



## Contents

• From Director General's Desk	1
• International Training Programme on Labour and Employment Relations in a Globalising Economy	2
• International Training Programme on Managing Development and Social Security Measures	3
• Leadership Development Programme for Trade Union Leaders of Karnataka	4
• Adaptation of ITC- ILO Manual on 'Building modern and effective labour inspection systems'	5-6
• Training Programme on Leadership Development for Rural Trade Union Leaders	7
• Training Programme on Enhancing Competence of Youth in dealing with Child Labour	7
• Training Programme on Leadership Development for Trade Union Leaders from North Eastern States	8
• Other Professional Engagements of Director General & Faculty	9
• Institute's Publications	10-11
• Recent Training Programmes	12

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## From Director General's Desk

**E**nsuring decent employment relations and improved conditions of work, especially among those engaged in low-end informal sector, are the major challenges facing the social and economic policy makers in India. Trade unions can definitely play a major role in reshaping the policies and overcoming the challenges. Recently published and influential research on trade union movement clearly underscores that the trade unions, during the second and third quarters of the 20th century, had contributed significantly in improving the working conditions, living standards, and promoting equity and justice to workers all over the world, including India. Such benefits were achieved in a policy environment that favoured state intervention in improving the labour market outcomes of the growth process. On the contrary, the globalization and liberalization decades (especially since the mid-1980s) have redefined the roles of the State in the labour market and economic activities. This period also witnessed adoption of flexible production strategies such as subcontracting, outsourcing and hiring of temporary and part time workers.

For trade unions to be active partners in improving the labour market outcomes of globalization and related transformations, they must respond to the challenges of change by adopting innovative and sustainable strategies. These strategies could be the following: organizing the hitherto unorganized, creating new institutional safeguards to reduce the insecurities faced by those working under flexible employment relations; involvement in human resource development, especially in skill acquisition and upgradation; forging alliances with other social actors who share the values and objectives of labour movements; and enhancing the space and scope for social dialogue on labour and employment issues and collaborating with other national and international labour movements to strengthen democratic institutions. It is important that trade unions recognize the emerging transformations in the world of work to evolve the strategies mentioned above. Such strategic improvements and approaches by the trade unions must be based on detailed analysis of critical aspects relating to the contemporary trade union movements, and the changing nature and character of industrial relations framework.

V. P. Yajurvedi



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## International Training Programme on Labour and Employment Relations in a Globalising Economy (Nov. 7-25, 2011)

V.V. Giri National Labour Institute organised an International Training Programme on Labour & Employment Relations in a Globalising Economy under the auspices of the ITEC/SCAAP Scheme of the Ministry of External Affairs, during November 7-25, 2011, at the Institute Campus. The programme was attended by 28 senior and middle level officials dealing with labour and related issues from 17 countries namely Republic of Armenia, Afghanistan, Botswana, Bulgaria, Brazil, Bangladesh, Ecuador, Indonesia, Kyrgyzstan, Kazakhstan, Kenya, Malawi, Myanmar, Mongolia, Nepal, Nigeria, and Zimbabwe.

The specific objectives of the Programme were to : i) understand and appreciate the changing labour market and employment

relations scenario in the context of globalisation; ii) acquire knowledge about the changing role of social partners in the context of transformations in the world of work; iii) learn and share experiences on new forms of labour management practices; iv) develop positive attitude towards work, superiors, peers and subordinates; and v) sharpen behavioural skills and insights for supervision, coordination and motivation.

The programme was inaugurated by **Prof. Ravi Srivastava**, Jawaharlal Nehru University, and **Dr. Ashok Sahu**, Senior Advisor, Planning Commission, delivered the Valedictory Address and presented the Certificates to the participants. **Dr. S.K. Sasikumar**, Senior Fellow was the Course Director.



Group Photo

## International Training Programme on Managing Development and Social Security Measures (December 05-23, 2011)

The aim of the programme was to familiarize the participants with the effective social security measures. Few specific objectives of the programme were:

- To acquaint with the concepts of social security;
- To familiarize with the social programmes;
- To develop self-help social security network;
- To familiarize with different micro level social security experiments;
- To develop techniques and strategies for initiating micro security network.

A number of topics were discussed which are as below:

Social Security and informal Sector Workers; identifying problem and issues of social security; Programmes and Schemes for development; Social security for the informal

sector-The Legal Nets; Techniques and strategies for initiating micro-level social security network; Capacity building for social security; Communication skills for mobilization; Sharing Micro level experience of Social Security Practices; Action Plan.

Senior Government Officials, Representatives of Civil Society Organisations were participants. The programme was sponsored by the Ministry of External Affairs, Govt. of India. It was attended by 26 delegates from 15 countries from Asia, Africa and Europe.

Internal faculty and other eminent experts in the field of social security were invited to interact with the delegates.

The valedictory session was presided over by **Shri V.P. Yajurvedi**, Director General, V.V.G.N.L.I. **Dr. M.M. Rehman**, Senior Fellow, was the Course Director.



Group Photo



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## Leadership Development Programme for Trade Union Leaders of Karnataka (November 24-25, 2011)

**L**eadership is an inseparable aspect of managing. The ability to lead effectively is a key to managerial performance.

Leadership is the activity of influencing people to strive willingly for accomplishing group objectives. It is a highly dynamic process of influencing followers so that they participate enthusiastically in the achievement of group goals. According to Haimann (1976). "Leadership is the process by which an executive imaginatively directs, guides and influences the work of other in choosing and attaining specified goals by mediating between the individuals and the organization in such a manner that both will obtain" maximum satisfaction.

Keeping this in mind the above programme was designed and conducted. It was a collaborative programme between V.V. Giri National Labour Institute and Karnataka Labour Institute, Bangalore

The Programme was attended by 42 participates. The trade union leaders who participated in the programme represented various trade unions such as AITUC, BMS, CITU, INTUC, H.M.K.P. and TUCC

The duration of the training programme was of two-days. The programme was inaugurated by **Shri S.R. Umashankar**, I.A.S., Labour Commissioner, Government of Karnataka.

Distinguished scholars and administrators, namely **Mr. Gurudas M Bhatt**, Additional Labour Commissioner, **Ms. Anuradha**, Deputy Commissioner, **Dr. Shripad**, **Mr. Balakrishna**, **Dr. Pandu Naik**, **Mr. N.M. Shetty** interacted with the participants.

**Shri Ved Prakash Yajurvedi**, Director General, V.V. Giri National Labour Institute, NOIDA, delivered the valedictory address. **Dr. Poonam S. Chauhan**, Senior Fellow and **Dr. M.M. Rehman**, Senior Fellow, V.V.G.N.L.I. coordinated the programme.



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## Adaptation of ITC- ILO Manual on 'Building Modern and Effective Labour Inspection Systems'

An effective system of inspections plays a vital role in the fulfillment of objectives of various labour enactments touching upon various aspects of labour and employer employees relations. Systematic, thorough and purposeful inspection of the work places by qualified and competent inspection officials at regular intervals and follow-up action thereon is inevitable for translating the legal provisions contained under various labour enactments into reality for actualization of the various benefits under these enactments. Some of the important purposes, which Labour inspection meets, include: i) To see, through personal examination and investigation whether the legal provisions in question are being applied and, if not, to take appropriate action to secure compliance; ii) To assist both workers and management, by giving them technical information and advice they need, to understand the requirements of the letter and spirit of the law and how to comply with them; and iii) To investigate the prevailing labour conditions and to bring to the notice of the competent authority in Government any defects or abuses not specifically covered by existing legal provisions. Thus the officers have to function as the eyes and ears of the Government under whom they are employed.

While the importance of the effective labour inspection system is seldom disputed from the

point of view workers, it is often overlooked that a proper system of labour inspection is of vital importance to management also. It provides the managements the means whereby the managements can have reliable information and guidance about their obligations under the various labour enactments and how to discharge them satisfactorily. It helps in ensuring uniform and impartial application of the legal provisions under various labour laws by inspecting officers and protecting the employers against competition by another employer by adopting depressed labour standards. Lastly, maintenance of good labour standards by employers through the operation of effective labour inspection also leads to contented and satisfied labour force, resulting in higher productivity and lesser cost.

**While the importance of the effective labour inspection system is seldom disputed from the point of view workers, it is often overlooked that a proper system of labour inspection is of vital importance to management also.**

The various functions performed by Labour Inspection across various countries include Supervision of the application of labour legislation; Prevention and co-operation with other public and private institutions particularly with the employers and workers or their organizations, Prevention of industrial accidents and occupational diseases, Express opinion on plans and projects for new establishments processes and production and Conciliation in industrial dispute etc. Convention No.81, dealing with inspection clearly stipulates that if further duties are entrusted to labour inspectors, they shall not

## Training Programme on Leadership Development for Rural Trade Union Leaders (November 28-December 02, 2011)

The training programme was conducted from 28th November to 2nd December, 2011 at the campus of V.V. Giri National Labour Institute. The objectives of the training programme were: 1) to provide an overview of the issues in the rural unorganised sector in India; 2) to develop /sharpen the skills of trade union leaders; 3) to create an awareness about legal rights to organization building; 4) to create an awareness about legal rights and provisions; 5) to provide insights into dynamics of interpersonal and intergroup relationships; 6) to discuss various issues and aspects related to organisation building; 7) to make the rural workers aware about the progress of unionization process in the rural unorganised sector; 8) to help in locating the resources at the micro and macro level.

**Shri Ved Prakash Yajurvedi**, Director General of the Institute delivered the valedictory address and distributed certificates to the participants. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.



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## Training Programme on Enhancing Competence of Youth in dealing with Child Labour (December 12 – 15, 2011)

Active involvement of various social partners including the youth is of immense importance towards elimination of child labour. To enable the youth, particularly the students of social work, to carry out effective advocacy and action for prevention and progressive elimination of child labour, a training programme on “Enhancing Competence of Youth in Dealing with Child Labour” was conducted during December 12 – 15, 2011 in the Institute. Thirty students of Master in Social Work (MSW) from various Universities of India participated in this training programme.

The aim of the training programme was to motivate youth to work towards Elimination of Child Labour. The objectives of the training programme were : 1) to develop skills for locating children at work for rehabilitation; 2) to develop the understanding on the importance of upliftment of child labour families; 3) to enable them to contribute



Group Photo

towards implementation of various child labour projects.

In the concluding session of the training programme **Shri Ved Prakash Yajurvedi**, Director General of the Institute delivered the valedictory address and distributed certificates to the participants. **Shri P. Amitav Khuntia**, Associate Fellow was the Course Director.



be such as to interfere with the effective discharge of their primary duties.

For discharging the roles & duties as labour inspectors effectively, the inspectors across various inspection systems of the world have been vested with numerous rights. Some of these rights include the rights such as - 'Right to free entry to workplaces', 'Right to free entry to premises not officially subject to inspections', 'Right to free Inspection, including the right to interrogation of persons, inspection of books and registers to be maintained by the employers under various labour enactments', 'Right of enforcement of the posting of notices', 'Right to inspection of materials & substances used', etc. They are also vested with powers of filing prosecutions against the defaulting employers in court of law after obtaining necessary approvals and sanctions from the competent authorities.

**The ILO/ITC has developed a training manual titled “Building modern and effective labour inspection systems” for educating and orienting the labour inspection officials at various levels on various issues related to labour inspections.**

The ILO/ITC has developed a training manual titled “Building modern and effective labour inspection systems” for educating and orienting the labour inspection officials at various levels on various issues related to labour inspections. The various issues covered in this manual inter alia include: i) Labour Administration and its key functions; ii) Introduction to the Labour Inspection; iii) Policy and procedures with regard to Labour Inspections in various countries, iv) Strategies of compliance; v) Cooperation and partnership; vi) Inspection of working conditions; vii) Inspection of employment relationships; viii) Inspection of occupational

safety and health; ix) Vulnerable Groups; x) Labour Inspection Visits; xi) Tools of the labour inspectorate; and xii) Institutional Capacity Building.

The various issues have been dealt with under total 12 modules of the manual. However, these modules have been developed in an International perspective and all the modules are not equally relevant for labour inspectors at various levels. Moreover, some of the modules have their limitations in terms of country specific needs. Keeping the same in view, the V.V. Giri National Labour Institute has assigned the task of adaptation of the manual by the Sub-Regional office of ILO, so

that this manual can address the training needs of labour inspection officials in India. This project was coordinated by Dr. Sanjay Upahyaya, Fellow, V.V. Giri National Labour Institute. Various

senior practitioners from the area of labour from the Central and State Labour Departments in India provided their inputs in adaptation of the manual. Those who provided inputs included Dr. Onkar Sharma, Officer of Central Labour Service, currently Fellow at VVGNI, Shri V.K. Sorrick, Former Dy. Chief Labour Commissioner, Shri D.P. Singh, Regional Labour Commissioner (C), Shri Pankaj Kumar, Additional Labour Commissioner, Government of U.P., Dr. R.S. Tewari, Former Regional Labour Commissioner(C), Shri J.P. Mann, Dy. Labour Commissioner, Govt. of Haryana, Ms. Sreevalli, Asstt. Labour Commissioner, Govt. of Karnataka.



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## Training Programme on Leadership Development for Trade Union Leaders from North East States, (December 26-30, 2011)

The training programme on Leadership Development for Trade Union Leaders from North East States was held from December 26-30, 2011 at the Institute's campus. The context of the programme is that events of far reaching consequences are reshaping and defining anew the social, political and economic purpose of trade union across the world. In India too, substantial changes in economic policy have thrown up new challenges for trade unions. A trade union leader needs to understand these changes and analyse their implications to serve better their members and contribute more effectively to the viability of the organisations in which they work.

The aim of the programme is to enhance leadership skills of trade union activists from North East States of India. The objectives were to develop skills and techniques of effective organisation building; to foster skills of effective leadership; to acquaint the participants with the socio-economic and political changes in globalised economy; and to impart knowledge about labour laws, development programmes and schemes. The participants are trade union leaders working in Organised/Unorganised sector from North-Eastern States of Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Tripura and Sikkim.

There were 28 participants in the training programme comprising 13 women and 15 men. The number of participants who had come from Assam, Manipur and Meghalaya were 13, 11 and 4 respectively. The profiles of the participants are railway employees, bidi workers, anganwadi workers, teachers and drivers. The following sessions by both internal faculties of the institute and external resource persons were conducted during the training programme: Role of Leadership in Trade Union; Social Security and Welfare Schemes for Unorganised Workers; Leadership Effectiveness; Organisational Process: Problems, Issues & Techniques; Organising Labour: The Question of Form & Content; Labour Laws in India: An Overview; Role of Trade Union in Organising Rural Workers; Gender and Decent Work: Role of Trade Unions in India; and Generating Livelihood Through SHGs. All the participants found the issues covered in the training programme highly relevant and expressed that it had shown them the right direction to be aware of their rights and roles. In the valedictory session, certificates were distributed to the participants by the Director General of the Institute, **Shri V.P. Yajurvedi**. The course director was **Mr. Otojit Kshetrimayum**.





## Other Professional Engagements of Director General & Faculty

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

- Visited Korea Labour Institute, Seoul, Korea to attend a seminar on “Contemporary Concern in Labour Policy” on December 8-9, 2011 and also held a discussion on professional collaboration between V.V. Giri National Labour Institute and Korea Labour Institute.
- Delivered the valedictory address in the leadership development for Trade Union Leaders of Karnataka on November 25, 2011.

### Dr. S.K. Sasikumar, Senior Fellow

1. Presented a paper on **Unemployment Insurance in India to the Seminar on Unemployment Insurance** organised by Korea Labour Institute during November 10-11, 2011 at Seoul, Korea.
2. Presented a paper on **Minimum Wages in India: Issues and Perspective to the Seminar on Minimum Wages and Industrial Relations** organised by Korea Labour Institute and V.V. Giri National Labour Institute at Seoul during December 8-9, 2011.
3. Was a lead discussant at the UNESCO-UNICEF **National Workshop on Internal Migration and Human Development** in India held at New Delhi during December 6-7, 2011.

4. Speaker at the Panel Discussion on **“Emerging Employment Trends : Challenges for India and Beyond during Times of Crisis and Global Uncertainties”** organised by ILO at New Delhi during December 16, 2011.

### Shri Otojit Kshetrimayum, Associate Fellow, VVGNI

- Presented a paper on **“Unmasking Cooperatives in Social Transformation: A Study of Handloom Industry in Manipur”** in the International Seminar on Challenges of Development in North East India: Issues and Concerns organised by the Department of Sociology, University of Delhi from November, 2011.
- Attended **Indian Urban Conference: Evidence & Experience** on 22nd November, 2011 at Vigyan Bhawan, New Delhi organised by Indian Institute for Human Settlements, Janagraha Centre for Citizenship and Democracy, Yale University, with collaboration from the Ministers of Urban Development and Housing Urban Poverty Alleviation.
- Attended one day **National Consultation on Central Law on Street Vending** on 23rd December, 2011 organised by the Ministry of Housing and Urban Poverty Alleviation, Government of India at New Delhi.



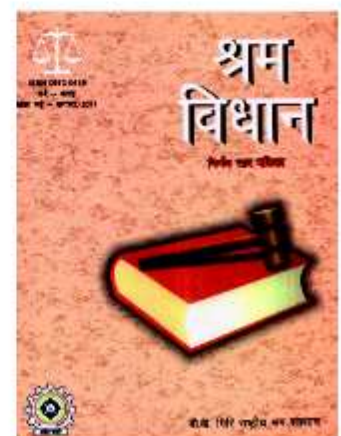
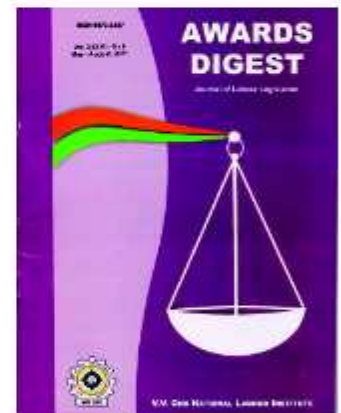
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## Institute's Publications

VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports. Some of the important publications are:

### REGULAR PUBLICATIONS

- **Labour & Development** is a bi-annual journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.
- **Awards Digest** is a bi-monthly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts, The Administrative Tribunals and the Central Government Industrial Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, advisors to labour laws, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.
- **Shram Vidhan** is a bi-monthly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts, The Administrative Tribunals and the Central Government Industrial Tribunals are reported in the Journal. This journal also is a valuable reference for personnel managers, trade union leaders and workers, advisors to labour laws, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



- **VVGNI Indradhanush** is a bi-monthly newsletter to disseminate information on all professional activities of the Institute.



- **Child Hope** is a quarterly newsletter of the Institute. Child Hope is being brought out to pave way for ending Child Labour by reaching out to different sections of society, mobilizing their efforts in this direction.



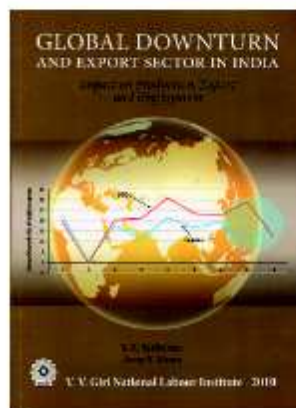
### NLI RESEARCH STUDIES SERIES

The Institute is also publishing a series entitled, NLI Research Studies Series, to disseminate the findings of the research activities of the Institute. So far the Institute has published 93 research findings in this series.



### OTHER RECENT PUBLICATIONS

- Training of Trainers Manual on Prevention of HIV/AIDS in the World of Work for ITI Teachers
- Global Downturn and Export Sector in India
- List of Indian Delegates and Advisers to International Labour Conferences (1919-2011)



For any information please contact **Publication (I/C)**  
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## Recent Training Programmes (November & December 2011)

- Behavioural Skills for Developing Effective Leadership, November 28-December 02, 2011 (Course Director: **Dr. Poonam S. Chauhan**)
- Leadership Development Programme for Rural Trade Union Leaders, November 28-December 02, 2011 (Course Director: **Mr. P. Amitav Khuntia**)
- Enhancing Leadership Skills, November 14-18, 2011 (Course Director: **Dr. Poonam S. Chauhan**)
- Gender Issues in Labour, November 21-25, 2011 (Course Director: **Dr. Shashi Bala**)
- Training Programme on Empowering the Unorganized Sector Workers engaged in Mining Activities at Bundelkhand held at Jhansi, November 09, 2011 (Course Director: **Dr. M.M. Rehman**)
- Labour and Employment Relations in a Global Economy, November 7-25, 2011 (Course Director: **DR. S. K. Sasikumar**)
- Organising the Un-organised Towards Effective Leadership (WBSLI), November 14-16, 2011, (Course Director: **M.M. Rehman**)
- Leadership Development Programme for Trade Union Leaders of Karnataka, November 24-25, 2011 (Course Directors: **Dr. M. M. Rehman & Dr. Poonam S. Chauhan**)
- In-house Training Programme on Management of Contract Labour for ONGC at Sivasagar, Assam, November 14-16, 2011 (Course Director: **Dr. Onkar Sharma**)
- Globalisation, Changing Employment Relations and Labour Administration, December 19-22, 2011 (Course Director: **Dr. S. K. Sasikumar**)
- Prevention of HIV/AIDS in the World of Work: A Tripartite Response Service (ILO), December 23, 2011 (Course Director: **Dr. Ruma Ghosh**)
- Developing Social Security, Dec 12-16, 2011 (Course Director: **Dr. Otojit Kshetrimayum**)
- Gender Responsive Budgeting in India, December 5-9, 2011 (Course Director: **Dr. Shashi Bala**)
- Awareness training Programme for Panchayat Pradhans/Sarpanches of Bundelkhand at Jhansi, December 10, 2011 (Course Director: **Dr. M. M. Rehman**)
- Managing Development and Social Security Measures, December 5-23, 2011 (Course Director: **Dr. M. M. Rehman**)
- Enhancing Competence of youth in dealing with child labour, December 12-15, 2011 (Course Director: **Mr. P. Amitav Khuntia**)
- Leadership Development Programme for the Trade Union Leaders, December 26-30, 2011 (Course Director: **Dr. Otojit Kshetrimayum**)
- Training Programme on Management of Contract Labour at New Delhi (ONGC), December 28th, 2011 (Course Director: **Dr. Onkar Sharma**)
- Training of Trainers' Programme on Strengthening Law Enforcement System to Combat Child Labour (ILO) at ANSISS, Patna, Bihar, December 7-9, 2011 (Course Director: **Dr. Helen R. Seker**)
- Training of Trainers' Programme on Strengthening Law Enforcement System to Combat Child Labour (ILO) at SKIPA, Ranchi, Jharkhand, December 12-14, 2011 (Course Director: **Dr. Helen R. Seker**)
- Training of Trainers' Programme on Strengthening Law Enforcement System to Combat Child Labour (ILO) at Chokidhani, Indore, Madhya Pradesh, December 21-23, 2011 (Course Director: **Dr. Helen R. Seker**)

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12  
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