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INDRADHANUSH

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FROM THE DIRECTOR GENERAL'S DESK

Changing World of Work and Skills

The world of work is transforming at an accelerated pace. Technological advancements, demographic transitions and globalization are the megatrends that are significantly altering work and work relations, creating new opportunities and posing fresh challenges. Of the different implications of these transitions, those pertaining to skills are assuming centrality in public policy discourses around the world. On the one hand, it is becoming evident that the transformations, particularly those related to technological advancements, are drastically changing the demand for skill sets and competencies in different work processes and work settings. Studies on the future of jobs clearly reveal that a significant proportion of the workforce deployed in the coming years will be in jobs that have radically changed skill sets; they also note that such a tendency is more pronounced in certain modern and growing sectors like information technology, business process management banking, financial services and insurance. Parallel to this, there is an obvious need to restructure the skill development system to ensure the requisite supply of skills to match the emerging demand.

Responding to these emerging requirements in the sphere of skills is particularly significant for a large developing economy like India, which is experiencing a historic structural transformation in the process of economic development, along with technological advancements and demographic transitions. For countries like India that are characterized by a high degree of informality in labour markets, innovative policies aligned to the skill development system are also vital from the perspective of transitioning people and resources from low productivity activities in the informal economy to far more productive ones in the formal economy. This will ensure that structural transformation becomes productive and inclusive.

Given the rapid technological advancements and the shifting nature of the demand for skills, the overall skill ecosystem needs reorientation to equip it to respond to the challenges of change. Most importantly, the skill ecosystem must move towards a lifelong learning system with a focus on problem-solving skills (to aid critical and analytical thinking), learning skills (to enable acquisition of new knowledge), and social skills (for promoting collaborations and teamwork). The curriculum of skill development centres should incorporate a judicious combination of technological and problem-solving skills. Strong emphasis must be placed on 'on-the-job training'. Workers, particularly young workers, should be nudged and also incentivized for skill acquisition. Firms must also be provided with subsidies to impart skill to workers.

Apprenticeship training is one of the most effective means to scale up the employability of young jobseekers. Apprenticeships provide key training while allowing trainees to earn while they learn. They deliver an optimum balance between theory and hands-on experience. Besides leading to the acquisition of hands-on skill, apprenticeship also allows trainees to gain knowledge of various rules and processes of industries, safety systems and teamwork. Such a combination of skills gives young trainees the requisite confidence to perform effectively in the work environment. Thus, apprenticeship is a proven solution for training and retaining talent that is industry-ready. Assessments of successful apprenticeship systems around the world indicate that a dual system that combines work- and school-based learning may be ideal for transitioning to full-time employment.



SPECIAL EVENTS

Webinar organized on COVID-19: Protect Children from Child Labour, now more than Ever (June 12, 2020)

The V.V. Giri National Labour Institute organized a National-level Webinar on June 12, 2020, jointly with the MOLE, ILO DWT/CO India and KSF to observe the World Day against Child Labour (WDACL) which was launched by the ILO for the first time in the year 2002 as a way to highlight the plight of working children and to serve as a catalyst for the worldwide movement against child labour.

The objective of this Webinar on the World Day Against Child Labour was to gain further support of the Government, ILO, social partners, media, civil society organizations, youth groups, women's groups and others in the campaign against child labour. This Webinar focused on the impact of COVID-19 crisis on child labour, which is reflected in the title, 'COVID-19: Protect Children from Child Labour, Now, more than Ever'. The Webinar was organized with the backdrop that the COVID-19 health pandemic and the resulting economic and labour market shock are having a huge impact on people's lives and livelihoods. The crisis can push millions of vulnerable children into child labour. The objective was also to spread the message to protect all children in or at risk of child labour and to ensure that they are a priority in the COVID-19 response. Further, the objective was to call upon all the partners to join efforts and to reiterate the commitment to prioritize the following recommendations that have proven to be effective for fighting child labour such as to protect workers and their families and provide livelihood support; strengthen social protection for all; provide quality public education for all, enhancing partnerships and integrated approach for elimination of child labour. The Webinar was inaugurated by **Shri Santosh Kumar Gangwar**, Hon'ble Minister for Labour & Employment (I/C). **Shri Kailash Satyarthi**, Nobel Peace Laureate, addressed the participants. **Shri Heeralal Samariya**, Secretary, MoLE, GoI, presided over the inaugural session. **Ms. Dagmar Walter**, Director, ILO India, **Ms. Kalpana Rajsinghot**, Joint Secretary, MoLE, and **Dr. H Srinivas**, Director General, V.V.Giri National Labour Institute, have addressed the participants at the Inaugural Session of the Webinar.



There were two technical sessions: (1) 'COVID-19: Protect Children from Child Labour – Across Sectors' which was chaired by **Mr. G. Asok Kumar**, Additional Secretary & Mission Director, National Water Mission, Ministry of Water Resources, River Development and Ganga Rejuvenation (MoWR, RD & GR). **Dr. Helen R. Sekar**, Senior Fellow, VVGNI was one of the resource persons of this technical session. The other resource persons were **Mr. Insaf Nizam** (ILO Specialist on Child Labour), **Ms. Manali Shah**, National Secretary, Self Employed Women's Association (SEWA) and **Mr. Sanjay Bhatia**, Member, Executive Committee, AIOE; (2) 'Barriers in accessing rehabilitation programmes and the Solutions'. **Prof. Faizan Mustafa**, Vice-Chancellor, NALSAR, Hyderabad, **Shri Priyank Kanoongo**, Chairperson, NCPCR and **Shri B. L. Soni**, DGP, Rajasthan, were the resource persons. **Dr. Helen R. Sekar**, Senior Fellow, VVGNI, Coordinated this Webinar.

Fifth Regional Consultation on Female Labour Force Participation (July 9, 2020)

The National Commission for Women (NCW) in collaboration with the V.V.Giri National Labour Institute (VVGNI) and the National Law University, Delhi (NLUD) organized the fifth regional consultation on female labour force participation on **July 9, 2020** through digital platform WebEx. The consultation was inaugurated by **Ms Rekha Sharma**, Chairperson, NCW. Ms. Meeta Rajiv lochan, Member Secretary, NCW delivered the welcome address. **Prof (Dr.) Ranbir Singh**, Hon'ble Vice-Chancellor of the National Law University Delhi (NLUD) delivered his Presidential address. **Mr. Priyank Kanoongo**, Chairperson of NCPCR delivered a special address in 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 consultation provided a recap for the previous consultations conducted in four regions of the country (Gujarat, Bangalore, Assam and Cuttack). The programme was attended by participants representing the government particularly from the NCW, VVGnLI, State Commission for Women, SCPCR, senior government officials, 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, VVGnLI and **Dr. Ellina Samantroy**, Fellow VVGnLI made a presentation at the event. **Dr. Ellina Samantroy** also co-ordinated the event along with the NCW, New Delhi.

PUBLICATION

Youth and the Labour Market Landscape in India: Issues and Perspectives

NLI Research Studies Series No. 140/2019

V.V. Giri National Labour Institute (VVGnLI) represents India in the BRICS Network of Labour Research Institutes which was established in 2017. One of the major objectives of this network is to undertake research studies on contemporary concerns related to labour and provide policy inputs to achieve strong, sustainable and inclusive growth.

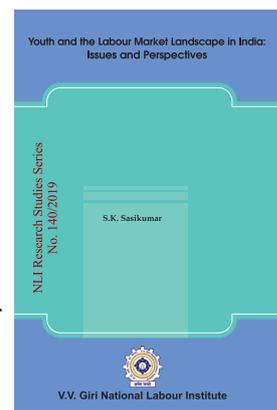
Accordingly, the BRICS Network of Labour Research Institutes had undertaken a research study relating to Youth Employment during 2019. This research study assumes significance in the context of the ongoing demographic transition, rapid and accelerated technological transformations and the desired development trajectories spelt out in the Sustainable Development Goals 2030.

This research study in the context of India was undertaken with the following specific objectives: (i) examine the country's economic performance since the turn of the millennium; (ii) analyse the characteristics of the youth labour market; (iii) highlight the recent major policies and programmes launched in India that aim to improve the labour market outcomes of the youth; and (iv) suggest innovative and sustainable strategies to support the youth to become a major catalyst of development processes, particularly in the context of ongoing technological transformations and the future of work.

This research study notes that the Indian economy has grown significantly since the turn of the millennium. It highlights that innovative structural reforms initiated in the last few years have enabled India to become the fastest growing major economy of the world. It also notes that stimulating manufacturing driven growth is pivotal to sustain high economic growth and that policies that nourish micro, small and medium enterprises to grow large and generate more productive jobs will be very significant in providing financial inclusion to the young population in the country.

From a labour market perspective, the study notes that the overall educational attainment of the labour force in India, particularly for the youth, has improved significantly in the last two decades. The Indian economy is also witnessing structural transformation of the labour market, i.e. movement from primary to secondary and tertiary sectors, which has gained pace in the last two decades. Considering that a significant percentage of youth are still engaged in informal employment, transitioning them to formal employment is very significant to improve labour market outcomes. The study outlines and analyses the innovative policies and programmes which have been initiated in India in the last few years with the objective of improving the access of young people to decent and productive employment and livelihood options.

The study identifies pathways to promote better future of work for youth: employment-centred macroeconomic and sectoral policies; reorientation of the skill ecosystem; innovative use of technology and digital tools; re-regulation of the labour regulation systems; and a more technology enabled labour market information system, particularly with respect to new forms of employment.



TRAINING PROGRAMMES

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Recent Initiatives towards Codification of Labour Laws in India (Phase-I)

(May 27-29, 2020)

The key objectives of the programme were to: (i) understand the need and the context of codification of the labour laws; (ii) discuss critically the broad scheme and key features of various labour codes; (iii) discuss the implications of labour codes on labour market in India and the perspectives of various stakeholders on the provisions of these labour codes. The programme was attended by sixty one participants representing trade unions, employers' organizations and officials from central and state labour departments. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Recent Initiatives towards Codification of Labour Laws in India (Phase-II)

(June 15-17, 2020)

The key objectives of the programme were to: (i) understand the need and the context of codification of the labour laws; (ii) discuss critically the broad scheme and key features of various labour codes; (iii) discuss the implications of labour codes on

labour market in India and the perspectives of various stakeholders on the provisions of these labour codes. The programme was attended by forty three participants including Officials from the Central and State Labour Departments; employers' organizations; civil society organizations, teachers and researchers working in the domain of labour. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Laws Relating to Equality and Empowerment of Women (June 15-19, 2020)

The specific objectives of the programme were to: (i) discuss gender issues in labour; (ii) develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women workers; (iii) develop strategies for effective enforcement of laws related to women workers. The training programme was attended by forty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Making Conciliation Effective (July 08 -10, 2020)

The key objectives of the programme were to: (i) understand the contemporary industrial relations scenario and recent developments; (ii) facilitate a better appreciation of the nature of issues for conciliation; (iii) critically analyze the provisions and the relevant case laws of industrial relations; (iv) create an awareness about legal rights and provisions; (v) legislation pertaining to the conciliation process; (vi) develop behavioral skills necessary for effective conciliation. The programme was attended by thirty one Conciliation Officers appointed as per provisions of Industrial Disputes Act, 1947 from Central and State Governments. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

Quasi-Judicial Authorities: Role and Functions (July 15-17, 2020)

The key objectives of the programme were to: (i) familiarize the participants with the conceptual framework for discharging quasi-judicial functions; (ii) discuss the problems in discharging quasi-judicial functions; (iii) help participants to write a balanced quasi-judicial order after taking into account various relevant factors. The programme was attended by twenty three Labour Department officials from the Central and various State Labour Departments. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Good Governance through Labour Administration and Labour Inspection (August 17-19, 2020)

The specific objectives of the programme were to: (i) have an understanding of the context of labour legislations in India; (ii) have knowledge of substantive as well as procedural contents of different labour laws; (iii) develop understanding with regard to new directions in labour laws and judicial interpretations; (iv) explore ways for optimum utilization of existing resources and identify difficulties in the way of effective enforcement of labour laws and exploring remedial measures. The programme was attended by forty Assistant Labour Commissioners, Labour Enforcement Officers, Labour Inspectors, teachers and research scholars from various states of India. The Course Director of the programme was **Dr. Otojit Kshetrimayum**, Fellow.

CAPACITY BUILDING PROGRAMMES (CBP)

Leadership Development of Domestic Workers (May 04-08, 2020)

The specific objectives of the programme were to: (i) enhance leadership skills among the domestic workers; (ii) provide awareness on the National Policy on Domestic Workers; (iii) address issues pertaining to domestic workers; (iv) increase communication skills among domestic workers. The training programme was attended by twenty nine participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Enhancing Work Proficiency (May 11-15, 2020)

The specific objectives of the programme were to: (i) have familiarity with the changes and trends in industrial relations; (ii) sharpen skills of time management; (iii) manage anger, time and stress. The training programme was attended by forty three participants. **Dr. Shashi Bala**, Fellow was the Course Director.

The Future of Work: Navigating Transformations Effectively (May 20-22, 2020)

The specific objectives of the programme were to: (i) analyse the major contours of the future of work; (ii) trace technological changes and their impacts and implications for work and work relations; (iii) examine the major labour market implications of COVID-19 and assess the responses of various stakeholders; (iv) delineate the components of the major pathways to ensure a brighter and equitable future of work. The programme was attended by fifty two participants comprising of central labour administrators, state labour administrators, trade union leaders, managers and research scholars. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

Training of Trainer Programme for Rural Educators

(May 26-30, 2020)

The specific objectives of the programme were to: (i) acquaint the participants with emerging concerns in the rural economy; (ii) develop communication skills for responsible leadership; (iii) equip participants with techniques for organizing themselves through e-learning methodology during COVID-19; (iv) familiarize the participants with the technique of harnessing rural resource judiciously. The training programme was attended by forty five participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Training of trainers Programme on Gender and Social Security

(June 08-12, 2020)

The specific objectives of the programme were to: (i) provide a clear understanding of social security; (ii) deliver information on the recent trends, national and international experiences, good practices; (iii) offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various social security provisions; (iv) train the employers, trade union, and officials of NGOs involved in above process. The training programme was attended by fifty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Emerging Labour Market Issues and Strategic Responses

(June 8-10, 2020)

The specific objectives of the programme were to: (i) provide an overview of emerging trends in employment scenario at the national and global level; (ii) acquire knowledge about labour market dynamics in India especially during crisis; (iii) understand the pattern and complex phenomenon of employment, in its various dimensions including gender; (iv) capacity building to undertake labour market analysis and strategies in employment generation. The programme was attended by forty nine participants from all functional areas representing of trade unions, labour officials, public and private sector organizations, and researchers. **Dr. Dhanya M B**, Associate Fellow was the Course Director.

The Future of Work: Navigating Transformations Effectively

(June 10-12, 2020)

The specific objectives of the programme were to: (i) analyse the major contours of the future of work; (ii) trace technological changes and their impacts and implications for work and work relations; (iii) examine the major labour market implications of COVID-19 and assess the responses of various stakeholders; (iv) delineate the components of the major pathways to ensure a brighter and equitable future of work. The programme was attended by forty nine participants comprising of central labour administrators, state labour administrators, trade union leaders, managers and research scholars. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

Ensuring Safety, Health and Welfare at Workplace

June 15-17, 2020.

The specific objectives of the programme were: (i) to provide an insight on the international standards and norms in the area of occupational safety and health (OSH); (ii) to understand the existing legal instruments and policies on occupational safety and health in the Indian context; (iii) to understand the safety and hazard management norms in workplace. The programme was attended by 35 participants from State Labour Departments and representatives of central unions. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Emerging Perspectives on Gender, Labour Laws and International Labour Standards

(June 22-24, 2020)

The specific objectives of the programme were to: (i) provide an overview of gender and the labour market and analyse the existing inequalities with regard to wages, working conditions, employment security, etc. (ii) assess the impact of the pandemic on women workers including migrant workers; (iii) understand the gendered vulnerabilities and intersection of paid work and unpaid/care work and other 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 international labour standards on promotion of gender equality at the workplace and analyse the international labour standards in line with the recent changes in the labour market due to the crisis created by the pandemic. The programme was attended by forty nine participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

Enhancing Competence of Youth Employability

(July 01-03, 2020)

The specific objectives of the programme were to: (i) develop employability skills; (ii) enhance personality, leadership and communication skills; (iii) understand the world of work. This training programme was attended by thirty eight participants including master's students and researchers. **Dr. Dhanya M B**, Associate Fellow was the Course Director.

Creation of Employment Opportunities: Learning from International Experiences

(July 01-03, 2020)

The specific objectives of the programme were to: (i) understand the employment situation in India; (ii) identify the reasons for lack of employment creation; (iii) understand the employment policies of NIEs when they started developing and see if

one could learn anything from them. The training programme was attended by twenty four participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the course Director.

Transitioning from Informality to Formality (July 8-10 2020)

The specific objectives of programme were; (i) to enhance the capacity of the participants to understand the statistical and measurement issues and characteristics of the informal economy workers from national and international perspective; (ii) To focus on steps taken towards formalization of workers and economic units at national and international level in accordance with the Recommendation 204 of the International Labour Organisation; (iii) to provide a platform to discuss the effect of Covid-19 on the informal economy workers and economic units. The programme was attended by seventy six participants representing central trade unions, faculty from universities/research institutions, research scholars, officials of Government, private sector, NGOs and international agencies. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

Skills and Entrepreneurship Development (July 13-15, 2020)

The objectives of the programme were to: (i) understand the linkage between vocational education and skills training with growth and employment; (ii) acquire knowledge about the vocational education and training systems and about its various components; (iii) understand the challenge of employment generation and designing appropriate skill and entrepreneurship development policies to meet those challenges. The programme was attended by thirty nine participants comprising tripartite partners, officials involved with implementation of vocational education and skill training programmes, principals, trainers and instructors from public and private training institutes, faculty/scholars from research organizations/institutions involved in imparting vocational education and training. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

Gender Responsive Budgeting (July 13-17, 2020)

The specific objectives of the programme were to: (i) discuss gender issues in labour; (ii) identify gender budgeting initiatives of government of India; (iii) discuss concepts, tools and methods of gender budgeting; (iv) discuss the importance of gender budgeting and women empowerment. The training programme was attended by fifty four participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Informality, News Forms of Work and Social Protection July 20-22, 2020

The specific objectives of the programme were to : (i) provide an overview of the changing nature of employment, the existing inequalities in the labour market with regard to employment and the need for social security and protection.; (ii) to sensitize the participants on the various international labour standards/instruments as well as good practices in the area of social security and protection; (iii) to develop insight on the existing national polices and legal instruments in the area of social security and protection of workers; (iv) to discuss strategies for the promotion of decent work and practices that fulfill the guidelines of the SDGs. The programme was attended by 46 participants representing State Government officials and representatives from Central Trade Unions. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Training Programme on Labour & Globalisation (July 20-22, 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 and to enable participants to contribute in their academic and professional work. The programme was attended by sixty one participants from various institutes, universities and Government Departments. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

Training of Trainers Programme for Rural Educators (July 20-22, 2020)

The specific objectives of the programme were to: (i) develop understanding of rural society and labour; (ii) understand the changing labour market dynamics and the informal sector; (iii) develop skills for enhancing leadership, communication and team building; (iv) acquaint participants with relevant labour laws, social security programmes and welfare funds for unorganized sector. The training programme was attended by eleven participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Leadership Development for Trade Union Leaders from Informal Sector (July 27-31, 2020)

The specific objectives of the programme were to: (i) understand significance of time management in implementation of affirmative policies and labour laws pertaining to employment; (ii) develop communication strategies for addressing gender issues in the world of work; (iii) strengthen emotional skills for effective decision making via managing stress in pragmatic manner; (iv) develop skills and techniques for effective leadership during COVID 19. The training programme was attended by twenty-seven participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Gender, Decent Work and Social Protection

(August 3-5, 2020)

The specific objectives of the programme were: (i) to address labour market inequalities and its impact on women workers; (ii) to understand changing labour market and employment relations and its impact on health and safety of workers in the informal economy; (iii) to enable the participants to develop an understanding about the role of different social partners in ensuring safety and health at workplace. The programme was attended by twenty-five participants representatives government departments and Central Trade Unions. **Dr. Ruma Ghosh, Fellow** was the Course Director.

Gender, Work and Development

(August 05-07, 2020)

The major objectives of the programme were to: (i) develop conceptual understanding about gender, work and development and the linkages; (ii) to discuss gender differentiation in accessing education, skill, wages, social protection, welfare measures detrimental to development and initiatives to address the issues; (iii) to sensitize the participants against gender discrimination, acquainting them with gender sensitive policies programmes for gender equality, equity, agency building of women, decent employment, inclusive growth and sustainable development; (iv) to enable participants to contribute in their professional and academic work. The programme was attended by seventy two Faculties, Research Scholars and Master Degree students from different Universities, Officials and functionaries of Government departments, NGOs, civil societies, corporate sectors and development professionals. **Mr. P.Amitav Khuntia**, Associate Fellow was the Course Director.

Gender, Poverty and Employment

(August 10-14, 2020)

The specific objectives of the programme were to: (i) examine the inter-linkages between gender, poverty and employment; (ii) discuss gender-sensitive, anti-poverty and employment policies and programmes; (iii) discuss about the gender and decent work perspective in national and international policy agendas on poverty reduction. The training programme was attended by thirty participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Labour Issues and Labour Laws

(August 10-12, 2020)

The key 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) have knowledge about labour laws and recent changes in labour laws. The programme was attended by thirty four participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

Labour Market and Employment Policies

(August 24-26, 2020)

The objectives of the programme were to: (i) provide an overview on labour and employment scenario of the world in general and India in particular; (ii) acquire knowledge about different sources of data on labour; (iii) develop capacities to undertake labour market surveys and employment impact and evaluation studies. The programme was attended forty five participants drawn from state labour department officials, private sector executives/industrial relation managers, and faculty and research scholars from universities/research institutions. **Dr. Anoop Kumar Satpathy**, Fellow was the Course Director.

Developing Skill Development Strategies for Women Workers in the Informal Economy

(August 24-28,2020)

The specific objectives of the programme were to: (i) discuss the nature and characteristics of the informal economy; (ii) situate the importance of skill development in the functioning of informal economy from a gender perspective; (iii) share the experiences of various social partners in skill development and training during COVID-19; (iv) discuss appropriate strategies for skill development of women in the informal sector occupations. The training programme was attended by thirty eight participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Good Governance for Effective Implementation of Development Programmes

(August 26-28, 2020)

The major objectives of the programme were to: (i) understand the concept, features and importance of good governance; (ii) discuss the various development/welfare programmes in operation; (iii) discuss the issues that arise in the effective implementation; (iv) deliberate on the mechanisms for the effective delivery. The programme was attended by fifty two senior officers from Central Government Ministries and State Governments, Senior/Principal Scientists from Indian Council for Agricultural Research and similar organizations and academicians. **Mr. P.Amitav Khuntia**, Associate Fellow was the Course Director.

CHILD LABOUR PROGRAMMES (CLP)

Addressing Issues relating to Child Labour during the COVID-19 Pandemic

(June 2-3, 2020)

The objectives of the programme were to: (i) develop understanding on the implications and consequences of the on-going pandemic for the children of the poor; (ii) informing the sector-specific roles and responsibilities of stakeholders in reducing

vulnerability to child labour and for shaping well-being of children; (iii) enhancing understanding on the gender dimensions of child labour; (iv) enable identifying and locating linkages of climate change and the issue of labour exploitation of children. The programme was attended by sixty-two participants who represented the civil society, officials of child labour project societies, voluntary educational and vocational instructors of NCLPs, officials of line departments of the central and state governments dealing with the issues of child protection and child labour, CWC, child line, and child protection committees. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

**Addressing Issues relating to Child Labour in the Covid Context with the
Focus on Cluster Business
(June 18-19, 2020)**

The main objective of the programme was converging efforts of social partners and stakeholders towards elimination of child labour so that they can contribute effectively for strengthening various interventions for ending exploitation of children and child labour in cluster businesses in particular. The aspects covered in the training include: (i) methods for carrying out effective advocacy for prevention and elimination of child labour; (ii) understanding of the situation of child labour in supply chains of the cluster businesses; (iii) climate change and distress migration; gender inequalities and the implications of COVID 19 on the issue of child labour; (iv) sharing of successful experiments like “*Kudumbashree*” for raising the income level for ending incidences of child labour. The programme was attended by fifty-six participants **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

**Rural Industrialization for Addressing Issues relating to Child Labour
During the COVID-19 Pandemic
(June 25-26, 2020)**

The objectives were to: (i) develop understanding on the vulnerabilities of children migrating out for labour; and identify linkages of climate change and pushed migration; (ii) share the reasons for interruption and discontinuation of schooling among the children of migrants and their influx into labour and the gender dimensions; (iii) understand the consequences of the ongoing pandemic lockdowns on these children; (iv) sector-specific roles and responsibilities of stakeholders in reducing vulnerability to child labour. The programme was attended by seventy participants drawn from Civil Society officials of line departments of the State Governments that are dealing with the issues of child protection and child labour and officials of the Project Societies of the NCLPs. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

**NORTH-EASTERN STATES PROGRAMME (NEP)
Leadership Development Programme for Trade Union Leaders
(May 18-23, 2020)**

The specific objectives of the programme were to: (i) develop skills and techniques for effective leadership skills; (ii) deliberate issues pertaining to the protection of financial consumers; (iii) acquaint the participants with managing self during COVID-19; (iv) address online work culture and issues of cyber crime; (v) strengthen emotional skills on managing stress in pragmatic manner. The training programme was attended by thirty six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

**Social Protection and Livelihood Security for the North Eastern States
(June 24-26, 2020)**

The objectives were to: (i) discuss various issues challenges relating to livelihood and social security; (ii) make the participants understand their roles in addressing the issues; (iii) discuss about new avenues and innovative methods; (iv) enable them to contribute effectively for the promotion and management of livelihood and social security in the region. The programme was attended by seventeen participants representing NGOs, trade unions, institutes and Universities from North Eastern states. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

**Gender Issues in Labour: A Behavioural Approach for North Eastern States
(June 29- July 03, 2020)**

The specific objectives of the programme were to: (i) address the issue of gender bias with holistic perspective; (ii) enhance the capacity of the participants so that they could tackle the gender-based injustice; (iii) sensitize the participants about sexual harassment at workplace; (iv) discuss about the gender discrimination in the world of work during COVID-19. The training programme was attended by forty two participants. **Dr. Shashi Bala**, Fellow was the Course Director.

**Promoting Entrepreneurship through Skill Development for North Eastern States
(July 13-15, 2020)**

The specific objectives of the programme were to: (i) discuss the nature and characteristics of the informal economy and the role of skill and entrepreneurship; (ii) highlight skill development and entrepreneurship development schemes; (iii) share the experiences of various social partners in skill development and entrepreneurship; (iv) discuss appropriate strategies for skill development and entrepreneurship. The programme was attended by thirty seven delegates from North Eastern states of India. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

Fundamental of Labour Laws for Trade Union Leaders and NGOs from North Eastern States

(August 3-5, 2020)

The specific objectives of the programme were to: (i) understand the various provisions provided in labour laws related to industrial relations, wages, social security and occupational health and safety; (ii) to examine the implementation and coverage of various labour laws; (iii) understand the roles of various stakeholders for effective implementation of labour laws. The programme was attended by forty two participants from the North Eastern States. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

Social Protection and Livelihood Security

(August 19-21, 2020)

The objectives of the programme were to: (i) acquaint participants with concepts of social protection; (ii) understand the different social protection programmes that transfer assets and skills of people for self-employment and public works programmes, thereby enabling people to cope with poverty. (iii) explore the alternative coping strategies/good practices for poverty reduction. The programme was attended by fourteen participants from government and representatives of central trade unions **Dr. Dhanya M B**, Associate Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Fundamentals of Labour Laws (VVGNLI-MGLI) Phase-I

(August 10-12, 2020)

The key objectives of the programme were to: (i) equip the participants with the human rights and constitutional perspective on labour; (ii) knowledge of substantive as well as procedural contents of industrial relations law; (iii) have an understanding of social security legislations; (iv) develop an insight into the wage law. The programme was attended by thirty eight participants including representatives of trade unions, teachers, students, representatives from industry and NGOs. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Enhancing Leadership Skills for Mining Workers

(August 17-19, 2020)

The specific objectives of the programme were to: (i) impart knowledge and information about the situation of mining workers; (ii) enhance inter-personal communication, leadership skills and team building among the participants; (iii) discuss the legal protections in various labour legislations. The training programme was attended by sixteen participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Fundamentals of Labour Laws (VVGNLI-MGLI) Phase-II

(August 18-20, 2020)

The key objectives of the programme were to: (i) equip the participants with the human rights and constitutional perspective on labour; (ii) provide knowledge of substantive as well as procedural contents of industrial relations law; (iii) have an understanding of social security legislations; (iv) develop an insight into the wage law. The programme was attended by sixty one participants including representatives of trade unions, teachers, students, representatives from industry and NGOs. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Fundamentals of Labour Laws Phase-III

(August 24-26, 2020)

The key objectives of the programme were to: (i) equip the participants with the human rights and constitutional perspective on labour; (ii) knowledge of substantive as well as procedural contents of industrial relations law; (iii) have an understanding of social security legislations; (iv) develop an insight into the wage law. The programme was attended by fifty five participants including representatives of trade unions, teachers, students, representatives from industry and NGOs. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Training Workshop on Understanding Kerala's Job Challenges

(August 25-26, 2020)

This online workshop was organized by V.V Giri National Labour Institute in collaboration with Kerala Institute of Labour & Employment (KILE). The specific objectives of the programme were: (i) provide an overview of emerging trends in employment scenario at the national and state level; (ii) acquire knowledge about labour market dynamics in Kerala; (iii) understand the pattern and complex phenomenon of employment, especially female employment in Kerala; (iv) capacity building to undertake labour market surveys and strategies in employment generation. This workshop was attended by fifty five participants from Kerala, including trade unions, employers, researchers, officials from labour departments, civil society organizations. **Dr H. Srinivas**, Director General, VVG NLI inaugurated the workshop and **Smt. M Shajeena**, Executive Director, KILE delivered special



address. The invited speakers were: **Dr Jayan Jose Thomas**, IIT Delhi & Member, Kerala State Planning Board; **Dr Surjit Das**, Jawaharlal Nehru University; **Dr Shyjan D**, Calicut University. **Dr Dhanya M B**, Associate Fellow was the Course Director and **Shri Kiran** coordinated the programme on behalf of KILE, Thiruvananthapuram.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Dr. H. Srinivas, Director General

- Addressed the participants in the Valedictory Sessions of the online Training Programmes of VVG NLI on 'Capacity Building Programme on (i) 'Enhancing Work Proficiency', May 11-15, 2020; (ii) 'Enhancing Competence of Youth Employability', July 1-3, 2020; (iii) 'Gender Issues in Labour: A Behavioural Approach', July 1-3, 2020; 'Fundamentals of Labour Laws for Trade Union Leaders and NGOs from North Eastern States', August 03-05, 2020.
- Addressed the participants in the Inaugural Sessions of Online Training Programme of VVG NLI on: (i) 'Addressing Issues relating to Child Labour during the COVID-19 Pandemic for Civil Society Partners', June 02-03, 2020; (ii) 'Future of Work: Navigating Transformations Effectively', June 10-12, 2020; (iii) 'Emerging Perspectives on Gender, Labour Laws and International Labour Standards', June 22-24, 2020; (iv) 'Creation of Employment Opportunities: Learning from International Experiences', July 01-03, 2020; (v) 'Transitioning from Informality to Formality', July 08-10, 2020; (vi) 'Promoting Entrepreneurship through Skill Development', July 13-15, 2020; (vii) 'Quasi-judicial Authorities: Role & Functions', July 15-17, 2020; (viii) 'Informality, New Forms of Work and Social Protection', July 20-22, 2020; (ix) 'Labour & Globalisation', July 20-22, 2020; (x) 'Gender, Decent Work and Social Protection', August 03-5, 2020 in VVG NLI Training programmes.
- Chaired a quarterly Meeting of the Hindi Committee and Faculty Meeting on July 24, 2020.
- Addressed the Webinar conducted on the World Day against Child Labour (WDA CL) 2020 on the theme 'COVID-19: Protect children from child labour, now more than ever' on June 12, 2020. The Webinar was inaugurated by Hon'ble Minister for Labour & Employment (I/C) and presided over by Secretary, Labour & Employment.
- Attended an online meeting of Core Group on Bonded Labour Organized by NHRC, Delhi on August 14, 2020.
- Addressed the participants of the 71st Batch of IRS Officer trainees undergoing the Online Training at National Academy of Customs, Indirect Taxes & Narcotics, Faridabad on the topic 'Labour Laws' on July 14, 2020.
- Attended the meeting to review the Status of Memorandum of Understanding (MoUs) signed by Ministry of Labour & Employment with foreign governments, chaired by Secretary (L&E) in the Main Committee Room of MoL&E on August 10, 2020.
- Attended a meeting of the Executive Council of VVG NLI chaired by Secretary (L&E) through video conferencing on August 24, 2020.

Professional Engagements of Faculty Members

Dr. S.K. Sasikumar, Senior Fellow

- Delivered Lecture on Theories of Migration to the Course on 'Perspectives in Labour', Department of Humanities and Social Sciences, IIT Madras, Chennai, May 09, 2020.
- Member of the 'Award Committee, Prof. P.V. Sukhatme National Award in Statistics' Ministry of Statistics & Programme Implementation, Government of India.
- Resource Person, Gaming Exercise, 'Course on National Security and Strategic Studies, National Defence College (NDC), May 20-22, 2020.
- Delivered Keynote Address at the Webinar on 'Future of Work: Navigating Transformations Effectively', Department of Management Studies, Acharya Institute of Technology, Bengaluru, June 06, 2020.
- Panelist, Virtual Discussion on 'Strengthening Evidence-Based Approach to Migration Policies-Challenges and Solutions for Data Collection', India Centre for Migration, Ministry of External Affairs, New Delhi, August 13, 2020.

Dr. Helen R. Sekar, Senior Fellow

- Provided technical support during Covid 19 lockdown period 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.
- Addressed on the topic 'Impact of COVID-19 on children and possibility of increasing child labour in U.P.' on June 11, 2020 in the State-Level Consultation on 'COVID-19 Situation and Child Labour: Impact, Preparedness and Action required' organized by CHETNA and HCL Foundation.
- Invited Speaker on 'Amendment of Child Labour Act and its Implications' in the Webinar on 'Strategies to eliminate child labour on the occasion of World Day against Child Labour' organized by Mahatma Gandhi Labour Institute, Ahmedabad, on June 12, 2020.

- Addressed the participants on ‘Child Labour (Prohibition and Regulation) Amendment Act 2016’ on June 26, 2020 in the National Webinar on ‘Legislative Measures for Child Protection’ organized by Childline and MISS.
- Presented a paper ‘Urban and Child Labour’ on July 24, 2020 in the National Virtual Conference on Co-creating a Positive and Sustainable Urban Environment organized by Department of Social Work, Patrician College of Arts and Science, Chennai in collaboration with World Vision.
- Participated in a Webinar on ‘Localizing Sustainable Development Goals Perspectives from North East India’ on August 01, 2020 and contributed to the discussions on the specific theme ‘Issues and Challenges of Localizing SDGs in Meghalaya’

Dr. Ruma Ghosh, Fellow

- Attended the webinar ‘Lives and Livelihoods in Pandemic Times’ organised by Institute of Human Development, New Delhi on May 11, 2020.
- Attended the webinar on ‘Impact of COVID 19 Lockdown on the informal Economy’ jointly organized by International Labour Organisation (ILO) and the Indian Society of Labour Economics (ISLE) on May 26, 2020.
- Participated in the virtual seminar titled, ‘Mapping India’s Need versus Foreign Demand: Case of Healthcare Sector’ organized by the India Centre for Migration (ICM) on May 28, 2020
- Participated in a virtual conference on ‘Implication of the COVID-19 Crisis for Labour and Employment in India: Impact, Strategies and Perspectives’ organised by Institute for Human Development (IHD), International Labour Organisation (ILO) and the Indian Society of Labour Economics (ISLE) during June 8-9, 2020.
- Attended the IHD-ISLE webinar on ‘The Pandemic and the Changing Structure of World Economy: India’s Big Opportunity and Big Risk’ on July 27, 2020.
- Participated in the IHD-ISLE webinar on ‘The Ethical and Economic Case for Basic Income in a Time of Pandemics’ on August 7, 2020.
- Invited to delivered Keynote Address in the National Conference on ‘Generation Equality: Building Back Better From Covid-19’ organized by Dhanya Educational and Environmental Society (DEEDS) Guntur, Andhra Pradesh in collaboration with UN Information Centre for India and Bhutan on August 26, 2020.

Dr. Ellina Samantroy, Fellow

- Participated in a webinar on ‘The Labour 2.0: Decoding the Code and Beyond’ held on May 7, 2020 organised by ASSOCHAM, New Delhi.
- Participated in a webinar on ‘Lives and Livelihoods in Pandemic Times’ held on May 11, 2020 organised by Institute of Human Development, New Delhi.
- Invited speaker in a webinar on ‘Rights and the Pandemic: An Analysis of Informal Sector’ on May 13, 2020 organised by Bharati College, University of Delhi.
- Panelist in the ‘2nd Regional Consultation (Law Review) on Inter State Women Migrant Workers’ held on May 14, 2020 organised by National Commission for Women, New Delhi.
- Participated in ILO-ISLE webinar on ‘Impact of COVID 19 Lockdown on the informal Economy held on May 26, 2020.
- Participated in a webinar on ‘Impact of Labour Influx on Host Communities’ on June 5, 2020 organised by World Bank, New Delhi.
- Attended a Webinar on ‘Implication of the COVID-19 Crisis for Labour and Employment in India: Impact, Strategies’ organised by Institute for Human Development (IHD), ILO & Indian Society of Labour Economics held on June 8-9, 2020.
- Invited Speaker in a one day webinar on ‘COVID-19 : The Opportunity to Develop/Design and Inclusive Society’ on June 18, 2020 organised by Centre for Women’s Studies and Development, Banaras Hindu University, Varanasi.
- Invited Chief speaker in a webinar on ‘Covid 19 and Suggestions for Elimination of Problems of Inter-State Migrant Labourers’ held on June 30, 2020 organised by Mahila Mahavidyalaya (MMV), Banaras Hindu University, Varanasi.
- Coordinated the Fifth Regional Consultation on Female Labour Force Participation in India in collaboration with National Commission for Women and National Law University, Delhi on July 09, 2020 through digital platform Webex.
- Delivered a session on Plight of women migrant workers during COVID 19 and the legal aspects (particularly the labour legislations and the new OSH Code 2019) in a one day Webinar on ‘Human Trafficking with Special Reference to Migrant Women and Post Covid Action Plan’ on July 23, 2020 organized by Andhra Pradesh Mahila Commission in collaboration with International Justice Mission.

Dr. Otojit Kshetrimayum, Fellow

- Delivered a lecture on ‘Impact of Corona Virus Outbreak on North East Migrant Workers’ in the Online Lecture Series on Covid -19 and NE India: Challenges and Way Forward organised by Bodoland University, Assam on May 24, 2020.
- Participated in the panel Discussion on ‘Impact of Labour Influx on Host Communities: Tools for Mapping and Mitigation’ organised by the World Bank on June 5, 2020.
- Participated as one of the jury members in the 7th North East Award 2019-20 Jury Meet organised by the North East Development Foundation on June 10, 2020.
- Attended meeting of Performance Appraisal Board for reviewing the performance of Batch II and Batch IV YPs of the Model Career Centres under National Career Service Project on June 11, 2020.
- Delivered a lecture on ‘SDG- 8 and the North East Returnee Migrants’ in the Plenary Theme ‘Sustaining the Pursuit of UN SDG-Goal Post Covid-19 North East India’ in the 7th North East Award 2019-20 Plenary organised by North East Development Foundation on June 20, 2020.
- Attended MPhil Viva-Voce as External Examiner for Ms. Ningthoujam Sophia Devi in the Centre for North East Studies & Policy Research, Jamia Millia Islamia, New Delhi on June 22, 2020.
- Published a book chapter on ‘Interrogating Financial Security Through Financial Inclusion: A Case Study of Social Security Schemes in North East India’ in A. Rajmani Singh (Ed.). 2020. India Towards 100% Financial Inclusion. New Delhi: Manakin Press.

Mr. P. Amitav Khuntia, Associate Fellow

- Participated in a webinar on Covid 19: Protect Children from Child Labour, Now More than Ever on June 12, 2020 organised by the Ministry of Labour and Employment and V.V.Giri National Labour Institute, Noida
- Submitted the revised case study on ‘Skill Training of Rural Poor Youth for Employment and Livelihood Enhancement: Cases from Field interaction’ on June 12, 2020.
- Delivered a Session on ‘Skill Development for Youth Employability: Major Initiatives’ on July 1, 2020 in the Online Training Programme ‘Enhancing Competence of Youth Employability’, July 1-3, 2020. Course Director: Dr Dhanya MB, Associate Fellow, VVGnLI.
- Delivered a Session on ‘Skills and Entrepreneurship Development as Formalization Strategy on July 10, 2020 in the Online Training Programme ‘Transitioning from Informality’, July 8-10, 2020. Course Director: Dr. Anoop Kumar Satpathy, Fellow, VVGnLI.
- Delivered a Session on ‘Skill and Entrepreneurship Development as a Strategy for Social Protection’ in the New Economic Perspective on July 22, 2020 in the Online Training Programme ‘Informality, New Forms of Work and Social Protection’ July 20-22, 2020. Course Director: Dr. Ruma Ghosh, Fellow, VVGnLI
- Delivered a Session on ‘Gender, Skill Development and Social Protection’ on August 3, 2020 in the Online Training Programme Gender, Decent Work and Social Protection’ August 3-5, 2020. Course Director: Dr. Ruma Ghosh, Fellow, VVGnLI
- Delivered a Session on ‘Integrating Skill Development Measures for Sustainable Livelihood & Entrepreneurship in North East on August 20, 2020 in the Online Training Programme ‘Social Protection and Livelihood Security for North Easter States’, August 19-21, 2020. Course Director: Dr. Dhanya MB, Associate Fellow, VVGnLI.



एक कदम स्वच्छता की ओर

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V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

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