



# V. V. Giri National Labour Institute

## इन्द्रधनुष Indradhanush

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

Volume I

Number 3

March-April, 2010

**I**nternational Women's Day is celebrated throughout the world on March 8 to mark empowerment of women. The day was officially recognized by the United Nations during the International Women's Year in 1975. Since then, all the countries across the globe celebrate the day reviewing the status of women who constitute half of the human race. Today, the contribution of women in the progress of human civilization is in no way less than their male counterparts. Their tireless efforts and works have been sustaining the human civilization. They have been making their contribution silently and steadily for the development of agriculture, commerce, trade and other economic activities. However, despite their contributions, their status as compared to men has remained much to be desired. As workers, they are low-paid, unorganized, devoid of social securities and often propertyless. Age-old customs and traditions, socio-economic policies and political structure do not allow them to be rightfully remunerated and recognized.

In order to alleviate this situation of women in general, and women labour in particular, the national and international bodies, from time to time, have taken up a number of steps and announced a plethora of programmes and schemes to empower women workers.

In India, the country's Constitution envisages protection for women along with legislative safeguards under various laws enacted from time to time. Planning Commission has also been giving special attention to women's development and empowerment. In addition, the Government has been constituting and appointing Commissions and Committees to study and examine the conditions of women.

International bodies like the UN,

Organisation, UNICEF, ILO, etc. have also been promoting and safeguarding women's interests through various conventions. The main purpose of these efforts is to uplift the status of women in the society.

The Institute, realizing the issue relating to women's development, has set up a Centre for Gender and Labour. The Centre is devoted to organizing training and education programmes for enhancement of status of women. Under this centre, research projects are also undertaken focusing on gender and related issues. The Institute also organizes international programmes for the development of women for the participants of different countries. In addition, the centre is visualized to act as an apex repository of documents and data on women labour and as an interactive forum for experts and activists in the field to enhance the understanding of gender and women labour issues. On this day, we should make all out efforts to alleviate the socio-economic insecurities encountered by women and to ensure gender equality in the world of work. This will justify celebration of International Women's Day.

**V.P. Yajurvedi**





## VIIIth International Conference on Labour History : Expanding the Frontiers of labour History

**E**ighth International Conference of Labour History was organised jointly by the Association of Indian Labour Historians (AILH) and the V.V. Giri National Labour Institute (VVGNI) during March 18-20, 2010 at the Institute's Campus.

The conference deliberated in detail the need to study the multiple linkages between forms of labour; laboring identities and laboring spaces. The reconceptualisation of heterogeneous labour necessitates drawing on conceptual resources of other fields of research: on space and geography, on forests and agriculture, on transport and communications, on crime, law and war, on migration, disease and medicine and many other histories and see them in their inter-



*Prof. Ian Kerr, an eminent Labour Historian making a presentation in the conference.*

connection with histories of labour. The conference was organised around two main rubrics: i) Spatial histories of labour; and ii) Linked histories.

The Conference was attended by nearly 100 Scholars from 15 countries specializing on different aspects of labour history. ■

### Collaborative Workshop for Discussion and Development of a Training Strategy for Labour Inspectors in India, 9-10 March, 2010

As a part of the project on 'Strengthening Labour Inspection Systems', a workshop on Development of a Training Strategy for Labour Inspectors in India was organized by ILO in collaboration of V.V. Giri National Labour Institute during March 9-10, 2010 at V.V. Giri National Labour Institute.

**Ms. Daniela Bertino Papandrea**, Manager, Social Dialogue Programme, ITC, Turin presided over the inaugural session and **Shri V.P. Yajurvedi**, Director of V.V. Giri National Labour Institute delivered the Inaugural Address.

## Memorandum of Understanding between the V.V. Giri National Labour Institute and the Association of Indian Labour Historians

**T**he MoU between the V.V. Giri National Labour Institute and the Association of Indian Labour Historians regarding the Integrated Labour History Research Programme and Archives of Indian Labour at the V.V. Giri National Labour Institute and undertaking and promoting research on labour history was renewed for a further period of five years. The new MoU was signed on March 18, 2010 by **Shri V.P. Yajurvedi**, Director, V.V. Giri National Labour Institute and **Prof. Sabyasachi Bhattacharya**, President, Association of Indian Labour Historians. The key objectives of the MoU are:

1. To acquire, preserve and make accessible documents pertaining to Indian labour;
2. To initiate, promote and support research on labour history with special emphasis on hitherto neglected areas such as informal sector labour history, oral history of labour movement and workers lives;
3. To prepare an inventory of material relating to Indian labour history in major institutional collections, depositories, and archives in India and in other countries with a view to compiling a guide for labour history researchers;
4. To acquire Research Publications on Indian Labour History and unpublished Ph. D thesis at universities in India and abroad (in microfilm or microfiche form);



*Prof. Sabyasachi Bhattacharya, President, Association of Indian Labour Historians and Shri V.P. Yajurvedi, Director of V.V.G.N.L.I., exchanging MoU.*

5. To undertake the publications of guides to Labour History sources, hold public exhibitions of materials collected and act as a data bank in respect of provenance and nature of research material in depositories other than the proposed labour history Archives;
6. To enter into exchange and international collaboration with reputed academic organizations, archives, and libraries abroad; and
7. To organise seminars and colloquiums, publish original research as well as research based on sources collected at the Archives for wider dissemination. ■



## CONSULTATIVE COMMITTEE MEETING

A meeting of the Consultative Committee attached to the Ministry of Labour & Employment was held under the Chairmanship of **Shri Mallikarjun Kharge**, Hon'ble Minister for Labour and Employment on 28.04.2010 at 6.00 p.m. in the Committee Room 'C', Parliament House Annexe, New Delhi. The Agenda for discussion was "Functioning of V.V. Giri National Labour Institute".

At the outset, Chairman extended a warm welcome to all the Members of the Committee. He noted that the V.V. Giri National Labour Institute, an autonomous institution under the Ministry of Labour & Employment, has emerged as a premier institution dedicated to research, training, education, consultancy and publications on diverse concerns pertaining to labour and employment. He said that the role and relevance of V.V. Giri National Labour Institute has assumed greater significance due to rapid transformations taking place in the world of labour. He expressed satisfaction that the Institute has diversified and expanded its professional activities to respond to the emerging requirements particularly in the area of research and training. He noted that research activities being undertaken by the Institute are providing significant policy perspectives. He noted that the training interventions of the Institute are meeting the emerging requirements of both organized and unorganized sectors. He complimented the Institute for setting up a unique digital archive of labour which is aimed at highlighting the role of labour in shaping modern India. He also expressed satisfaction for the

different initiatives taken by the Institute to network with leading international and national institutions and organizations. He desired that the Institute should continue to sustain its momentum in all the professional activities and also ensure high degree of professionalism and quality in all these endeavours.

Thereafter, **Shri P.C. Chaturvedi**, Secretary, Labour & Employment presented the agenda of the meeting.

The meeting was attended by **Shri Gurudas Dasgupta**, Hon'ble M.P., Lok Sabha; **Shri Danapal Venugopal**, Hon'ble M.P., Lok Sabha; **Shri Badri Ram Jakhar**, Hon'ble M.P., Lok Sabha; **Shri N. Peethambara Kurup**, Hon'ble M.P., Lok Sabha; **Shri R.K. Singh Patel**, Hon'ble M.P., Lok Sabha; **Shri Ram Sunder Das**, Hon'ble M.P., Lok Sabha; **Shri Anand Rao Vithoba Adsul**, Hon'ble M.P., Lok Sabha; **Shri Mohammed Amin**, Hon'ble MP, Rajya Sabha; and **Shri Shriram Pal**, Hon'ble MP, Rajya Sabha.

In addition, the meeting was also attended by **Shri Harish Rawat**, the Hon'ble Minister of State for Labour and Employment, **Shri P.C. Chaturvedi**, Secretary, Ministry of Labour and Employment, **Shri S.K. Srivastava**, Additional Secretary, Ministry of Labour and Employment, **Shri A.C. Pandey**, Joint Secretary, Ministry of Labour and Employment, **Shri S.K. Dev Verman**, Joint Secretary, Ministry of Labour and Employment and **Shri V.P. Yajurvedi**, Director, V.V. Giri National Labour Institute. ■

## WORKSHOP ON UNORGANIZED WORKERS IN INDIA

(MARCH 26, 2010)

The workshop was inaugurated by **Shri V.P. Yajurvedi**, Director of the Institute. In his inaugural address, Shri Yajurvedi said that the labour force in the country was constituted by the overwhelming majority of unorganized workers. As per the estimates of the NSSO in 2004-05, out of the total labour force in the country, 6 per cent were employed in the formal sector, while 94 per cent are employed in informal sector. He further mentioned that the workers of the unorganized sector were most vulnerable, as they eked out their livelihood from various occupations and activities. For them, neither any occupation nor any employment was permanent. The unorganized sector, which represents 94 percent of the total workforce, is also bedeviled with several predicaments, such as low wage, lack of union and bargaining power, absence of social security, incidence of child labour, lack of awareness about development programmes and schemes.

Underscoring the need of the workshop, he said that the present effort was just a beginning towards evolving methods and measures for the development of the unorganized workers.

The workshop was attended by eminent delegates, namely, **Mr. R.A. Mittal**, **Mr. Dipanjan Chakraborty**,

**Dr. Mridula Sharma**, **Dr. Manju Rudola Dhoundiyal**, **Dr. Sunil Bakshi**, **Mr. Swadesh Deb Roye**, **Mr. Kailash Chandra Pande**, **Ms. Seema Diwedi Mishra**, **Mr. R.S. Mathur**, **Mr. S.N. Thakur**, **Dr. V.S. Khatana**, **Mr. R.K.A. Subrahmanya**, **Dr. Rangan Dutta**, **Mr. V.S. Nirmal**, **Ms. Poonam Bhatt** and others.

The workshop was coordinated jointly by **Dr. Poonam S. Chauhan**, Fellow and **Dr. M.M. Rehman**, Senior Fellow. **Dr. Onkar Sharma**, Assistant Labour Welfare Commissioner (C) moderated the workshop. ■

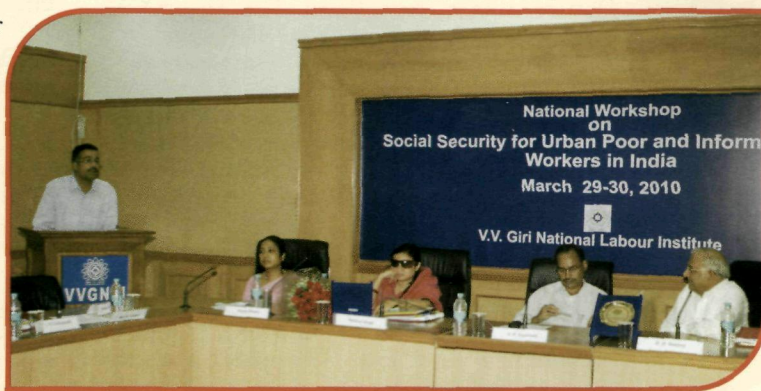


A View of the Participants



## NATIONAL WORKSHOP ON SOCIAL SECURITY FOR URBAN POOR AND INFORMAL SECTOR WORKERS IN INDIA (MARCH 29-30, 2010)

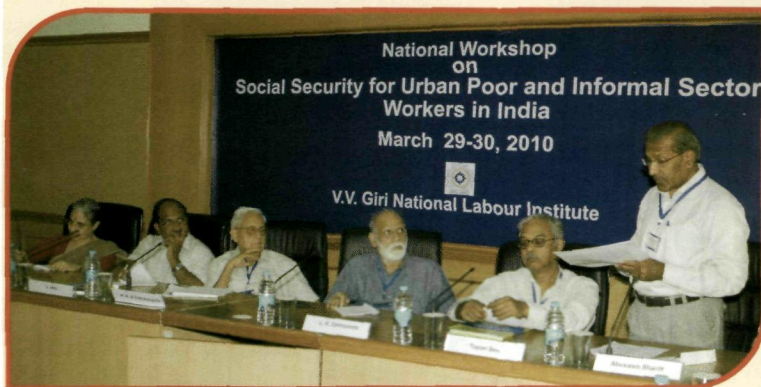
The National Workshop on “Social Security for Urban Poor and Informal Sector Workers in India” was organised jointly by the V. V. Giri National Labour Institute (VVGNI), Noida and the Ministry of Housing and Urban Poverty Alleviation (MoHUPA), Government of India, during 29-30 March, 2010. Nearly 60 participants drawn from Government, Academia, Voluntary Organisations, Trade Unions and Multilateral Organisations participated in the workshop. Around 25 presentations were made on Urban Poverty and Informal Sector Workers as well as on various aspects of social security schemes meant for the urban poor. The inaugural session was chaired by **Shri V. P. Yajurvedi**, Director, VVGNI and the keynote address was delivered by **Prof. L. K. Deshpande**, former Director, Bombay School of Economics, Mumbai University.



*A View of Valedictory Session*

sessions covered important issues such as: (1) Macro Dimensions of Urban Poverty and Informal Economy Workers, (2) Access of Urban Poor to Health, Housing and Food, (3) Self-Help Groups and Micro-Entrepreneurship, (4) Regional and Sectoral Dimensions of Urban Social Security, (5) Social Security and Vulnerable Workers, (6) Government Interventions and Social Security. There were a total of twenty five papers from participants who came from different parts of the country. Further, a panel discussion on ‘Social Security Policies for Urban Poor and Informal Sector Workers: Way Ahead’, was also organised. The distinguished panelists representing academia, trade union and civil society were **Prof. L.K. Deshpande**, former Director, Bombay School of Economics, Mumbai University; **Prof. Abusaleh Sharif**, Member, Telengana Committee; **Shri Tapan Sen**, General Secretary, CITU; **Smt. Renana Jhabwala**, Chairperson, SEWA Bharat; and **Dr. J. John**, Executive Director, Centre for Education and Communication, New Delhi.

**Dr. P.D. Shenoy**, Former Labour Secretary, Govt. of India was the Chief Guest of the valedictory session. In his address, he referred to the range of people below the poverty line and how the estimates were widely varied. He referred to Kerala for its implementation of different social security schemes covering the urban poor and informal sector workers. A vote of thanks was given by **Dr. Ruma Ghosh**, Fellow and **Shri Anoop K. Satpathy**, Associate Fellow. The workshop ended with a positive note and comprehensive understanding on the issue of social security for the urban poor and informal sector workers.



*A Panel Discussion in progress*

In his inaugural address **Shri Yajurvedi**, Director, VVGNI, thanked the Ministry of Housing and Urban Poverty Alleviation, Government of India and specially **Dr. P. K. Mohanty**, Additional Secretary and Mission Director, JNNURM for associating VVGNI as a part of the National Network of Resource Centres (NNRC) whose primary agenda is to build multi stakeholder capacity for reducing urban poverty. He then highlighted the importance of the workshop, taking into consideration the rapid growth in urbanisation as well as urban poverty and emphasised on the need of a multidimensional approach in order to meet the basic needs for a decent living of the poor and marginal sections.

The two-day workshop through six technical



## ADDRESSING AND ELIMINATING WORKPLACE DISCRIMINATION AND SEXUAL HARASSMENT IN CORPORATE INDIA

The workshop was held on March 26, 2010 in association with Kocher & Company, New Delhi. **Shri V.P. Yajurvedi**, Director inaugurated the workshop. **Shri V.P. Yajurvedi**, in his welcome address, expressed concern for the empowerment of women and prevention of sexual harassment which not only enables organizations to improve their public image and avoid legal action by victim, but can also help in attracting, motivating and retaining talented employees.

**Shri Siddharth K. Dev Verman**, Joint Secretary, Government of India, Ministry of Labour and Employment delivered opening address. He spoke about the problem of sexual harassment and gender discrimination in the workplace and the commitment of the Government of India to eliminate this problem and ensure growth of not only women employees but of women supervisors, managers and bosses.

The main speakers for the round table discussion were **Ms. Martha Farrell**, Director - Society of Participatory Research in Asia (PRIA) and **Dr. Julie Thekkudan**, Senior Programme Officer, PRIA. They were facilitated by **Adv. Devika Singh** and **Dr. Shashi Bala** in the Round Table Discussion.

As part of the round table discussion, the participants, who were mostly legal and human resource managers of various participating corporates, were provided individual voting machines to record their responses on a series of questions aimed at assessing their perceptions towards gender discrimination and sexual harassment in the workplace. The keynote speakers from PRIA commented on the recorded responses and evinced exuberant participation which flowed into an inclusive and enlightening discussion. **Ms. Martha Farrell** also elucidated on the difference between sex and gender and ensured understanding amongst the participants on the issues under discussion. At the conclusion of the round table discussion, it was evident that the participants were quite unanimous on the duties of company management towards addressing the problem of gender discrimination and sexual harassment at the workplace and their responsibility in taking positive steps towards eliminating these problems that pose obstacles in creating equitable workplaces.

**Dr. Shashi Bala**, Associate Fellow coordinated the workshop.



*Shri S. K Dev Verman, Joint Secretary, delivering the opening address in the workshop*

## OTHER PROFESSIONAL ENGAGEMENTS OF DIRECTOR AND FACULTY

### **Shri Ved Prakash Yajurvedi, Director**

- Delivered inaugural address in the VIIIth International Conference on Labour History, on March 18-20, 2010.
- Attended a meeting to discuss the Role and Preparation of Implementing Partners for Global Fund Round 9 Grant on HIV/AIDS in MOLE on April 01, 2010.
- Inaugurated a Workshop on Trends of Recent Judgements of the Supreme Court and High Courts in Labour Issues at ASSOCHAM House, 47, Prithvi Raj Road, New Delhi, on April 16, 2010
- बीएचईएल, पावर सेक्टर, उत्तरी क्षेत्र, सैक्टर-16ए, ऑडीटोरियम, नौएडा में आयोजित नगर राजभाषा कार्यान्वयन समिति, नौएडा की इक्कीसवीं बैठक में भाग लिया (29.04.2010)।

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

- Presented a paper, 'Training Strategies for Strengthening Labour Inspection Services in India, at the Workshop on Development of a Training Strategy for Labour Inspectors in India, organised jointly by VVGNI & ILO during March 9-10, 2010.

### **Dr. Sanjay Upadhyaya, Fellow**

- Participated in the Workshop for Discussion and Development of a Training Strategies for Labour Inspectors in India, 9-10 March, 2010 organised by ILO in collaboration of V.V. Giri National Labour Institute, Noida.
- Presented paper on 'Policy and Law on Regulation of Contract Labour in India' in the National Seminar on Labour Laws in 21<sup>st</sup> Century organized by Mahatma Gandhi Labour Institute, Ahmedabad on 20<sup>th</sup> March, 2010.
- Presented paper on 'Social Security for Informal Sector Workers in India: Problems and Solutions' in the National Workshop on Social Security for Urban Poor and Informal Sector Workers in India (March 29-30, 2010).





## RECENT TRAINING PROGRAMMES

### TRAINING PROGRAMMES held during March, 2010

- Training Programme on Strengthening Labour Administration with Special reference to Building and Other Construction Workers Act, 1996 (KILE), March 1-4, 2010 (Course Director: **Dr. S.K. Sasikumar**)
- Training Programme on Combating Child Labour for Representatives of NGOs of NCLPs, March 03-05, 2010 (Course Director: **Dr. Helen R. Seker**)
- Training Programme on Industrial Relations and Trade Unionism in a Globalisation Economy, March 8-11, 2010 (Course Director: **Dr. S.K. Sasikumar**)
- Sensitisation Programme on Child Labour for NGOs From North Eastern Region, March 08-12, 2010 (Course Director: **Dr. Mahaveer Jain**)
- Training Programme on Towards Improving the Implementation of NCLPs, March 08-12, 2010 (Course Director: **Shri Anoop K. Satpathy**)
- Workshop on Development of Training Strategies for Labour Inspectors in India, March 9-10, 2010, (ILO-VVGNLI) (Course Director: **Dr. S.K. Sasikumar**)
- Orientation Programme for Informal Workers in Kolkata, March 13, 2010 (Course Director: **Dr. M.M. Rehman**)
- Combating Child Labour for Representatives of Panchayati Raj Institutions, March 15-17, 2010 (Course Director: **Dr. Helen R. Sekar**)
- Training of Trainers Programme on Child Labour (Phase-1), March 15-19, 2010 (Course Director: **Dr. Mahaveer Jain**)
- Leadership Development Programme for Trade Union Leaders from North East, March 22-26, 2010 (Course Director: **Dr. Poonam S. Chauhan**)
- Training Programme on Social Security, Public Relations & Leadership Development for Health Workers, March 22-25, 2010 (Course Director: **Dr. M.M. Rehman**)
- Training Workshop on Developing Strategies and Technique for Improvement of the Conditions of Unorganised Sector Workers, March 26, 2010 (Course Director: **Dr. M.M. Rehman**)
- Workshop on Eliminating Workplace Discrimination and Sexual Harassment in Corporate India, March 26, 2010 (Course Director: **Dr. Shashi Bala**)
- National Workshop on Social Security for Urban Poor and Informal Sector Workers in India, March 29-30, 2010 (Course Director: **Shri Anoop K. Satpathy**)
- Special Training to Non-Matriculated Group 'D' Staff of MOLE, March 29-31, 2010 (Course Director: **Dr. M.M. Rehman**)

### TRAINING PROGRAMMES held during April, 2010

- Second Orientation Programme for Urban Slum Dwellers, at Kolkata, April 03-04, 2010 (Course Director: **Dr. M.M. Rehman**)
- Third Orientation Programme for Urban Slum Dwellers, at Kolkata, April 04, 2010 (Course Director: **Dr. M.M. Rehman**)
- Training Programme on Organizing the Unorganised Towards Effective Leadership, April 05-09, 2010 (Course Director: **Shri Anoop K. Satpathy**)
- Capacity Building Programme on Child Labour for CBWE Officials, April 05-08, 2010 (Course Director: **Dr. Helen R. Sekar**)
- Leadership Development Programme for Rural Trade Union Leaders, April 12-16, 2010 (Course Director: **Dr. M.M. Rehman**)
- Training Programme on Empowering Rural Women Organizers, April 12-16, 2010 (Course Director: **Dr. Shashi Bala**)
- Training Programme on Emerging Health Concerns in the World of Work, April 12-16, 2010 (Course Director: **Dr. Ruma Ghosh**)
- Leadership Development Programme for Informal Sector T.U. Leaders of TUCC at Bhopal, April 15-17, 2010 (Course Director: **Dr. Poonam S. Chauhan**)
- Training Programme on Empowering Trade Union Leaders, April 19-24, 2010 (Course Director: **Dr. Poonam S. Chauhan**)
- Training Programme on Strengthening Leadership Skills of Beedi Workers, April 19-23, 2010 (Course Director: **Dr. M.M. Rehman**)
- Training Programme on Child Labour (Phase-I), April 19-23 (Course Director: **Dr. Mahaveer Jain**)
- Training Programme on Quasi Judicial Authorities: Role and Functions, April 26-30, 2010 (Course Director: **Dr. Sanjay Upadhyaya**)
- Training Programme on Gender Issues in Labour for NGOs, April 26-30, 2010 (Course Director: **Dr. Shashi Bala**)
- Leadership Development Programme for Plantation Workers, April 26-30, 2010 (Course Director: **Dr. M.M. Rehman**)

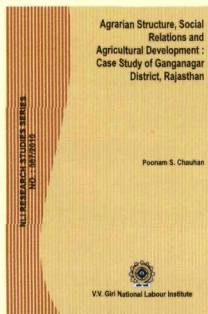


## RECENT PUBLICATIONS

NLI Research Studies Series

The Institute publishes a series titled, *NLI Research Studies Series*, to disseminate the findings of the research activities of the Institute. The following Research Studies have been brought out recently:

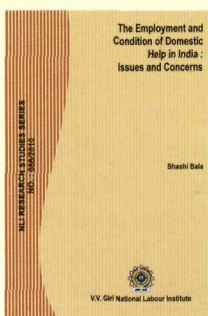
### ***Agrarian Structure, Social Relations and Agricultural Development: Case Study of Ganganagar District, Rajasthan – Poonam S. Chauhan***



The study was focused on the understanding of agrarian structure, relations and agricultural development in district Ganganagar, Rajasthan. In Ganganagar, the number of small and marginal size holdings is much higher than medium and large holdings. The agrarian relations are semi-capitalist. Irrigation has provided an impetus to agricultural development.

The areas with better irrigation facilities are better developed and their economic growth is also noticeable. Irrigation has also impacted upon other essential aspects of peoples' lives positively.

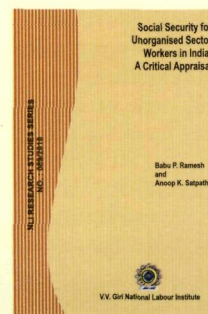
### ***The Employment and Condition of Domestic Help in India: Issues and Concerns – Shashi Bala***



The study was conducted in four metro cities in India i.e. Delhi, Mumbai, Chennai and Kolkata. The objectives of the study were: (a) to study the nature of employment of domestic help; (b) to Study the chain of middlemen involved, through which these women are provided job; (c) to study the level of exploitation by middle men involved in the process of placement; and (d) to study the perception of Women Domestic Helps

(wages, decent work, working hours, Bonus and other facilities). The attempt to ameliorate the working conditions of the domestic helps is just and long overdue. This survey has indicated that the domestic helps is a vulnerable worker who is entitled to but not given minimum wages, sufficient leave, decent working hours, and a forum which they can approach in case of need to fight for her rights etc.

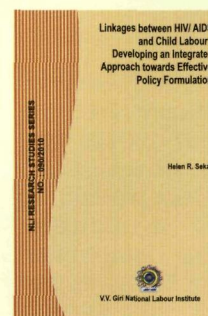
### ***Social Security for Unorganised Sector Workers in India: A Critical Appraisal – Babu P. Remesh and Anoop K. Satpathy***



The study provides a critical assessment of the existing schemes of social protection in India to gain insights on their drawbacks as well as to document replicable lessons. This working paper was originally prepared as a part of a broader study undertaken by the V.V. Giri National Labour Institute for the UNDP on 'Assessing the Social Security Measures and Promoting the

Participation of Beneficiaries for Effective Implementation', which was coordinated by the authors. The authors have further revised the essay, in the light of the latest developments in the social security front

### ***Linkages between HIV/AIDS and Child Labour: Developing an Integrated Approach towards Effective Policy Formulation – Helen R. Sekar***



Children, whose parents are chronically ill with HIV/AIDS, drop out of school as their parents are too ill to earn money for school fees and other amenities and are forced to enter the labour market. Based on both secondary and primary data the study was conducted in different pockets of Delhi with the objectives of examining the impact of HIV/AIDS on children in terms of schooling and

entering the labour market, burden of household chores. The objective was also to trace the evolution of policy towards mitigating HIV/AIDS and Child Labour and to suggest an integrated approach. The main findings are that HIV and AIDS has severe implications on children. The study recommends that explicit efforts should be made to identify and locate children from HIV/AIDS infected/affected families for providing nutritional, educational, recreational and vocational skill development support.



## MR. A.C. PANDEY, JOINT SECRETARY, MINISTRY OF LABOUR AND EMPLOYMENT VISITS V.V. GIRI NATIONAL LABOUR INSTITUTE



Shri A.C. Pandey, Joint Secretary, Ministry of Labour & Employment, Government of India, visited the Institute on April 13, 2010. During the visit, he took a detailed review of activities relating to Education and Training Programmes and Research conducted by the Institute.

After wide-ranging discussions with the Director and Faculty members, he also gave a number of suggestions for the improvement of the Institute's activities. He especially suggested that strong data base on Labour should be created to help policy makers.

He complimented the Institute for taking up many policy relevant research projects and conducting training programme for both national and international delegates on labour issues.

## WELCOME TO SHRI R.P. BATRA



**Shri R.P. Batra**, CSS took over as Administrative Officer of the Institute on 9<sup>th</sup> April, 2010. Mr. Batra a science graduate from University of Delhi, has worked in various Ministries in Central Government including Comptroller & Auditor General of India. In his career, he has dealt with various flagship programmes of the Government. He also has vast

experience in International Cooperation and had coordinated the work of various International Organizations. He has attended various international training programmes in the area of rural development and on International Conventions on child labour in Seoul (South Korea), Islamabad (Pakistan) and Turin (Italy). In the Ministry of Labour & Employment, he has worked in Child Labour Division. During the last one year, he was attached to Hon'ble **Shri Harish Rawat**, the Minister of State for Labour & Employment as his Additional Private Secretary.

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### Editor-in-Chief

**Shri Ved Prakash Yajurvedi, Director**

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