



इन्द्रधनुष

INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

A Human-centred Agenda for the Future of Work

Work sustains human beings. Yet work can sometimes be dangerous, unhealthy and poorly paid, unpredictable, unstable and for those who are unable to find work, it can be a source of exclusion. Over the past few decades there has been a lot of transformation in the world of work. There have been a lot of transitions in terms of technological advances – artificial intelligence, automation and robotics – which on the one hand have the potential to create new jobs while on the other discontinue with outdated jobs/skills. The skills of today may not match the jobs of tomorrow and newly acquired skills may quickly become obsolete. Moreover, the digital economy will further widen both regional and gender divides. And the crowd-working websites and app-mediated work that make up the platform economy could recreate challenges. Transitioning to a future of work which respects the planet and seeks to arrest climate change would be the need of the hour.

The International Labour Organisation as a part of its centenary initiatives, called for a new approach that puts people and the work they do at the centre of economic and social policy and business practice - a human-centred agenda for the future of work. This initiative culminated in the adoption of the Centenary Declaration on the 'Future of Work' at the 108th International Labour Conference in 2019.

This human-centred agenda for the future of work focuses on three pillars of action. First, it advocates for investing in people's capabilities, enabling them to acquire new skills, promote reskilling and upskilling and support people through the transitioning phase. Second, it calls for investing in the institutions of work to ensure a future of work with freedom, dignity, economic security and equality. Third, the agenda calls for investing in decent and sustainable work and shaping rules and incentives so as to align economic and social policy and business practices with the centenary agenda.

This initiative implies the beginning of a journey to scale up its activities to include those who have historically remained excluded from social justice and decent work, notably those working in the informal economy. It equally implies innovative action to address the growing diversity of situations in which work is performed, in particular the emerging phenomenon of digitally mediated work in the platform economy.



SPECIAL EVENTS

Regional Consultation on Female Labour Force Participation Conducted in collaboration with National Commission for Women

(March 6, 2020)

The National Commission for Women (NCW) in collaboration with the V.V.Giri National Labour Institute (VVGNI) organized the fourth regional consultation in collaboration with the National Law University on March 6, 2020 at Cuttack, Odisha. The consultation was inaugurated by **Dr. Srikrishna Deva Rao** Vice Chancellor, NLUO, Cuttack. **Ms. Chandramukhi Devi**, Member, National Commission for Women, New Delhi delivered a special address at the consultation. The consultation deliberated upon the following; (i) key concerns



related to Female Labour Force Participation in India; (ii) impact of Existing Legislations on Women Worker; (iii) impact of Child Protection Policies on FLFP and Policy Perspectives for addressing declining FLFP. The programme was attended by seventy participants representing the government particularly from the NCW, VVGNI, State Commission for Women, SCPCR, representatives from UNICEF, civil society representatives, scholars from universities and research institutions, legal experts, faculty and students from NLU also attended the consultation. **Dr. Helen R. Sekar**, Senior Fellow, VVGNI and **Dr. Ellina Samantroy**, Fellow VVGNI made a presentation at the event. **Dr. Ramya Ranjan Patel**, Associate Fellow, VVGNI prepared the report of the consultation. **Dr. Ellina Samantroy** also co-ordinated the event along with the NCW, New Delhi.

Gandhi and Women Empowerment on the occasion of International Women's Day and 150th Birth Anniversary of Mahatma Gandhi

(March 13, 2020)

The V.V. Giri National Labour Institute organised a workshop on Gandhi and Women Empowerment on the occasion of International Women's Day and to commemorate the 150th birth anniversary of Mahatma Gandhi on March 13, 2020 at the Institute. The workshop aimed at deliberating on the Gandhian perspective on women empowerment. The workshop was inaugurated by **Dr. H. Srinivas**, Director General, VVGNI. The resource persons for the workshop were **Dr. Suman Jain**, Professor, Department of Hindi, Banaras Hindu University, **Dr. Satish Kaleshwari**, former DGM, IFCI Ltd; **Smt. Sushma Jugran Dhyani**, Senior Journalist, New Delhi and **Dr. Shiv Pathak**, Assistant Professor, Aryabhatta College, Delhi University. **Dr. Helen R. Sekar**, Senior Fellow, VVGNI made a presentation on all the programmes/events conducted at the Institute to commemorate the 150th Birth Anniversary



of Mahatma Gandhi. The workshop was attended by faculty members, officers and staff of the Institute. The workshop was coordinated by **Dr. Ellina Samantroy**, Fellow, VVGNI and **Shri B.S. Rawat**, Senior Hindi Translator, VVGNI.

Webinar on Safety and Health at Workplaces: Occupational Safety and Health with a Focus on Gender on the Occasion of the world Day for Safety and Health at Work (April 28, 2020)

A webinar titled “Safety and Health at Workplaces: Occupational Safety and Health with a Focus on Gender” was organized by V.V. Giri National Labour Institute (VVGNI) in collaboration with PRIA International Academy (PIA) and Martha Farrell Foundation (MFF) on April 28, 2020 the World Day for Safety and Health at Work. The workshop deliberated on the following points: (i) Defining safe and healthy working conditions; (ii) Gender differences in occupational safety and health, such as exposure to hazards, health outcomes and access to resources; (iii) Challenges in enforcement and mitigation of workplace hazards; (iv) Gaps in

knowledge and information – employer/worker, men/women; case studies from India; (v) Role of unions in establishing a gender inclusive standard for informal and formal workplace in a changing world of work; (vi) Actions for mainstreaming gender into OSH, promoting occupational safety and health in the workplace. **Dr. H. Srinivas**, Director General, VVGNI, delivered the Opening Address of the Webinar. The panelists included **Mr. PK Goswami**, Deputy Director at Directorate of Industrial Safety and Health (DISH), Labour Department, Government of Delhi, **Dr. Rajesh Tandon**, Founder-Director, PRIA, **Ms. Amarjeet Kaur**, General Secretary of All India Trade Union Congress (AITUC), **Mr. SA Azad**, Director, People’s Rights and Social Research Centre (PRASAR) and **Ms. Aya Matsuura**, Gender Specialist, ILO Decent Work Team for South Asia. **Mr. Souvik Bhattacharya**, Member of National Campaign Committee on Unorganised Sector Workers shared his experiences from the field, especially the struggles of the informal workers who are affected during the COVID-19 pandemic. **Dr. Ruma Ghosh**, Fellow, VVGNI presented the concluding remarks of the webinar and **Ms. Nandita Bhatt**, Director, MFF, moderated the discussion. The webinar was attended by over 80 participants including Labour Department Officers, development professionals, gender rights activists, trade union leaders and Faculty Members of VVGNI. **Dr. Ruma Ghosh**, Fellow, VVGNI and **Ms. Nandita Bhatt**, Director, MFF jointly organized the webinar.

Inaugural Address
DR. H. SRINIVAS
Director General
V.V. Giri, National
Labour Institute
Noida

Moderator
MS. NANDITA BHATT
Director
Martha Farrell Foundation

Summing up
DR. RUMA GHOSH
Fellow (Faculty Member) and
Coordinator, Centre for
Labour and Health Studies,
V.V. Giri, National Labour
Institute

Panelists

Mr. P.K. Goswami
Deputy Director (ISH) at Directorate
of Industrial Safety and Health
(DISH), Labour Department,
Government of Delhi

Dr. Rajesh Tandon
Founder-President,
Participatory Research in Asia (PRIA),
New Delhi

Ms. Amarjeet Kaur
General Secretary, AITUC

Mr. S.A. Azad
Director, People's Rights and Social
Research Centre (PRASAR),
New Delhi

Ms. Aya Matsuura
Gender Specialist, ILO Decent Work
Team for South Asia in New Delhi

WEBINAR

**SAFETY AND HEALTH
AT WORKPLACES:
OCCUPATIONAL
SAFETY AND HEALTH
WITH
A FOCUS ON GENDER**

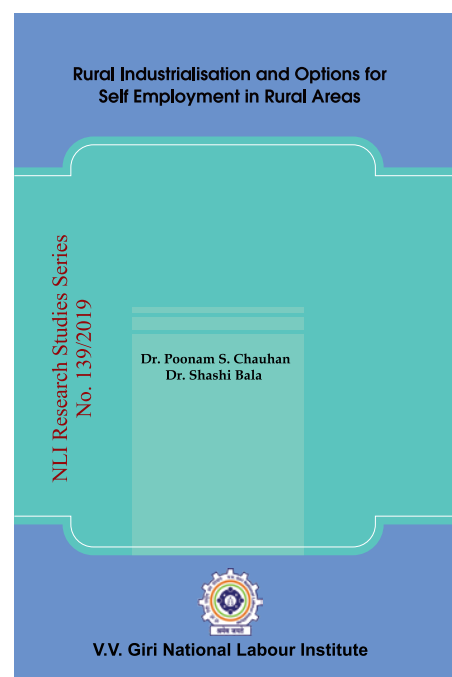
**28 APRIL 2020
(TUESDAY)
3:00 PM - 5:30 PM IST**

RSVP tinyurl.com/yZdghn2f

PUBLICATION

Rural Industrialisation and Options for Self Employment in Rural Areas **NLI Research Studies Series No. 139/2019**

The overwhelming majority of population of India still lives in rural areas & depends on agriculture for their livelihood and survival. However, the dependence on agriculture is becoming untenable. The growth of population and consequent increase in labour force have become a burden on the rural economy as unemployment, under-employment and disguised unemployment have become intractable phenomena over the decades. The research examines how combining various factors, employment of work seeking population could be increased in different sectors of rural industry. The research highlights the importance and relevance of rural industrialization as a potential means of providing employment in rural areas and suggests industrialization of agriculture by planned development of infrastructure in rural areas, like road, water, human resource, financial investment, etc. The detailed information regarding rural industrialization, the experience, success and future requirement are presented in the report, highlighting the status of rural industrialization in the country, along with its impact on self-employment generation in rural areas. It is expected that this research will help to strengthen the rural institutions, organizations and researchers to take up further work in this area and help the policy makers to develop a 'New Agricultural Development Policy' and also to formulate a comprehensive policy for realistic rural industrialization for promoting direct employment and self-employment in the rural areas.



TRAINING PROGRAMMES

CAPACITY BUILDING PROGRAMMES (CBP)

Labour and Globalisation **(March 02-06, 2020)**

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

NORTH-EASTERN STATES PROGRAMME (NEP)

Fundamentals of Labour Laws for Trade Union Leaders and NGOs **(March 02-06, 2020)**

The specific objectives of the programme were to: (i) impart knowledge of substantive and procedural contents of industrial relations law; (ii) develop an understanding of social security legislations; (iii) help to develop an insight into the wage law including Labour Code on Wages, 2019; (iv) promote an understanding of the policy and law with regard to contract labour and the inter-state migrant workers. The programme was attended by twenty two participants representing trade unions from North-Eastern states. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Gender Issues in Labour for North Eastern States (March 02-06, 2020)

The specific objectives of the programme were to: (i) address the issue of gender bias with holistic perspective; (ii) enhance capacity of the participants to tackle the gender based injustice; (iii) orient the participants on laws pertaining to women labour; (iv) sensitize the participants about sexual harassment at workplace; (v) discuss about the gender discrimination in the world of work. The training programme was attended by nineteen participants. **Dr. Shashi Bala**, Fellow was the Course Director of this training programme.

COLLABORATIVE TRAINING PROGRAMME (CTP)

State-level Training Workshop on Prevention and Eradication of Child Labour in Odisha (March 4-6, 2020)

VVGNNLI in collaboration with the State Labour Institute, Odisha, conducted a Training Workshop on Prevention and Eradication of Child Labour during March 4-6, 2020 for the multi-stakeholders. This workshop was attended by thirty seven participants representing members and Chairpersons of Child Welfare Committees (CWC), officials of Labour Department, Child Protection Officers, Childline Officials of Women and Child Development Department; Social Welfare, Education, Police (AHTU); Elected representatives of Panchayati Raj Institutions; Programme Managers, and Project Directors of National Child Labour Project. Participation was ensured from Bolangir, Nuapada and Mayurbhanj, Ganjam, Koraput, Kendujhar, Sundergarh, Deogarh, and other social partners working in Brick-Kiln sector and also from other districts of Odisha.



Issues such as prevention of child labour in supply chains and in Brick-Kiln sector were given specific focus. Invisible and highly ignored migrant children moving with the families deprived of basic facilities like ICDS, health, education, WASH etc.; was discussed. Portability of services for migrant workers at worksites and other interventions for families and their children in brick-kilns in the context of migration of families from three districts Bolangir, Nuapada and Mayurbhanj to brick-kiln sites in greater Bhubaneswar and to the brick-kiln sites in the states of Tamil Nadu, Andhra Pradesh were deliberated in detail. The Workshop further deliberated on the need for this policy change for the States like Odisha which is one of the largest source area for migration and highlighted the importance of engaging in policy dialogue on portability and implementation of laws and actions for migrant labourers. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

Emerging Perspectives on Gender, Labour Laws and International Labour Standards (March 04-06, 2020)

V.V. Giri National Labour Institute in collaboration with State Labour Institute (SLI) Odisha conducted a training programme on Emerging Perspectives on Gender, Labour Laws and International Labour Standard at SLI, Odisha. The specific objectives of the programme were to: (i) provide an overview of gender and the labour market; (ii) analyse gender inequalities and discriminatory practices with regard to access of labour market, wages, working conditions, employment security, etc. (iii) understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses, (iv) sensitize the participants about the existing legal instruments and national policies on promotion of gender equality at the workplace, (v) understand the various international labour standards/international instruments and good practices on gender equality, (vi) discuss about strategies of promotion of rights to fair/decent work within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market. The programme was attended by thirty participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.



Labour Law & Labour Welfare, SLI Odisha (March 04-06, 2020)

This training programme was conducted by VVGNI in collaboration with State Labour Institute, Odisha. The programme was specially designed for Trade Union Organisations, State Labour Department, NGOs and Researchers. The programme aimed at acquainting the participants with various contemporary issues relating to labour welfare, labour laws and recent codification, central and state specific labour welfare measures, along with behavioural skills required for labour welfare. The programme was attended by thirty participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.



IN-HOUSE TRAINING PROGRAMME (IHP)

Behavioural Skills for Managing Work Effectively for RBI Personnel (March 02-06, 2020)

This training programme was conducted specifically for RBI personnel. The specific objectives of the programme were to: (i) enhance effective leadership skills; (ii) sharpen interpersonal skills; (iii) acquaint participants with the concept of emotional intelligence; (iv) strengthen consensus building; (v) inculcate the skills for creative problem solving. The training programme was attended by twenty four participants. **Dr. Shashi Bala**, Fellow was the Course Director of this training programme.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

As a part of 'International Women's Day' and '150th Anniversary of Father of the Nation, Mahatma Gandhi' celebration, a Workshop on 'Gandhi and Empowerment of Women' attended by employees of the Institute was organized on March 13, 2020 at VVGNI, NOIDA.

Addressed the participants in the 'Orientation Programme on Labour and Globalisation' for University Students of Social Science pursuing Master Degree (Economics, Public Administration Sociology, Social Works, Management held during March 02-06, 2020 at VVGNI, NOIDA.

Addressed the participants of the 'Training Programme on Gender Issues in Labour' for trade unions leaders from CTUOs and NGOs representatives from North Eastern States held during March 02-06, 2020, 'Training Programme on Fundamentals of Labour Laws' for trade unions leaders from CTUOs and NGOs from North Eastern States held during March 02-06, 2020, 'Training Programme on Behavioural Skills for Managing Work Effectively' for RBI Personnel held during March 02-06, 2020, Webinar on 'Safety and Health at Workplaces: Occupational Safety and Health with a focus on Gender' held on April 28, 2020.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Delivered Keynote Lecture on the theme, 'Transformations in the World of Work: An Overview with reference to India' at the Eco Fest, ShyamLal College, University of Delhi, Delhi, March 05, 2020.

Dr. Helen R. Sekar, Senior Fellow

- Attended the Webinar on 'Role of ULBs in Promoting Social Protection for Urban Informals Affected by COVID-19 Pandemic' organized by PRIA International Academy (PIA) and All India Institute of Local Self Government (AIILSG) on April 27, 2020. The Webinar deliberated on the social protection/ security programmes and their potential for addressing the aftershock of the pandemic crisis; the role of the Urban Local Bodies (ULBs) in reviewing and re-designing such national flagship programmes and implementing them for workers in urban informal sector; the required support for advocacy, building capacity, etc. to enable the elected representatives of the ULBs to play effective leadership role in protecting the interest of the vulnerable sections of the urban informal sector.

- Attended the Webinar on COVID-19-Migration and Rule of Law: Examining the interplay between Law Life and Livelihood organized by IJMon April 30, 2020.
- Providing Technical Support to different NCLP Districts across the country as and when required for reaching out relief and other assistance by imparting guidance to the multi-stakeholders thereby enabling NCLP districts to identify, locate, escort child labour and reaching out relief materials to the child labour families and to the families of the NCLP STC children.

Dr. Ruma Ghosh, Fellow

- Delivered the Summing up Address in the webinar on “Safety and Health at Workplaces: Occupational Safety and Health with a Focus on Gender” organised by VVGNI in collaboration with PRIA International Academy (PIA) and Martha Farrell Foundation (MFF) on the World Day for Safety and Health at Work, April 28, 2020.

Dr. Ellina Samantroy, Fellow

- Panelist in a discussion on ‘Impact of Existing Legislation on Women Worker’ in a Regional Consultation on Female Labour Force Participation in India held on March 06, 2020 organised by National Commission for Women in collaboration with VVGNI at National Law School, Cuttack, Odisha.
- Coordinated a Regional Consultation on Female Labour Force Participation in India in collaboration with National Commission for Women and National Law University (NLU) on March 06, 2020 at National Law School, Cuttack, Odisha.
- Delivered a special lecture on ‘Gender Statistics: Special reference to Time Use Survey’ on March 02, 2020 at Ambedkar University, Kashmiri Gate, New Delhi.



एक कदम स्वच्छता की ओर

“स्वच्छ भारत अभियान”

“MISSION SWACHH BHARAT”

It does not require money to be neat, clean and dignified.

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

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

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