



इन्द्रधनुष INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Home based Beedi Workers in Informal Economy with special to the Government Schemes

Beedi workers in the informal sector in India represent a significant part of the country's labour force, engaging in the manual production of beedis, which are traditional, hand-rolled cigarettes. In India, Beedi making has a longstanding tradition and stands as one of the primary sources of employment for women in the unorganised sector. The Ministry of Labour and Employment, Annual report of 2022-2023 revealed that, West Bengal particularly the Kolkata region, accounts for the highest number of registered beedi workers, i.e., 1,829,203. This is followed by Tamil Nadu's Tirunelveli region with 603,076 workers, and the Hyderabad region spanning Andhra Pradesh and Telangana with 458,040 workers. Madhya Pradesh's Jabalpur region also shows a significant number of beedi workers, i.e., 440,556. As noted in the International Labour Organization (ILO) 2001 report, beedi workers suffer from; Postural problems (neck and low back pains), abdominal pains, eye problems, burning sensation in the throat, cough, asthma, T.B., bronchitis, excessive bleeding during menstruation, irregular and painful menstrual cycles, leucorrhoea, anaemia, anaemic body aches, dizziness from constant exposure to tobacco dust.

The Indian Government, recognizing the challenges faced by beedi workers, has implemented various welfare initiatives under the Beedi Workers Welfare Fund Act, 1976. These measures include healthcare services through dedicated hospitals and dispensaries, substantial medical reimbursements for severe illnesses. Beedi workers and their family members are provided benefits with a network of 277 Dispensaries and 10 Hospitals located across the Country and reimbursement of expenditure for specialised treatment under the Government recognized Hospitals in case of critical diseases i.e. Cancer, Tuberculosis, Heart Diseases, Kidney Transplantation, Hernia, Appendectomy, Ulcer Gynaecological diseases, and prostate diseases to the beneficiaries.

Additionally, Educational scholarships are provided to the children of beedi workers to support their schooling, and these initiatives represent a concerted effort by the government to improve the living and working conditions of beedi workers. Under this scheme beedi workers' children attending schools, colleges and universities are provided scholarships of various categories ranging from Rs.1000/- to Rs.25000/- for both boys and girls. Every year more than one Lakh applications are received in the NSP portal for the above-mentioned scholarship.

Furthermore, a housing subsidy scheme is provided by the government to aid workers in acquiring their own homes. Revised Integrated Housing Scheme (RIHS) - 2016 was introduced w.e.f. 22/03/2016 to provide subsidy of Rs. 1,50,000/- (per beneficiary) in three (03) instalments at 25:60:15 ratio i.e., Rs. 37,500/-, Rs. 90,000/- and Rs. 22,500/-respectively to Beedi Workers for construction of pucca houses. The scheme has been converged with PMAY and all Welfare Commissioner were directed on 25/09/2018 not to issue new sanction of 1st installment under RIHS and send the pending applications to the concerned Blocks/ULBs for sanction under Pradhan Mantri Awas Yojna (PMAY). Similarly, The Ministry of Labour and Employment has implemented the Skill Development Programme collaboration with National Skill Development Corporation (NSDC) and Ministry of Skill Development and Entrepreneurship (MoSDE), this initiative benefits beedi workers and their dependents in various skills to facilitate their transition to alternative livelihoods.



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INDRADHANUSH

SPECIAL EVENTS

Brainstorming Workshop on Gig and Platform Workers for Employers Organisations (August 07, 2023)

V.V Giri National Labour Institute, Noida, organised a brainstorming workshop on Gig and Platform workers for Employer's Organisations on 7th August 2023. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE, Inaugurated the workshop and led the brainstorming discussion. Ms. G. Madhumita Das, F.A., MoLE, delivered a special address. Dr Arvind, Director General, VVG NLI, welcomed the guests and participants. Representatives from Ola, Uber, Amazon, Policy Bazar.com, Urban Company, CII, ASSOCHAM, PHD CCI participated in the workshop. Senior officials from different verticals of the Ministry, Faculty Members, VVG NLI, and scholars from academia participated in the workshop.

The panelists for the first session were; Dr. Bornali Bhandari, Professor, National Council of Applied Economic Research (NCAER) India Centre, New Delhi, Dr. Sakshi Khurana, Senior Specialist, Skill Development Labour and Employment, NITI Aayog, Sri Nageswar, Senior Vice President (Group Industrial Relations) Simpson & Group Companies and EC,AIOE Chennai , Dr. Onkar Sharma, Deputy CLC, Ministry of Labour and Employment, Ms. Smriti Sharma, Public Policy (Operations), Amazon.

Ms. G. Madhumita Das, F.A., MoLE, chaired the second session on Way forward for ensuring social security to Gig and Platform workers. The moderator for the session was Dr. Dhanya M.B, Fellow, V.V. Giri National Labour Institute. Dr. Ellina Samantroy delivered the vote of thanks and coordinated the workshop.



Brainstorming Online Workshop on Gig and Platform Workers for Workers Organisations (August 14, 2023)

V.V. Giri National Labour Institute, Noida organised a Brainstorming Workshop on Gig and Platform Workers for Workers Organizations on 14th August, 2023. Dr. Arvind, Director General, VVG NLI, welcomed the guests and participants. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE inaugurated the workshop and led the brainstorming discussion. Ms G. Madhumita Das, F.A., Shri Kamal Kishore Soan, JS and Shri Amit Nirmal, DDG(E) were also present in the session. The panellists for the first session were; Dr. Bornali Bhandari, Professor, National Council of Applied



Economic Research (NCAER) India Centre, New Delhi, Dr. Sakshi Khurana, Senior Specialist, Skill Development Labour and Employment, NITI Aayog, Dr. Onkar Sharma, Welfare Commissioner, MoLE; Ms Aishwarya Raman, OMI Foundation; Mr Shaik Salauddin, National General Secretary, Telangana Gig & Platform Workers Union (TGPWU) and Mr Chandan Kumar, Working People's Charter Network. Shri Ramesh Krishnamurthi, , Additional Secretary, MoLE, chaired the second session on Way forward for ensuring social security to Gig and Platform workers. The moderator for the session was Dr. Ellina Samantroy, Fellow, V.V. Giri National Labour Institute. The workshop was attended by seventy participants from various backgrounds such as gig workers, trade union leaders, researchers, academicians, gig economy professionals and various government officials from the ministries. **Dr. Dhanya M.B.** Fellow, VVG NLI delivered the vote of thanks and coordinated the workshop.

PUBLICATION

E-rural Camp: An Introduction to Labour Codes and Gender Responsive Budgeting in India

NLI Research Studies Series No. 156/2023

In the rural economy, women play a vital role. Women spend the major part of their time in unpaid activities whereas the men spend the most of their time in paid activities. They are farmers, wage earners, and business owners. Indigenous women play a vital role as keepers of traditional knowledge, which is essential for their communities' livelihoods, resiliency, and culture. Women can contribute in a unique way to natural resource management.

Female labor force participation (FLFP) has remained lower than male LFP, women account for the majority of unpaid labour, and when women are employed in paid work, they are overrepresented in the informal sector and among the poor.

The report aims to uncover the underpinning status of women in agriculture. The goal of this study is to understand Gender and its inter-linkages with productive employment/ contribution to the economy, to discuss the legal framework promoting Gender Parity, to discuss the strategies required to combat gender discrimination in the world of work, and to discuss Labour codes and Gender Responsive Budgeting in India. The present study is an attempt to promote and implement a fair and equitable approach toward gender dimensions.

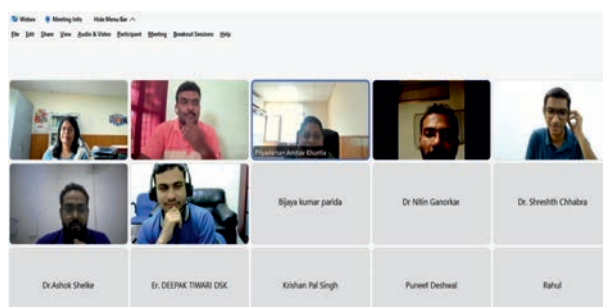


TRAINING PROGRAMMES

SPECIAL TRAINING PROGRAMME

Capacity Building Programme on Startups Regulations and Welfare Schemes (Online) (July 26-28, 2023)

The key objectives of the programme were to: (i) provide an overview of the labour regulations and welfare schemes related to the startup ecosystem; (ii) impart knowledge and information about the Labour laws/codes for startup entrepreneurship; (iii) understand central and state initiatives/policies for startup initiatives and (iv) exposure with the startup founders, to analyse labour market dynamics. The programme was attended by twenty-eight participants. **Dr. Dhanya MB**, Fellow was the Course Director.



LABOUR ADMINISTRATION PROGRAMMES (LAP)

Future of Work- Ensuring Decent Work and Protection in the Digital Gig Economy (July 05-07, 2023)

The key objectives of the programme were to: (i) understand and appreciate the major transformations in the world of work; (ii) sensitise participants on the employment and livelihood related impacts associated with the digital gig economy; (iii) understand the need for application of decent work standards in the digital gig economy; (iv) acquire knowledge on new forms of labour management practices to ensure decent digital work standards, (v) understand global best practices on decent working conditions for the workers in the digital gig economy. The programme was attended by eighteen participants. **Dr. Ruma Ghosh, Senior Fellow** was the Course Director.

Making Conciliation Effective (July 31-August 02, 2023)

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 analyse the provisions and the relevant case laws of industrial relations legislation pertaining to the conciliation process and (iv) develop behavioral skills necessary for effective conciliation. The programme was attended by twelve participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Code on Social Security, 2023 (August 03-04, 2023)

The key objectives of the programme were to: (i) discuss the key feature of social protection, international standards and global best practices; (ii) discuss the major objectives and features of the Code on Social Security, 2020; (iii) understand the various social security schemes under the code with reference organised and unorganized sector, the coverage and registration processes for each of the benefits; (iv) discuss the role of the different social security organisation/bodies to administer the social security schemes and penalty provisions for different offences; (v) understand the reforms/changes that have been made in the Code and how the reforms will address the issues of the workers and also impact the employers and their businesses. The programme was attended by twenty participants. **Dr. Ruma Ghosh, Senior Fellow** was the Course Director.

Employment and Wages: Special Reference to Code on Wages (August 08-10, 2023)

The key objectives of the programme were to: (i) provide an overview and key reform measures undertaken in the Code on Wages, 2019, contrasting them with provisions of the existing four wage-related regulations; (ii) provide

an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020; (iii) triangulate reform measures in Wage Code and Wage Rules with international standards and best practices; (iv) share possible Implications of the Wage Code and Wage Rules on workers and businesses; and (v) Stimulate exchange of views and experiences among participants. The programme was attended by twenty-six participants. **Dr. Dhanya MB**, Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Capacity Building Training Programme on Labour Codes and Rules for PSUs (July 03-07, 2023)

The key objectives of the programme were to: (i) provide an understanding of the need and context of new labour law codification; and (ii) discuss the broad scheme and key features of various Labour Codes and draft Central Rules. The programme was attended by fifteen participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Enhancing Work Proficiency (July 10-14, 2023)

The key objectives of the programme were to: (i) have familiarity with the changes and trends in Industrial relations; (ii) sharpen skills of leadership and managing finance; (iii) discuss the role of Trade Unions in the emerging economic political scenario and (iv) manage anger, time & stress. The programme was attended by fourteen participants. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



CAPACITY BUILDING PROGRAMMES (CBP)

Workshop on Labour Market Information for Better Implementation of Public Policies (July 03-07, 2023)

The key objectives of the workshop were to: (i) sensitize government functionaries/other professional agencies on better implementation of labour market policies of the government; (ii) enhance the understanding of the concepts and definitions related to labour market information in the international and national contexts; (iii) make them acquainted with the calculation of basic labour market indicators and also train the participants to analyse labour-market outcomes and policy impacts and (iv) analyse trends in the labour market with particular emphasis on wage determination, at national, Sectoral and occupational levels. The workshop was attended by sixteen participants. **Dr. Dhanya MB**, Fellow was the Course Director.

Training Programme on Enhancing Capacity in Preventing Sexual Harassment at the Workplace (July 11-13, 2023)

The key objectives of the programme were to: (i) discuss sexual harassment in the workplace and its interlinked ages with productive employment/ productive contribution to the economy; (ii) discuss the legal framework for addressing sexual harassment in the workplace; and (iii) discuss the strategies required to combat sexual harassment in the workplace. The programme was attended by twenty-six participants. **Dr Shashi Bala**, Senior Fellow was the Course Director.

Orientation Programme on Labour Development and Globalisation (July 11-14, 2023)

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

Leadership Development Programme for Trade Union Leaders (July 17-19, 2023)

The key objectives of the programme were to: (i) impart information about the legal protections under various labour legislations and strengthen their leadership skills; (ii) impart knowledge and information about the rural labour market in general and the status of workers in particular; (iii) enhance interpersonal communication, leadership skills and team building; and (iv) discuss the legal protections in various labour legislations. The programme was attended by twenty-one participants. **Dr Shashi Bala**, Senior Fellow was the Course Director.

Shram Saptaha Poshan Panchayats: Awareness Programme on Different Schemes of Ministry of Labour and Employment, Government of India (August 08-10, 2023)

The key objectives of the programme was to provide awareness of various programs & schemes pertaining to labour as mentioned: National Career Services (NCS); E-Shram; Universal Account Number UAN; Pradhan Mantri Shram Yogi Maan Dhan (PM- SYM); Atmanirbhar Bharat Rojgar Yojna (ABRY); Central sector Scheme for Rehabilitation of Bonded Labour; PENCiL e Portal; ShramSuvidha Portal; SAMADHAN PORTAL (Software Application for Monitoring, Disposal and Handling of Industrial Disputes). The programme was attended by nineteen participants. **Dr Shashi Bala**, Senior Fellow was the Course Director.

Orientation Programme on Skill Transformations and the Future of Workplace (August 14-18, 2023)

The key objectives of the programme were to: (i) understand world of work and the role of skill in decent employment; (ii) make the participants acquainted with various labour issues; (iii) discuss important issues related to skill and employment and (iv) enable participants to contribute in their academic and professional work. The programme was attended by twenty-four participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NEP)

Gender, Work and Social Protection for the North Eastern Region (July 03-07, 2023)

The key objectives of the programme were to: (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 special groups; (iv) address the issues of women's unpaid work and other domestic responsibilities in informing policies on social protection; (v) understand the different social protection programme/schemes and good practices that promote employment both at national and international levels; (vi) discuss the legislative provisions for women workers on social security and (vii) enable the participants to develop an understanding about the role of social protection in ensuring gender equality and agency building of women through a rights-based approach. The programme was attended by twenty-seven participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

Understanding Labour Codes and Rules (July 17-21, 2023)

The key objectives of the programme were: (i) to provide an understanding of the need and context of new labour law codification; and (ii) to discuss the broad scheme and key features of various Labour Codes and draft Central Rules. The programme was attended by twenty participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Social Security for Unorganised Workers (July 24-28, 2023)

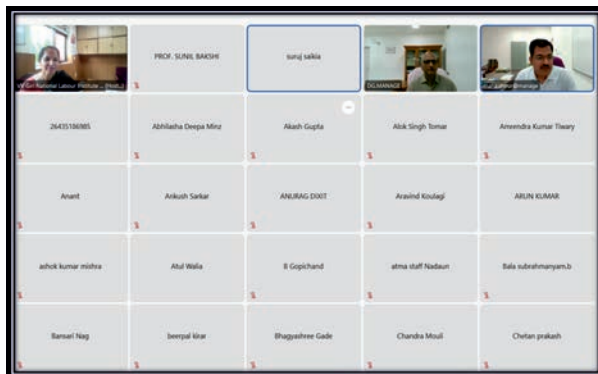
The key objectives of the programme were to: (i) acquire knowledge of labour codes; (ii) have an understanding of Social Security Code; (iii) to develop an insight into the social security benefits for unorganised workers and (iv) understand gaps in coverage of social security for unorganised workers and way forward. The programme was attended by thirteen participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

Gender Issues in Labour: A Behavioural Approach for North Eastern States (August 21-25, 2023)

The key objectives of the programmes were to: (i) enhance the capacity of the participants so that they could tackle gender-based injustice; (ii) orient the participants on laws pertaining to workers ; (iii) sensitize the participants about sexual harassment at the workplace; (iv) discuss gender discrimination in the world of work; and (v) provide awareness on Labour Codes. The programme was attended by twenty-seven participants. **Dr Shashi Bala**, Senior Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP) Labour Codes for Agricultural Workers (MANAGE) (July 18-20, 2023)

The key objectives of the programme were to: (i) provide awareness of labour codes; (ii) discuss the emerging trends in the future of work in the agriculture sector; (iii) discuss legal provisions for agricultural labourers from a gender perspective and (iv) discuss initiatives pertaining to agriculture sustainability. The programme was attended by fifty-nine participants. **Dr. Mahantesh Shirur, Deputy Director (Agricultural Extension) MANAGE & Dr. Shashi Bala, Senior Fellow, VVGNI** were the Course Directors.



INHOUSE TRAINING PROGRAMME

Administrative Training for Deputy Directors from ESIC (July 31-August 16, 2023)

The key objectives of the training were to: (i) equip Deputy Directors with the necessary leadership and management competencies (with respect to administration, accounts, etc.) required to effectively lead and oversee regional/joint directorate functions, (ii) develop a deeper understanding of ESIC administrative policies, procedures, and protocols to improve efficiency and effectiveness in managing day-to-day operations, (iii) build administrative and financial management skills to ensure better administration, budgeting and resource utilization, in compliance with ESIC guidelines and government regulations, and (iv) equip the participants with the knowledge and skills necessary to lead teams, make strategic decisions, and manage complex situations within the ESIC framework to serve people better. The programme was attended by thirty participants. **Dr. Manoj Jatav, Associate Fellow, was the Course Director.**



The programme was attended by thirty participants. **Dr. Manoj Jatav, Associate Fellow, was the Course Director.**

Two Week Training on Establishment, Accounts & Administration for DGMS Officials (August 21-September 01, 2023)

The key objectives of the programme were to: (i) acquaint the participants with different rules and regulations about the management and administration of the office; and (ii) strengthen behavioural skills. The programme was attended by twenty-seven participants. **Dr Shashi Bala, Senior Fellow** was the Course Director.



Mandatory Course for Deputy Director of ESIC (August 21-September 05, 2023)

The key objectives of the programme were to: (i) equip Deputy Directors with the necessary leadership and management competencies (with respect to administration, accounts, etc.) required to effectively lead and oversee regional/joint directorate functions, (ii) develop a deeper understanding of ESIC administrative policies, procedures, and protocols to improve efficiency and effectiveness in managing day-to-day operations, (iii) build administrative and financial management skills to ensure better administration, budgeting and resource utilization, in compliance with ESIC guidelines and government regulations, and (iv) equip the participants



with the knowledge and skills necessary to lead teams, make strategic decisions, and manage complex situations within the ESIC framework to serve people better. The programme was attended by sixteen participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Ruma Ghosh, Senior Fellow

- Participated in the 92nd Executive Council Meeting of the V.V. Giri National Labour Institute on July 28, 2023 at Ministry of Labour & Employment, New Delhi.
- Attended the meeting of the Selection Committee for the post of Programme Officer, V.V. Giri National Labour Institute on August 10, 2023 at Ministry of Labour & Employment, New Delhi.

Dr. Ellina Samantroy, Fellow

- Delivered a Session on Labour market Inequality: Gender dimensions in a Training Programme on 'Poverty and Inequality Estimation' organized by National Statistical Systems Training Academy (NSSTA) on July 12, 2023 at NSSTA, Greater Noida.
- Attended Evaluation-VVGNI meeting with IHD held on July 14, 2023 at VVGNI, Noida.
- Attended an online meeting of the BRICS research network on July 28, 2023 organised by BRICS research network, South Africa
- Attended an online meeting to discuss collaborative opportunities with ASSOCHAM on August 2, 2023
- Coordinated an online meeting with ILO, Geneva on ILO Research and VVGNI Cooperation on August 4, 2023
- Organised a RAG meeting regarding proposal presentation on Research Study Titled 'Vulnerability Mapping and Identification of Alternatively Livelihood for Beedi Workers in Telangana' on August 8, 23 at VVGNI, Noida
- Attended a meeting on Parliamentary committee on August 10, 2023 at Parliament House Annexe
- Discussant in the International Conference on 'Sustainable and Inclusive Urban Development in Global South: International Experiences and Future Strategies' Technical Session titled 'Gender and Urban Labour Market' on August 12, 2023 at the India International Centre (Kamaladevi Complex), New Delhi. organized by Institute for Human Development, New Delhi
- Attended a meeting of the Task Force for Improving female workforce participation in India as a Member and made a presentation on August 17, 2023 at Shram Shakti Bhawan, Ministry of Labour & Employment
- Participated in the workshop on 'Emerging Technology for Learning' on August 18, 2023 organised by VVGNI in collaboration with Wadhvani Foundation

Dr. Otojit Kshetrimayum, Fellow

- Attended the 10th Round of Young Professional Recruitment as a Panelist at National Institute for Career Service (NICS), Noida on 4 and 5 July, 2023.
- Delivered a lecture on 'Social Security System in India: Issues, Challenges & Way Forward' in the In-house Two-Week Training Programme on 'Poverty and Inequality Estimation' for ISS Probationers of 43rd [2021] batch at National Statistical Systems Training Academy (NSSTA), Greater Noida on July 11, 2023.

- Attended a training programme on ‘Emerging Technology for Learning and Technology’ on August 18, 2023 at VVGNNLI.
- Attended the ‘Brainstorming Workshop on Gig and Platform Workers for Employees’ Organisations’ on August 14, 2023 at VVGNNLI.
- Attended Two-Week Inter-Disciplinary Refresher Course on ‘Advanced Research Methodology’ from 22 August - 5 September, 2023 organised by Teaching Learning Centre, Ramanujan College, University of Delhi.

Dr. Dhanya M.B, Fellow

- Nominated to attend the Reconstituted Expert Group virtual meeting for Drafting Report of the Minimum Wages and National Floor Wage coordinated by SLEA, Ministry of Labour & Employment on July 4, 2023.
- Attended meeting to review the progress of works related to Gig and Platform Workers under the Chairpersonship of the Secretary, Ministry of Labour & Employment on August 8, 2023 at the Main Committee Room, Shram Shakti Bhawan, New Delhi
- Attended the event hosted by Hon'ble Labour & Employment Minister for successfully organising the G20 meetings (Employment Working Group (EWG) and Labour & Employment Ministers’ Meeting (LEMM)) under the Indian presidency on August 10, 2023 at Motilal Nehru Marg, New Delhi
- Attended virtual conference on sharing good practices and lessons learned in Apprenticeship from ADULT Project organised by ILO India on August 17, 2023.
- Suggestions provided on the employment scenario in India coordinated by the research team of the Member, Economic Advisory Council of Prime Minister in a virtual meeting on August 25, 2023
- Attended the South Asia GET AHEAD Trainers Certification Programme organised by the International Labour Organisation (ILO) from August 27 to September 1, 2023 in Kathmandu, Nepal.

Dr. Manoj Jatav, Fellow

- Delivered a lecture on ‘Basic Concepts and Indicators of Poverty Estimation’ in a training programme on ‘Poverty and Inequality Estimation’ of two-weeks duration from 3 to 14 July, 2023 at NSSTA, Greater Noida for 49 ISS probationers of 43rd [2021] batch.

Shri Amitav Khuntia, Associate Fellow

- Participated as an expert in the recruitment panel for 10th round of Young Professional Recruitment on July 5, 2023 at National Institute for Career Service (Ministry of Labour & Employment), Sector-62, Noida.
- Participated in the workshop on ‘Emerging Technology’ for learning organised by VVGNNLI in collaboration with Wadhvani Foundation on August 18, 2023

“स्वच्छ भारत अभियान”
“MISSION SWACHH BHARAT”



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Let us join hands to make Mission Swachh Bharat an iconic achievement through Jan Bhagidari

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

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