



## Contents

• From Director General's Desk	1
• Training Programme on Developing Positive Attitude for Excellence at Work	2
• Training Programme on Gender, Poverty and Employment	2
• Training Programme on Leadership Development for Trade Union Leaders from Service Sector	3
• Course on Qualitative Methods in Labour Research	3
• Training of Trainers Programme for Strengthening of Law Enforcement System on Child Labour	4
• Training Programme on Tackling Discrimination in the World of Work	4
• Training Programme on Developing Skill Development Strategies	5
• Training Programme on Industrial Relations and Trade Unionism in a Globalising Economy	6
• Training of Trainers Programme for Strengthening of Law Enforcement System on Child Labour	7
• Training Programme on Empowering Trade Union Leaders	7
• Training Programme on Fundamentals of Labour Laws for Labour Leaders and NGOs from North Eastern States	8
• योग और अर्थिक के विकासपर अी दिशा में पदम	8
• International Training Programme on Skill Development and Employment Generation	10
• International Training Programme on Gender Issues in Labour	10
• Professional Engagements of the Director General	11
• Professional Engagements of the Faculty Members	11
• Recent Training Programmes	12

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Printed and Published by

V.V. Giri National Labour Institute,  
Sector-24, Noida-201301,  
Dist.-Gautam Budh Nagar, U.P., India

## From Director General's Desk

**H**ealth is a critical human capital component, which contributes significantly towards the development of a nation. Therefore, the primary responsibility of any Welfare State is to provide health care to its people. In India, the Directive Principles of State Policy under Article 47 in the Constitution state the 'improvement of health' as one of the primary duties of the State. In accordance with this, efforts have been made to ensure a steady and enabling environment to strengthen the existing health care delivery system and improve health security of the people. Over the years, the country has introduced various centrally sponsored health care programmes and schemes. In spite of these efforts, ensuring effective public health care delivery system has been a challenge. India is one of the countries with the lowest government spending on health. The public health expenditure in the country as a percentage of GDP was 1.1 per cent in 2009. As a result, over 80 per cent of the total spending is by individuals privately, most of it being out of pocket. Added to this is the fact that the large majority of the working population in the informal sector is outside the purview of any formal health insurance cover. This raises concern with regard to the catastrophic out-of-pocket spending especially by households in the informal sector.

Therefore, the issue of health security which guarantees minimum health care to the entire population becomes particularly important. In this backdrop, the Rashtriya Swasthya Bima Yojana (RSBY), a flagship programme of the Ministry of Labour and Employment, was launched in 2008. The scheme has been designed to provide health insurance coverage for hospitalisation up to Rs 30,000 for the Below Poverty Line (BPL) families engaged in the unorganized sector. As of March 2012, the scheme has covered 28 million households. Besides the BPL population, the scheme has been recently extended to cover a few sections of the Above Poverty Line (APL) population including street vendors, beedi workers, domestic workers, MGNREGA beneficiaries, building and construction workers and railway porters. Although there are some initial setbacks, yet given the vast outreach of this scheme, its potential must not be negated and undermined by planners and policy makers.



## Training Programme on Developing Positive Attitude for Excellence at Work (09 -12 January 2012)

This training programme was conducted in the Institute during 09 – 12 January 2012 for the purpose of equipping managers and representatives of trade unions with positive attitude and skills through experimental learning for organizational development. Nineteen participants attended this paid programme. The objectives of the training programme

were: 1) to conceptualise attitude; 2) to highlight the impact of positive attitude in personal and professional success; 3) to develop skills to deal with negative attitude and its impact; 4) to understand the impact of positive attitude on organisational excellence; 5) to develop positive attitude at work. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.



## Training Programme on Gender, Poverty and Employment (09 -13 January 2012)

The training programme was conducted from 9-13 January 2012 at the V.V. Giri National Labour Institute for Training Officers, Labour Inspectors and members of Trade Unions and NGOs. The objectives of the programme were: 1) to examine the inter-linkages between gender, poverty and employment; 2) to design, implement and assess gender-sensitive

employment policies and programmes; 3) to integrate the gender and decent work perspective into national and international policy agendas on poverty reduction. The training programme was attended by 20 participants which included Training Officers, Labour Inspectors and members of Trade Unions and NGOs. **Dr. Shashi Bala**, Fellow was the Course Director.

## Training Programme on Leadership Development for Trade Union Leaders from Service Sector (16-20 January 2012)

The programme aimed at empowering the trade unions by way of enhancing their knowledge with regard to labour laws and various leadership qualities and skills. The programme mainly focused on emerging labour leaders from sectors such as health, education and private security agencies. The objectives of the programme included: i) to discuss the role of trade unions in emerging economic and political scenario; ii) to sharpen

skills of leadership; iii) to discuss various issues and aspects related to organization building and iv) to create an awareness about basic labour rights and duties. During the programme the participants were addressed not only by the Institute's faculty but also by senior trade union leaders. The valedictory address was delivered by the Director General of the Institute, **Shri V.P. Yajurvedi**. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

## Course on Qualitative Methods in Labour Research (16-27 January 2012)

The Institute conducted a two week Course on Qualitative Methods in Labour Research, during 16-27 January 2012. The Course aimed at developing the capacities of young research scholars in the area of qualitative research and provided an opportunity to go through a rigorous and interactive exercise on understanding various qualitative methods and tools with special focus on labour research. The specific objectives of the Course were as follows:

- Address various concepts and theories related to labour;
- Familiarize participants with the various epistemologies or schools of thought in qualitative research;
- Equip participants with the understanding and applicability of various qualitative methods;
- Understanding analysis and interpretation of qualitative data;

The Course was attended by sixteen young teachers and researchers from different Universities and Research Institutions. Prof. T.S. Papola, ICSSR National Fellow & Honorary Professor, Institute for Studies in Industrial Development, New Delhi inaugurated the Course and delivered an Inaugural Address on 'Labour in Globalising India - Issue of Employment, Inclusiveness and Social Protection'. Besides the faculty members of the Institute, several prominent faculty members from Jawaharlal Nehru

University, Delhi University and Jamia Millia Islamia delivered lectures on the various concepts and theories related to labour, qualitative methods, sampling techniques, methodological triangulation, designing and conducting qualitative research, analysis of qualitative data and using software to interpret qualitative data. The methodology of the Course comprised of lectures, interactive sessions, group work and presentations. **Shri V.P. Yajurvedi**, Director General of the Institute delivered the valedictory address and distributed certificates to the participants. **Dr. Ruma Ghosh**, Fellow was the Course Director.





## Training of Trainers Programme for Strengthening of Law Enforcement System on Child Labour (17-19 January 2012)

This training programme was conducted in Bhubaneswar district of Orissa during 17-19 January 2012. Implementing training to Master Trainers / Enforcement Officials on strengthening child labour enforcement using the training manual developed by the Institute was one of the major objectives of the

training. Fifty participants from the districts Subarnapur, Nayagarh, Jharsuguda, Balasore, Dhenkanal, Bhadrak, Bolangir, Puri, Berhampur, Angul, Sambalpur, Cuttack and Kalahandi participated in the programme. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.

## Training Programme on Tackling Discrimination in the World of Work (30 January - 03 February 2012)

The training programme was conducted from 30 January - 3 February 2012 at the V.V. Giri National Labour Institute for the members of Trade Unions and NGOs. The objectives of the programme were: 1) to discuss legal framework to promote equality in the world of work, and take advantage of its implementation and monitoring mechanisms; 2) to apply the key concepts and approaches related to discrimination and equality at work; 3) to map out selected forms of discrimination at national level, identify causes and the actors involved (e.g. gender, race, ethnicity, disability); 4) to appreciate the links between

poverty, discrimination and decent work; 5) to consider different approaches, policy/institutional responses to tackle discrimination at work; 6) to appraise concrete measures and actions to promote equality, non-discrimination and diversity at workplace level. The training programme was attended by 17 participants which included members of Trade Union and NGOs. **Shri V.P. Yajurvedi**, Director General of the Institute distributed certificates to the participants. **Dr. Shashi Bala**, Fellow was the Course Director.



## Training Programme on Developing Skill Development Strategies (06-09 February 2012)

In the context of enormous potentiality of our demographic dividend in the next decade, suitable and workable frameworks to enhance the employability of the workers need to be evolved and implemented. This programme aimed at equipping the NGOs, regional research institutes, trade unions and skill development institutes with skill development strategies in informal sectors. Twenty one participants took part in this programme. Trade union leaders from CTUs, Principals of ITI and Polytechnic Institute, Representatives from NGOs and Government Officials entrusted with the implementation of technical and vocational training were among the participants. The prime objectives of the training programme were 1) discuss the nature and characteristics of the informal economy; 2) situate the importance of skill development in the functioning of informal economy; 3) share the experiences of various social partners in skill development and training; 4) discuss appropriate strategies for

skill development in the informal sector occupations. This training programme had brainstorming sessions which revolved around the following themes: 1) Understanding the importance of skill and overview of skill development measures in India; 2) Challenges of skill development in informal sector; 3) Group work and discussion on identifying problem areas; 4) Skill development policies in a globalising economy; 5) Governance and management framework of the India's vocational training system; 6) Trends and skill needs in tourism sector; 7) Skilling and up-skilling in construction sector; Issues and new perspective; 8) Gender issues in skill development; 8) Key indicators of skill development; 9) Skill development of informal workers: A trade union perspective; 10) Skill development for mainstreaming employment: The experience of SEWA. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.





## Training Programme on Industrial Relations and Trade Unionism in a Globalising Economy (06-09 February 2012)

The Institute organised a Training Programme on Industrial Relations and Trade Unionism in a Globalising Economy during 6-9 February 2012 at the Institute's campus. The programme aimed at 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:

- To understand and analyse the major components of globalisation that affect employment relations;
- To examine and respond to the emerging issues and challenges in industrial relations and trade unionism in a globalising economy;

- To learn and share experiences on new forms of labour management practices.

The programme was attended by 36 participants representing large public and private sector enterprises in India like Ordnance Factory Varangaon, Jalgaon, Maharashtra; Oil India Ltd. Duliajan, Assam; Maharashtra State Electricity Distribution Co. Ltd., Mumbai; Naval Dockyard, Mumbai; Tata Steel, Jharkhand; Hindustan Petroleum Corporation Ltd., Vishakhapatnam; National Aluminum Company Ltd., Orissa; and Naval Ship Repair Yard, Andaman & Nicobar Islands. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



## Training of Trainers Programme for Strengthening of Law Enforcement System on Child Labour (23-24 February 2012)

A Training of Trainers Programme for Strengthening of Law Enforcement System on Child Labour was conducted in Mahatma Gandhi Labour

Institute (MGLI), Ahmedabad as a part of ILO Convergence Project. **Dr. Helen R. Sekar**, Senior Fellow was the Course Director.



## Training Programme on Empowering Trade Union Leaders (21-25 February 2012)

A Training Programme on Empowering Trade Union Leaders was conducted from 21-25 February 2012. The programme aimed at empowering trade union leaders through enhancing their knowledge about the role of trade unions in the globalized economic and political relations and labour laws. Effort is also directed towards upgrading

the skills of the participants related to leadership, communication, decision making, team building, negotiation and emotional intelligence. The programme was attended by 30 participants from various Public and Government sector units. **Dr. Poonam S. Chauhan**, Senior Fellow was the Course Director.





## Training Programme on Fundamentals of Labour Laws for Labour Leaders and NGOs from North Eastern States (27 February-02 March 2012)

The programme aimed at equipping the participants with the context of labour legislation and recent labour jurisprudence. The main objectives of the programme included: 1) to acquaint the participants with substantive as well as procedural contents of Industrial Relations Law; 2) to help the participants to have an understanding of social security legislations; 3) to develop an insight with regard to the wage laws and the law relating to contract labour. The important subject areas covered during the programme included Labour and Employment issues in North East, Constitution and Labour, Laws relating to Contract Labour and Migrant Labour,

Overview of Labour Law in India, Gender Issues in Labour and Climate Change and Labour. The programme was attended by 33 participants from North East representing NGOs and trade unions. The participants comprised of 17 male and 16 females. The participants were also provided the opportunity to attend IBSA International Conference on South-South Cooperation "Innovations in Public Employment Programmes and sustainable Inclusive Growth", organized by Ministry of Labour and Employment. During the programme, the participants were addressed by both internal and external faculty. **Dr. Sanjay Upadhyaya**, Fellow was the Course Director.

## सेवा क्षेत्र के श्रमिकों के सशक्तिकरण की दिशा में पहल (16-20 जनवरी 2012)

समाज और देश के विकास में सेवा क्षेत्र का महत्वपूर्ण स्थान है। 1991 के बाद से न केवल दुनिया में बल्कि हमारे अपने देश भारत में भी रोजगार सृजन की दृष्टि से इस क्षेत्र ने महत्वपूर्ण स्थान प्राप्त किया है। हाल के कुछ वर्षों में इसकी विकास दर कृषि और विनिर्माण क्षेत्रों के मुकाबले काफी उँची रही है। सेवा क्षेत्र के कुछ महत्वपूर्ण घटक निजी सुरक्षा क्षेत्र, निजी शिक्षा क्षेत्र और निजी चिकित्सा क्षेत्र है। मोटे अनुमानों के अनुसार लगभग डेढ़ करोड़ कर्मचारी इन क्षेत्रों में कार्यरत है। लेकिन चिंता का विषय यह है कि देश और समाज के

विकास में महत्वपूर्ण भूमिका अदा करने के बावजूद इनमें से अधिकांश अपने बुनियादी श्रम और सामाजिक सुरक्षा अधिकारों से वंचित है। इसका सबसे मुख्य कारण इन क्षेत्रों में कार्यरत अधिकांश लोगों के बीच उनके श्रम और सामाजिक सुरक्षा अधिकारों का अभाव और संगठन का न होना है। इन क्षेत्रों में लगे सभी लोगों को एक साथ तो जागरूक और संगठित नहीं किया जा सकता लेकिन इस दिशा में पहल करके सिलसिला तो शुरू किया ही जा सकता है। इसी उद्देश्य को ध्यान में रख कर वी. वी. गिरि राष्ट्रीय श्रम संस्थान में हाल ही में (जनवरी 16-20, 2012) के बीच सेवा क्षेत्र के



ट्रेड यूनियन नेताओं के नेतृत्व विकास हेतु एक प्रशिक्षण कार्यक्रम का आयोजन किया। यह कार्यक्रम मूलतः निजी सेवा क्षेत्र, निजी शिक्षा क्षेत्र और निजी चिकित्सा क्षेत्र में उभरते नेतृत्व को सशक्त बनाने के उद्देश्य से आयोजित किया गया। कार्यक्रम में पश्चिम बंगाल, हरियाणा, गुजरात और उत्तर प्रदेश राज्य के विभिन्न स्थानों से, विभिन्न ट्रेड यूनियनों द्वारा नामित विभिन्न आयु वर्ग के कुल 17 प्रतिभागियों ने हिस्सा लिया। इस कार्यक्रम में प्राइवेट सुरक्षा क्षेत्र, प्राइवेट शिक्षा उद्योग और प्राइवेट चिकित्सा क्षेत्र का एक विहंगमावलोकन, संविधान और श्रमिक, जलवायु परिवर्तन और श्रमिक, संगठन निर्माण में प्रभावी संचार की भूमिका, प्राइवेट सुरक्षा क्षेत्र, प्राइवेट शिक्षा क्षेत्र और प्राइवेट चिकित्सा

क्षेत्र पर तागू मुख्य श्रम कानून, विभिन्न नेतृत्व शैलियों और उत्कृष्ट कार्य के माध्यम से महिलाओं के सशक्तिकरण में ट्रेड यूनियनों की भूमिका विषयों पर चर्चा की गई। इस कार्यक्रम में प्रतिभागियों को संस्थान के फैकल्टी सदस्यों (डॉ एम एम रहमान, डॉ संजय उपाध्याय, डॉ एलिना सामन्तरॉय) के साथ-साथ, ट्रेड यूनियन प्रतिनिधियों ने भी प्रतिभागियों को संबोधित किया। कार्यक्रम सभी प्रतिभागियों द्वारा सराहा गया तथा सभी ने भविष्य में भी इस प्रकार के अधिकाधिक कार्यक्रम आयोजित करने की आवश्यकता पर बल दिया। इस कार्यक्रम को आयोजित करने की पहल और निर्देशन संस्थान के फैकल्टी सदस्य डॉ संजय उपाध्याय द्वारा किया गया।





V.V. Giri National  
Labour Institute

## International Training Programmes

### International Training Programme on Skill Development and Employment Generation (09-27 January 2012)

The objectives of this training programme were: 1) Understand the linkage between

vocational education and skill training with growth and employment; 2) Acquire knowledge about the vocational educational and training systems and about its various components; 3) Understand the challenge of employment generation and designing appropriate skill development policies to meet those challenges. This training programme was attended by 26 participants. **Shri Anoop Kumar Satpathy**, Fellow was the Course Director.



### International Training Programme on Gender Issues in Labour (06-24 February 2012)

The training programme was conducted from 6-24 February 2012 at the V.V. Giri National Labour Institute under ITEC/SCAAP programme at the Institute's Campus. The

Training programme was attended by 32 participants representing 26 countries.

The main objectives of the programme were: 1) to discuss the importance of social dialogue in gender issue; 2) to enhance the capacity of the participants to tackle gender based injustice; 3) to orient the participants on legal framework to promote equality in the world of work; 4) to sensitize the participants about sexual harassment at workplace; 5) to discuss the key concepts and approaches related to gender discrimination in the world of work; 6) to examine the inter-linkages between gender and decent work perspective.

The Programme was inaugurated by **Shri V. P. Yajurvedi**, Director General, V.V.G.N.L.I. **Shri. P.K. Padhy**, Labour and Employment Advisor, Ministry of Labour and Employment, delivered the Valedictory Address and together with **Shri V. P. Yajurvedi** distributed the certificates to the participants. **Dr. Shashi Bala**, Fellow was the Course Director.



## Professional Engagements of the Director General

### Shri V.P. Yajurvedi, Director General

- Delivered a Keynote Address in the National Industrial Relations Conference on 'Revival of Industrial Relations in India – Myths and Realities' organized by XLRI School of Business and Human Resources on January 14, 2012 at Xavier Labour Relations Institute (XLRI), Jamshedpur.
- Attended the 44th Session of Indian Labour Conference (ILC) organized by Ministry of Labour & Employment and inaugurated by the Hon'ble Prime Minister of India on February 14th & 15th, 2012 at Vigyan Bhawan, New Delhi.
- Attended the Two day Workshop on 'Strengthening the Implementation of the Equal Remuneration Act through Enhanced Application of Equal Remuneration Convention (No.100) and Improved Data Collection' organized by Ministry of Labour & Employment on February 22nd & 23rd, 2012 at Hotel Royal Plaza, Ashoka Road, New Delhi.

## Professional Engagements of the Faculty Members

- **Dr. Rakhee Timothy**, Associate Fellow presented a paper on **Migration of Women Workers from South Asia to the Gulf** in the 'Second Roundtable on Labor Migration in Asia', organised by ADBI and OECD in Tokyo, during 18 -20 January, 2012.
- **Dr. Rinju Rasaily**, Associate Fellow presented a paper on **Tea Plantation Labour in North Bengal: Identity and Livelihood in the Post Crisis Period** at a Seminar on 'Building Competitiveness in a Globalised World: Lessons from India's Plantation Sector' organised by Centre for Development Studies (CDS), Trivandrum, 23 - 24 January 2012.
- **Dr. Poonam S. Chauhan**, Senior Fellow; **Dr. Sanjay Upadhyaya**, Fellow; **Shri Otojit Kshetrimayum** and **Dr. Ellina Samantroy** Associate Fellows attended the 44th session of Indian Labour Conference organized by Ministry of Labour and Employment during February 14-15, 2012, at Vighyan Bhawan, New Delhi.
- **Dr. Ellina Samantroy** and **Dr. Dhanya MB**, Associate Fellows attended and participated in two day workshop on Strengthening the Implementation of the ERA through Enhanced Application of the Equal Remuneration Convention (No.100) and improved data collection during 22-23 February 2012.



## Recent Training Programmes

### Training Programmes held during January 2012

- **Developing Positive Attitude for Excellence at Work**, 09-12 January 2012 (Course Director: **Shri P. Amitav Khuntia**)
- **Gender Issues in Labour**, 23-27 January 2012 (Course Director: **Shri Otojit Kshetrimayum**)
- **Tackling Discrimination in the World of Work**, 30 January - 03 February 2012 (Course Director: **Dr. Shashi Bala**)
- **Gender, Poverty and Employment**, 09-13 January 2012 (Course Director: **Dr. Shashi Bala**)
- **Leadership Development for Trade Unions Leaders from Service Sector**, 16-20 January 2012 (Course Director: **Dr. Sanjay Upadhyaya**)
- **Course on Qualitative Methods in Labour Research**, 16-27 January 2012 (Course Director: **Dr. Ruma Ghosh**)
- **International Training Programme on Skill Development and Employment Generation**, 09-27 January 2012 (Course Director: **Shri Anoop Satpathy**)
- **Training Programme on Contract Labour Management for FCI**, 04-06 January 2012 (Course Director: **Dr. Onkar Sharma**)
- **Training of Trainers Programme on Strengthening Law Enforcement System to Combat Child Labour (ILO)** at Bhubneshwar, Orissa, 17-19 January 2012 (Course Director: **Dr. Helen R. Seker**)
- **Collaborative Training Programme on Enforcement of Labour Laws (TILS)**, 10-13 January 2012 (Course Director: **Dr. Onkar Sharma**)

### Training Programmes held during February 2012

- **Industrial Relations and Trade Unionism in a Globalising Economy**, 06-09 February 2012 (Course Director: **Dr. S. K. Sasikumar**)
- **Empowering Trade Union Leaders**, 21-25 February 2012 (Course Director: **Dr. Poonam S. Chauhan**)
- **Developing Skill Development Strategies**, 06-09 February 2012 (Course Director: **Shri P. Amitav Khuntia**)
- **Course on Research Methods in Labour Economics**, 21 February - 12 March 2012 (Course Director: **Shri Anoop Satpathy and Dr. Rakhee Timothy**)
- **North-east States Programme on Fundamental of Labour Laws**, 27-02 February 2012 (Course Director: **Dr. Sanjay Upadhyaya**)
- **International Training Programmes on Gender Issues in Labour**, 06-24 February 2012 (Course Director: **Dr. Shashi Bala**)
- **Role of Conciliation and Quasi Judicial Officers (TILS)** 20-22 February 2012 (Course Director: **Dr. Onkar Sharma**)