



Contents

- From Director's Desk 1
- International Training Programme on Gender Issues in Labour 2
- Workshop on the Prohibition of Sexual Harassment of Women at the Workplace 3
- Training Programme on Skill Development for Stakeholders of Tourism Sector in Sikkim 4
- Sensitisation Programmes on Child Labour 5
- Leadership Development Programme for the Trade Union Leaders of Odisha 6
- Training Programme on Behavioural Skills for Officers of Reserve Bank of India 7
- Recent Training Programmes 8
- Kudumbashree 9
- Welcome to New Faculty Members 10
- Training Programme on Behavioural Skills for Managing Work Effectively for the Officials of RBI 11
- Training Programme on Emerging Health Concerns in the World of Work 12

Editor-in-Chief

Shri Ved Prakash Yajurvedi,
Director

Editor

Dr. M.M. Rehman,
Senior Fellow

Printed and Published by

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

Printed and designed at: RESHAM PRINTERS

C-39, Gulmohar Commercial Complex,
Sector-15, Noida, Tel.: 9810514012
E-mail: resham_printers@rediffmail.com

From Director's Desk

Gender inequality is one of the most persistent and pervasive global problem and challenges of 21st century. The Millennium Declaration and the 2005 World Summit recognized the centrality of gender equality and women's empowerment to the elimination of poverty and hunger, and the achievement of truly sustainable development.

There is no denying the fact that economic empowerment of women has been instrumental in empowerment of women encouraging them to move out of the web of poverty. But the global financial and economic crisis has highlighted the need for greater gender equality in the labour market to counter vulnerability to economic shocks and to support recovery and poverty reduction. Women continue to disproportionately face a range of multiple challenges relating to access to employment, choice of work, working conditions, employment security, wage parity, discrimination, and balancing the competing burdens of work and family responsibilities. Labour market gender gaps are more pronounced in developing countries, and often exacerbated by gendered patterns in occupational segregation, with the majority of women's work typically concentrated in a narrow range of sectors, many of which are vulnerable and insecure.

Therefore, investing in women's full economic potential is critical to increasing productivity and economic growth, and supporting the move towards a more balanced and sustainable development. Moreover, securing decent work is crucial for women, making it possible for them to build more promising futures for themselves, their families and their communities.

In this context, our Institute as a premier National Institute, through its research and training, has been handling the multi-faceted issues and problems related to women's work and have been successful in opening a dialogue in multi-disciplinary collaborations. We also aim to offer evidence-based policy recommendations on strategies to advance gender equality. The various training programmes, workshops pertaining to empowerment of women conducted by our Institute aim at delivering key messages on the importance of directing policy towards attaining inclusive growth, underpinned by sufficient decent work opportunities.

The current issue of 'Indradhanush' reiterates that we would be constantly involved in the direction of capacity building and empowerment of women and continue to add meaningful programmes for the benefit of the women so that they can be encouraged to emerge as key change agents to transform our nation.

V.P. Yajurvedi



V.V. Giri National
Labour Institute



Group Photograph of the participants



A view of Valedictory Session (Present)
From left: Dr. Shashi Bala, Fellow
Shri S.K. Dev Verman, Ex-Joint Secretary
and Shri V.P. Yajurvedi, Director

International Training Programme on Gender Issues in Labour (March 1-18, 2011)

V.V. Giri National Labour Institute organized an International Training Programme on Gender Issues in Labour during March 1-18, 2011 under ITEC/SCAAP Programme.

The objectives of the programme were: to address the issue of gender bias with holistic perspective; to enhance the capacity of the participants so that they could tackle the gender based injustice; to orient the participants on issues related to women workers on labour laws; to sensitize the participants about sexual harassment at workplace; and to discuss about the gender discrimination in the world of work. The training programme was attended by 29 delegates from 21 countries.

The Programme was inaugurated by **Shri. V.P. Yajurvedi**, Director of the Institute. In his inaugural address, he emphasized that gender bias in any form at the work place should be avoided. He said that although significant progress has been achieved in furthering the cause of gender equality, still majority of women workforce is engaged in a narrow range of occupations. A combination of social attitudes and gender inequality in education and training has largely contributed to occupational segregation, resulting in men and women being streamed into different trades, professions and jobs.

In this programme, eminent academicians and officials were invited to interact with the delegates. The resource persons belonged to Jawaharlal Nehru University, Delhi University, Jamia Milia Islamia, Ministry of Labour and Employment, Ministry of Women & Child Development, IAMR, UNWOMEN, NGOs (PRIA, ASWHD) & Central Trade Unions.

Participants also made presentations on the Maternity Protection and Childcare Provisions in their respective countries. The purpose was to get an overview of legislations on this subject.

Shri S.K. Dev Verman, ex-Joint Secretary, MOLE, Government of India of the Institute and presently with the UNDP, Afghanistan delivered the valedictory address. In his address, he emphasised the role of education in eradicating gender-based discrimination and bringing about the process of empowerment of women. He congratulated the Institute for organising the course and hoped that both delegates and the Institute would gain from such programmes.

Dr. Shashi Bala, Fellow was the Programme Coordinator.

Workshop on the Prohibition of Sexual Harassment of Women at the Workplace on International Women's Day (March 8, 2011)

The Workshop on “The Prohibition of the Sexual Harassment of Women at the Workplace” was organized by the Centre for Gender & Labour on the occasion of International Women's Day (8th March, 2011).

Dr. Shashi Bala, Coordinator of the Workshop, welcomed all the delegates from the Government, Trade Unions, and Corporate & Non-Government Organisations.

Shri V.P. Yajurvedi, Director, VVG NLI, inaugurated the workshop and **Prof. Saraswati Raju** (Centre for the Study of Regional Development, Jawaharlal Nehru University, Delhi) Chaired the inaugural session. **Ms. Naina Kapur**, an advocate (Equality Consultant & Lawyer, Gurgaon) made presentation on Prohibition of Sexual



Shri V.P. Yajurvedi, Director (left) speaking on the occasion of the International Women's Day

Harassment of Women at Workplace and **Ms. Devika Singh** (Senior Associate and Team Leader, Kochhar & Company) was the chief discussant of the session. The presentations and discussions led to several important issues.

During the second half of the day, participants of the International Course on “**Gender Issues in Labour**” made the country Presentations. The purpose was to compare the legislations in different countries with each other and with India; and also to share the experiences. The session was chaired by **Dr. S.C. Srivastava** (Visiting Professor, Indian Law Institute. **Dr. Shashi Bala** was the coordinator of the workshop while **Dr. Rinju Rasaily** was the co-coordinator.



International Women's Day

“Woman is the companion of man, gifted with equal mental capacity.”

- Mohandas Karamchand Gandhi

“Women are the real architects of society.”

- Harriet Beecher Stowe

“A woman with a voice is by definition a strong woman. But the search to find that voice can be remarkably difficult.”

-Melinda Gates

“Remember the dignity of your womanhood. Do not appeal, do not beg, do not grovel. Take courage, join hands, stand beside us, fight with us.”

Christabel Pankhurst



V.V. Giri National
Labour Institute

Training programme on Skill Development for Stakeholders of Tourism Sector in Sikkim (9th-11th March, 2011)

A training programme on Skill Development for Stakeholders of Tourism Sector in Sikkim was organised at Gangtok, Sikkim from 9th to 11th March 2011. The context of the programme was that tourism industry is the fastest growing industry worldwide and it will continue to hold a pre-eminent position. Tourism is vital for many countries including India due to the large intake of money for businesses with their goods and services and the opportunity for employment in the service industries associated with tourism. Tourism is the largest service industry in India.

Sikkim, with its spectacular natural beauty and cultural uniqueness beckons tourists from the national and international markets. Sikkim has received many tourism awards including the Most Progressive Tourism Award in 2010. Tourism is one of the most important economic sectors of the state. Tourism as one of the largest service industries plays a significant role for employment generation in the state and also leading to the growth of entrepreneurship. It is, therefore, pertinent to understand the role of the stakeholders and also the industrial relations with respect to tourism industry in the state. Moreover, the fragile environment requires that tourism development be carefully planned based on sustainable tourism.

The aim of the programme was to enhance leadership skills and equip the participants the basic tenets of industrial relations and sustainable tourism. The objectives were:

- To highlight industrial relations and labour issues in tourism;
- To enhance skill, knowledge and attitude; and
- To understand sustainable and responsible tourism

There were 33 participants, consisting of 13 women and 20 men representing all the four districts of Sikkim. The programme had eight sessions i.e., Session I: Skill Development and Tourism in Sikkim: An Introduction by **Shri Otojit Kshetrimayum**, faculty, VVGNI; Session II: Ecotourism and Employment in Sikkim: An Overview by **Shri Renzino Lepcha**, Chief Operating Officer, MEVEDIR, Gangtok; Session III: Labour Relations in Tourism Industry by **Shri Jayant Bagchi**, Faculty, Deptt. of Management Studies, SMIT; Session IV: Human Resource Management and Managerial Skills by **Dr. Ajeya Jha**, Head, Department of Management Studies, SMIT; Session V: Tourism and Conservation Ethics in Sikkim by **Shri Nima Tashi Bhutia**, CEO, Kanchanzonga Conservation Committee; Session VI: Sustainable Tourism, Climate Change and Livelihood in Sikkim by **Shri Nima Tashi Bhutia**, CEO, Kanchanzonga Conservation Committee; Session VII: Labour Laws, Workers' Rights and Tourism Sector in Sikkim by **Ms. Doma Bhutia**, Human Rights Lawyer, Sikkim; Session VIII: Empowering Youth Through Capacity Building by **Shri Otojit Kshetrimayum**, faculty, VVGNI.

The valedictory function of the three-day training programme was held on 11th July 2011 with the Vice Chancellor of Sikkim University, **Prof. Mahendra P. Lama** as the chief guest and Additional Secretary, Sikkim Labour Department, **Shri P. W. Rinzing** as the guest of honour. The Director, VVGNI, **Shri V. P. Yajurvedi** presided over the function. **Prof. Lama** while informing that the commitment among the trainees was very high, urged them to acquire proper skill and knowledge on whatever they pursue. He said, "every human being is extraordinarily talented but their talents should be recognized and enhanced." Speaking on tourism, **Prof. Lama** said, "Sikkim is blessed with all godly things and that its people should utilize the natural resources without affecting the flora and fauna.

The programme also had an interactive session wherein the trainees shared their experiences and knowledge gained from the training programme. The trainees were handed over certificates by the chief guest. The programme was coordinated by **Shri Otojit Kshetrimayum**.



Valedictory Session (from left) Shri V.P. Yajurvedi, Prof. Mahendra P. Lama, Shri P.W. Rinzing



A Session in Progress



Group Photograph with the Director, Shri V.P. Yajurvedi

4

इन्द्रधनुष
indradhanush



Recent Training Programmes

Training programmes held during March, 2011

- International Training Programme on Gender Issues in Labour, March 01-18, 2011 **(Dr. Shashi Bala)**
- Leadership Development Programme for Rural Trade Union Leaders, March 21-25, 2011 **(Shri Anoop K. Satpathy)**
- Training Programme on Labour Issues, March 28-30, 2011 **(Dr. Onkar Sharma)**
- Gender Issues in Labour (NR), March 9-11, 2011 **(Dr. Poonam S. Chauhan)**
- Developing Social Security (NR), March 7-9, 2011 **(Dr. M.M. Rehman)**
- Leadership Development Programme for Rural Trade Unions, March 14-16, 2011 **(Dr. Sanjay Upadhyaya)**
- Leadership Development Programme for Rural Trade Union Leaders, March 28-30, 2011 **(Dr. Sanjay Upadhyaya)**
- Leadership Development Programme for Rural Trade Unions, March 16-18, 2011 **(Shri Anoop Satpathy)**
- Labour Issues for Trade Union Leaders for Unorganized Sector, March 01-03, 2011 **(Dr. Onkar Sharma)**
- Social Security for Unorganised Sector Workers, March 21-23, 2011 **(Dr. Onkar Sharma)**
- Capacity Building Programme for Plantation Workers, March 28-30, 2011 **(Dr. Rinju Rasaily)**
- The Prohibition of the Sexual Harassment of Women at the Workplace (Occasion of International Women's Day), March 08, 2011 **(Dr. Shashi Bala)**
- Training Programme on Empowering Trade Union Leaders, March 21-26, 2011 **(Dr. Poonam S. Chauhan)**
- Skill Development for Stake holders for Tourism Sector for Sikkim at Gangtok, March 09-11, 2011 **(Shri Otojit Kshetrimayum)**
- Child Labour for Women Representatives of Panchayati Raj Institutions at Bharathiar University, Coimbatore, Tamil Nadu, March 10, 2011 **(Dr. Helen R. Sekar)**
- Child Labour for Women Representatives of Panchayati Raj Institutions at Bharathiar

University, Coimbatore, Tamil Nadu, March 11, 2011 **(Dr. Helen R. Sekar)**

- Child Labour for Women Representatives of Panchayati Raj Institutions at Youth Hostel, Nilgiris, Tamil Nadu, March 14, 2011 **(Dr. Helen R. Sekar)**
- Leadership Development Programme for Trade Union Leaders of Orissa State at Bhubaneswar, Orissa, March – 23-25, 2011 **(Shri Anoop K. Satpathy)**
- Sensitisation Programme on Child Labour for Gujarat Govt. Officials at Ahmedabad, March 23-25, 2011 **(Dr. Helen R. Sekar)**
- Managing Work Effectively: A Behavioural Approach at Shimla (RBI), March 14-18, 2011 **(Dr. Poonam S. Chauhan)**
- Workshop on Training Needs of State Labour Administrator in a Globalising Economy at Bangalore, March 26, 2011 **(Dr. S.K. Sasikumar)**

Training Programmes held during April, 2011

- Quasi Judicial Authorities: Role and Functions, April 11-15, 2011 **(Dr. Sanjay Upadhyaya)**
- Developing Positive Attitude for Excellence at Work, April 18-21, 2011 **(Dr. Poonam S. Chauhan)**
- Organizing the Unorganised Towards Effective Leadership, April 25-29, 2011 **(Dr. Anoop K. Satpathy)**
- Leadership Development Programme for Rural Trade Union Leaders, April 11-15, 2011 **(Dr. M.M. Rehman)**
- Empowering Rural Women Organizers, April 11-15, 2011 **(Dr. Shashi Bala)**
- Capacity Building Programme on Child Labour for Members of Teachers Associations, April 5-8, 2011 **(Dr. Helen R. Sekar)**
- Emerging Health Concerns of Workers, April 18-22, 2011 **(Dr. Ruma Ghosh)**
- Sensitisation Programme on Strengthening Awareness on Labour Issues, April 4-8, 2011 **(Dr. Shashi Bala)**
- Training Programme on Behavioural Skills for Managing Work Effectively for RBI at Shimla, April 4-8, 2011 **(Dr. M.M. Rehman)**



V.V. Giri National
Labour Institute

Leadership Development Programme for the Trade Union Leaders of Odisha, Bhubaneswar (23 – 25 March, 2011)

The V.V. Giri National Labour Institute (VVGNI) organized a three-days training programme on “Leadership Development for the Trade Union Leaders of Odisha” in collaboration with Nabakrushna Choudhury Centre for Development Studies (NCCDS), Bhubaneswar during March 23- 25, 2011 at Bhubaneswar. The Programme was co-ordinated by **Shri Anoop Kumar Satpathy**, Fellow and **Shri P. Amitav Khuntia**, Associate Fellow. A total of thirty two participants who are members of central trade unions and belong to the state participated in the training programme.

Problems and issues of the unorganized sector and the role of trade unions, organisation process: problem, issues and technique, qualities and attributes of effective leadership, major labour laws for the unorganised sector, social security and skill development for the unorganised sector, communication skills etc. are some of the prominent areas covered during various sessions by VVGNI faculties and other distinguished resource persons.

The programme was inaugurated by **Shri Pradeep Kumar Saha**, Principal Secretary to the Government of Orissa, Department of Labour & Employment in the conference hall of NCCDS. **Prof. Rajanikant Mishra**, Chairman of NCCDS presided over the inaugural session. **Shri Anirudha Rout**, Director NCCDS delivered the valedictory address and distributed certificates to the participants.



A Group Photograph of the Participants

Training Programme on Behavioural Skills for Officers of Reserve Bank of India

The programme was held at Shimla on April 4-8, 2011 and was attended by 27 officers from Mumbai. The main objective of the programme was to instill behavioural skills to officers for the improvement of their day-to-day work in office as well as in the family life.

The main components of the course were especially designed keeping in mind the need of the officers. The needs were identified through interaction and formal discussions with officers who had participated in the earlier programmes conducted by the Institute.

The preliminary session was started with the articulation of the participants about their expectations from the programme. In addition, effort was made to identify problems which the officers generally face in their day-to-day life.

Lectures and simulation exercises on several themes were the mediums through which the programme process was effected. Themes like, stress management techniques, communication skills, quality of working life, leadership skills, decision making process, team building skills, attitudinal skills, office management, work culture, etc. were the main components of the five day course. Informal discussions were also held at tea and dinner time to explain different situational problems and its harmonious remedies.

Dr. M.M. Rehman, Senior Fellow and **Dr. Onkar Sharma**, Fellow were the resource persons. The programme was highly appreciated by the participants.

The course was coordinated by **Dr. M.M. Rehman**, Senior Fellow.



A Group Photograph of the Participants

Other Professional Engagements of Director and Faculty

Shri Ved Prakash Yajurvedi, Director

- Inaugurated and participated in the Workshop on Identification of Training Needs of State Labour Administrators in collaboration with Labour Department, Govt. of Karnataka on 26th March, 2011 at Bengaluru.

Dr. Poonam S. Chauhan, Senior Fellow

- Attended a conference on "Labour, Trade and Inclusive Growth' Sustaining a Dynamic Asia" from April 8-19, 2011 organised by the Asian Development Bank, Manila, the Phillipines and OECD (Organisation for Economic Cooperation and development.)

Dr. Onkar Sharma, Fellow

- Delivered a special lecture on "Industrial Relations in Present Scenario" on April 20, 2011 at Bangalore. The lecture was attended by the Additional Labour Commissioners, Welfare Commissioners, Joint Labour Commissioner, Deputy Labour Commissioner, senior officers of the Department of Labour and other officers of the Government of Karnataka.

Shri Otojit Kshetrimayum, Associate Fellow

- Published a research paper on "Political Interpretation of Ritual: Case Study of Lai Haraoba of Manipur" in the Journal Alternative Perspectives, Vol. V Special Issue, March, 2011.

Sensitisation Programmes on Child Labour

Sensitisation Programmes on Child Labour were conducted during 10th and 11th March, 2011 at Bharathiar University in Coimbatore, and 14th March at Youth Hostel, Nilgiris. The objective of the programmes was to make the elected representatives aware of child labour issue and various State and non-state initiatives undertaken to tackle the problem of Child Labour. These three programmes were attended by 168 participants from three different districts of Tamil Nadu, namely, Coimbatore, Tirupur and Nilgiris. The participants were drawn from all the three tiers of **Panchayati Raj Institutions, Students of Social Work, NCLP Project Staff, Research Scholars** working on child labour, **Teaching Community, Officials of Labour Department** and **NSS Coordinators and Volunteers**. The programmes were co-ordinated by **Dr. Helen R. Sekar**.

Capacity Building Programme on Child Labour for Members of Teachers' Associations

The Programme was conducted during April 5-8, 2011 in the Institute's Campus with the objectives (i) to facilitate mainstreaming of Child Labour into formal schools (ii) to generate awareness on socio-economic and political situation in India in the context of child labour and (iii) to develop sensitivity towards child labour. The programme was attended by 23 participants drawn from different parts of the country. The programme was co-ordinated by **Dr. Helen R. Sekar**.

Capacity Building Programme for Elimination of Child Labour for the Officials of Social Defence Department

The Programme was conducted during 23-25 March, 2011. This was a collaborative programme with Mahatma Gandhi Labour Institute, Ahmedabad, Gujarat. The objective of the programme was to develop right skills, knowledge and attitude in the enforcing machinery of child labour laws to make them effective and efficient instruments in combating child labour and to help the officers enforcing child labour laws to create conditions for eventual elimination of child labour. The programme was co-ordinated by **Dr. Helen R. Sekar**.



PRI members and MSW students at a child labour programme in Nilgiris



An elected woman panchayat leader sharing her experience of child labour elimination process



Dr. Helen R. Sekar, Fellow, VVGNLI, addressing the participants



Social defence officials attending a session on CL (P&R) Act

Kudumbashree

Women empowerment has acquired a very important place in government development agenda and programmes. In the recent past most of the targeted group programmes of the central and state governments are using SHGs as an instrument for effective implementation of the programmes and schemes and its benefits 'trickling down' to the disadvantaged group. In Kerala, right from the mid-eighties of the last century, microfinance has become a key strategy for poverty alleviation and empowerment. The catalyst behind this venture is the government machinery under the state poverty eradication mission called 'Kudumbashree'. To facilitate collective action, Kudumbashree focuses on formation and capacity building of three tiered Community Based Organisations (CBOs) for poor women. Under this programme Neighbourhood Groups (NHGs) are formed at the grass- root level, which are further co-ordinated at the ward level and Panchayat/municipality level as Area Development Society (ADS) and Community Development Society (CDS) respectively. It is often argued that formation of women Self-Help Groups (SHGs) through micro-credit programmes not only takes care of female unemployment problem, but also acts as an instrument for empowering women.

The Mission statement of Kudumbashree Programme is : "To eradicate absolute poverty in ten years through concerted community action under the leadership of local self governments by facilitating organization of the poor combining self help with demand lead convergence of available services and resources to tackle the multiple dimensions and manifestation of poverty, holistically". The very motto of Kudumbashree Mission is based on women empowerment; 'reach out to the family through women, reach out to the community through family'. The concept of empowerment of women through community-based organizations is achieved through the objective of the mission.

Kudumbashree is an effective agent in implementing Government service delivery schemes among the people. It is an effective measure to influence common people to invest their leisure time resourcefully for setting up enterprises for livelihood. Kudumbashree views micro- enterprise as a platform for providing rural employment to the people among the weaker sections of society thereby lifting their standard of living and social atmosphere. Kudumbashree has developed health volunteers of NHGs as public facilitators and has implemented a model health care system.

Under the leadership of Community Health Volunteers of NHG, a health care system is developed to address the health needs of the poor. In each NHG, five volunteers are selected for undertaking various functional activities at grass root level. The health volunteer maintains a register which contains family details and health problems of each family. In the meeting of the NHG, health volunteers review the health situation of the families they actively cooperate with the department in distributive preventive medicines and providing emergency care services. The health volunteer orients family members and group members and motivates them to adopt better health care practices. They discuss strategies for community health and different methods for encouraging family norms like preventing infectious diseases, promoting physical and mental health, personal hygiene, etc. They encourage for having proper sanitation facility and accessibility to safe drinking water as the immediate pre-condition for a healthy living.

For more details of Kudumbashree visit: www.kudumbashree.org.in

Micro-finance an important method adopted by many governments to alleviate poverty and for empowering marginal groups. The experience of "Kudumbashree" of Kerala shows that micro-finance can bring about dramatic change in the lives of the marginal section of the society.



V.V. Giri National
Labour Institute

Welcome to New Faculty Members

Dr. ELLINA SAMANTROY, Associate Fellow

M.A, MPhil and Ph.D, (Sociology) JNU, New Delhi.



Dr. Ellina Samantroy has joined as Associate Fellow, at V.V.Giri National Labour Institute, Noida. She has PhD from Centre for Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University, New Delhi. She has also completed her M.A and MPhil from CSSS/SSS, JNU, New Delhi. Before joining this institute, she was Assistant Professor, Department of Sociology, Vasant Kanya Mahavidyalaya, Banaras Hindu University and has taught there for 6 years. She has also been a Guest Faculty at Department of Sociology, Jamia Millia Islamia, New Delhi. Earlier, she had worked with Law College, Dehradun and also N.C.E.R.T, New Delhi where she worked as a project fellow on a project titled 'Evaluation of Psychology Textbooks' in 2004.

She has presented many research papers in both International and National Conferences and participated in many workshops and Training Programmes. She has also delivered special lectures at Arjun Singh Centre for Distance Learning, Jamia Millia Islamia and Malviya Centre for Peace Research, Banaras Hindu University. She has also delivered Radio talks for Gyan Vani, IGNOU. Her research interests include Sociology of Gender, Youth and Development Studies, Sociology of Work and Urban Sociology.

Dr. Dhanya M B, Associate Fellow

M.A, Ph.D. (Economics)

Dr. Dhanya M B has joined as Associate fellow at the V.V. Giri National Labour Institute (VVGNI). She has a Ph.D on the topic of 'Empowering rural women: A study on Kudumbashree Beneficiaries of Kerala' in Economics from University of Kerala. She has published research articles in different journals and also in edited volumes.



She has presented several research papers in various national and international seminars and conferences such as: Twelfth International Conference of Association of Third World Studies –South Asia Chapter(2007), International conference on "Indebtedness and Social Exclusion" organised by French Institute(2009), international conference on "Microfinance"(2011), International Conference on "Relevance of Policy Reforms on Development: Challenges before Emerging Economies"(2011) at Jamia Millia Islamia.

Her Current research interests include gender and empowerment, Microfinance, Youth Development, women and Labour market.

Training Programme on Behavioural Skills for Managing Work Effectively for the Officials of RBI (March 14-18, 2011)

An inhouse training programme on Behavioural Skill for Managing Work Effectively for the Officials of Reserve Bank of India was conducted in Hotel Asia The Dawn, at Shimla. The programme was attended by 27 RBI officials. The overall objective of the programme was to enhance the behavioural skills of the trainees so that they could manage the work effectively, improve their work performance and make their inter-personal relations more effectively. The specific objective were as follows:

- i) To enhance effective leadership skills;
- ii) To sharpen communication skills;
- iii) To acquaint with motivational styles;
- iv) To strengthen consensus building;

The sessions in the training were kept keeping the objective in view. The sessions were as follows;

- (1) Leadership effectiveness.
- (2) Stress and its management\
- (3) Work culture and Human Resource Development.
- (4) Resource Mobilization.
- (5) Communication Skills.
- (6) Motivational Styles and Work Performance.
- (7) Team Building and
- (8) Time Management.

The duration of the programme duration was of five days. The participants highly appreciated the training programme. Some of them reported that this was the first training in their entire career. Many of them expressed that if they had got this training 20 years back, they would have benefited tremendously, in terms of increasing their efficiency and productivity. The participants suggested that such kind of training should be given to all levels of staff working in RBI.

The programme was coordinated by **Dr. Poonam S. Chauhan**, Senior Fellow.

PARTICIPANTS OBSERVATIONS

"In the five days training at Shimla I have learnt new ideas which will be useful to me at home and at work place. I suggest that the programme should be continued for other Officers."

Participant

"Management side should also be included in every programme and some programmes should be especially conducted for the management"

Participant



V.V. Giri National
Labour Institute

Training Programme on Emerging Health Concerns in the World of Work (April 18 – 22, 2011)

A significant aspect of the Indian labour market, which emerged during the last two decades, is the widespread growth in home based work and self-employment. The growth in the use of flexible and often unprotected workforce has resulted in increased insecurity for a large proportion of the workforce, as social security provisions to meet contingencies and eventualities (e.g. health, accidents, death and old age) have legal backing only for those employed in the formal sector of the economy. As a result, a large number of people are exposed to a huge variation in health-care services. At one extreme, the best possible care is provided to a small proportion of the population whereas on the other extreme even basic or essential services and technologies are lacking for a large proportion of the people. The issue of health security therefore emerges as an important issue to ensure health care to the entire population, particularly the vulnerable and deprived groups. It is in this context the training programme on emerging health concerns in the world of work has been devised with the aim of understanding the emerging health concerns of workers particularly, in the informal sector, in the context of globalization and labour market transformations. The training programme was coordinated by **Dr. Ruma Ghosh**, Fellow, VVGNI and coordinator of the Centre for Labour and Health Studies. The programme was attended by forty participants from State Labour Departments and Trade Unions.

The objectives of the training were: (1) to understand issues related to health and safety of workers involved in the informal economy; (2) to discuss the different schemes and options for meeting health related challenges; and (3) to situate the role of labour administrators and trade unions in the effort towards addressing health issues at work.



A Group Photograph of the Participants

The programme was inaugurated by **Shri V.P. Yajurvedi**, Director, VVGNI. During the inaugural ceremony, he explained the relevance of sensitizing different social partners on the health challenges of workers. The training programme revolved around the following themes:

(1) Health care services for workers; (2) Health and safety legislations in India; (3) Utilisation and accessibility of health care services; (3) Health and safety hazards of workers in informal sector; (4) Health Insurance of workers in informal economy; and (5) Micro/community Health Insurance.