3rd Tranche of "Rozgar Mela" on 20th January 2023.
- Attended the Workshop on "Gender, Unpaid Work and Care in India: Challenges and Policy" on 17 February 2023
- Attended the online presentation of the winning team of the Problem Statement DH1043: Knowledge sharing platform for V.V. Giri National Labour Institute @Smart India Hackathon 2022 scheduled on 20th February 2023.

Shri Amitav Khuntia, Associate Fellow

- Delivered a session on Making Youth Employability & Entrepreneurship Initiatives Effective on 24 January 2023(11.00-12.30) in the online training programme on Labour Market & Employment Market Information for Employment Personnel jointly organised by V.V. Giri National Labour Institute and National Institute of Career Services, Noida.
- Participated in the online presentation on 20th February, 2023 by the winning team of the Problem Statement DH1043: Knowledge sharing platform for V.V. Giri National Labour Institute 2022 @Smart India Hackathon.