



इन्द्रधनुष Newsletter

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FROM THE DIRECTOR GENERAL'S DESK

Transforming Employment in India: A Decade of Progress

Employment is a cornerstone of economic growth, social stability, and individual prosperity. Over the past decade, India has made significant strides in employment through strategic government policies and initiatives. The country has embraced transformative changes that have positively impacted the labour market, fostering job creation and reducing unemployment.

India's demographic dividend, characterised by a large youth population, presents a unique opportunity for economic advancement. This youthful workforce drives innovation, productivity, and economic prosperity. Harnessing this advantage through investments in education, skill development, and job creation is crucial for realising India's aspirations for sustainable development.

The National Statistical Office (NSO) provides insights into India's employment landscape through the Periodic Labour Force Survey (PLFS). Since its inception in 2017, the PLFS has been aiding policymakers in formulating strategies aligned with the evolving needs of the labour market. The data from PLFS indicates that the Labour Force Participation Rate (LFPR) has shown an encouraging trend, with increases observed in both rural and urban areas. This rise, particularly in rural areas, can be attributed to improved job opportunities, increased access to education and training, and changing social attitudes towards women working outside the home. The participation of females in the labour force has notably increased, reflecting a positive shift towards gender equality in employment.

The employment rate has significantly improved, especially in rural areas. The rise in female employment rates has been remarkable, driven by factors such as increased investment in rural infrastructure and effective government policies aimed at employment generation and poverty reduction. In urban areas, the overall employment rate has also increased, with a notable rise in female employment, indicating better participation of women in the workforce.

The unemployment rate in India has consistently declined, from 6.0 percent in 2017-18 to 3.2 percent in 2022-23. This reduction is particularly significant in rural areas, where the rate fell from 5.3 percent to 2.4 percent. The decline in female unemployment rates further highlights the progress in improving employment opportunities for women.

Regular salaried employment has shown a positive trend, with the number of regular salaried persons increasing from 104.1 million in 2017-18 to 118.6 million in 2022-23. The government's efforts during the COVID-19 pandemic facilitated a rebound in regular salaried employment, reflecting the effectiveness of measures such as the ABRY and the MGNREGS in addressing job market challenges.

The entrepreneurial landscape in India has also seen a positive shift, with a significant increase in the number of self-employed individuals who provide jobs to others. Government initiatives like PMMY, Start-up India, and Stand-up India have been instrumental in promoting entrepreneurship, contributing to job creation and economic growth.

The decline in the NEET (Neither in Employment, Education, nor Training) population is another positive indicator of progress. Government initiatives aimed at enhancing vocational training, improving access to education, and facilitating employment opportunities have helped reduce the NEET rate, empowering more young people to engage in productive activities.

Government schemes and programmes have yielded positive results, with the employed population increasing from 455.3 million in 2017-18 to 567.9 million in 2022-23. The number of unemployed individuals has significantly decreased from 29.0 million to 18.5 million, showcasing the effectiveness of these initiatives in addressing economic challenges.

To summarise, India's employment landscape has undergone significant transformation over the past decade. The government's strategic policies and initiatives have played a crucial role in job creation, reducing unemployment, and fostering a dynamic labour market. As India continues to harness its demographic dividend, sustained efforts in education, skill development, and entrepreneurship will be key to achieving long-term economic growth and prosperity.



SPECIAL EVENTS

Workshop on Gender & Labour Issues (January 10, 2024)

V.V. Giri National Labour Institute organised One Day Workshop on Gender & Labour Issues for ISEC Participants ‘Official Statistics and Related Methodology’ (National Statistical Systems Training Academy-NSSTA) on 10th January, 2024 in the Institute. Fourteen Officers from different countries namely, Bangladesh, Botswana, Burundi, Cote d’Ivoire, Democratic Republic of Congo, Ethiopia, Fiji, Gambia, Kenya, Madagascar, Malawi, Myanmar, and Niger visited with Dr. J.S. Tomar, Director, NSSTA. Mr. P. Amitav Khuntia, Associate Fellow of VVGNI coordinated the workshop.



One Day Workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (February 14, 2024)

The workshop aimed at enhancing the understanding of strategies needed to combat sexual harassment in the workplace. The workshop was attended by 80 employees of V. V. Giri National Labour Institute, Noida. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

International Women’s Day 2024 (March 08, 2024)

To commemorate the International Women’s Day, 2024, the V.V. Giri National Labour Institute organised a workshop on the theme “Investing in Women: Inspiring Inclusion” on Friday, 08 March 2024. The workshop was inaugurated by Dr. Arvind, Director General, VVGNI. Shri B. S. Rawat, Senior Hindi Translator introduced the guest speakers. The Keynote address was delivered by Prof. Vivek Kumar, Professor, Centre for the Study of Social Systems, School of Social Sciences, JNU. Prof. Kumar reflected on Dr. B. R. Ambedkar’s contribution towards women empowerment. A special lecture was delivered by Mr. Charu Tiwari, Freelance Journalist. He spoke about the relevance of folk tradition towards women empowerment. The programme also included poetry recitation by Mr. P. Amitav Khuntia, Shri B. S. Rawat, Mrs. Manju Singh, Mrs. Nidhi Agarwal and Dr. Ellina Samantroy on the issues of gender equality. The vote of thanks was delivered by Dr. Ellina Samantroy, Fellow. The workshop was co-ordinated by Dr. Ellina Samantroy and Mr. B. S. Rawat.



International workshop on Work from Home: Designing flexible Working Hours (March 15, 2024)

The workshop aimed at enhancing the understanding of Work from Home: Designing Flexible Working Hours Policy. The workshop was attended by 41 participants representing NGO’s, Students, Representatives of Government offices, Employers’ representatives, Trade Union representatives. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



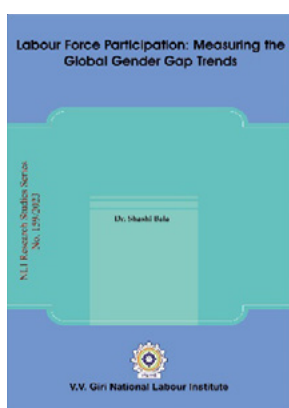
National Seminar on Labour Law Reforms and New Labour Codes in India: Issues and Challenges (March 20, 2024)

Dr. B. R. Ambedkar National Law University (DBRANLU), Sonapat in collaboration with the V. V. Giri National Labour Institute (VVGNI) organized a One-Day National Seminar on “Labour Law Reforms and New Labour Codes in India: Issues

and Challenges” on March 20, 2024 at its campus, Sonapat, Haryana. The seminar was inaugurated by the Hon’ble Vice Chancellor & Patron-in-Chief Prof. (Dr.) Archana Mishra. The Chief Guest for the occasion was Shri Ved Prakash Yajurvedi, Former Director General, VVGNI. Shri Pawan Kumar, Zonal Head (Northern Zone), Bhartiya Mazdoor Singh; Dr. Ellina Samantroy, Fellow, VVGNI; Shri Rahul Sharma, Advocate, Delhi High Court and Dr. Ramphool, Registrar, NLU were the guest speakers at the inaugural session. The vote of thanks was delivered by Dr. Balwinder Kaur, Director, Centre for Labour Studies, DBRANLU. Dr. Sanjay Upadhyaya, Senior Fellow, Dr. Ellina Samantroy, Fellow and Dr. Manoj Jatav, Fellow from VVGNI chaired different technical sessions in the seminar. 64 papers were presented in the seminar by scholars from university, practitioners, legal experts etc. An Abstract book was released by the dignitaries. Dr. Balwinder Kaur and Dr. Ellina Samantroy were the Editors-in-Chief of the book. The programme was coordinated by Dr. Ellina Samantroy from VVGNI and Dr. Balwinder Kaur from DBRANLU.



PUBLICATION



Labour Force Participation: Measuring the Global Gender Gap Trends NLI Research Studies Series No. 159/2023

The Indian constitution provides equal rights and benefits to men and women, as well as parallel procurement to raise the status of women in society, the rights and opportunities provided to women by the constitution are still far from being fully utilised by the majority of women. “The anti-female attitude and inequalities in society force women to revert to conventional value systems, such as taking on too much home responsibilities, which limits their ability to thrive. In the modern period, a number of other concerns, such as low literacy, unemployment, and poverty among women, are all too widespread in India due to societal gender disparities”.

The present study intends to contribute to the evaluation of policy and regulation efficacy at the national and international level, taking into account current welfare regimes and corresponding labour market disparities. It could enable in assisting the policymakers in comprehending the implications of gender disparities for framing affirmative assertive trickledown impact on the stakeholders.

TRAINING PROGRAMMES

LABOUR ADMINISTRATIVE PROGRAMMES (LAP)

Training of Trainers Programme on Labour Codes and Empowerment of Agriculture Workers for the officials of State Institute of Rural Development (February 26-28, 2024)

The programme aimed at strengthening the understanding of participants on labour codes and schemes for empowerment of the Agriculture workers. The programme was attended by 09 participants representing officials of State Institute of Rural Development (SIRD). **Dr. Shashi Bala**, Senior Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Fundamentals of Labour Codes and Rules (January 08-12, 2024)

The programme aimed at equipping the participants with the context of labour laws and labour codes and key features of these laws and codes. The programme was attended by 56 participants representing trade unions and management from various private & public sector organisations. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Behavioural skills for developing effective leadership (January 08-12, 2024)

The programme aimed at enhancing personal and collective skills needed for effective leadership by way of experiential learning for individual and group leadership. The programme was attended by 14 participants representing Officials and Plant level representatives of Trade Unions/ Associations/Federations from Government, Public and Private Sector Organisations. **Dr. Shashi Bala**, Senior Fellow was the Course Director.





Leadership Development Programme (January 29-31, 2024)

The programme aimed to equip participants with the skills to adapt their management style, effectively manage teams, and achieve success through interactive activities, role plays, and practical exercises using leadership models. The programme was attended by 34 participants representing women management personnel and representatives of trade unions/associations/federations from government, public and private sector organizations. **Dr. Dhanya MB**, Fellow was the Course Director.

Training Programme on Self-Development for Workers (February 05-09, 2024)

The programme aimed at enhancing the understanding of various aspects of human resource development and impart knowledge of self-development skills. The Programme was attended by 21 participants representing officials of the Indian Navy. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Training Programme on Leadership Development Programme for Women Officials (February 12-14, 2024)

The programme aimed at enhancing the enforcement competence and skills of Enforcement Officers about women employees. The programme was attended by 08 participants representing Officials and Plant level representatives of Trade Unions/ Associations/Federations from Government, Public and Private Sector Organisations. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Training Programme on Managing Work Effectively: A Behavioural Approach (February 12-16, 2024)

The programme aimed at developing a better understanding of various aspects of organizational culture and development and impart appropriate behavioural skills for enhancing the efficiency and productivity of the organization(s). The programme was attended by 10 participants representing Officials and Plant level representatives of Trade Unions/ Associations/Federations from Government, Public and Private Sector Organisations. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Training Programme on Laws related to Equality & Empowerment of Women (February 12-16, 2024)

The programme aimed at enhance the enforcement competence and skills of Enforcement Officers on women employees. The programme was attended by 12 participants representing Officials and Plant level representatives of Trade Unions/ Associations/Federations from Government, Public and Private Sector Organisations. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Fundamentals of Labour Laws and Labour Codes (March 18-20, 2024)

The programme aimed at equipping the participants with the context of labour legislation and Labour Codes and broad scheme and key features of these codes. The programme was attended by 10 participants representing trade unions/ associations/ federations, middle level officers of government and public sector and private sector undertakings. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Shram Saptaha Poshan Panchayats: Awareness Programme on Different Schemes of Ministry of Labour and Employment, Government of India (January 22-23, 2024)

The programme aimed at providing awareness of the schemes of the Ministry of Labour and Employment. The programme was attended by 13 participants representing panchayat and gram sabha members. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Training Programme on Empowerment of Beedi Workers (January 23-25, 2024)

The programme aimed at promoting empowerment of beedi workers in rural areas. The programme was attended by 14 participants representing Central Trade Union Leaders, Organisers of Beedi Workers; Officials of Welfare Commissioner. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Leadership Skills Development Programme for Construction Workers (January 29-31, 2024)

The programme aimed at empowering the various Stake-holders in the Building and Construction Sector. The programme was attended by 14 participants representing Central Trade Union Leaders from Construction and Building Industries. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Capacity Building Programme on Labour Codes for Domestic Workers (January 31-February 02, 2024)

The programme aimed at equipping the participants on Labour Codes for the Domestic workers. The programme was attended by 11 participants representing domestic workers. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Leadership Skills Development Programme for Unorganised Workers Organisers (February 06-09, 2024)

The programme aimed at enhancing the participants understanding and capacity to organize the workers for their effective participation in development process. The programme was attended by 14 participants representing trade union leaders, NGOs and government officials. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.



Leadership Skills Development Programme for Unorganised Workers Organisers with special reference to social security (February 06-09, 2024)

The programme aimed at enhancing the participants understanding and capacity to organize the workers for their effective participation in development process. The programme was attended by 14 participants representing Trade Union Leaders and Civil Society Activists. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Leadership Skills Development Programme for Unorganised Workers Organisers (February 06-09, 2024)

The programme aimed at enhancing the participants understanding and capacity to organize the workers for their effective participation in Development Process. The programme was attended by 08 participants representing Trade Union Leaders and Civil Society Activists. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Shram Saptaha Poshan Panchayats: Awareness Programme on Different Schemes of Ministry of Labour and Employment, Government of India (February 26–March 01, 2024)

The programme aimed at providing awareness of the schemes of the Ministry of Labour and Employment. The programme was attended by 23 participants representing Panchayat and Gram Sabha Members. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Skill Development for Youth Employability and Entrepreneurship (February 26–March 01, 2024)

The programme aimed at acquainting the young participants with the knowledge, importance and prospects of skill development in enhancing employability and entrepreneurship of youth. The programme was attended by 27 participants representing master degree students and faculties from various universities. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



Training Programme on Leadership Development (BMS) (March 04-08, 2024)

The programme aimed at strengthening the competence and leadership of trade union leaders. The programme was attended by 22 participants primarily representing Bhartiya Mazdoor Sangh. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.



Orientation Training Programme on Social Security and Labour Codes (March 12-15, 2024)

The programme aimed at enhancing the participants understanding and capacity to organize the workers for their effective participation in Development Process. The programme was attended by 16 participants representing trade union leaders, civil society activists and PRI officials. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Leadership Development Programme on Labour Codes (March 12-15, 2024)

The programme aimed at familiarizing young students with various Labour Issues and their capacities to contribute in their academic and professional pursuits. The programme was attended by 14 participants representing Government Officials, Researchers and Students currently pursuing M.A. in Social Sciences, Trade Union and Civil Society Activists. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.



Social Security for All-Ensuring Decent Work and Protection (March 19-21, 2024)

The programme aimed at sensitizing the participants about the changing nature of employment, the inequalities arising out of these changes and the need for social protection. The programme was attended by 22 participants representing Central Trade Unions. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.

Training of Trainers Programme for Rural Educators (March 20-22, 2024)

The programme aimed at empowering Rural Organizers from Trade Unions. The programme was attended by 23 participants representing Rural Labour leaders sponsored by Trade Unions. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.



Training of Trainer programme on Enhancing Capacity in Preventing Sexual Harassment at the Workplace (March 26–28, 2024)

The programme aimed at enhancing the understanding of strategies needed to combat sexual harassment in the workplace. The programme was attended by 13 participants representing Officials Handling Sexual Harassment Internal Complain Committees (ICC), Officials from Administration/HR, Women Employees, and Trade Union Leaders. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Leadership Skill Development for Unorganised Sector (March 26-28, 2024)

The programme aimed at enhancing the participants understanding and capacity to organize the workers for their effective participation in Development Process. The programme was attended by 22 participants representing trade union leaders and civil society activists. **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

Capacity Building Programme for Anubandhit Vidyut Karmchari Sangh (BMS), Haryana (March 27-29, 2024)

The programme was attended by 41 participants representing Anubandhit Vidyut Karmchari Sangh (BMS). **Mr. Nagesh Nitla**, Programme Officer was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Course on Qualitative Methods in Labour Research (Online) (March 11-15, 2024)

The programme aimed at developing the capacities of young research scholars in the area of qualitative research. The programme was attended by 21 participants representing research scholars from different universities. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.

NORTH-EASTERN STATES PROGRAMMES (NEP)



Social Protection and Livelihood Security for North-Eastern States (March 18-22, 2024)

The programme aimed at enhancing social protection and livelihood security in the North-Eastern states. The programme was attended by 36 participants representing Government officials, Trade Unions, NGOs and Researchers. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

INTERNATIONAL TRAINING PROGRAMMES (ITP)

International Labour Standards and Promotion of Gender Equality at the Workplace (January 15-February 02, 2024)

The programme aimed to sensitize the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. The programme was attended by 27 participants representing officials dealing with gender issues, human resource, administration, researchers from government departments, public departments, educational institutions etc. and others from different line Ministries, Policy makers, professionals from public, private and non-profit agencies who have an interest advancing gender equality in the world of work, International development agencies committed to work on the issue of gender, Civil society representatives working on gender issues and Employers and workers representatives.. **Dr. Ellina Samantroy**, Fellow was the Course Director.



International Training Programme on Future of Work - Towards Decent Work in the Digital Gig Economy (February 05-23, 2024)

The programme aimed at enhancing the understanding and capabilities of social partners to ensure decent work standards in the Digital Gig Economy. The programme was attended by 23 participants representing middle and senior level officials. **Dr. Ruma Ghosh**, Senior Fellow was the Course Director.

Enhancing Productivity through improving work culture (March 04-22, 2024)

The programme aimed at understanding the significance of Improving work culture and enhancing employee happiness for the productivity of the organizations. The programme was attended by 29 participants representing Officials from



Government Departments, Institutions, Representatives from Employee/ Employers' organizations, Officials from the industrial and service sectors, and other officials connected with Administrative Work etc. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)

Orientation programme on Responsible Business Practices (January 16-19, 2024)

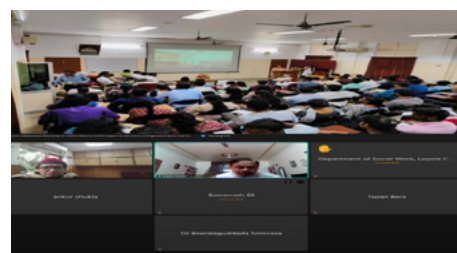
The programme aimed at equipping the participants with skills and knowledge on various labour laws pertaining to safety and well-being of workers and to effectively prevent and address forced labour and child labour practices in the supply chains. The programme was attended by 14 participants representing Trade Unions, NGOs, Government Officials, Labour Officers, Researchers, CWCs, Police Personnels etc. **Dr. Manoj Jatav**, Fellow was the Course Director.



COLLABORATIVE TRAINING PROGRAMME (CTP)

National Collaborative Workshop on Labour Reforms and its Impact on the Future of Organized Labour and Social Security Measures in India (Loyala College) (Hybrid) (January 22-23 2024)

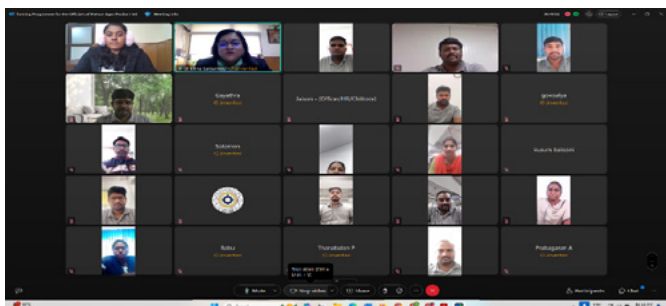
The programme aimed at discussing the recent labour law reforms effected by the center and the states and its impact on the workers / Trade Unions, Employers and various Stakeholders. The programme was attended by 292 students. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



INHOUSE TRAINING PROGRAMME

Training Programme for the Officials of Hatsun Agro Product Ltd. (Online) (January 03-04, 2024)

The programme aimed at enhancing the understanding of the participants on the process of labour reforms in India. The programme was attended by 29 participants representing officials of Hatsun Agro Product Ltd. **Dr. Ellina Samantroy**, Fellow was the Course Director.



Training programme for promotion of JE (ESIC) (January 03-18, 2024)

The programme aimed at acquiring the necessary skills, knowledge, and attributes to perform the job effectively and contribute to the organization's mission. The programme was attended by 31 junior engineers (Civil) of the Employees' State Insurance Corporation (ESIC). **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Training Programme on Pay Fixation & Pensionary Entitlements (Navy) (January 15-19, 2024)

The programme aimed at ensuring that personnel involved in finance and administrative roles, are well-versed in the processes related to pay fixation and pension benefits. The programme was attended by 27 participants representing officials of Indian Navy. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

Training Programme on Soft Skills for DGFASLI Officers (January 29-February 02, 2024)

The programme aimed at building capacity on soft skills of the participants. The programme was attended by 17 participants representing Directors, Deputy Directors and Assistant Directors of DGFASLI. Dr. Ruma Ghosh, Senior Fellow was the Course Director.



Training Programme on Disciplinary Proceedings (February 05-09, 2024)

The programme aimed at enhancing the skills of the officials involved in Disciplinary proceedings. The programme was attended by 29 participants representing officials of Indian Navy. Dr. Shashi Bala, Senior Fellow was the Course Director.



Training Programme on Handling of CAT Cases (Indian Navy) (February 12-16, 2024)

The programme aimed at enhancing the skills of the officials involved in Handling CAT Cases. The programme was attended by 29 participants representing officials of Indian Navy. Dr. Shashi Bala, Senior Fellow was the Course Director.



Soft Skills (DGMS) (February 19-23, 2024)

The programme aimed at enhancing soft skills for better performance in the workplace. The programme was attended by 21 participants representing government officials. Dr. Otojit Kshetrimayum, Fellow was the Course Director.



Administrative training programme “Mandatory level “A” training of Deputy Director (Adhoc) Assistant Director/Manager Grade -I /Section Officer for promotion of the post of Deputy Director on regular basis (26 February-18 March, 2024)

The programme aimed at equipping the participants with a thorough understanding of international and national social security frameworks, administrative and financial matters, relevant rules and regulations, and best practices to effectively address challenges and perform their roles as office heads and DDOs with enhanced proficiency. The programme was attended by 25 participants representing Deputy Director (Adhoc) from ESIC. Dr. Otojit Kshetrimayum, Fellow and Dr. Manoj Jatav, Fellow were the Course Directors.



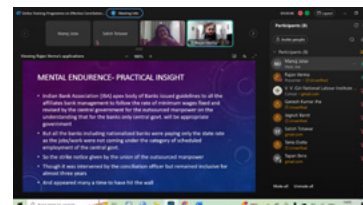
THEMATIC TRAINING PROGRAMME (TTP)

Role and Function of Quasi- Judicial Authorities (January 02-03, 2024)

The programme aimed at strengthening competence of the participants for discharging quasi-judicial role. The programme was attended by 14 participants representing various State Labour Departments. Dr. Sanjay Upadhyaya, Senior Fellow was the Course Director.

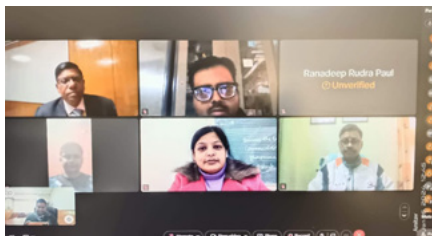
Effective Conciliation for Dispute Resolution (January 08-09, 2024)

The programme aimed at acquainting the officers with the knowledge of contemporary industrial relations scenario and nature of issues and behavioural skills required for effective conciliation. The programme was attended by 12 participants representing Labour Officers. **Dr. Manoj Jatav**, Fellow was the Course Director.



How to Conduct Departmental Enquiry (January 15-16, 2024)

The programme aimed at equipping participants with the skills to conduct departmental inquiries effectively. The programme was attended by 21 participants representing government officials. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.



Social Media Management (Online) (January 15-16, 2024)

The programme aimed to empower participants with a thorough grasp of social media principles, tools & techniques and best practices, enabling them to skilfully devise, implement, and assess effective strategies. The programme was attended by 25 participants representing young professionals from government, corporate & media sectors, scholars & faculties from universities. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Online Evaluation of training (February 05-06, 2024)

The programme aimed to equip participants with a thorough understanding of training evaluation methodologies, techniques, and best practices. The programme was attended by 06 participants representing government and private training institutes in India. **Dr. Dhanya MB**, Fellow was the Course Director.

Training programme on Improving Negotiation Skills (February 20-21, 2024)

The programme aimed at empowering participants with the ability to navigate complex negotiation situations with confidence, professionalism and strategic thinking. The programme was attended by 33 participants representing Central Trade Union Leaders and NGOs. **Dr. Shashi Bala**, Senior Fellow was the Course Director.



Training Programme on Presentation Skills (March 05-07, 2024)

The programme aimed to empower participants with the knowledge, techniques and confidence required to create and deliver impactful presentations. The programme was attended by 27 participants representing Central Trade Unions, Skill Development Institutes and NGOs. **Dr. Ellina Samantroy**, Fellow was the Course Director.

Training Programme on Office procedure, Noting and Drafting (Online) (March 26-28, 2024)

The programme aimed at equipping the participants with knowledge and skills related to Office Procedure, Noting & Drafting. The programme was attended by 17 employees of V. V. Giri National Labour Institute, Noida. **Dr. Shashi Bala**, Senior Fellow was the Course Director.

STUDY VISIT

Study Tour of Yashwantrao Chavan School of Social Work Shivaji University, Kolhapur, Maharashtra (20 February 2024)

The visit aimed at providing awareness on the activities of VVGNNLI. The visit was attended by 06 participants representing Student of the Yashwantrao Chavan School of Social Work Shivaji University, Kolhapur (Maharashtra). **Dr. Shashi Bala**, Senior Fellow was the Course Director.



VVGNNLI-ILO 3 Day Workshop on Towards a Framework for strengthening social protection system (Sri Lanka delegation 'study visit) (March 13-15, 2024)

The visit aimed at understanding the models for strengthening the social protection system in Sri Lanka. The visit was attended by 08 international delegates. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Ruma Ghosh, Senior Fellow

- Delivered Online lecture on 'Understanding Various Social Security Schemes for Organised and Unorganised Workers under the Social Security Code – 2020' in the Programme on Social Security Code - 2020 organised by Mahatma Gandhi Labour Institute, Ahmedabad on March 18, 2024.
- Panelist in the Session on 'Innovation for Social Protection and Financial Inclusion in India's Platform Economy' at the National Dialogue: Social Protection and Sustainable Welfare in the Platform Economy organised by OMI Foundation at Tamarind, India Habitat Centre, Delhi, on March 20, 2024.
- Coordinated the signing of MoU between VVGNLI and National Law University Delhi at National Law University, Delhi on March 27, 2024.
- Panelist in the Session on 'Social Protection for Gig Workers: Best Practices' at the Panel Discussion on 'Level Playing Field for Gig Workers: Law and Policy Discourse' organised V.V. Giri National Labour Institute, NOIDA and National Law University, Delhi on March 27, 2024 at National Law University Delhi.
- Panelist in the Technical Session on 'Labour Law Enforcement: Social Security Law, Policies- Employment Injury, Maternity Benefits, Medical Benefits, Provident Funds, Unemployment Benefits, Universal Social Security Coverage, etc.' in the International Webinar on Labour Law Enforcement: Challenges and Remedies, March 30, 2024.



Dr. Ellina Samantroy, Fellow

- Attended meeting of the Task Force for Improving Female Workforce Participation in India on January 3, 2024 at Ministry of Labour and Employment, New Delhi
- Panelist in a conference on 'Prevention of Violence & Harassment through Occupational Safety & Health in the World of Work' held on January 23, 2024 organized by ILO, Geneva.
- Delivered an online lecture on 'Capturing Women's Paid and Unpaid Work through Time Use Surveys' on February 12, 2024 organised by Omeo Kumar Das Institute of Social Change and Development (OKDISCD), Guwahati, Assam.
- Attended the 6th meeting of the Task Force for Improving Female Workforce Participation in India on March 4, 2024 at Main Committee Room, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi.
- Invited Speaker in a workshop titled 'Empowering Women through DDAY-NRLM: Innovations in SHG-led Interventions leading to Sustainable Development on the occasion of International Women's Day on March 8, 2024 organized by the Centre for the Study of Social Exclusion and Inclusive Policy, Jawaharlal Nehru University, New Delhi.
- Speaker in a One Day National Seminar on 'Labour Law Reforms and New Labour Codes in India: Issues and Challenges' on March 20, 2024 at Dr. B. R. Ambedkar National Law University, Sonapat, Haryana.
- Invited speaker in the 'Technical session on Growth and Employment' and presented on 'Uncovering Unpaid and Care work through Time Use Surveys: Implications for Policy' on March 29, 2024 at the 64th Annual Conference of the Indian Society of Labour Economics organized by Indian Society of Labour Economics at University of Hyderabad during March 29-31, 2024 in Hyderabad.
- Discussant in a 'Technical Session on Care Economy and the Labour Market' on March 30, 2024 at the 64th Annual Conference of the Indian Society of Labour Economics organized by Indian Society of Labour Economics at University of Hyderabad during March 29-31, 2024 in Hyderabad.



Dr. Dhanya M.B, Fellow

- Invited Speaker on 'Changing world of work: Macroeconomic view' in the National Conference on Recent Trends in Economics at VTM NSS college, Thiruvananthapuram on February 13, 2024.

- Moderated the session on Fundamental Rights at Workplace NLI MEET 2024 in the International Program on Future of Work in the Digital Gig Economy on February 22, 2024 at VVGNNLI.
- Panel speaker at the launch of a survey report on gig workers by Janpahal at Constitution Club, New Delhi on March 7, 2024.
- Attended and delivered a session on the gig economy and social security in the VVGNNLI- ILO three-day workshop on “Towards a Framework for Strengthening Social Protection System for Sri Lankan delegates from March 13-15, 2024.
- Attended Meeting and discussed the Gig and Platform employment issues with ILO Expert and team on March 14, 2024 at VVGNNLI.
- Panelist on ‘Sustainable Social Protection in India’s Platform Economy’ in the conference on ‘National Dialogue: Social Protection & Sustainable Welfare in the Platform Economy’ organized by IOM at Tamarind Hall, India Habitat Centre, New Delhi on March 20, 2024.
- Panelist on ‘Economics of Platform Economy and its Influence in Labour Market’ in the Panel Discussion on “Level Playing Field For Gig Workers: Law And Policy Discourse” at the National Law University, Delhi on March 27, 2024.

Dr. Otojit Kshetrimayum, Fellow

- Attended the international conference on ‘Advancing Human Development in Global South’ organised by Institute for Human Development (IHD) in partnership with NITI Aayog and Research and Information System for Developing Countries (RIS) on January 12, 2024 at India International Centre, New Delhi.
- Delivered lectures on ‘Employment and Unemployment Scenario of India’ and ‘Labour Market Policies and their Effectiveness’ in the Training Programme organised by National Institute for Career Service on February 13, 2024.
- Attended as jury member of the National HR Case Competition organised by Indian Institute of Foreign Trade, New Delhi on February 16, 2024.
- Delivered a lecture on ‘How to Conduct an Evaluation Study and Impact Assessment’ in the Five-Day Workshop on Research Methodology for Capacity Building of the Research Personnel of the State Tribal Research Institutes organised by National Tribal Research Institute, New Delhi on February 28, 2024.



Shri Amitav Khuntia, Associate Fellow

- Delivered two online Sessions on ‘The Role of Research & Training Institutions for Capacity & Career Building: The Case of V.V Giri National Labour Institute’ & ‘Research & Training Techniques in the field of Employment Services’ in the training programme on Duties & Responsibilities for the Promotional Post to Director of Employment (DGE) on February 15, 2024 conducted by NICS.
- Participated and spoke in the workshop on ‘Investing in Women: Inspiring Inclusion’ on Friday, March 8, 2024 to commemorate the International Women’s Day, 2024. Also recited poetry on this occasion in the institute.

SPECIAL ACHIEVEMENTS

VVGNNLI CRICKET MATCH (21 March, 2024)

A cricket match between Faculty XI and Administration XI was organised at the institute on March 21, 2024. Dr. Arvind, Director General of the institute inaugurated the event and also distributed trophies and medals to the teams.



MEDIA GALLERY

