



इन्द्रधनुष

INDRADHANUSH

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## FROM THE DIRECTOR GENERAL'S DESK

## Towards an Equitable Agenda for Global Labour Mobility

International labour mobility is one of the central dimensions of the current phase of globalisation. The stock of international migrants in 2010 is estimated to be around 214 million, a significant share among them moving out of their country of origin for employment. Not only has labour mobility increased in magnitude, it has also become heterogeneous in terms of both its direction and composition. In the coming years, due to the ageing of the population, mismatch between demand and supply of skills, and the expanding role of the migration industry, the global migration landscape is all set to become more complex.

From a policy perspective what requires immediate attention is the wide range of insecurities confronted by migrants. Factors operating at multiple levels are responsible for this situation. Firstly, in most of the countries administrative and legal structures required to facilitate migration to new and emerging destinations, or to meet the requirements of different categories of migrants continue to be rudimentary. Secondly, both high and low skilled migrants are governed by stringent policies, in fact 'internal controls', like detention, expulsion and exclusion from work and welfare, are increasingly resorted to, along with border controls, to restrict migration. Thirdly, when host countries experience difficult economic situations, as in the case of the recent global economic slowdown, the right to migrate and rights of migrants are adversely affected.

The complexity of the problem becomes clear when one considers that international migrants encounter varying degrees of difficulties in being part of the social security systems in both origin and host countries and also have limited access to informal social support networks. The importance of this is underlined when we consider the increase noted in the migration of low skilled workers with a temporary status, with a significant share of them engaged in the informal sector. The State, positioned as intermediary in the global exchange of labour, cannot disassociate itself from its responsibility of extending social security to transnational workers.

International experience suggests that rights of workers are well protected if countries arrive at Social Security Agreements (SSAs) to eliminate the barrier that disqualifies migrant workers from accessing social security benefits. Excellent examples are provided by regional SSAs adopted in the EU. However, those from developing countries—moving either to developed countries or other developing countries—are largely excluded from its coverage. No doubt, unilateral responses by countries of origin and destination to enhance social security concerns of international migrant workers are important. In this context schemes in India that provide insurance coverage to international labour migrants like Pravasi Bharatiya Bima Yojana (PBBY) and Mahatma Gandhi Pravasi Suraksha Yojana (MGPSY) deserves special mention. Other formal means of enhancing workers' welfare; signing Memorandums of Understanding with major destination countries, followed by Indian Government, has also proved to be beneficial to migrant workers.

Greater cooperation and dialogue between countries of origin and destination towards managing migration is essential to protect migrants' rights, including their social security rights. This may entail making national laws and policies as per the stipulations suggested in the international instruments, formulating multilateral and bilateral agreements considering the changing intricacies of the current population movements.



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## SPECIAL EVENTS

### Panel Discussion on 'Human Bondage: Tracing its Roots in India'

A panel discussion on the book "Human Bondage: Tracing its Roots in India" was organised at V. V. Giri National Labour Institute on 13 September, 2013. The panelists were **Shri Bhuwan Ribhu**, National Secretary, Bachpan Bachao Andolan; **Shri P. S. Krishnan**; **Mr. Coen Kompier**, Senior Specialist, ILO; **Mr. Abhay Xaxa**, Research Scholar, JNU and **Prof. S.C. Srivastava**, Secretary General, National Labour Law Association. The author of the book, **Dr. L.D. Mishra** was the moderator of the Panel Discussion. The panel discussion started with the opening remarks by Dr. Lakshmidhar Mishra, wherein he mentioned that the human relationship at workplace should be determined by dignity. On bonded labourers, he explained that being the victims of socio-economic



exploitative structure, they have eyes to see and ears to hear but no tongue to speak. They need sustained external help and it is therefore important to develop a countervailing social force to address the situation. On social discrimination against the vulnerable sections of population from where a substantial proportion of bonded labour emerge, he quoted from the writings of Jyotibhai Phule "You can divide the places of worships, but not the human beings". Workers can be raised to great heights through functional literacy and enhancing their capacity to bargain collectively and individually. He also quoted from the expression of the bonded labour "I go in darkness, I come in darkness, my life is full of darkness". He further quoted that "the man who does not stand up to question injustice is the man who dies within". **Dr. Helen R. Sekar**, Senior Fellow, coordinated this programme.

### वी.वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा हर्षोल्लास के साथ हिंदी पखवाड़ा-2013 का आयोजन

वी.वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा 16-30 सितंबर, 2013 के दौरान हिंदी पखवाड़ा-2013 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। 16 सितंबर, 2013 को हिंदी पखवाड़े के शुभारंभ पर संस्थान के महानिदेशक श्री वेद प्रकाश यजुर्वेदी ने सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं में हिस्सा लेने का आह्वान किया। हिंदी के अधिकाधिक प्रयोग को प्रोत्साहित करने के उद्देश्य से संस्थान में पखवाड़े के दौरान आयोजित की जाने वाली विभिन्न प्रतियोगिताओं की जानकारी वरिष्ठ हिंदी अनुवादक श्री बीरेन्द्र सिंह रावत द्वारा दी गई।





पखवाड़े के दौरान कुल सात प्रतियोगिताएँ आयोजित की गयीं तथा इन प्रतियोगिताओं में संस्थान के संकाय सदस्यों, अधिकारियों एवं कर्मचारियों सहित कुल 36 लोगों ने हिस्सा लिया। इन सभी प्रतियोगिताओं में गैर-हिंदी भाषी प्रतियोगियों के लिए अलग से पुरस्कारों का प्रावधान किया गया था। निबंध एवं



पत्र-लेखन प्रतियोगिता में श्रीमती मोनिका गुप्ता ने प्रथम, श्री ए. के. श्रीवास्तव ने द्वितीय एवं श्रीमती पिंगी कालड़ा ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में डॉ. रिंजू रसाईली ने प्रथम, श्रीमती सुधा गणेश ने द्वितीय एवं डॉ. एलीना सामंतराय ने तृतीय स्थान प्राप्त किया। सुलेख एवं श्रुतलेख प्रतियोगिता में श्री दिलीप सासमल ने प्रथम, श्री कृष्ण कुमार ने द्वितीय एवं श्री हरीश सिंह और श्री सत्यवान दोनों ने तृतीय स्थान प्राप्त किया। सामान्य टिप्पणी एवं आलेखन प्रतियोगिता में श्रीमती मोनिका गुप्ता ने प्रथम, श्री राजेश कुमार कर्ण ने द्वितीय एवं श्री हर्ष सिंह रावत और श्री एस. के. वर्मा दोनों ने तृतीय स्थान प्राप्त किया। सस्वर काव्य पाठ/गीत/गजल प्रतियोगिता में श्री राजेश कुमार कर्ण ने प्रथम, श्रीमती उषा शर्मा ने द्वितीय एवं श्री प्रकाश मिश्रा ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में डॉ. एलीना सामंतराय ने प्रथम, डॉ. हेलन आर. सेकर ने द्वितीय एवं श्री ओतोजीत क्षेत्रिमयूम ने तृतीय स्थान प्राप्त किया। हिंदी टंकण अथवा वर्तनी एवं वर्ग पहली प्रतियोगिता में श्रीमती मोनिका गुप्ता और श्री राजेश कुमार कर्ण दोनों ने प्रथम, श्री हर्ष सिंह रावत ने द्वितीय एवं श्रीमती सुधा वोहरा ने तृतीय स्थान प्राप्त किया। राजभाषा एवं सामान्य ज्ञान प्रतियोगिता में श्री हर्ष सिंह रावत ने प्रथम, श्री राजेश कुमार कर्ण ने द्वितीय एवं श्री ए. के. श्रीवास्तव ने तृतीय स्थान प्राप्त किया। वाद-विवाद प्रतियोगिता में श्रीमती सुधा वोहरा ने प्रथम, श्री राजेश कुमार कर्ण ने द्वितीय एवं श्री हर्ष सिंह रावत ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में डॉ. एलीना सामंतराय ने प्रथम एवं श्री प्रियदर्शन अमिताव खुंटिया ने द्वितीय स्थान प्राप्त किया। इसके अतिरिक्त प्रत्येक प्रतियोगिता में सांत्वना पुरस्कारों, एवं उपरोक्त प्रतियोगिताओं में कोई भी पुरस्कार पाने में असफल रहे प्रतियोगियों के लिए प्रतिभागिता पुरस्कारों का भी प्रावधान किया गया था। राजभाषा हिंदी के प्रगामी प्रयोग को बढ़ावा देने हेतु इस वर्ष जनवरी माह से शुरु की गई प्रोत्साहन योजना के अंतर्गत भी पुरस्कार दिए गए। ये सभी पुरस्कार 30 सितंबर 2013 को हिंदी पखवाड़े के समापन समारोह के अवसर पर संस्थान के महानिदेशक श्री वेद प्रकाश यजुर्वेदी द्वारा प्रदान किए गए।

श्री यजुर्वेदी ने सभी पुरस्कार विजेताओं को बधाई देने के साथ-साथ राजभाषा हिंदी के प्रचार-प्रसार को बढ़ावा देने के संबंध में अपने विचार रखे तथा सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी के अधिकाधिक प्रयोग का आह्वान किया।

## CENTRE FOR GENDER AND LABOUR

Centre for Gender and Labour has been set up with the objective of addressing and strengthening the understanding of gender issues in the labour market. With market reforms, such issues have occupied an important dimension of research. Women suffer multiple disadvantages in terms of access to labour markets, and often do not have the same level of freedom as men, to access the labour market. Gender gap in labour force participation rates and unemployment rates are persistent features of global labour markets. Gender inequality remains an issue within labour markets globally. These issues need to be addressed to ensure gender equality in the labour market, which requires concerted efforts both at academic and policy levels.

Within this framework the activities of the centre are thus envisaged to upgrade the status of the institute to a leading institute in the area of research, education, training and advocacy on gender and women's labour in particular. Further, the centre is visualized to act as an apex repository of documents and data on women labour and as an interactive forum for experts and activists in the field, in order to enhance understanding of gender and women labour issues. Initiatives on skill development, capacity building, consciousness raising, social dialogue and empowerment through micro-credit and self-help groups are some of the activities of the Centre. Moreover health, a socially produced phenomenon, needs to be examined in the context of the laboring poor and women in particular, who historically have been socially and politically marginalized.

### Core Research Areas

- Gender aspects of globalization;
- Empowerment of women in the informal economy
- Changing gender relations in the rural labour markets
- Gender aspects of social security
- Gender and law
- Gender statistics
- Gender, work and IT (Information Technology) sector
- Gender and health

### Research Advisory Group

- Dr. Ratna Sudarshan, ISST, New Delhi
- Dr. Preet Rustagi, Institute for Human Development , New Delhi
- Dr. Patricia Uberoi, Centre for the Study of Developing Societies, New Delhi
- Prof. Maitreyi Chaudhuri, Jawaharlal Nehru University, New Delhi
- Ms. Chitra Chopra, Rtd. Member Secretary, Ministry of Social Justice & Empowerment

### Centre Co-ordinator

**Dr. Shashi Bala, Fellow**

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### Associate Coordinator

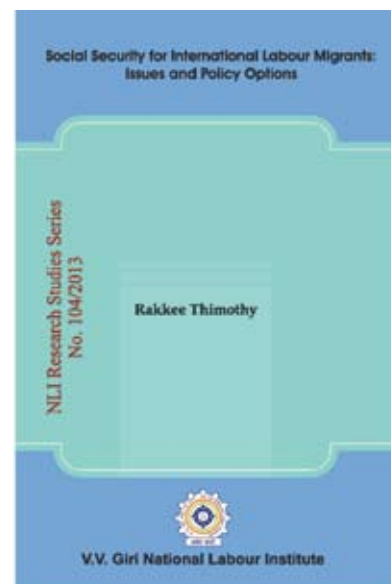
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## PUBLICATION OF RESEARCH STUDIES

Cross-border population movement, an indispensable feature of the current phase of globalisation, has led to significant changes in the migration landscape. Factors like temporisation of labour flows, increased mobility of low and semi-skilled migrants, and rise in irregular migration have widened the range of insecurities encountered by migrants. Extending social security to migrants and their families could significantly minimise, if not wholly address, the entire gamut of insecurities during the migration cycle. While the argument seems to be most compelling for migrant workers from developing countries, often they have limited or no access to social security.

This paper aims to highlight the case for providing social security to transnational workers, considering the heterogeneity associated with labour migration flows and the corresponding increase in insecurities of migrants. It analyses international legal instruments and document good practices, at multilateral and bilateral levels, to argue for extending such initiatives particularly to workers from developing countries. Social security for migrants from India is explored to make a case.



## TRAINING PROGRAMMES

### LABOUR ADMINISTRATION PROGRAMMES (LAP)

#### Effective Enforcement of Laws on Health (16-20 September, 2013)

The Institute organised a training programme on Effective Enforcement of Laws on Health from September 16-20, 2013. The programme was conducted with the objective of developing an understanding of the need for health security and protection. The specific objectives of the programme were: (i) Develop a conceptual understanding of the need for health protection of the workers; (ii) Examine the emerging issues and challenges with regard to health legislations; (iii) Familiarize participants with different schemes and programmes on health security of workers; (iv) Understand the enforcement of laws with regard to the health of workers. The programme was attended by seventeen government officials and representatives of central trade unions. **Dr. Ruma Ghosh**, Fellow was the Course Director of the programme.

### INDUSTRIAL RELATION PROGRAMMES (IRP)

#### Industrial Relations Trade Unionism in a Globalising Economy (23-26 September, 2013)

The Institute organised a Training Programme on Industrial Relations and Trade Unionism in a Globalising Economy during September 23-26, 2013 at the Institute's campus. The programme was organised with the objective of enhancing the understanding of the industrial relations managers and trade union leaders on the major opportunities and challenges relating to labour management relations in a globalising economy. The specific objectives of the programme were: (i) To understand and analyse the major components of globalisation that affect employment relations; (ii) To examine and respond to the emerging issues and challenges in industrial relations and trade unionism in a globalising economy; and (iii) To learn and share experiences on new forms of labour management practices. The programme was attended by twenty nine participants representing large public and private sector enterprises in India like Naval Dockyard, Andhra Pradesh, National Thermal Power Corporation, Odisha, Uttar Pradesh, NMDC, Chattisgarh, ONGC, Tripura, Tata Steel Ltd., Jharkhand. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.

## Developing Positive Attitude for Excellence at Work (21-24 October, 2013)

This training programme was conducted in the Institute during 21-24, October, 2013. This was a paid programme for managerial personnel and representatives of trade unions from government, public and private sector organizations. The programme was attended by eleven participants from RBI, Mazagaon Dock, Hindustan Aeronautics Ltd, Tata etc. The programme aimed at equipping managers and representatives of trade unions with positive attitudes and skills through experimental learning for organizational development. The main objectives were: (i) Conceptualising attitudes; (ii) Highlighting the impact of positive attitude in personal and professional success; (iii) Developing skills to deal with negative attitudes and their impact; (iv) Understanding the impact of positive attitude on organizational excellence; (v) Developing Positive Attitude at Work. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.



## CAPACITY BUILDING PROGRAMMES (CBP)

### Enhancing Competence of Youth Employability Skills (16-20 September, 2013)

A Training Programme on Enhancing Competence of Youth Employability Skills was organized by the Institute from September 16-20, 2013. The major objectives of the programme were to develop employability skills by enhancing personality, leadership and communication skills. Thirty five participants from various universities/ colleges participated in the programme. **Dr. Dhanya M B**, Associate Fellow was the Course Director.

### Organizational Management and Capacity Building (BMS) (30 September - 4 October, 2013)

The above programme was request based programme from Bhartiya Mazdoor Sangh which was attended by thirty two participants from Chhattisgarh, Himachal Pradesh, Delhi, Madhya Pradesh, Bihar, Rajasthan, Orissa, Andhra Pradesh, Tamil Nadu, Gujarat, West Bengal, Jharkhand and Haryana. The objectives were of the programme: (i) To sharpen skill of leadership; (ii) To sharpen skills of communication; (iii) To discuss the role of Trade Unions in emerging economic political scenario; and (iv) To have knowledge about labour laws and recent changes in labour laws. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.

### Gender Issues in Labour (07-11 October, 2013)

This training programme on Gender Issues in Labour was held at the Institute from 7-11 October, 2013. The main objective of this programme was to discuss and orient the participants on the basic concepts of gender and labour. Issues on social protection, self-employment through micro-finance, understanding women's work were some of the subjects discussed. Overview of key labour legislations, leadership skills for organizational development were also taught to the nineteen participants of this programme representing states of Pondicherry, Uttar Pradesh and Haryana. **Dr. Ellina Samantroy** and **Dr. Rinju Rasaily**, Associate Fellows were the Course Directors.



## Migration and Development: Issues and Perspectives (28-31 October, 2013)

The Institute organised a Training Programme on Migration and Development: Issues and Perspectives during October 28-31, 2013 at the Institute's campus. The programme was organised with the objective of enhancing the understanding of the linkages between migration and development. It aimed at developing the capacities of researchers and policy makers towards explicating the emerging issues in migration, especially in terms of research and policy concerns. The specific objectives of the programme were: (i) Understand the concepts and theories relating to migration; (ii) Examine the emerging trends and patterns in migration in a globalizing economy; (iii) Discuss key components of contemporary migration policies; and (iv) Analyse developmental potential of migration. The programme was attended by twenty eight scholars and practitioners dealing with different dimensions of migration, research and policy. **Prof. Ravi Srivastava**



of Jawaharlal Nehru University inaugurated the training programme. **Dr. S.K. Sasikumar**, Senior Fellow and **Dr. Rakhee Timothy**, Associate Fellow were the Course Directors of this programme.

## Empowering Rural Women Organisers (28 October-01 November, 2013)

Training Programme on Empowering Rural Women Organisers was held at V.V Giri National Labour Institute from October 28-November 01, 2013. The programme was designed for Central Trade Unions and Non Governmental organizations. The programme was attended by twenty five participants from Manipur, Gujarat, Bihar, Uttar Pradesh and Jharkhand. The main objectives of the programme were: (i) Develop an understanding of society and gender; (ii) Discuss the underlying issues and dynamics of social change, women in leadership and empowerment; (iii) Develop skills for enhancing leadership potential; and (iv) Acquaint the participants with labour laws pertaining to women workers. **Shri V.P. Yajurvedi**, Director General, VVGNI delivered the valedictory address and distributed the certificates to the participants. **Dr. Ellina Samantroy**, Associate Fellow was the Course Director.

## CHILD LABOUR PROGRAMMES (CLP)

### ‘Orientation and Sensitization Training Workshop on Bonded/Forced Labour for Trade Union Leaders’ (04-06 September, 2013)

An Orientation and Sensitization Training Workshop on Bonded/Forced Labour for Trade Union Leaders was held from 04-06 September, 2013 at the Institute's campus. This Training Workshop was organized as part of the ILO-Reducing Vulnerability to Bondage in India through Promotion of Decent Work (ILO-RVBIPDW) Project. The Training Workshop aimed at equipping trade union leaders and other social partners to play an active role in identification, release and rehabilitation of bonded labour and also contribute towards effective implementation of various programmes aimed at abolition of bonded labour. Thirty participants comprising of trade unions leaders, and workers' organizers participated in the Workshop from the states of Uttar Pradesh, Haryana,

Odisha, Rajasthan, Punjab, Maharashtra, West Bengal and Andhra Pradesh. They represented UPTUC, AITUC, United Trades Union Congress, TUCC, Hi-Tech Medical Karmachari Sangh, INTUC, Hind Mazdoor Sanbh, Bhartiya Mazdoor Sangh and All India Women's Conference. **Dr. Helen R. Sekar**, Senior Fellow organised this programme.

### **Orientation and Sensitization Training on Forced/Bonded Labour for Social Partners (3- 5 October, 2013)**

An Orientation and Sensitization Training on Forced/Bonded Labour for Social Partners was conducted in the Institute's campus during 3-5 October, 2013. The workshop was organized as part of the ILO-Reducing Vulnerability to Bondage in India through Promotion of Decent Work (ILO-RVBIPDW) Project. The objectives of the programme were; (i) to enhance understanding on the issue of bonded labour and forced labour including children in enslaved forms of labour; (ii) to impart skills, methods and techniques for identification of forced/bonded labour; (iii) to develop skills for releasing those who are in bondage; (iv) to equip for contributing effectively towards rehabilitation of the released bonded labour and (v) to prevent influx into bondage. The programme was attended by forty-nine participants from across the country representing the states of West Bengal, Uttar Pradesh, Assam, Odisha, Jharkhand, Andhra Pradesh, Manipur, Bihar and Rajasthan. The participants comprised of Labour Department officers and representatives of Trade Unions and civil society organizations. **Dr. Helen R. Sekar**, Senior Fellow coordinated this programme.

## **RESEARCH METHODS PROGRAMME (RMP)**

### **Course on Various Methods in Microfinance Research (07-18 October, 2013)**

The Institute organized a five days Course on Various Methods in Microfinance Research during October 07-18, 2013. The course aimed to provide researchers with an enhanced understanding of qualitative and quantitative methods in microfinance research and understand various concepts and theories related to microfinance. Twenty one participants from various states participated in the programme. During the course, number of faculty and resource persons/ experts from various institutes like IHD, JNU, CWDS, IGNOU, GIDR, NASA, NIPFP etc delivered lectures on various themes. **Shri V.P Yajurvedi**, Director General of the Institute delivered the valedictory address and distributed certificates to the participants. **Dr. Dhanya M B**, Associate Fellow was the Course Director.

## **HEALTH ISSUES PROGRAMME (HIP)**

### **Gender, Work and Health in Globalising Economy (30 September - 04 October, 2013)**

A training programme on Gender, Work and Health in a Globalising Economy was held in the Institute from September 30 October 04, 2013 with the aim of developing an understanding of the risks and health problems facing women workers in the informal economy. The specific objectives of the programme were: (i) to discuss the specific risks and health problems facing women workers in the informal economy; (ii) understanding the need for health policies and programmes for women workers, especially in developing countries. The programme was attended by fourteen labour department officials as well as central trade union leaders. The programme was coordinated by **Dr. Ruma Ghosh**, Fellow.





## NORTH-EASTERN STATES PROGRAMMES (NESP)

### Effective Enforcement of Labour Laws in the Unorganised Sector for Labour Officials from North Eastern States (2-6 September, 2013)

The Institute organized a five days training programme on Effective Enforcement of Labour Laws in the Unorganized Sector for Labour Officials from North Eastern States during September 2-6, 2013. The programme was attended by twenty three enforcement officials of various levels, representing the State Labour Departments from Assam, Manipur, Meghalaya, Sikkim and Tripura. The programme aimed at helping the participants to develop an understanding of the constitutional framework of labour laws; to acquire the knowledge of substantive as well as procedural contents of law relating to wages; law relating to building and other construction work; contract labour; migrant workers and child labour etc. and the issues related to the enforcement of these labour legislations. **Shri V.P. Yajurvedi**, Director General, VVGNI made the concluding remarks and also distributed the certificates to the participants. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.



## COLLABORATIVE TRAINING PROGRAMME (CTB)

### Social Security and Welfare Schemes for Mathadi Workers, AILS, Mumbai (27-28 September, 2013)

This programme was conducted in collaboration with the Ambekar Institute for Labour Studies, Mumbai. The programme was exclusively designed for mathadi workers engaged in Mumbai and was attended by thirty participants. The core objective was to create awareness about different social security schemes and welfare measures. Mr. G.B. Gawde, Director AILS inaugurated the programme. The Valedictory Address was given by Prof. S.T. Sawant. **Dr. Poonam S. Chauhan**, Senior Fellow was the course Director.

### Social Security for Unorganised Workers in collaboration with MILS, Mumbai (17-19 October, 2013)

A three-day collaborative workshop on Social Security for Workers in the Unorganised Sector was organised by the Institute at Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies, Mumbai during 17-19 October, 2013. The workshop was attended by thirty six participants from various trade unions and NGOs who are working in the unorganised sector from various regions of Maharashtra. The main objectives of the workshop were: (i) to generate awareness among the unorganised sector activists/workers, about the various social security/welfare schemes of the Government for their socio-economic development; (ii) to discuss about various social security schemes and comprehensive legislation for workers in the unorganised sector and also examine issues and challenges regarding implementation of different social security measures; (iii) to develop participants and their organisations through which they can effectively mobilize workers in the unorganised sector. In the valedictory session, **Dr. Rajan Tungare**, Director, LNMLMILS and **Mr. Madhukar Gaikwad**, Commissioner of Labour, Government of Maharashtra distributed certificates to the participants. **Mr. Otojit Kshetrimayum**, Associate Fellow was the Course Director of this workshop.

# INTERNATIONAL TRAINING PROGRAMME (ITP)

## International Training Programme on Gender Issues in Labour (02-20 September, 2013)

The objectives of this Training Programme were to: (i) To discuss the importance of social dialogue in gender issues; (ii) To enhance the capacity of the participants so that they could tackle the gender based injustice; (iii) To orient the participants on legal framework to promote equality in the world of work; (iv) To sensitize the participants about sexual harassment at the workplace; (v) To discuss the key concepts and approaches related to gender discrimination in the world of work; (vi) To examine the inter-linkages between gender and decent work perspective. The training programme was attended by 18 participants from different countries. **Dr. Shashi Bala**, Fellow was the Course Director of this programme.



## International Training Programme on Leadership (7-25 October, 2013)

This training programme was conducted with an overall objective to enhance the leadership skills of the delegates. The programme was attended by thirty delegates from 20 countries, such as Afghanistan, Armenia, Bhutan, Cambodia, Ethiopia, Indonesia, Ivory Coast, Nepal, Oman, Palestine, Peru, Sri Lanka, Suriname, Trinidad and Tobago, Uzbekistan, Mauritius, Nigeria, Tanzania, Uganda and Zimbabwe. The programme was inaugurated by **Shri V.P. Yajurvedi**, Director General, VVGNI. **Shri Lakshmidhar Mishra**, Former Secretary, MOLE delivered the valedictory address and distributed certificates to all the delegates. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.



## OTHER PROFESSIONAL ENGAGEMENTS

### Professional Engagements of Shri V. P. Yajurvedi, Director General, VVGNI

- Interacted with the team from Samsung Economic Research Institute (SERI), South Korea on “India’s Labour Laws and Labour Relation” during their visit to the Institute on 24 September, 2013.
- Participated in the National Consultation on 'Abolition of Bonded Labour and Reducing Vulnerability to Bondage in India' organized by Ministry of Labour & Employment, Govt. of India and International Labour Organization Country Office for India on 08 October, 2013 at New Delhi.

## Professional Engagements of Faculty members

### Dr. Helen R. Sekar, Senior Fellow

- Resource Person to the Capacity Building Workshop on Child Labour for Officials of Labour Department, conducted by Government of Madhya Pradesh and UNICEF during 19-21 September, 2013 at Administrative Academy, Bhopal.
- Resource Person to the National Workshop on Access and Out of School Children, on 01 October, 2013 and made a presentation on the salient features of NCLP Scheme including its convergence with SSA and other activities for facilitating education of disadvantaged children. This National Workshop was organized by Ministry of Human Resource Development, Government of India.
- Invited as a Resource Person to the Workshop on Child Rights for Chairperson and Members of State Commission for Protection of Child Rights on 25 October, 2013 and made a presentation on 'Child Labour – Policy, Legislation and the Schemes of National Child Labour Projects'. This National Workshop was organized by Ministry of Women and Child Development, Government of India.
- Attended the National Meeting on Abolition of Bonded Labour and Reducing Vulnerability to Bondage in India through Promotion of Decent Work on 08 October, 2013 in New Delhi. This meeting was jointly organized by Ministry of Labour and Employment, Government of India and International Labour Organisation, ILO Country Office of India.

### Dr. Sanjay Upadhyaya, Fellow

- Presented paper in the International Conference on “Transparency and Accountability in Governance: Issues and Challenges” organized by National Law University, Delhi organized during 13-14 October, 2012. The theme of the paper was “Role of Ensuring Legitimate Dues to Contract Labour in Good Governance”.
- Contributed paper titled “Role of Ensuring Legitimate dues to Contract Labour in Good Governance” for the Conference Volume of the ‘International Conference on Transparency and Accountability in Governance: Issues and Challenges’ organized by National Law University, Delhi organized during 13-14 October, 2012. The same has been published by National Law University, Delhi
- Contributed article on “Rethinking Contractualisation and Casualisation of Labour” for ‘**Lex Witness**’, India’s first magazine on Legal and Corporate Affairs for the September 2012 issue.

### Dr. Anoop Sathpathy, Fellow

- Attended the Tripartite Meeting of Experts on ‘Facilitating Transitions from the Informal Economy to the Formal Economy’, Geneva, 16-20 September 2013.

### Dr. Shashi Bala, Fellow

- Discussant for the Focus Group Discussion on “All laws impacting work force participation for women” organized by the Gender Rights, Gender based Violence and Law Enforcement Domain; National Resource Centre for Women, Ministry of Women and Child Development on 22 October, 2013.
- Presentation on “Capacity Building of Women” in the 3<sup>rd</sup> Meeting of the Task force on Gender Equality in the World of Work on 24 October, 2013 at the India International Centre, New Delhi.

### Dr. Rakhee Timothy, Associate Fellow

- Presented a paper on “Skill Matching and Certification for Low Skilled Migrants: Perspectives from Indian Labour Market”, at the ‘International Conference on India-EU Migration and Mobility: Prospects and Challenges’ organised jointly by India Centre for Migration, European University Institute and Maastricht University during 17-18 October, 2013 at New Delhi.



### **Shri P. Amitav Khuntia, Associate Fellow**

- Participated in the workshop 'Dissemination of the Study Findings of Enhancing Access to Finance for Migrant Brick Kiln Workers from Odisha and Chhattisgarh and Reducing Vulnerability to Bondage in India: Validation of Evaluation Findings', a part of the Collaborative Project of MoLE (GOI) –ILO on “Reducing Vulnerability to Bondage in India” on 02 September 2013 at Bhubaneswar.

### **Dr. Rinju Rasaily, Associate Fellow**

- Publication of research study “Changing Land Utilisation Patterns in the Tea Plantation Sector in West Bengal: Some Policy Imperatives”, Discussion Paper No. 22, National Research Programme on Plantation Development (NRPPD) instituted by Ministry of Commerce, GOI at Centre for Development Studies (CDS), Trivandrum.
- Co-opted as member of WG on Policy Framework for Plantation Labour in India at National Advisory Council, GOI. Presented on Tea Plantation Sector in the Post Reform Period: Structural Changes and Challenges for Sustainability from a Labour Perspective at the Working Group meeting on Policy Framework for Plantation Labour in India at National Advisory Council (NAC), GOI on 16 September, 2013 and subsequent meeting on 1 October, 2013 at NAC. Prepared and submitted a policy recommendations paper on Institutions, Governance and Delivery Mechanisms with Dr. Deepak Mishra, Associate Professor, JNU to NAC, GOI.
- Attended the 2<sup>nd</sup> Working Group meeting of NAC, GOI on Occupational Health and Safety for the Informal Sector at Shram Shakti Bhawan, New Delhi on 11 October, 2013. Prepared and submitted a policy recommendations paper based on review of Shramshakti Report 1988 and policy brief from the ongoing study on ‘Workplace Health and Safety’ to NAC, GOI.

### **Dr. Ellina Samantroy, Associate Fellow**

- Presented the findings of the study on ILO Convention 181: Issues and Challenges in the Context of Private Placement Agencies in India on 19 September, 2013 at a workshop organised by International Labour Organisation at ILO Office, New Delhi.
- Participated as an expert on web-radio programme in Sociology on 17 September, 2013 at National Institute of Open Schooling, Noida
- Delivered a special lecture on “Gender Issues and Gender Statistics Available and its Quality in Informal sector” with relevant case studies to ISS in service officers on 29 Oct, 2013 at National Academy of Statistical Administration, Greater Noida

### **Dr. Dhanya MB, Associate Fellow**

- Attended Inter Ministerial Meeting to discuss the possibility of ratifying ILO convention No 87 & 98 concerning Freedom of Association and Collective Bargaining Rights held under the chairmanship of Joint Secretary, Ministry of Labour and Employment, on 3 October, 2013.
- Attended meetings at Ministry of Labour and Employment for discussing the mapping of unorganized workers central and state government social security schemes (on 10<sup>th</sup>, 14<sup>th</sup> and 15<sup>th</sup> October 2013) and subsequently submitted the same.

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