



इन्द्रधनुष INDRADHANUSH

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FROM DIRECTOR GENERAL'S DESK

The North Eastern Region (NER) constitutes 3.6 per cent of India's total workforce (2004-05). The labour scenario in the NER is quite unique compared to other regions of the country owing to a multitude of factors (including geographical, socio-economic and political). While the region witnessed a rapid expansion of employment in the 1980s and 1990s, most of the job creation took place within public sector in response to the formation of new States and the need to establish administrative machinery,

The region is marked by lower rate of industrialization, limited spread of modern service sector and lack of institutional development, thereby making the eight North-East States to remain behind many other States of India in terms of some critical economic indicators. Despite the high development potential of the region, its natural and human resources development has been tardy. Most of the employment generated has been basically in the field of agriculture. The percentage of labour force dependent on agriculture has been rather high in all the North-East States.

The poor level of institutional development has rather adversely affected the socio-economic development of the region in terms of i) low level of development of skills, ii) producing large number of degree holders without any social and economic relevance, and iii) narrow orientation of the job seekers. This has in turn made the people dependent on government services and diverted the youths far away from any self employment ventures, thereby affecting private sector development. As a result, traditional occupations like that in the tea industry which provides 58 per cent of India's total tea output and employs over six lakh labour force could not retain and maintain the already achieved level of employment.

The need of the hour is to set up an array of national institutions/universities for imparting vast array of skills, thereby diversifying employment opportunities drastically. There is a greater need to diversify the nature, depth and scale of social, economic and commercial activities, by bringing non-conventional dimensions in a big way.

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TRAINING PROGRAMMES

Training Programme on Enhancing Competence of Elected Representatives of Panchayati Raj Institutions to Tackle Child Labour Practices (06-08 March, 2012)

This training programme was attended by twenty eight elected Representatives of Panchayati Raj Institutions from all three tiers holding different positions such as Panchayat Union Chairman, Vice Chairman, Panchayat President, Gram Pradhan, Councilor and Members. The participants were drawn from different districts of Tamil Nadu namely Thottiam, Vellore, Tiruvallur, Virudhanagar, Salem, Dharmapuri and Erode and various Districts of West Bengal namely Purulia, Hooghly and Pashchim Midnapur. The emphasis of this programme was to equip the elected Representatives of Panchayati Raj Institutions with required skills and knowledge, so that they could contribute towards strengthening the efforts of the National Child Labour Projects for ending the practice of employment of children in their respective geographical regions. The training needs of



the elected Representatives of Panchayati Raj Institutions to address the issue of child labour were also assessed during this programme, based on which the Training Manual for Panchayati Raj Institutions on Child has been developed as a part of the ILO-Convergence project titled 'Training Needs Assessment and Developing Training Manuals for Training of Stakeholders', which the Institute is presently implementing. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

Training Programme on Gender, Poverty and Employment for North Eastern States (12-16 March, 2012)

The objective of this programme was to understand the issue of employment vis-à-vis gender and poverty relations, especially in the North-eastern states. Thirty-four participants participated in this training programme from different trade unions, non-governmental organizations, and from Labour Departments of different North-Eastern States. Representatives from trade unions such as INTUC, TUCC, UTUC, Federation of Mizoram Trade Unions, Arunachal Construction Workers Union, Integrated Rural

Artisans Development Organisation, Assam Voluntary Social Development Organization attended this programme. The resource persons for this programmes comprised of VVGNLI's faculty members and few external experts. **Shri V.P. Yajurvedi**, Director General, VVGNLI gave the Valedictory Address and distributed the certificates to the participants in the concluding session. The training programme was coordinated by **Dr. Rinju Rasaily**, Associate Fellow.

Course on Research Methods in Labour Studies (12-16 March, 2012)

This was the first Course on Research Methods in Labour Studies exclusively for the social science research scholars from the North Eastern states of India. The Course provided an opportunity to the participants to go through a rigorous and interactive exercise on understanding various qualitative and quantitative methods and tools in labour research. It aims at capacity building of young researchers in the area of social research, giving special focus on labour studies. The objectives of the course were: i) to highlight various labour and employment issues; ii) to equip the participants with various qualitative and quantitative research tools used in labour research; iii) to appraise the major sources of data on labour and iv) to familiarise the participants with major statistical packages used in labour research. The topics covered during the course were: Labour Research in North East India; Data Sources for Labour Research; Using NVivo for Analysing Qualitative Data; Using SPSS for Analysing Quantitative Data; Trends in Labour Market Research; Child Labour Research in India: Issues and Concerns; Labour Laws in India: An Overview; Quantitative Labour Research; Action Research; Social Security for Unorganised Workers; Employment Trends and Challenges in North East India; Women Empowerment: An Agency Approach; Labour and Migration



Research; Qualitative Research on Labour; and Micro Level Studies on different labour issues. The sessions were conducted by both the faculties of the Institute as well as resource persons from other Institutes. During the Course, group presentations were made by the participants on various labour and employment issues in the North East. Twenty eight research scholars from Indira Gandhi National Open University, New Delhi; Jawaharlal Nehru University, New Delhi; Manipur University, Imphal; Rajiv Gandhi University, Itanagar; Sikkim University, Gangtok; Tripura University, Agartala; and University of Delhi participated in the Course. **Shri Otojit Kshetrimayum**, Associate Fellow was the Course Director.

Training Programme on Gender, Poverty and Employment (19-23 March, 2012)

The objectives of this training programme were: i) to examine the inter-linkages between gender, poverty and employment and ii) to discuss gender-sensitive, anti-poverty and employment policies and programmes. There were twenty-nine participants in this training programme representing trade unions, government officials and NGOs. Issues and challenges to employment,

social security and gender sensitive policies were discussed by both internal and external resource persons. **Shri V.P. Yajurvedi**, Director General, VVGnLI gave the Valedictory address and distributed the certificates to the participants in the concluding session. **Dr. Rinju Rasaily**, Associate Fellow was the Course Director.

Training Programme on Empowering Rural Women Organisers (9-13 April, 2012)

This training programme was conducted for Rural Women Organisers. The objectives of the Training Programme were: to i) to develop understanding of rural society and economic relation; ii) to discuss the issue of empowerment of women; iii) to develop skills for enhancing leadership potential; iv) to acquaint the participants with labour laws in relation to women workers. The Training Programme was attended by twenty participants. **Dr. Shashi Bala**, Fellow, coordinated this programme.

Capacity Building Programme on Child Labour for Field Officials of NCLP (16-19 April, 2012)

This Capacity Building Programme on Child Labour for Field Officials of NCLP was attended by thirty one participants from the NCLP districts - Hooghly, Bankura, Howrah, Malda, Murshidabad, Paschim Midnapur, Birbhum and Cooch Behar districts of West Bengal; Sarguja and Bilaspur districts of Chattisgarh; Ranchi and Pakur districts of Jharkhand; Kolar and Tonk districts of Rajasthan; Subarnapur, Angul, Nayagarh, Deogarh and Sundargarh districts of Odisha. The objective of this programme was to develop understanding on the importance of effective implementation of the National Child Labour Projects in addressing the issue of child labour given the contemporary socio-economic and cultural scenario of the country. The programme also aimed at developing skills to perform the role of Field Officer and to locate and resolve local specific problems as a part of Elimination of Child Labour (ECL) efforts. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.



Training Programme on Quasi Judicial Authorities: Role & Functions (16-19 April, 2012)

The programme aimed at developing conceptual framework for discharging quasi-judicial functions in the context of present socio-economic scenario, discussing problems of quasi-judicial authorities, helping the participants to have an understanding of relevant areas of constitutional law and administrative law. The contents of the programme included: roles and duties of quasi-judicial officers under various labour enactments; problems in discharging quasi-judicial role and ways and means to solve these problems; principles of natural justice; and basic labour rights enshrined in the constitution of India. The methodology of the course included lectures, group discussions and experience sharing. The programme was attended by 21 officials from Central and State Labour Departments from the States of West Bengal, Uttarkhand, Rajasthan,

Karnataka, Punjab, Bihar and Uttar Pradesh. The programme was inaugurated by veteran labour administrator and former Secretary, Labour and Employment, Government of India, Dr. P.D. Shenoy. The inaugural ceremony was presided over by **Shri V.P. Yajurvedi**, Director General of the Institute. The participants were addressed by Justice D.P. Gupta, former Judge, Allahabad, High Court; Shri Pankaj Kumar, former Additional Labour Commissioner, Govt. of U.P.; Dr. Abha Kulsreshtha, Visiting Faculty and Advocate; as well as internal faculty members like Dr. Sanjay Upadhyaya and Dr. Onkar Sharma. **Shri V.P. Yajurvedi**, Director General of the Institute distributed certificates to the participants in the valedictory session. **Dr. Sanjay Upadhyaya**, Fellow, coordinated this training programme.

Training Programme on Promoting Decent Work in the Construction Industry (23 – 27 April, 2012)

The training programme was attended by fifty-one participants comprising of representatives from construction unions, Labour Enforcement Officials from Central and State Governments, officials of construction companies and some government officials entrusted with the work of Safety and Health. The aim of the programme was to sensitise the participants with the concept and need for decent work and discuss various issues and strategies for its promotion in the construction industry. The prime objectives of the training programme were: i) to provide an overview of the construction sector; ii) to familiarise the participants with the concept

and components of decent work; iii) to identify major challenges towards attaining decent work in the construction industry; iv) to find out ways and means to address the various challenges for promotion of decent work. The faculty members of the Institute as well as resource persons from ILO, MOLE and construction companies took the different training sessions. **Shri J.K. Kaul**, Programme Officer and **Dr. Sanjay Upadhyaya**, Fellow, VVGnLI distributed certificates to the participants in the concluding session. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.

International Training Programme on Research Methods in Labour Studies (05-23 March, 2012)

This International Training Programme on Research Methods in Labour Studies was conducted under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs, Government of India. The programme was attended by twenty one

researchers and policy makers dealing with labour and related issues from fifteen countries namely, Botswana, Cambodia, Estonia, Ethiopia, Iraq, Jordan, Kiribati, Lithuania, South Africa, Syria, Tajikistan, Tanzania, Yemen, Zambia and Zimbabwe.

The specific objectives of the programme were:

(i) Understand various concepts and theories related to labour; (ii) Provide an overview of the labour scenario of the world in general and developing countries in particular; (iii) Obtain deeper understanding of the emerging issues



in employment and labour in the context of globalization; (iv) Understand and apply various research methods and techniques relevant to labour studies; and (v) Acquire knowledge about different sources of data on labour.

The programme was inaugurated by **Shri V.P. Yajurvedi**, Director General, of the Institute. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

CONFERENCES / SEMINARS / WORKSHOPS

IXth International Conference on Labour History (22-24 March, 2012)

The IXth International Conference of Labour History was organised jointly by the V.V. Giri National Labour Institute and Association of Indian Labour Historians at the Institute's Campus. The broad theme of the Conference was 'Work and Non-Work: Histories in the Long-term'. This theme is particularly relevant when the present scenario of work is undergoing dramatic transformation. The future of the world

of work is now very much a part of academic and policy discourse. Not only are definitions of what constitutes work and what is excluded from it is of central importance, so also are practices and policies surrounding them.

The Conference focussed on division between paid and unpaid work, the work outside as opposed to inside households, or simply put

the work of men and that of women? The key questions that were discussed include, have not the home and the domestic sphere always been the sites for evolving the regimes of discipline and deployment of labour? Are divisions that are being invented, abolished and resurrected regularly only of recent vintage? The Conference noted that modern work relations of employers and employees emerged as distinct from self-employment only in the late-nineteenth century. Re-emergence of the category of consultant and independent contractors in the contemporary period has again cast doubts on these self-evident natural distinctions. The Conference also deliberated on examples where distinctions of work and non-work have either been erased or have been invented only recently. It also deliberated the need to cast a look backwards and have a long-term perspective on the division between work and non-work. The exploration of this important theme must take into account temporal and spatial dimensions of the question. The Conference noted that studies on work and work relations must attempt to dislodge these themes from their secure moorings limited only to the modern era.

Another theme that was discussed related to social regulation of work. Here the multiple ways in which State law and other regulatory regimes define work, and make it an object of regulation were discussed. Why have social regulations



changed over time under what pressures? And do all social regulations emanate from the State? What are the ways in which the State and non-state modes of regulation articulated? The papers presented in the Conference highlighted the comparative and long-term history of social regulation, which is very much needed to answer these and related questions.

The Conference also deliberated on different dimensions of archives. The Conference reiterated the need to reinvigorate our effort in order not just to preserve the decaying archives devoted to work and labour but also to notice and bring into public the many archives of work that remain hidden from public eye. In that sense, it highlighted the continuing endeavour to make labour and work and its many splendored histories visible.

The Conference was attended by 120 Scholars from ten countries specializing on different aspects of labour history.

Dr. S.K. Sasikumar, Dr. Prabhu Mohapatra and Dr. Rana P. Behal were the Coordinators of this Conference.

Women and Decent Work: Emerging Concerns and Challenges (29th March, 2012)

The workshop on Women and Decent Work: Emerging Concerns and Challenges addressed various challenges and concerns related to women and decent work in the era of globalization. It was an important endeavour to probe into the question of women's work and their participation in the labour market. Women continue to disproportionately face a range of multiple challenges relating to employment opportunities, choice of work, working conditions, employment security, wage parity, discrimination and balancing the competing burden of work and family responsibilities. Labour market gender gaps are more pronounced in developing countries and often exacerbated by gendered patterns in occupational segregation, with majority of women's work typically concentrated in a narrow range of sectors, many of which are vulnerable and insecure. Against this backdrop, the concept of decent work offers an integrated viewpoint on the world of work in order to achieve economic and social progress through four inter related dimensions: productive employment; rights at work; social protection; social dialogue.

The present workshop aimed at disseminating and sharing of knowledge between various representatives working in the field of women and decent work such as representatives from various Ministries, ILO, NGOs, academicians and the researchers. The workshop was based on the following sub-themes:

- *Women and Decent Work in the New Global Economy*
- *Multiple identities and discrimination at work*
- *Women, Work and the Informal Economy: New Challenges*
- *Decent Work: Social Dialogue and Collective Bargaining*
- *Decent Work: Implementing Rights at Work*

Dr. V. Mohini Giri (Former Chairperson of National Commission for Women and Chairperson of Guild of Service, New Delhi), **Shri. V.P. Yajurvedi** (Director General, VVGNI, Noida) and **Dr. Padma Seth** (Ex-Member of NCW and Patron of Guild of Service, New Delhi) were the Chief Guests in the Inaugural Session.

National Seminar on Labour and Employment Trends in North Eastern Region: Challenges and Opportunities (30-31 March, 2012)

This National Seminar was organised by North East Research Centre (NERC) of the Institute. The Seminar was inaugurated by **Shri P.K. Padhy**, Principal Labour and Employment

Adviser, Ministry of Labour and Employment and **Shri V. P. Yajurvedi**, Director General, V. V. Giri National Labour Institute. Nearly eighty two participants participated in the Seminar from



various Universities/Institutes/Organisations like Institute for Studies in Industrial Development, New Delhi; North-Eastern Hill University, Shillong; National Institute of Technology, Silchar; Rajiv Gandhi University, Itanagar; Tata Institute of Social Sciences, Mumbai; Institute for Human Development, New Delhi; Institute of Applied Manpower Research, New Delhi; Delhi University; Centre for Women's Development Studies, New Delhi; Indira Gandhi National Open University, New Delhi; Nagaland University, Kohima; Sikkim University, Gangtok; Jamia Millia Islamia, New Delhi; Jawaharlal Nehru University, New Delhi; Institute for Dalit Studies, New Delhi; Council for Social Development, New Delhi; Tripura University, Agartala; Mizoram University, Aizawl; Indian School of Women Studies and Development, New Delhi; Institute

of Development Studies, Jaipur; OKD Institute of Social Change and Development, Guwahati; and Tripura Bamboo & Cane Handicrafts, Agartala.

During the seminar, twenty eight research papers were presented in five technical sessions namely (i) Employment Trends and Challenges; (ii) Gender and Work; (iii) Migration and Youth Unemployment; (iv) Livelihood Strategies; (v) MGNREGA and North East. The highlight of the proceedings of the two day seminar was presented by **Shri V.P. Yajurvedi**, Director General, V. V. Giri National Labour Institute. **Prof. Mahendra P. Lama**, Vice-Chancellor, Sikkim University delivered the Valedictory Address in the Seminar. The seminar coordinators were **Shri Anoop Kumar Satpathy**, Fellow and **Shri Otojit Kshetrimayum**, Associate Fellow.

OTHER IMPORATANT ACTIVITIES

International Conference on South-South Cooperation- Innovations in Public Employment Programmes for Sustainable Inclusive Growth (1-3 March, 2012)

South-South Cooperation has proven to be particularly useful in the efforts to promote decent work and is an important tool to establish development partnerships for the promotion of sustainable growth and social development. The Ministry of Labour & Employment organised the **IBSA (India-Brazil-South Africa) International Conference on South-South Cooperation "Innovations in Public Employment Programmes and Sustainable Inclusive Growth"** in New Delhi from 1-3 March, 2012 **under the able guidance of Shri Mallikarjun Kharge, Hon'ble Labour & Employment Minister.**

The Conference was organized in collaboration with the Ministry of Rural Development and International Labour Organization (ILO). The Labour Ministers from eleven countries and other delegates from 22 countries of Asia, Africa and

South America participated in this Conference. Besides representatives of State Governments, Central Ministries, MOLE Institutions and ILO also participated in the event.

The objectives of the Conference were:

- To build capacity and to share knowledge between countries on the innovations around convergent holistic frameworks and to assess the strategic entry points for different contexts which can lead to an overall better cohesion for inclusive growth with equity, linking employment and social protection to productive works.
- To use the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGA) as a case study for public policy to share insights on the linkages and convergence, as one of the internationally

recognized large scale public employment programmes – highlighting the innovations, but also the challenges faced in supporting sustainable development

- To better appreciate the range of policy issues relevant to public work programmes / employment guarantee schemes and to obtain guidance on the design of effective public employment programmes.

- To highlight how public work programmes / employment guarantee schemes can be effective and efficient active labour market programmes.

V.V. Giri National Labour Institute provided overall support to MoLE in organizing the Conference. The Director General of the Institute, Shri V.P. Yajurvedi headed the Core Group for organizing the Conference.

Visit of Korea Labour Institute's Delegation to V.V. Giri National Labour Institute (23-24 April, 2012)

V.V. Giri National Labour Institute has signed a Memorandum of Understanding with the Korea Labour Institute, South Korea, for Cooperation, Exchange of Information and Consultation on Labour Policy Issues and Studies. As a part of this MoU, a high level KLI delegation visited V.V. Giri National Labour Institute during 23-24 April, 2012. During the visit, the delegation held wide-ranging consultations and discussions with the Director General and faculty members of the Institute on different dimensions of research and policy pertaining to labour and employment.

A Seminar on Social Security was also organised during this visit. Three papers were presented and discussed during the seminar.

1. Social Security in Korea: An Overview by Dr. Hanam Phang, Korea Labour Institute
2. Social Security System in India by Mr. Anoop Satpathy, Fellow and Mr. Otojit

Kshetrimayum, Associate Fellow, V.V. Giri National Labour Institute

3. Social Security for International Workers by Ms. Uditia Chowdhary, Regional Provident Fund Commissioner, Employees Provident Fund Organisation

The KLI delegation also visited the Ministry of Labour & Employment, Government of India and had discussions with senior level officials relating to different dimensions of labour & employment policy. The KLI delegation comprised of Dr. Sung-teak Kim, Acting President (Head of Delegation); Dr. Kiu-Sik Bae, Director of Labor Relations Policy Research Division; Dr. Hanam Phang, Senior Research Fellow; Dr. Jiyeun Chang, Director of International Cooperation and Information Office; Mr. Daegyul Kim, Head of Budget Team; and Ms. Minjeong Kim, Coordinator, International Cooperation Office. **Dr. S.K. Sasikumar**, Senior Fellow coordinated the visit and the related activities.



Inaugural session of the Seminar on Social Security jointly organized by V.V. Giri National Labour Institute & Korea Labour Institute

Visit of Tajikistan Delegation (25th April, 2012)

A high-level tripartite delegation from Tajikistan, headed by Mr. Emin Sanginov, Hon'ble Deputy Minister of Labour and Social Protection, and Chairman of the HIV and AIDS and the World of Work Tripartite Technical Working Group visited the Institute on 25th April 2012, as a part of the study tour to learn the process of developing a world of work response to HIV and AIDS. The other members of the Tajikistan delegation comprised of Mr. Ayenbek Akramov, Deputy Chairman of Employers Union and Farmer's Association; Mr. Radjab Ulmasov, Chairman of Healthcare Union and Deputy of the Federation of Independent Unions; Ms. Kholbibi Hasanova, HIV/AIDS GFATM/UNDP/ILO Project Coordinator at the Ministry of Labour and Social protection and

Ms. Takhmima Mahmud, Focal Point, ILO HIV/AIDS Programme in Tajikistan.

The meeting began with an Address by **Shri V.P. Yajurvedi**, Director General, VVGnLI, following which **Dr. Rinju Rasaily**, Associate Fellow made a presentation of VVGnLI and Mainstreaming of HIV/AIDS in the World of Work by VVGnLI under the MoLE & ILO collaborative Project on 'Prevention of HIV/AIDS in the World of Work: A Tripartite Response' which the Institute implemented from 2001 to 2011. This was followed by an Address by **Mr. Emin Sanginov**, Hon'ble Deputy Minister of Labour and Social Protection. **Dr. Ruma Ghosh**, Fellow coordinated the visit as well as other related activities.



Professional Engagements of the Director General

- *Attended the International Conference on South-South Cooperation on “Innovations in Public Employment Programmes and Sustainable Inclusive Growth” organized by Ministry of Labour & Employment on March 1st & 2nd, 2012 at National Agriculture Science Centre Complex, Pusa, New Delhi.*
- *Inaugurated the International Conference on ‘Labour History’ organized by V.V. Giri National Labour Institute (VVG NLI) on March 22, 2012 at VVG NLI Campus, NOIDA, U.P.*
- *Attended the Consultation Round Table on ‘Social Protection in EU Development Cooperation’ organized by European Commission on March 26th & 27th, 2012 in Bangkok, Thailand.*
- *Inaugurated the Seminar on ‘Social Security’ organized by V.V. Giri National Labour Institute (VVG NLI) on April 23, 2012 during the visit of a delegation from Korea Labour Institute to the VVG NLI.*

Professional Engagements of the Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- *Was a lead panelist in the Technical Session on Emerging Demographic Challenges and Labour Migration Policies” at the Seminar on Emerging Global Human Resource Dynamics jointly organised by TRILEGAL, FICCI, Employment Law Alliance and AIOE during March 2, 2012, at FICCI, New Delhi*
- *Expert Discussant in the Discussion Meet on National Vocational Education Qualification Framework (NVEQF) and the Unorganized Sector in India on 1-2 March, 2012 at the National University of Educational Planning & Administration (NUEPA), New Delhi*

Dr. Helen R. Sekar, Senior Fellow, VVG NLI

- *Visited coal mines of Meghalaya during 30th April to 4th May 2012, to assess the prevalence of child labour; to understand the different work processes and working and living conditions of the Coal Mine Workers in the State.*

Dr. Ruma Ghosh, Fellow

- *Attended the 4th National Workshop of Rashtriya Swasthya Bima Yojana (RSBY) organized by the Ministry of Labour and Employment, in Ranchi during April 09-11, 2012.*

Dr. Shashi Bala, Fellow

- *Attended Conference on Women Three Shift in Policy Approaches from Concept of ‘Welfare’ in 70s to ‘Development’ in 80s and to*

‘Empowerment’ in 90s” on 6th March, 2012 at ASSOCHAM House, New Delhi

- *Presented a paper on “Contextualising India’s North East in India-Korea Relations” in the International Seminar on India-Korea Relation in the Emerging Asian Order organised by Researchers’ Association for the Study of Korea and Department of East Asian Studies, University of Delhi on 17th March, 2012 at the University Guest House, Conference Hall, University of Delhi.*
- *Presented a paper on “The Politics of Handloom as a Craft: Exploring the Dynamics of Cloth, Society and Social Change in Manipur” in the “Association of Social Anthropologists Conference, 2012: Arts and Aesthetics in a Globalising World” on 5th April, 2012 at Jawaharlal Nehru University, New Delhi.*

Otojit Kshetrimayum, Associate Fellow