



इन्द्रधनुष

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FROM THE DIRECTOR GENERAL'S DESK

India and the ILO

The International Labour Organisation (ILO) was founded in the year 1919, in the wake of World War-I, to pursue a vision based on the premise that universal, lasting peace can be established only if it is based on social justice. The ILO is a specialized agency of the United Nations (UN). India is a founding member of the ILO Governing Body since 1922.

The ILO is a tripartite agency that brings together governments, employers and workers of 187 member countries to set labour standards, develop policies and devise programmes promoting decent work and dignity for all women and men by according an equal voice to all the partners. In support of its goals, the ILO offers unmatched experience and knowledge about the world of work, acquired over almost 100 years of responding to the needs of the people. It serves its tripartite constituents and society at large, in a variety of ways viz. formulation of international policies and programmes to promote workers interests, improve the working and living conditions of workers; create international labour standards; international technical cooperation formulated and implemented in active partnership with its constituents, etc.

The ILO's overarching goal is Decent Work (DW) for all and the DW concept is translated into Decent Work Country Programmes (DWCP), prepared and adopted by the tripartite constituents and ILO at the country level. The DWCP-India focuses on three priorities viz. promote, adopt and implement international labour standards for protection of workers from unacceptable forms of work; create sustainable, inclusive and decent employment for women and youth, especially vulnerable to socio-economic and environmental exclusion and in the informal economy and protecting rights of workers through promoting labour administration and tripartite mechanism, occupational safety and health (OSH) and social protection. Recognising the important role which India could play in the international arena, the ILO has been promoting India's role in broader agendas of the ILO such as the Future of Work, Sustainable Development Goals (SDG's), G20, BRICS (Brazil, Russia, India, China and South Africa), and IBSA (India, Brazil and South Africa) Dialogue Fora. Other additional opportunities that are a result of emerging south-south and triangular cooperation such as those involving V. V. Giri National Labour Institute-International Training Centre of ILO, Turin are also proposed to be leveraged.

Following the onset of Industrial Revolution 4.0 and rapid transformations taking place in the world of work, the ILO had constituted a Global Commission to study the future of work. The commission which had a representation from India too, has proposed a human-centered approach for the future of work that strengthens the social contract by placing people and the work they do at the centre of economic and social policy and business practice. The commission suggested three broad actionable points viz. increase investment in people's capabilities, increase investments in the institutions at work and increase investment in decent and sustainable work.



SPECIAL EVENTS

Impact on Employment of the Maternity Benefit (Amendment) Act, 2017: Identifying the Affirmative Initiative and Challenges in the Implementation of the Act (November 22, 2019)

The primary objective of the workshop was to identify the challenges and constraints in the implementation of the Maternity Benefit (Amendment) Act 2017 and its impact on the employment and recruitment of women. **Dr. H. Srinivas** delivered the introductory remarks and **Shri Rajan Verma**, Chief Labour Commissioner, Ministry of Labour & Employment, Govt. of India delivered opening remarks on the occasion. The workshop was chaired by **Shri Surendra Nath**, IAS (Retd.). Thirty four participants attended the workshop. **Dr. Shashi Bala**, Fellow was the workshop coordinator.



ILO-VVGNI National Tripartite Social Dialogue Workshop at LNML MILS, Mumbai. (December 09, 2019)

This workshop was organized by V.V. Giri National Labour Institute in collaboration with the International Labour Organisation (ILO) at LNML-Maharashtra Institute of Labour Studies, Mumbai. The workshop aimed at (i) sharing the findings of the recently conducted research by the ILO in the area of prevailing social dialogue practices in respect of Maharashtra, Kerala and Tamil Nadu; (ii) identifying the technical support required by other states to strengthen social dialogue; (iii) identifying possible action to strengthen social dialogue at the national level. The workshop was attended by thirty participants. **Dr. Sanjay Upadhyaya**, Senior Fellow coordinated the workshop.



Sanrachna 2019 (December 04-06, 2019)

V.V. Giri National Labour Institute participated in the 'Sanrachna 2019', a three day exhibition during December 04-06, 2019 at Kathua, Jammu & Kashmir in which awareness generation was made about various schemes launched by the government of India. About 30 Central Government Ministries, National Institutes and PSUs participated in this event and around 10,000 visitors visited the event. VVGNI team gave information about the activities of the Institute and the major initiatives of the Ministry of Labour & Employment, GoI. Hon'ble MP Rajya Shabha, Shri Shamsher Singh Manhas visited VVGNI's stall and appreciated the activities and initiatives.



Destination Gujarat 2019 (December 18-20, 2019)

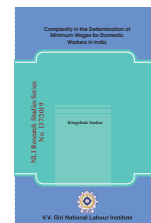
V.V. Giri National Labour Institute participated in the 'Destination Gujarat 2019' held at Surendranagar, Gujarat during December 18-20, 2019. This event was organized by Sansa Foundation and about 40 Central Government Ministries, National Institutes and PSUs participated in this event. The VVGNI team gave information to the visitors about the activities of the Institute as well as major initiatives of the Ministry of Labour and Employment, GoI. The Institute won the award of "Best Stall in Training Programme Awareness". Hon'ble MP, Lok Sabha, **Dr. Mahendra Munjapara** visited the Institute's stall and appreciated the activities and initiatives.



PUBLICATION

Complexity in the Determination of Minimum Wages for Domestic Workers in India NLI Research Studies Series No. 137/2019

In the recent years some of the states have devised social security schemes and Welfare Boards for the domestic workers. Domestic work have been included as a scheduled employment under the Minimum Wages Act 1948 by some states and necessary gazette notification have been issued to that effect. However, till date no state has determined/declared minimum wage for the domestic work. In this context, the present study looks into the complexity in determination of minimum wages for domestic workers from both technical as well as normative perspective and their legal inclusion. The study is based on analysis of working conditions of domestic workers in two cities namely Kolkata and Ahmedabad.



TRAINING PROGRAMMES

LABOUR ADMINISTRATIVE PROGRAMMES (LAP)

Labour & Employment Issues for 70th batch IRS (C&CE) Officers (November 5, 2019)

A one day Orientation Programme on Labour and Employment Issues was conducted for the 70th batch IRS (C&CE) Officers. The programme was attended by fifty two IRS officers, who were undergoing training at National Academy of Customs, Indirect Taxes & Narcotics (NACIN), Faridabad. The programme was inaugurated by **Ms. Vibha Bhalla**, Joint Secretary Ministry of Labour & Employment, GoI. **Dr. H. Srinivas**, Director General of the Institute presided over the sessions and delivered the Valedictory Address. The programme was coordinated by **Dr. Ellina Samantroy**, Fellow .



Good Governance through Labour Administration and Labour Inspection (November 25-29, 2019)

The programme aimed at enhancing enforcement competence and skills of enforcement officers. The specific objectives of the programme were to: (i) have an understanding of the context of labour legislations in India; (ii) have knowledge of substantive as well as procedural contents of different labour laws; (iii) develop understanding with regard to new directions in labour laws and judicial interpretations; (iv) explore ways for optimum utilization of existing resources. The programme was attended by twenty one Assistant Labour Commissioners, Labour Enforcement Officers and Labour Inspectors from various states. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Training Programme on Occupational Safety, Health and Welfare in a Globalizing Economy (November 25-29, 2019)

The major objectives of the programme were: (i) provide an overview on the changing labour market and employment relations; (ii) understand the changing role of social partners in the context of transformations in the world of work; (iii) provide an overview of international standards in the area of Occupational Safety and Health (OSH); (iv) develop insight on the existing legal instruments on Occupational Safety and Health (OSH) in the Indian context. The programme was attended by twenty two participants representing Officers from Inspectorate of Factories under State Labour Departments and senior representatives from management and unions from different Public and Private Sector undertakings. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Managing Work Effectively: A Behavioural Approach (December 09-12, 2019)

The specific objectives of the programme were: (i) familiarize participants 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 and its importance. The training programme was attended by twenty five participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Training Programme on Gender, Work and Health (November 04-08, 2019)

The specific objectives of the programme were: (i) develop a conceptual understanding on the issue of gender, work and health; (ii) understand changing labour market and employment relations and its impact on health and safety of workers in the informal economy; (iii) address the specific risks and health problems facing women workers in the informal economy; (iv) understand the different OSH programmes/schemes and good practices for ensuring safety and health at workplace both at national and international levels. The programme was attended by twenty nine officers representing State Labour Departments, DGLW and Central Trade Unions. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Training of Trainers Programme for Rural Educators (November 04-08, 2019)

The specific objective of the programme were: (i) develop understanding of rural society and changing role of labour; (ii) understand the changing role of labour and informal sector; (iii) develop skills for enhancing leadership, communication and team building; (iv) acquaint participants with labour laws on social security and on the welfare funds for unorganized sector. The training programme was attended by twenty eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Leadership Development Programme for Domestic Workers (November 11-15, 2019)

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

Leadership Development Programme for Tea Garden Workers (November 25-29, 2019)

The specific objectives of the programme were: (i) discuss various issues of labour working in tea gardens; (ii) develop skills and techniques for effective organisation building; (iii) foster skills of effective leadership. The training programme was attended by sixteen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Orientation Programme on Labour and Development Issues (December 02-06, 2019)

The major objectives of the programme were: (i) understand world of work, future of work and decent employment; (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 programme was attended by eighteen Masters degree and PhD students from different universities of India. **Mr. Amitav Khuntia**, Associate Fellow was the Course Director.

Leadership Development Programme for BMS Members (December 3-6, 2019)

The programme aimed at enhancing the understanding about various aspects of human resource development and impart knowledge related to workers' activities and opportunities to develop leadership skills. Fifty members of the trade unions (BMS) from various states participated in the programme. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Labour Market Analysis (November 11-15, 2019)

The specific objectives of the programme were: (i) examine the various concepts and theories related to labour market; (ii) obtain deeper understanding of the key indicators of labour market; (iii) acquire knowledge about different sources of data on labour; (iv) sharpen skills in undertaking labour market surveys. The programme was attended by twenty one researchers and practitioners in the area of labour market research. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



Course on Qualitative Methods in Labour Research December 16-27, 2019

The major objectives of the Course were: (i) address various concepts and theories related to labour; (ii) familiarize participants with the different 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 programme was attended by thirteen researcher scholars working in the area of labour studies. **Dr. Ruma Ghosh**, Fellow was the Course Director.



CHILD LABOUR PROGRAMMES (CLP)

Repatriation, Rehabilitation and Reintegration of Child Labour (November 19-21, 2019)

The specific objectives of the programme were: (i) enhance the understanding of the participants on the procedures, and the stakeholders' role and responsibilities; (ii) develop skills for resource mobilization; (iii) highlight the importance of convergence of efforts and services for rehabilitation and reintegration; (iv) equip the participants to contribute towards effective implementation of various projects relating to child labour and child protection. The programme was attended by thirty seven participants. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

Educational Rehabilitation of Children Rescued from Different Forms of Labour Exploitation (December 10-12, 2019)

The specific objectives of this training programme were: (i) equip them skills on the pedagogical methodology for enabling joyful learning; (ii) discuss and analyze area-specific determinants for incidence of child labour (iii) enhance understating on the importance

of ensuring effective rehabilitation of children in NCLP/ STCs and their subsequent mainstreaming into formal education. The programme was attended by thirty three participants. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

International Training Programme on Labour and Employment Relations in a Global Economy (November 04-22, 2019)

This training programme was conducted under the aegis of the ITEC Scheme of the Ministry of External Affairs, Government of India at the Institute's Campus. The specific objectives of the programme were to: (i) understand and appreciate the changing labour market and employment relations scenario in the context of globalisation; (ii) acquire knowledge about the changing role of social partners in the context of transformations in the world of work; (iii) learn and share experiences on new forms of labour management practices; (iv) develop positive attitude towards work, superiors, peers and subordinates. The programme was attended by thirty one senior and middle level officials dealing with labour and related issues from nineteen Asian and African countries. **Dr. S.K.Sasikumar**, Senior Fellow was the Course Director.



International Training Programme on Gender Issues in the World of Work (December 02-20, 2019)

The training programme was organized under the auspices of the ITEC scheme of the Ministry of External Affairs, Government of India. The specific objectives of the programme were: (i) deliberate on the key concepts and approaches pertaining to gender; (ii) discuss the gender dimensions related to key labor market Indicators; (iii) study existing policies through gender lens; (iv) recognize the equality and access issues in the labour market participation. The training programme was attended twenty nine participants from twenty eight Asian and African countries. **Dr. Shashi Bala**, Fellow was the Course Director.



NORTH-EASTERN STATES PROGRAMME (NEP)

Leadership Development Programme for Trade Union Leaders from North Eastern States (December 23-27, 2019)

The specific objectives of the programme were: (i) develop skills and techniques of effective organisation building; (ii) to foster skills of effective leadership; (iii) acquaint the participants with the socio-economic and political changes in globalised economy; (iv) impart knowledge about labour laws, development programmes and schemes. The training programme was attended by twenty six trade union leaders from north eastern states. **Dr. Shashi Bala**, Fellow was the Course Director.



COLLABORATIVE TRAINING PROGRAMMES (CTP)

Enhancing Leadership Skills for Mining Workers (November 13-15 2019)

This training programme was conducted in collaboration with State Labour Institute, Odisha (SLI). The programme aimed to enhance organisation building capacity among the mining workers union. The specific objectives of the programme were: (i) impart knowledge and information about the situation of mining workers; (ii) enhance inter-personal communication, leadership skills and team building among the participants; (iii) discuss the legal protections in various labour legislations. The training programme was attended by thirty four participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.



Labour Issues in Post Globalised Era December 06, 2019

The Institute in collaboration with Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (LNML-MILS), Mumbai organized a one day training programme on Labour Issues in Post Globalised Era. The aim of the programme was to highlight issues related to post-globalisation and its implications on labour and employment. Twelve delegates from LNML-MILS participated in the programme. **Dr. Otojit Kshetrimayum**, Fellow and **Mr. Amitav Khuntia**, Associate Fellow were the Course Directors.



Understanding Labour Market and Employment Opportunities (December 16-20, 2019)

This programme was jointly organised by V. V. Giri National Labour Institute in collaboration with the National Institute for Career Service under the Ministry of Labour and Employment, Govt. of India. The aim of the training programme was to make the participants aware of the labour market trends, employment and entrepreneurship opportunities in the North East and the important role being played by National Career Service Project. The training was attended by twenty participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

Gender, Work and Social Protection (December 26-28, 2019)

This training programme was conducted in collaboration with State Labour Institute, Odisha (SLI). The specific objectives of the programme were: (i) develop a conceptual understanding about gender, work and social protection; (ii) sensitize the participants about the development issues related to differential access of men and women to employment, education, skill training, health provisions etc. and to enhance their capacity to understand and analyze gender dimensions in policy and planning; (iii) understand the gendered life cycle risks and nature of vulnerabilities among women across social groups; (iv) address the issues of women's unpaid work, care work and other domestic responsibilities in informing policies on social protection. The programme was inaugurated by Shri Niranjan Sahu, I.A.S, Labour Commissioner, Odisha and was attended by thirty six participants. **Dr. Ellina Samantroy**, Fellow, VVGNI was the Course Director.



Social Security for Unorganized Workers December, 26-28, 2019

The Institute in collaboration with State Labour Institute, Odisha (SLI) conducted a training programme on Social Security for Unorganized Workers. The objectives of the programme were: (i) make the participants acquainted with various inequalities existing in the work and coverage of social security, (ii) sensitize the participants about the legislative framework for social security, social security schemes for workers, and the unique practices in the country; (iii) familiarize the participants with labour laws and social security provisions. The programme was attended by forty-one participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.



Training Programme on Quantitative & Qualitative Methods in Labour Research (December 30-January 03, 2019)

The Institute in collaboration with Mahatma Gandhi Labour Institute (MGLI) organized this programme at MGLI, Ahmedabad. The specific objectives of the programme were: (i) understand the various concepts and theories related to labour segmentation; (ii) understand the major sources of data collection (primary and secondary); (iii) explain the applicability of various qualitative and quantitative methods used for labour research; (iv) acquire knowledge on the major statistical packages used in labour research. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow, VVGNI and **Dr. Misha Vyas**, Asst. Professor, MGLI were the Course Directors.



IN-HOUSE TRAINING PROGRAMMES (IHP)

Induction Training Programme for Central Labour Service Officers November 04 – December 13, 2019

The programme aimed at empowering the newly recruited officers in various wings of Central Labour Service in discharging their roles in an effective manner. The objectives of the programme were: (i) familiarize the participants with various aspects of labour laws to be administered by them and the techniques and skills of enforcement and conciliation; (ii) familiarize them with the skills and procedures involved in discharging quasi-judicial functions; (iii) familiarize them with various administrative and behavioral skills for discharging their role as labour administrators. The programme was attended by a group of thirty three participants including Assistant Labour Commissioners, Assistant Labour Welfare Commissioners and Assistant Welfare Commissioners. **Dr. Sanjay Upadhyaya**, Senior Fellow and **Dr. Manoj Jatav**, Associate Fellow were the Course Directors.

Labour Laws and Trade Unionism for Naval Officials

(November 11-16, 2019)

The programme aimed to provide an orientation on labour issues, labour laws, recent reforms, and harmonizing relations between employers and trade unions. The programme was inaugurated by **Cap. Sunil Kumar**, Capt (CP) – Training, Directorate of Civilian Personnel, Integrated Headquarters, Ministry of Defence, New Delhi. The programme was attended by twenty two Naval Officers. **Dr. Ellina Samantroy**, Fellow, VVG NLI and **Dr. Manoj Jatav**, Associate Fellow, VVG NLI were the Course Directors.



Workers' Participation in Management for THDC, Tehri

(November- 21-22, 2019)

The programme aimed to enhance better workers' participation in the management. The specific objectives of the programme were: (i) impart knowledge on better negotiation skills; (ii) enhance inter-personal skills; (iii) familiarize with the new wage and social security code. The training programme was attended by thirty four participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

Behavioural Skills for Managing Work Effectively for RBI Personnel

(December 23-27, 2019)

The specific objectives of the programme were: (i) enhance effective leadership skills; (ii) sharpen interpersonal skills; (iii) acquaint participants with concept of emotional intelligence; (iv) strengthen consensus building. The training programme was attended by twenty eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

STUDY VISIT

Labour and Gender Issues

(December 20, 2019)

A one day orientation on Labour and Gender Issues was organized for the International Statistical Services officers visiting the Institute as part of the study visit of the Course organized by NSSTA and ITEC. The programme was attended by fifteen participants from ten countries. **Dr. H. Srinivas**, Director General of the Institute inaugurated the programme. The sessions were delivered by **Dr. S.K. Sasikumar**, Senior Fellow, VVG NLI, **Dr. Anoop Kumar Satpathy**, Fellow, VVG NLI and **Dr. Ellina Samantroy**, Fellow, VVG NLI. The programme was coordinated by **Dr. Ellina Samantroy**, Fellow.



OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

- Addressed the participants in the Training Programme on Labour and Employment Relations for civil service officers of Central Customs and Excise held on 05.11.2019 at VVG NLI, Noida.
- Attended the Review meetings of Area/Nodal Officers visit to States/UTs and Action Taken Reports on the suggestions contained in the tour reports held under the Chairpersonship of Secretary, Labour & Employment, Govt. of India at Ministry of Labour & Employment, New Delhi on November 6 & 19, 2019.
- Attended the Senior Officers Meeting held under the Chairpersonship of Secretary, Labour & Employment, Govt. of India at Ministry of Labour & Employment, New Delhi on November 15, 2019.
- Visited the Regional Labour Institutes [Mumbai (CLI), Chennai, Kolkata, Kanpur & Faridabad] under DGFASLI on 28.10.2019, 29.10.2019, 07.11.2019, 11.11.2019 and 13.11.2019 respectively and gave recommendations for their revival as advised by the Secretary (L&E), Ministry of Labour & Employment vide minutes of Senior Officers' Meeting held on 10.10.2019. Subsequently, a detailed inspection report was prepared and submitted to Ministry of Labour & Employment, Govt. of India, New Delhi.
- Addressed the Central Labour Service Officers in the Valedictory Session of the Induction Training Programme on December 13, 2019 that was organised from November 4 – December 13, 2019 at VVG NLI, Noida.
- Addressed the participants on December 2 & 20, 2019 in the Inaugural and Valedictory Sessions respectively of the International Training Programme on 'Gender Issues in the World of Work' held from December 2 - 20, 2019 at VVG NLI, Noida.
- Participated in the Pre-Budget consultation with different stakeholder groups in connection with the Union Budget, 2020-21 on December 19, 2019 – Hon'ble Finance Minister's meeting with trade union representatives at North Block, New Delhi.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Attended the Meeting as a Member of the Committee for Restructuring and Revision/Updation of the Bye-Laws of the Dattopant Thengadi National Board for Workers Education & Development (DTNBWED) at Nagpur on November 08, 2019.
- Delivered Lecture on the theme, 'Understanding Transformations in the World of Work' to the Two Weeks Integrated/Induction Training Programme for the Newly Recruited/Promoted Employment Officers, National Institute for Career Service, NOIDA, November 26, 2019.

Dr. Helen R. Sekar, Senior Fellow

- Participated and provided inputs to the discussion on the project 'Child Activities Data Collection through a Labour Force Survey (LFS): Phase I – Pilot test of a 'model' modified LFS Questionnaire applicable to children' at the ILO office, New Delhi on November 6, 2019.
- Attended the Meeting as a Member of the Advisory Council of the Centre for Child Protection (CCP) of the Sardar Patel Police University, Government of Rajasthan at the Police Headquarters in Jaipur on November 11, 2019.
- Provided technical inputs on the trends and dynamics in education, identifying cost-effective, scalable educational interventions to reduce child labour in India in the Workshop on 'Evidence on Educational Strategies to address Child Labour' organized by UNICEF Office of Research-Innocenti, Florence, Italy at New Delhi on November 14, 2019
- Special invitee in the Board Meeting of Good Weave India for providing technical inputs and guidance in addressing child labour in supply chains and to ensuring education of at-risk children which was organised at Centre for Social Development, New Delhi. on November 15, 2019
- Attended the discussion on the NCLP Evaluation Framework at the MoLE on November 28, 2019.
- Participated in the meeting at the MoLE on NCLP Evaluation and provided inputs with regard to the objectives, the methodology and the strategy for the evaluation of the National Child labour Projects on December 3, 2019.
- Invited as a Guest of Honor in the Round Table Discussion on Child Labour organized by Childhood Enhancement through Training and Action (CHETNA) in association with HCL Foundation, at Noida on December 9, 2019.

Dr. Ruma Ghosh, Fellow

- Invited as an expert in the Stakeholder Consultation organized by National Skill Development Agency (NSDA) for evaluating the Qualification Modules (QMs) for Field Survey Enumerator, Survey Supervisor and Data Quality Assurance Executive at NSDA, Delhi on December 12, 2019.

Dr. Anoop Satpathy, Fellow

- Presented on the topic "Realizing Adequate Minimum Wages in India" in the international Conference on Living Wage and Living Income in Global Agri-Food Supply Chains, during November 5-6, 2019, Van Nelle Fabriek, Rotterdam, the Netherlands.
- Panelist in the session 'Changing Face of Employee Relations and Labour Legislation' in the 9th CII National HR Conclave organized during November 14-15, 2019 at Mumbai.
- Panelists in the session 'Labour Codes and Women Workers' Rights' in the pre-conference events of the 61st Labour Economics Conference on December 6, 2019 at Patiala.

Dr. Ellina Samantroy, Fellow

- Presented a paper titled 'Landscaping prevalence and trends in child labour and schooling and their intersections' in an Inception Scoping Workshop on Evidence on Educational Strategies to address Child Labour in India and Bangladesh organized by UNICEF, Florence, Italy held during November 13-14, 2019 at New Delhi.
- Attended a meeting at the ILO regarding Child Labour at International Labour Organisation (ILO), New Delhi on November 6, 2019
- Presented a paper on child labour and education in a Conference on Finding Solutions to Reach Out-of-School Children organised by UNICEF India office at India Habitat Centre, New Delhi, on December 3, 2019
- Attended a meeting regarding North-East Capacity Building Training Proposal developed by VVGnLI in collaboration with ITC-ILO, Turin, Italy at Vigyan Bhawan, New Delhi, on December 4, 2019

Dr. Otojit Kshetrimayum, Fellow

- Presented a paper on 'Bringing Korea Closer to India: The Case of Korea's 'K-culture' in the International seminar on Indo-Korea Relations under Act East Policy: Issues & Challenges organised by Researchers' Association for the Study of Korea and Centre for East Asian Studies, Jawaharlal Nehru University at the Convention Centre, JNU, New Delhi on November 8-9, 2019
- Participated in the 'eNGO Challenge South Asia Grand Jury 2019' as a Jury member organised by Digital Empowerment Foundation on November 16, 2019 at New Delhi.

Dr. Dhanya MB, Associate Fellow

- Delivered a lecture on 'Entrepreneurship in India-Significance, Trends & challenges' in the five days induction training programme on NCS Project for Employment Officers at NICS, Noida on November 26, 2019.
- Chaired a panel discussion on 'Needs of Inter-state Migrant Workers and solutions to address Distress and Unsafe Migration' in a consultation organized by International Justice Mission at India Habitat Centre, New Delhi on December 4, 2019.
- Participated in a Stakeholder Consultation on 'Digital Assets for Women's Economic Empowerment: Addressing Barriers and Enhancing Opportunities for Women in Informal Economy and in Agriculture,' jointly organized by UN Women & SEWA at The Claridges Hotel, New Delhi on December 6, 2019.

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