



# इन्द्रधनुष INDRADHANUSH

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## Editorial Board

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## FROM THE DIRECTOR GENERAL'S DESK

### Startup Ecosystem in India: An overview

The Hon'ble Prime Minister of India had announced the Startup India on August 15, 2015 in order to build a strong ecosystem for fostering entrepreneurship and innovation in the country. Subsequently, the government of India launched the Startup India Action Plan in 2016. This initiative aims to generate large scale employment opportunities through innovation. 'Startup' means an entity, incorporated or registered in India not prior to seven years (Biotechnology Startup for up to 10 years), with annual turnover not exceeding Rupees 25 crores in any preceding financial year, working towards innovation, development, deployment or commercialization of new products, processes or services driven by technology or intellectual property. Besides, no letter of recommendation from an incubator/industry association shall be required for either recognition or tax benefits/exemption for three years.

As part of the ease of doing business, the compliance norms have been eased to reduce the regulatory burden on Startups thereby allowing them to focus on their core business. Startups falling under the list of 36 "white" category industries will not require Environment clearance under three Environment related Acts viz. the Water (Prevention & Control of Pollution) Act, 1974; the Water (Prevention & Control of Pollution) Cess (Amendment) Act, 2003 and the Air (Prevention & Control of Pollution) Act, 1981. As per the Ministry of Labour & Employment (MoLE), Startups may self-certify compliance under six Labour Laws and the tenure of compliance of self-certification have increased from three to five years.

The role of educational institutions in creating entrepreneurship environment among youth through Incubation centres, Research Parks, Ucchatar Aavishkar Yojana, INSPIRE scheme, Tinkering Labs etc. is very important. New incubation centres are established under Atal Innovation Mission across India and as per this mission, the incubators provide necessary infrastructure and assistance to Startups in their early stages of growth. Eight Research Parks are being set up under the Startup India initiative. The objective of setting them up is to propel successful innovation through incubation and joint Research and Development (R&D) efforts between academia and industry. As per the Startup India Action Plan, more than 5000 Tinkering Labs are being established. NITI Aayog has selected 5441 schools for establishing Tinkering Labs. Also, the objective of Ucchatar Aavishkar Yojana (UAY) is to promote industry and outcome-oriented research projects by students. Over 1 lakh INSPIRE Awardees competed at District & State Level out of which 588 were selected to participate in the 6th National Level Exhibition and Project Competition in Delhi. To give outreach in grass root level entrepreneurship, ASPIRE was launched to set up a network of technology centres and to set up incubation centres to promote startups for innovation in agro-industry.

Moreover, Startup India Hub was operationalised to resolve queries and provide handholding support to Startups and more than 2.7 lakh users have been registered in this online platform where all the stakeholders of the Startup ecosystem can collaborate and synergize their efforts. A total of 15,632 startups have been recognized to date by the Department for Promotion of Industry and Internal Trade. Indian technological and knowledge-based innovative ventures promote networking at the global level and it would create a platform in the global innovation chain and further strengthen the competitiveness of Indian MSME sector. Finally, these initiatives create new jobs and promote entrepreneurship culture in India.



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INDRADHANUSH

## SPECIAL EVENTS

### हिंदी पखवाड़ा – 2019

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा सितंबर 16 – 30 2019 के दौरान हिंदी पखवाड़ा – 2019 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। सितंबर 16 2019 को हिंदी पखवाड़ा के शुभारंभ पर संस्थान के महानिदेशक डॉ. एच. श्रीनिवास ने सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं में हिस्सा लेने का आह्वान किया। महात्मा गांधी की 150वीं जयंती समारोह को देखते हुए इस वर्ष हिंदी पखवाड़ा गांधी जी को समर्पित किया गया तथा प्रत्येक प्रतियोगिता में महात्मा गांधी के आदर्शों एवं गांधीवादी दर्शन से संबंधित विषयों पर प्रश्न पूछे गए। हिंदी के अधिकाधिक प्रयोग को प्रोत्साहित करने के उद्देश्य से संस्थान में हिंदी पखवाड़ा के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं की जानकारी वरिष्ठ हिंदी अनुवादक श्री बीरेन्द्र सिंह रावत द्वारा दी गयी। उद्घाटन समारोह के दौरान संस्थान की राजभाषा पत्रिका “श्रम संगम” के नौवें अंक का लोकार्पण भी किया गया।



हिंदी पखवाड़े के दौरान कुल सात प्रतियोगिताएँ आयोजित की गयीं तथा इन प्रतियोगिताओं में संस्थान के संकाय सदस्यों, अधिकारियों एवं कर्मचारियों सहित कुल 43 लोगों ने हिस्सा लिया और इनमें से 25 सदस्य कोई न कोई पुरस्कार हासिल करने में सफल रहे। महात्मा गाँधी की 150वीं जयंती समारोह के उपलक्ष्य में स्कूली बच्चों के लिए 28 सितंबर 2019 को एक चित्रकारी प्रतियोगिता का भी आयोजन किया गया था। सभी विजयी प्रतिभागियों को हिंदी पखवाड़ा समापन समारोह के अवसर पर 30 सितंबर 2019 को संस्थान के महानिदेशक डॉ. एच. श्रीनिवास द्वारा पुरस्कृत किया गया। उन्होंने सभी पुरस्कार विजेताओं को बधाई देने के साथ-साथ राजभाषा हिंदी के प्रचार-प्रसार को बढ़ावा देने के संबंध में अपने विचार रखे तथा हिंदी के अधिकाधिक प्रयोग का आह्वान किया।

### Workshop on Mahatma Gandhi and Rural Industrialization (October 2, 2019)



This workshop was organized on the occasion of the 150<sup>th</sup> Birth Anniversary of Mahatma Gandhi on October 2, 2019. The programme began with the recitation of two poems on Gandhiji by **Shri Narendra Kumar Mishra**, ESIC. **Dr. H. Srinivas**, Director General of the Institute, presided over the workshop and in his Opening Address, reflected on the activities carried out by the Institute to commemorate 150th Birth Anniversary of Mahatma Gandhi such as workshops, competition on Gandhian Philosophy for young scholars and planting of 150 saplings. While drawing various examples from the life of Gandhiji, he reflected on the relevance of Gandhian Philosophy even in today's context and highlighted the need for a human centric approach in the Future of Work scenario.. This was followed by a

presentation by **Dr. Ramya Ranjan Patel**, Associate Fellow, VVGNI, which focussed on Gandhi's vision of industrialization, particularly Gram Swaraj or rural industrialization, exploitation of villagers, the importance of khadi and the philosophy of non-violence. A presentation on Gandhian philosophy was also made by **Prof. Amitabh Kundu**, former faculty member of Jawaharlal Nehru University, New Delhi in which Gandhiji's idea of 'bread labour' was discussed. The workshop was attended by about eighty participants from different Government Departments, Civil Society Organizations, Trade Unions, Self-Help Groups, etc. from various parts of the country. **Dr. Helen R. Sekar**, Senior Fellow coordinated the Workshop.





## PUBLICATION

### **Low Wages and Gender Discrimination: The Case of Plantation Workers in West Bengal** **NLI Research Studies Series No. 136/2019**

The tea industry is one of the most labour-intensive sectors of Indian industry which engages large female workforce. The wages are apparently low in the tea plantations of Northeast India. The employers justify the low wages on the grounds of payment made in kind too as per the provisions of the Plantation Labour Act 1951. However, even if one adds the monetary equivalent of such welfare provisions, wages as received by plantations workers stand significantly below that of wages in similar other employment categories.

In West Bengal, wage is determined through collective bargaining mechanism in a tripartite forum. Apart from lower wages the non-cash component of compensation basket involving food grains disbursement to the female workers is lesser than the male counterparts on the assumption that calorie requirement of female workers are comparatively less, thereby not adhering to the provision of Equal Remuneration Act 1976.

The study looked into the followings viz. (i) what are the labour market institutions that are responsible for such low wages for plantation workers in North-East India and particularly compensation discrimination for women workers; (ii) what are the practices of these institutions (organizations and activities) that sustain such continuation of low wages and gender discrimination over the years; and (iii) what are the consequences of such segmented labour markets in terms of wages, conditions of work and relations of production in the tea industry?



## TRAINING PROGRAMMES

### **LABOUR ADMINISTRATIVE PROGRAMMES (LAP)**

#### **Making Conciliation Effective**

**(September 9-13, 2019)**

The key objectives of the programme were to: (i) understand the contemporary industrial relations scenario; (ii) facilitate a better appreciation of the nature of issues for conciliation; (iii) critically analyze the provisions and the relevant case laws of industrial relations; (iv) create an awareness about legal rights and provisions; (v) legislation pertaining to the conciliation process; (vi) develop behavioral skills necessary for effective conciliation. The programme was attended by twenty seven conciliation officers appointed as per provisions of Industrial Disputes Act, 1947 from Central and State Governments. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

#### **Towards Generating Quality Employment: Challenges and Options**

**(October 14-17, 2019)**

The specific objectives of the programme were: (i) examine the linkages between employment, economic growth and development; (ii) analyse emerging trends in employment; (iii) share good practices on quality employment generation; and (iv) discuss strategies to evolve quality employment as a catalyst for achieving the national goal of sustainable and inclusive growth. The programme was attended by twenty six practitioners and research scholars from different parts of the country involved with employment and related issues. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

### **INDUSTRIAL RELATIONS PROGRAMMES (IRP)**

#### **Enhancing Capacity in Preventing Sexual Harassment at Workplace**

**(September 11-13, 2019)**

The specific objectives of the programme were to: (i) discuss 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; (iii) discuss the strategies needed to combat sexual harassment at workplace. The training programme was attended by eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

#### **Leadership Development Programme for HR Officials**

**(September 23-27, 2019)**

The specific objectives of the programme were to: (i) acquaint the participants with the socio-economic and political changes in globalised economy; (ii) develop skills and techniques for effective Leadership; (iii) impart knowledge about affirmative policies and labour laws; (iv) develop understanding of gender issues in world of work. The training programme was attended by eleven participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### **Fundamentals of Labour Laws (September 30 - October 4, 2019)**

The specific objectives of the programme were to: (i) understand labour laws through case laws and effective implementation of labour laws; (ii) acquire knowledge of substantive as well as procedural contents of Industrial Relations Law; (iii) have an understanding of social security legislations; (iii) develop an insight into the wage laws; (iv) acquire knowledge of laws related occupational safety and health, understanding of labour reform and labour codes and sharing and learning through field experiences. The programme was attended by twenty four delegates representing nine Public Sector and Private Sector undertakings. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

### **Industrial Relations and Trade Unionism in a Changing World of Work (October 29-November 01, 2019)**

The specific objectives of the programme were to : (i) understand and analyse the major components of globalisation that affect employment relations; (ii) examine and respond to the emerging issues and challenges in industrial relations and trade unionism in a globalising economy; (iii) learn and share experiences on new forms of labour management practices. The programme was attended by eleven participants representing large public sector enterprises in India. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

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

#### **Capacity Building Programme for Unorganised Workers on the Mathadi Model (September 02-06, 2019)**

The objectives of the programme were: (i) perspective building on Mathadi Model, imparting in-depth knowledge including its history and genesis, its various features and functioning, schemes, significance for empowerment of the workers, and limitations; (ii) to make the participants acquainted with various issues related to labour and employment; (iii) to have knowledge about labour laws and recent changes in the labour laws; (iv) to impart them skills for effective leadership development. The programme was attended by fifty four unorganized workers' representatives. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

#### **Labour Market and Employment Policies (September 16-19, 2019)**

The objectives of the programme were to: (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) develop capacities to undertake labour market surveys and employment impact and evaluation studies. The programme was attended by a group of fifteen participants comprising of middle level officials and researchers specializing on labour market and employment issues. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

#### **Migration and Development: Issues and Perspectives (September 23-26, 2019)**

The programme was organised with the objective of enhancing the understanding of the linkages between migration and development. The specific objectives of the programme were: (i) understand the concepts and theories relating to migration; (ii) examine the emerging trends and patterns in migration in a globalizing economy; (iii) discuss key components of contemporary migration policies; (iv) analyse developmental potential of migration. The programme was attended by twenty seven scholars and practitioners dealing with different dimensions of migration research and policy. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

#### **Leadership Development Programme for BMS Leaders (September 23-27, 2019)**

The objectives of the programme were: (i) acquaint the participants with the socio-economic and political changes in globalised economy; (ii) develop skills and techniques for effective Leadership and to impart knowledge about social security, affirmative policies and labour laws. Thirty BMS leaders from the states of Andhra Pradesh, Karnataka and Telangana participated in the programme. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director of the programme.

#### **Labour Laws and International Standards on Social Security and Welfare (September 30-October 04, 2019)**

The main objectives of the programme were (i) provide an overview of the changing nature of employment, the existing inequalities in the labour market with regard to employment, social security and protection of the workers and the need for social security and protection; (ii) sensitize the participants on the various international labour standards/instruments as well as good practices in the area of social security and protection; (iii) develop insight on the existing national policies and legal



instruments in the area of social security and protection of workers; (iv) discuss strategies for the promotion of decent work and practices that fulfill the guidelines of the SDGs. The programme was attended by a group of thirty three participants comprising of middle level officials from DGLW, State Labour Departments and representatives of trade unions. **Dr. Ruma Ghosh**, Fellow coordinated the training.

## **RESEARCH METHODS PROGRAMME (RMP)**

### **Course on Methods in Historical Research on Labour**

**(September 02-06, 2019)**

The specific objectives of the programme were to: (i) map the changing world of work in the longue duree; (ii) understand the origins and development of labour market institutions; (iii) discuss methods like archival/official/institutional sources; documenting the undocumented – oral history; and case studies. The programme was attended by nineteen young researchers specialising in various aspects of labour history from different parts of the country. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



## **CHILD LABOUR PROGRAMMES (CLP)**

### **Pre-rescue, Rescue and Post Rescue aspects of Child Labour**

**(September 17-19, 2019)**

The objectives of the programme were to: (i) impart skills of locating children / adolescents at work in different occupations and processes prohibited by law; (ii) equip them with the knowledge and understanding of the legal provisions related to rescue and post-rescue and the procedures involved; (iii) enhance the understanding of the participants about roles and responsibilities of different stakeholders; (iv) share successful experiences of child labour prevention and elimination and generate awareness about the possible challenges in each of the state. The programme was attended by forty-six participants including officials of State Labour Departments, Police and Home Departments, Members District Task Force (DTF), District Child Protection Officers, Child-line Coordinators, Social Workers, Counselors, Legal cum Probation Officers, NCLP Project Coordinators, Members and Chairpersons of Child Welfare Committees (CWC) from different districts of the country. **Dr. Helen R. Sekar**, Senior Fellow, VVGNLI was the Course Director.

### **Sensitization Programme on Child Labour for District Level Elected Representatives of the Panchayats**

**(October 22-24, 2019)**

The objectives of the programme were to: (i) develop skills of the elected representatives of the Panchayati Raj Institutions (PRIs); (ii) enhance their understanding on the importance of convergence of efforts and services towards socio-economic upliftment of child labour families; (iii) enable them to contribute towards effective implementation of the Standard Operating Procedures. The programme was attended by sixteen representatives from PRIs and members of the stakeholders group that have been accelerating the initiatives and supporting the development activities of the PRIs. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

## **INTERNATIONAL TRAINING PROGRAMMES (ITP)**

### **Skill Development and Employment Generation**

**(September 02-20, 2019)**

This programme was conducted under the ITEC scheme of the Ministry of External Affairs, Government of India. The major objectives of the programme were to: (i) situate the importance of skill development for employment and employability in general and for youth in particular in the Emerging Economy; (ii) understand the linkage between vocational /technical education and skill training with growth and employment; (iii) acquire knowledge about the vocational/technical educational and training systems around the world along with Indian initiatives, its various components and good practices; (iv) understand the challenge of employment generation and designing appropriate active labour market and skill development policies to meet those challenges; (v) enable the participants to play larger role along with enhancing individual capacity.



The programme was attended by twenty five Government officers, policy makers, faculties of universities from Botswana, Ethiopia, Egypt, Morocco, Niger, Nigeria, Philippines, Senegal, South Africa, South Sudan, Thailand, Sri Lanka, Iraq, Tanzania, Uzbekistan and Zimbabwe. **Dr. B.N. Nanda**, Principal Labour and Employment Advisor and **Mr. M. Peter Johnson**, DG, Statistics from Ministry of Labour and

Employment, GOI delivered lectures in this programme. **Ms. Sunita Sanghi**, Senior Advisor, Ministry of Skill Development and Entrepreneurship, GOI delivered the inaugural address. **Dr.H.Srinivas**, DG, VVGnLI delivered the valedictory address. **Mr. P. Amitav Khuntia**, Associate Fellow, was the Course Director.

### **International Training Programme on Enhancing Leadership Skills (October 07-25, 2019)**

This programme was conducted under the ITEC scheme of the Ministry of External Affairs, Government of India. The specific objectives of the programme were to: (i) share and experience various leadership styles; (ii) provide insights into the leadership dynamics of inter-personal and inter-group relations; (iii) develop communication skills particularly focusing on effective articulation and listening; (iv) acquire skills for managing and resolving conflicts at work; (v) develop positive attitudes towards work, superiors, peers and subordinate; (vi) sharpen behavioural skills and insights for supervision, coordination and motivation to the subordinates to enhance their effectiveness; (vii) appreciate changing labour market and employment relations in the context of globalisation; (viii) examine different systems and approaches to labour administration; (ix) understand the concept and use of emotional intelligence; (x) ways to manage time effectively and enhance conflict management skills. The training programme was attended by thirty four participants from thirty one countries. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

### **NORTH-EASTERN STATES PROGRAMMES (NEP) Strengthening Awareness on Labour Issues and Laws pertaining to Women Workers (October 07-11, 2019)**

The objectives of the programme were to: (i) familiarize legal systems aimed at elimination of all forms of discrimination against women; (ii) discuss the new challenges of women, work and the informal economy and also gender issues in labour market; (iii) provide information on various development schemes or institutional mechanisms to promote the advancement of women, which exist at the central and state levels. The programme was attended by twenty six participants from trade unions and NGOs from North Eastern Region. **Dr Dhanya MB**, Associate Fellow was the Course Director.

### **Development Schemes as an Instrument for Social Protection for North Eastern States (October 21-25, 2019)**

The objectives of the programme were to: (i) understand livelihood risk and vulnerability of the rural poor; (ii) examine the different welfare programmes that transfers assets and skills people for self-employment and public works programmes that enable people to cope with poverty; (iii) explore the alternative coping strategies/good practices for poverty reduction. Forty delegates representing government officials, trade unions and NGOs from North East India participated in the programme. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

### **COLLABORATIVE TRAINING PROGRAMMES (CTP) Fundamentals of Labour Laws (MILS, Mumbai) September 4-6, 2019**

The key objectives of the programme were to: (i) acquire the knowledge of substantive as well as procedural contents of industrial relations law; (ii) have an understanding of social security legislations; (iii) develop an insight into the wage law; (iv) develop an understanding of the law relating to contract labour. The programme was attended by a group of thirty representatives of trade unions and NGOs from State of Maharashtra. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

### **Labour Market Analysis and National Career Service Project October 14-18, 2019**

This programme was organised in collaboration with National Institute for Career Service under the Ministry of Labour & Employment at NICS, Noida. The aim of the programme was to create awareness among employment officers and other Government Officials who are working in the area of employment and skill development of North Eastern States on Labour Market trends, employment opportunities and important role being played by National Career Service project in this area. The programme was attended by twelve employment officers from the states of Assam, Sikkim and Arunachal Pradesh. **Dr. Otojit Kshetrimayum**, Fellow, VVGnLI and **Mr. M.S. Ashok Kumar**, NICS were the Course Directors of the programme.





## IN-HOUSE TRAINING PROGRAMMES (IHP)

### Personal and Managerial Excellence for Officials of National Fertilizers Limited

(September 09-13, 2019)

The objective of the programme was to enhance the personal and managerial skills of the junior middle management level officials (E0-E3). The training programme was attended by forty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

### Refresher Programme on Labour Law Enforcement for Officers of Labour Directorate, Odisha

(September 16-20, 2019)

The key objective of the programme was to acquaint the Probationary Officers with essential technical cum behavioural knowledge and skills with respect to labour laws and their enforcement, particularly the laws related Industrial Relations, BOCW (RE&CS) Act, laws relating to Contract Labour & Migrant Workers, Payment of Bonus Act, 1965, and the laws related to women workers. It also familiarized the probationers about recent transformations in the world of work, emerging issues, recent developments associated with the Labour Laws, including codification of labour laws. The programme was attended by twenty State Level Officers from the Labour Directorate, Odisha **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

### Behavioural Skills for Managing Work Effectively for Employees of OIL India (Sikkim)

(September 23-27, 2019)

The specific objective of the programme was to enhance the personal and managerial skills of the junior middle management level officials. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.



### Labour Laws and Labour Issues for IRPS and IRAS Probationers

(October 14-18, 2019)

The key objective of the programme was to acquaint the Probationary Officers with essential technical cum behavioural knowledge and skills with respect to labour laws and their implementation. It also aimed at familiarizing the probationers about recent transformations in the world of work and emerging issues, the system of Central Labour Service and its liaison with the Indian Railways. The programme acquainted the probationers with recent developments associated with the labour laws, including the integration of all the 44 labour laws into proposed four Labour Codes. The programme was attended by forty officers from the Indian Railway Personnel Service (IRPS) and the Indian Railway Accounts Service (IRAS). **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Dr. H. Srinivas, Director General

- Attended the meeting to review the status of MoUs with Foreign Governments under the chairmanship of the Secretary (L&E) held on September 3, 2019 as well as the Senior Officers Meeting chaired by the Secretary (L&E) on September 4, 2019 in the Ministry of Labour & Employment.
- Visited the State of Andhra Pradesh as a Nodal Officer, deputed by Ministry of Labour & Employment from September 11-13, 2019 for inspection of (i) Regional EPFO Office, Visakhapatnam; (ii) ESIC Hospital, Arilova, Visakhapatnam; (iii) Sub-Regional Office, ESIC, Visakhapatnam; and, (iv) Inspectorate Dock Safety, Visakhapatnam. A detailed inspection report of the above mentioned organizations has been submitted to the Ministry of Labour & Employment, Govt. of India.
- Attended the Vishwakarma Rashtriya Puraskar & National Safety Awards for 2017 on September 17, 2019 by Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (IC) at New Delhi
- Chaired the Faculty Meeting with all Officers and Faculty Members on September 26, 2019.
- Addressed in the Workshop on “Mahatma Gandhi and Rural industrialization” at VVGNI on October 02, 2019.
- Attended the meeting in the Ministry of Labour & Employment to review budgetary provisions for training programmes conducted for CLS officers at VVGNI on October 04, 2019
- Addressed the Valedictory Sessions of the Training Programmes on Labour Laws and Labour Issues for IRPS and IRAS Probationers on October 18, 2019 as well as Valediction sessions of all the training programmes held during the months of September and October, 2019.

## Professional Engagements of Faculty Members

### Dr. S.K. Sasikumar, Senior Fellow

- Delivered lecture on the theme, 'Understanding Transformations in the World of Work' in the Refresher Training Programme on Employment Market Information Service for Employment Officers, National Institute for Career Service, NOIDA, September 04, 2019.
- 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 Kolkata on October 17, 2019.

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

- Provided technical expertise, designed and facilitated the Capacity Building Training for Labour Inspectors of Government of Rajasthan” on September 21, 2019 and addressed the participants on the various dimensions of Child Labour in Rajasthan, aspects of legislation, Standard Operating Procedure, Protocols, ensuring entitled compensation to rescued children, etc. The training program was organized by the Centre for Child Protection (CCP) of Sardar Patel University of Police (SPUP), Security and Criminal Justice, Government of Rajasthan, at Jaipur.
- Provided technical support on the issue of Child Labour and also with regard to effective enforcement of the amended Child Labour Act and the efforts of the Government towards Prevention and Elimination of Child Labour in India related aspects to the National Commission for Protection of Child Rights on the September 9, 2019 at NCPCR, New Delhi.
- Participated in a Workshop on 'Anti-Child Labour Blockchain Network' organized by Indian Institute of Dalit Studies, Delhi held on September 14, 2019 at India Habitat Centre, New Delhi.

### Dr. Ruma Ghosh, Fellow

- Presented a lecture on “Women and Children in Brick Kilns” in the National Stakeholders Consultation on 'Social Protection for Brick kiln workers and Production of Green Bricks' organized by Prayas, Centre for Education and Communication (CEC) and Terre Des Hommes (TdH) during October 10-11, 2019 at Vishwa Yuvak Kendra Chanakyapuri, New Delhi.
- Panelist in a panel discussion on “Analysis of the Social Security Schemes intended for the welfare and the betterment of domestic Workers” in a Seminar on 'Issues and Challenges faced by Domestic Workers' organized by National Commission for Women, held on October 18, 2019 at India International Centre, New Delhi.

### Dr. Ellina Samantroy, Fellow

- Participated in a Workshop on 'Anti-Child Labour Blockchain Network' organized by Indian Institute of Dalit Studies, Delhi held on September 14, 2019 at India Habitat Centre, New Delhi.
- Delivered a lecture on 'Participation of Women in Labour Market' organized by Internal Quality Assurance Cell, Vasant Kanya Maha Vidyalaya, Banaras Hindu University (BHU) held on September 27, 2019 at B.H.U, Uttar Pradesh.
- Resource Person and delivered a lecture in a Refresher Course in 'Women's Studies and Gender Sensitization Studies' organized by Centre for Women Studies, Faculty of Social Science, Banaras Hindu University (BHU) held on September 28, 2019 at B.H.U, Uttar Pradesh.
- Panelist in a panel discussion on 'Regulation and Monitoring of Placement Agencies' in a Seminar on Issues and Challenges faced by Domestic Workers organized by National Commission for Women, held on October 18, 2019 at India International Centre, New Delhi.

### Dr. Otojit Kshetrimayum, Fellow

- Delivered a lecture on Labour Market Analysis in the Refresher Training Programme on Employment Market Information Service for Employment Officers on September 6, 2019 at National Institute for Career Service, Noida.
- Attended Performance Appraisal Board Meeting for Young Professionals under National Career Service Project chaired by Ms. Anuradha Prasad, Additional Secretary, Ministry of Labour & Employment on October 3, 2019 at Shram Shakti Bhawan, MOLE.
- Delivered a lecture on Labour Market Analysis: Research Methodologies in the training programme on Labour Market Analysis & National Career Service Project for Govt. Officials including Employment Officers of North Eastern States on October 17, 2019 at National Institute for Career Service, Noida.

### Dr. Dhanya MB, Associate Fellow

- Delivered a lecture on 'Employment and Changing Labour Market: Trends and analyses' for Masters Students at Ambedkar university, Lothian Road, New Delhi on October 28, 2019.

