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From Director General's Desk

Social Security is now considered as the fundamental right. In a world where insecurities in life dominate our existence and struggle, the issue of social security assumes much greater importance than perceived earlier.

With increasing population and shrinking resources and myriad conflicts-both man-made and natural-which are visiting the planet rather frequently, the need for social security assumes all the more significance today.

This underscores that every vulnerable individual should have access to a floor level social security in the form of:

- (i) Health, housing, food security, etc.;
- (ii) Employment security in times of crisis;
- (iii) Accident benefits;
- (iv) Old age benefits (pension);
- (v) Benefit package for minimum level social security should be uniform. This will help in proper accounting and administration of the funds.

When provisions for social security are thought of, the most immediate question which emerges is: how should it be provided? This has no definite answer. Keeping this in view, it is suggested that some strategic interventions have to be made in the manner and mode as outlined below:

- a) All major social security schemes should be integrated as there are a plethora of social security schemes which more often creates confusion and serious administrative problems, besides resulting in duplication of benefits. This also requires multiple applications for securing benefits. This could be resolved if major social security programmes are integrated keeping in view the divergence of beneficiary profile, rural/urban differentiation and geographical disparity/ diversity in the country. In addition, region specific provisions for benefits packages could be designed to take care of extreme regional variation in need baskets.
- b) An Omnibus/Central Social Security Fund could be created pooling resources from diverse sources. From that fund welfare facilities could be orbited to different sections of society. This will also obviate the problem arising from the shortage of funds and reduce administrative cost and volume of work involved. In addition, benefit through a single window could be viewed as a means.
- c) A national level autonomous Social Security Authority under the Ministry of Labour and Employment may be thought of. The experiences of operating several welfare funds by DGLW can help design viable institutional mechanism for delivering social security measures to the most disadvantaged sections of the society.

Various stakeholders, like employers' organizations, workers' organizations, and civil society organizations could also be involved in the delivery of welfare measures.

V.P. Yajurvedi



V.V. Giri National
Labour Institute

V.V. Giri Memorial Award 2010

In recognition of the outstanding contributions towards the understanding of the emerging labour issues, the V.V.Giri Memorial Award 2010, was conferred on **Dr. Panchmal Dinanath Shenoy**.



Shri Mallikarjun Kharge, the Hon'ble Union Minister of Labour and Employment (second from left) lighting the lamp.



Shri V.P. Yajurvedi, Director General, V.V.G.N.L.I. delivering the welcome address on the occasion of the Award ceremony.

The V.V. Giri Memorial Award was instituted in 2008 by V.V.Giri National Labour Institute, Ministry of Labour & Employment to commemorate the birth anniversary (10th August) of the former President of India, the late **Shri V.V. Giri** for outstanding research contributions in the area of labour studies. The award carries an amount of Rs.1 lakh and a citation.

Dr. Shenoy, an eminent civil servant and also a scholar, has rendered invaluable contributions to the Indian labour policy in general and issues related to labour administration and industrial relations in particular. During his illustrious career as a civil servant, **Dr. Shenoy** has held numerous distinguished positions, including those of Labour Commissioner and Labour Secretary in the state of Karnataka, as well as Chief Labour Commissioner (Central) and Union Labour Secretary. His scholarly works focus markedly on the promotion of a rights based perspective in fulfilling the aspirations, especially of the workers engaged in the unorganised sector.

Shri Mallikarjun Kharge, Union Minister of Labour & Employment while conferring the award stated that Late Shri V.V. Giri, the former President of India, made exceptional contributions towards designing and

evolving labour policy in India. Shri V.V.Giri was an outstanding social activist and a renowned and acclaimed labour leader.

Shri Kharge stated that the Government has attempted to make labour policy in general and labour administration in particular attuned to providing decent working conditions, improving the quality of life for workers and enhancing employability through employment services and skill development. The Government has initiated various measures to address the needs of the unorganised sector such as Rashtriya Swasthya Bima Yojna, a pioneer Social Security Scheme. The National Social Security Fund for unorganised workers has also been set up with an allocation of Rs. 1000 crore for providing necessary Social Securities benefits. At the end, he stated that he is confident that social scientist like **Dr. Shenoy** will continue to contribute to this endeavour by undertaking more and more rigorous and analytical work addressing the requirements of the unorganized sector workers.



Shri Mallikarjun Kharge, the Hon'ble Union Minister of Labour & Employment, conferring the V.V. Giri Memorial Award 2010 to Dr. P.D. Shenoy.



Shri Mallikarjun Kharge, the Hon'ble Union Minister of Labour and Employment, honouring Dr. P.D. Shenoy with a shawl (far right) while V.P. Yajurvedi, Director General, V.V.G.N.L.I. and Shri. P.C. Chaturvedi, Secretary, MOLE, look on.



Seated on the dias (from left) Shri V.P. Yajurvedi, Director General, V.V.G.N.L.I.; Shri P.C. Chaturvedi, Secretary, MOLE; Shri Mallikarjun Kharge, the Hon'ble Union Minister of Labour and Employment; Dr. Mohini Giri; Dr. P.D. Shenoy and Shri Ravi Mathur, Additional Secretary, MOLE.



V.V. Giri National
Labour Institute

Presidential Address on the Occasion of V.V. Giri Memorial Award, 2010 by Shri Mallikarjun Kharge, Hon'ble Union Labour and Employment Minister

I consider it as a great honour to be present here on this historic occasion to confer the V.V. Giri Memorial Award 2010.

This is an occasion for each and every one of us to pay our respect and tribute to Late Shri V.V. Giri, the former President of India, who made exceptional contributions towards designing and evolving labour policy in India. Shri V.V. Giri was an outstanding social activist and a renowned and acclaimed labour leader. He was a pioneer in the trade union movement. He actively championed the cause of labour at a time when the trade union movement in this country was in its

infancy and when the bargaining power of the labour was weak. The trade union movement in our country was closely intertwined with the freedom movement. Several leaders were common to both these movements and Shri V.V. Giri was one of the prominent among them. He led and participated in several workers' struggles and was responsible for giving shape to the various labour laws

which ensured the rights of workers.

I am really happy that the theme for the V.V. Giri Memorial Award, 2010 is labour administration and industrial relations, which was very close to Shri Giri's heart.

Shri Giri firmly believed that evolving harmonious industrial relations must be a collective responsibility of all concerned.

Shri Giri wrote,

“Industrial relations are nothing more and nothing less than human relations. In fact, I would compare them to partnership, as it exists in a joint family. Perhaps this relationship is more vital and significant than the one that exists in the joint family, for if the joint family breaks, even then the individuals can continue their separate existence, whereas if the partnership in the industry fails, the industry will collapse”

I am delighted that V.V. Giri Memorial Award, 2010 is being conferred on Dr. P.D. Shenoy, one of the most renowned practitioners of labour administration and industrial relations in India. He had an exceptionally brilliant and distinguished career as a bureaucrat holding important positions dealing with labour both at the Centre and the State. In fact, I think he is a person who holds the rare and phenomenal distinction by being Labour Commissioner and Labour Secretary of a State (Karnataka) and also held the positions of Chief Labour Commissioner (Central) and Labour & Employment Secretary, Government of India. He has also strived to achieve through his work the much-needed synergy between academic pursuits and policy relevance. His pragmatic approach and writings have contributed significantly in enhancing the knowledge base for understanding the nuances of labour administration and intricacies pertaining to managing industrial relations.

I am a firm believer that labour administration should always promote positive thinking and constructive action for furthering unity and goodwill among the different social partners. It should always consider upliftment of the economically and socially deprived section of the workforce as its most important priority. Viewed in this perspective, our government has attempted to



Shri Mallikarjun Kharge, the Hon'ble Union Minister of Labour and Employment delivering the Presidential address on the occasion of the Award ceremony.

make labour policy in general and labour administration in particular attuned to providing decent working conditions, improving the quality of life for workers, enhancing employability through employment services and skill development on sustainable basis. A number of measures have been put in place to improve and expand the skill base of the workforce. Prime Minister's Council for Skill Development has been set up as an apex body for policy, advice, direction and review in matters relating to skill development. The PM's Council has endorsed the vision to create 500 million skilled people by 2022 through skill development system that must have high degree of inclusivity in terms of gender, rural/urban, organised/ unorganised, and traditional/contemporary.

Our government has also initiated a number of measures to address the requirements of the unorganised sector.

Prominent among these include the Rashtriya Swasthya Bima Yojana (RSBY), a pioneer social security measure which provides smart card based cashless health insurance cover up to ₹ 30,000/- annually to workers below the poverty line in any empanelled hospitals in the country. I am privileged to inform that the RSBY which is being implemented in 25 States and covering 370 districts have now 2.33 families enrolled, extending health insurance to about 10 crore persons.

We have also enacted the Unorganised Workers Social Security Act 2008 and subsequently framed the rules in order to address the social security requirements of the unorganised workers. The National Social Security Fund for unorganised workers with an allocation of ₹ 1000 crore has been set up to provide necessary social security benefits.

The expansion of schemes and programmes to the unorganised sector poses new challenges for labour administration. It

is critical that the labour administration evolves innovative and pragmatic approach to ensure that the intended benefits of the various noble schemes reach the working poor and the vulnerable.

It is in our quest to evolve such novel measures that contributions of scholars and practitioners like Dr. Shenoy assume paramount importance. I am confident that social scientists like him will continue to contribute to this endeavour by undertaking more and more rigorous and analytical work addressing the requirements of the unorganised sector workers. I sincerely hope that the V.V. Giri National Labour Institute will provide the leadership to promote such activities.

In fact, the role and relevance of V.V. Giri National Labour Institute assume greater significance today due to the rapid transformations taking place in the world of labour. It is important that systematic and

In fact, the role and relevance of V.V. Giri National Labour Institute assume greater significance today due to the rapid transformations taking place in the world of labour. It is important that systematic and sound research be carried out to understand the nature and characteristics of the on-going transformations.

sound research be carried out to understand the nature and characteristics of the on-going transformations. Likewise, it is critical that all the concerned social partners are provided

with necessary training in order to respond to the emerging opportunities and challenges. Such activities must be undertaken in the best professional manner possible so that we can develop the Institute as an internationally acclaimed centre of excellence in research, training and education related to labour.

Let me also take this opportunity to remember the selfless contributions that exemplary leaders like Shri V.V. Giri has made to make India one of the most vibrant democracies and fastest growing nations in the world.

Let us cherish the contributions of such nation builders and emulate their principles and practices.

I wish each and every one of you the very best in your professional endeavours. Jai Hind



V.V. Giri National
Labour Institute



Mr. V.P. Yajurvedi, Director General, V.V. Giri National Labour Institute and Ms. Sushma Kapoor, Regional Programme Director, a.i., UN WOMEN South Asia Sub Regional Office exchanging the MoU between VVGNI and UN WOMEN on August 12, 2011

Memorandum of Understanding between the V.V. Giri National Labour Institute and UN WOMEN: United Nations Entity for Gender Equality and the Empowerment of Women

V.V. Giri National Labour Institute, *inter alia*, is mandated to establish collaboration and networking with national and international institutions for undertaking various professional activities pertaining to labour related issues. As a part of this mandate, V.V. Giri National Labour Institute has recently signed a MoU with UN WOMEN South Asia Sub Regional Office. The main objective of this MoU is to expand the research and training collaborations of both the organisations on labour and employment of women migrant workers in the global economy. Some of the specific activities to be undertaken include: (i) conduct collaborative research on migration of women workers from South Asia (ii) collaborate to develop training curriculum, tools and programmes on female migration; and (iii) faculty exchange.

Memorandum of Understanding between the Indian Council of Overseas Employment (ICOE), New Delhi and the V.V. Giri National Labour Institute, Noida

One of the major mandates of the V.V. Giri National Labour Institute is to establish networking with national and international institutions engaged with issues related to labour and employment. In pursuit of this mandate, V.V. Giri National Labour Institute has recently signed a MoU with Indian Council of Overseas Employment, Ministry of Overseas Indian Affairs, Government of India to facilitate cooperation between the two institutions, in particular on research, training and publications on international migration. The MoU specifically aims at developing and executing policy research on specific aspects of global migration. The MoU also aims at developing a Knowledge Centre on International Migration at the V.V. Giri National Labour Institute.

Research Highlights

Labour, Employment and Social Security Guards Engaged by Private Security Agencies: A Case Study of Okhla and Noida

Dr. Sanjay Upadhyaya*

During the past few years, service sector has emerged as the largest growing sector in the economy. One of the important constituents of service sector is the private security service industry. In India alone, there are approximately 15000 security service agencies engaging almost 5.5 - 6 million security personnel. India's private sector service industry is the largest guarding operation in the world and the total strength of employees of private security agencies vastly outnumber the combined strength of army, navy, air force and para-military forces.

The security personnel engaged by private security agencies play a very crucial role in prevention and deterrence of crime and in protecting the lives and properties. However, a large majority of them has to face a number of challenges in terms of job insecurity, prolonged working hours, low remuneration and absence of adequate social security, etc. Though, a number of legislative measures have been made by the State in the past under various labour enactments to address the various issues faced by these security personnel but the actual implementation of these measures is far below the satisfactory level. As a result of which most of the security personnel, especially the security guards have to face lot of hardships and problems.

It is in this context, the present study was undertaken by the researcher. Based on analysis of primary data collected from two industrial centres in India i.e. Okhla and Noida and secondary data collected from various sources, the study gives a very vivid account of the private security service industry both at the national and international level as well as that of the regulatory framework for addressing the various labour, employment and social security concerns of private security personnel. The study captures most of the labour, employment and social security issues / challenges of the private security personnel in detail. The study also makes a number of suggestions and recommendations for improving the overall conditions of work of the security personnel engaged by private security agencies.

* Fellow, V.V.Giri National Labour Institute

Labour, Employment and
Social Security Issues of Security
Guards Engaged by Private Security Agencies:
A Case Study of Okhla and NOIDA

Sanjay Upadhyaya



V.V. Giri National Labour Institute

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Training Programme on Skill Development and Employment Generation (July 04-08, 2011)

The training programme on Skill development and Employment Generation was held from 8-12 July, 2011 at the campus of the Institute. The context of the programme is based on the premise that generating more and better quality of employment is a common challenge faced by the countries world over. The challenge is more pronounced in case of developing countries like India with large informal sector and with problems of unemployment and underemployment. To face these challenges, Government of India is putting increasing emphasis on enhancing the skills of its people in general and that of workers in particular to increase their employability and to facilitate them to get decent employment.

The objectives of the programme are to understand the linkage between vocational education and skill training with growth and employment; to acquire knowledge about the vocational educational and training systems and about its various components and to understand the challenge of employment generation and designing appropriate skill development policies to meet those challenges.

The programme tries to examine the following issues: linkage between vocational education and skill training with employment generation and economic growth, overview of vocational education and skill training system and its components, governance and management of vocational education and training, role of public-private partnership in skill development, labour market information system and skill development, skill gap analysis and identifying skill demand of emerging sector and informal sector, financing vocational education and training and labour market and skill development policies.

The participants of the training programme are tripartite partners, officials involved with implementation of vocational education and skill training programmes, trainers and instructors, research institutes, organizations/institutions involved in imparting vocational education and training. There were 15 participants comprising 14 men and 1 woman, representing six states. All the participants found the issues covered in the training programme to be highly relevant and the overall rating for the training programme was excellent. The course director of the training programme was **Mr. Otojit Kshetrimayum**.



Group Photograph of the participants and faculty

Other Professional Engagements of the Director General and Faculty

Shri Ved Prakash Yajurvedi, Director General

- Attended an Interactive meeting with Mexican Delegation at MOLE on May, 11, 2011.
- Inaugurated a Workshop on Knowledge of Disciplinary and Enquiry Procedures from May 13-14, 2011 organised ASSOCHAM, New Delhi
- Attended a National Consultation on Social Security in Unorganised Sector organised by NAC at SAIL, New Delhi on July 7, 2011.
- Presided over a Workshop on National Policy on HIV/AIDS and the World of Work for officials of BEL Corporate Office at Bengaluru on July 18, 2011.
- Attended a Review Meeting of the Heads of Regional Offices of MOLE in eastern region at Yubabharati Kriangan, Salt Lake City, Kolkata, chaired by Shri Mallikarjun Kharge, the Hon'ble Minister of Labour and Employment.

Shri P. Amitav Khuntia, Associate Fellow

- Visited Punjab (Chandigarh, Ludhiana & Amritsar) for the field appraisal of NCLPs as a part of Project Monitoring Committee of the Ministry of Labour and Employment, Government of India during 25-26 July, 2011.

Shri Otojit Kshetrimayum, Associate Fellow

- Attended a one day conference of State Ministers of Housing, Urban Development, Municipal Affairs/Local Self Government on Implementation of Rajiv Awas Yojana (RAY) chaired by Smt. Kumari Selja, Union Minister of Housing and Urban Poverty Alleviation on 30th July, 2011 at Vigyan Bhawan, New Delhi.



Engendering Gender Statistics: An Analysis of Gender Differentiated Statistics in India

A project on **Engendering Gender Statistics: an Analysis of Gender Differentiated Statistics in India** is undertaken by Dr.Ellina Samantroy and Dr.Dhanya M.B. The project aims to analyse the role of gender statistics in exposing the widespread gender diversity in India. In the present study an attempt would be made to find out the various possibilities of gender representation in statistical data. One of the major functions of labour force statistics is to net all the workers in the workforce statistics comprehensively. However this concept does not get translated into reality due to various methodological problems since the size of the work force in India particularly the women workers is underestimated Indian economy is predominantly an agriculture economy and one third of the work force is depending on it. In these economic setup women workers in agriculture are mostly ignored in the estimates of data regarding work participation because women tend to be unpaid family workers. Therefore an effort is made in the present study to unmask the various obstacles deeply embedded in the social structure and how they are instrumental in ignoring various aspects of women's role and their participation in social, economic and political life of society. The project aims at providing an indepth analysis of various statistical data and locate the important gender concerns in the data.

Moreover, if these distinctions are 'visible', they would enable the users to understand and analyse the position of women in comparison to their male counterparts in various spheres of life. Endeavoring to reflect these as fully as possible, the differences between men and women will improve the quality of statistics. This study would not only provide information to users, market analysts and policy makers but would also enable to evaluate the data from a gender perspective. Such an effort, of evaluation of data from a gender perspective with regard to the data's strengths and shortcomings by producers and users of the data will therefore provide indications of how and where improvements to the data are needed and main objectives of the proposed research are To develop a conceptual understanding about gender and the importance of gender in statistics, exploring concepts in gender statistics related to labour, identifying the key areas in terms of employment (formal and informal) health, domestic violence, political empowerment and decision making and analyzing their representation in statistics. Finally, the reasons for invisibility of gender in statistics would be explored with special reference to value added statistics in gender and its relevance in policy making.

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Population in India at a Glance: 2011

| | Total | Rural | Urban |
|---------|---------------|-------------|-------------|
| Persons | 1,210,193,422 | 833,087,662 | 377,105,760 |
| Males | 623,724,248 | 427,917,052 | 195,807,196 |
| Females | 586,469,174 | 405,170,610 | 181,298,564 |

World Day against Child Labour: VVGNLI Intervention in Nagaland

Over 13,000 Youth Volunteers from all over the NCLP District of Dimapur assembled “Together for Children” at the Stadium in Dimapur and took pledge to end child labour practice as a part of observation of the World Day Against Child Labour this year on 12th June 2011. It indeed marked a convergence of efforts and services of various Government Departments and NGOs and convergence of skills and talents of Youth to campaign against child labour. The collaborating partners for organizing included Departments of Labour, Education Social Welfare, SSA, of the Government of Nagaland and Sinai Ministry, National Domestic Workers Movement (NDWM) and Peace Channel from the NGOs and media partners were Nagaland Post, Morung Express and Tir Yimiyim. Community Educational Centre Society (CECS) took a lead role in mobilizing the Youth and in organizing the programme. **Mr. T. Saku Aier**, Parliamentary Secretary, Housing, Labour and Employment, mentioned in his speech that it was a privilege to be standing for the cause of the children employed in different homes, workshop, garage and children who are being exploited. He went on to say that the children are available at little or no cost at all which is a crime against humanity. Many children leave their parents at a very early stage and those children are considered as possessions by the employers and are subjected to abuse and deprived of basic education.



Youth in solidarity against employment of Children in Nagaland

Mr. Subonenba Longkumer, Project Director of Community Educational Centre Society (CECS) encouraged the volunteers to raise voice together for the cause of the children. He urged them to make use of the CHILDLINE 1098 facilities which has been recently introduced in Dimapur under the Ministry of Women and Child Development Government of India. He concluded by challenging the volunteers to make the state a child labour free one. Project Officer Department of Labour Government of Nagaland **Mr. Yanger Aier** spoke on the importance of the pledge volunteers had made and their role in standing for the social cause. He reminded that “there are thousands of children shedding silent tears and only together we can make a difference in the lives of such children”. Others who spoke on the occasion included **Mr. Nungshiyanger Aier**, Joint Labour Commissioner, **Mr. Zekotso Mero**, Superintendent of Police, Dimapur, **Mr. Sedevikho Khro**, Addl. Dy. Commissioner, Dimapur, **Mr. Asono Ndong**, District Education Officer and Fr. Anto, Peace Channel. Other highlights of the programme were a play on child domestic labour by teachers and students of the Community Educational Centre Society and sharing of experience of a child labour. It was an opportunity for the National Resource Centre on Child Labour of the V.V. Giri National Labour Institute to sensitize numerous Youth on the issue of child labour. **Dr. Helen R. Sekar**, requested the Youth to become Change Agents and to make a difference by uprooting the problem of child labour.

MOU signed between VVGNLI & Sikkim University

In order to facilitate academic exchange and student mobility, to develop academic relationships, and to support collaborative research, related to labour and employment issues, V.V. Giri National Labour Institute, Noida and Sikkim University, Gangtok have agreed to establish Memorandum of Understanding (MOU) as a framework for cooperative programme. The MOU between the two institutes was signed by **Shri V.P. Yajurvedi**, Director General of V.V. Giri National Labour Institute and **Prof. Mahendra P. Lama**, Vice Chancellor of Sikkim University on 16th July, 2011. The collaborative activities which the two institutes are going to take up are: 1. Collaborative research projects; 2. Collaborative seminars and workshop; 3. Co-supervisor for research scholars; 4. Internship for Students; 5 Exchange of faculty; and 6. Collaborative educational programmes.



V.V. Giri National
Labour Institute

Course on Research Methods on Gender Issues in Labour

The institute organized a five days training programme on Course on Research Methods on Gender Issues in Labour exclusively for the young teachers and researchers from Universities/Colleges/Research Institutions and professionals employed in the government organisations who intended to pursue their interests in labour research.

The objectives of the programme were to address the theoretical perspectives on gender research, to understand the various feminist methodologies and approaches in gender research, to give them critical understanding of the dominant theories of knowledge and methodologies employed in humanities and social sciences and to introducing them to various Qualitative and Quantitative techniques in gender issues in labour research. The course involved lectures by faculty and external resource persons, extensive discussions and interactive sessions of the participants and the resource persons.

The training programme was attended by 28 participants from various states all over India. During the course, a number of faculty and resource persons/ experts including **Prof. Maitreyi Chaudhuri** and **Dr. Renuka Singh** from Jawaharlal Nehru University, **Dr. Preet Rustogi** from Institute of Human Development, **Dr. Neetha N.** from CWDS delivered lectures on various subjects.

Dr. Ellina Samantroy and **Dr. Dhanya M. B.**, Associate Fellow(s), were the Course Directors.



A group photo

Leadership Training Programme for YRC & NSS Volunteers

Leadership Training Programme for Youth Red Cross (YRC) and National Service Scheme (NSS) volunteers programme was organised by V V Giri National Labour Institute in collaboration with Department of Youth Welfare, Manonmaniam Sundaranar University, Tirunelveli, Tamil Nadu during 17th-19th July 2011. The programme aimed at leadership training for YRC and NSS volunteers as they were the real pillars of the nation's development. It would be essential to train YRC and NSS volunteers for addressing the demographic transition since they are the representatives in future labour market.

The main objectives of the programme were to develop employability skills for the labour market requirement; to develop the personality through the involvement of the community development; identify the needs and problems of the community and involve them in problem solving process to provide inputs on Leadership and Personality Development; develop among

themselves a sense of social and civic responsibility; develop competence required for group living and sharing of responsibilities. The training involved lectures by resource person, brain storming sessions, discussions and interactive sessions. The participants were also given yoga classes for a healthy body and mind. Thirty seven Young Red Cross volunteers and National Service Scheme Volunteers from various colleges under Manonmaniam Sundaranar University, Tirunelveli, Tamil Nadu were the participants.

Dr. Dhanya M.B. and **Dr. Ellina Samantroy**, Associate Fellow(s), were the Course Directors.



Inaugural session in progress

Training Programme on Effective Implementation of Building & Other Construction Workers' Act (16-19 August, 2011)

The training program was conducted during 16-19 August, 2011 for the Labour Enforcement officers of Central and State Governments in the Institute. Thirty three officers from different places of India participated in the training programme. The programme aimed at raising competence level of Labour Enforcement Officers for effective enforcement of B.O.C.W Act. The objectives of the training programme were: 1) to acquire an understanding of the context of Building and Other Construction Workers' Act; 2) to gather knowledge of various provisions of Building and Other Construction Workers' Act; 3) to identify specific difficulties in effective enforcement of B.O.C.W Act and exploring remedial measures. The training programme revolved around the following themes:

1) Overview of Indian construction sector; 2) Situating labour legislation in the context of emerging labour market scenario; 3) Problem Identification; 4) Constitution and Labour; 5) Effective Implementation of the provisions of Main Act and Cess Act; 6) B.O.C.W Act: Background, Stages of Implementation in various states; 7) Duties and Responsibilities of Inspectors and Other Authorities under the B.O.C.W Act; 7) Construction Safety – Legislation and Enforcement.

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



A group photo

Recent Training Programmes

Training Programmes held during May, 2011

- Making Conciliation Effective, May 16-20, 2011 (Course Director: **Dr. Onkar Sharma**)
- Empowering Trade Union Leaders, May 16-21, 2011 (Course Director: **Dr. Poonam S. Chauhan**)
- Organizing the Unorganised Towards Effective Leadership, May 30-June 03, 2011 (Course Director: **Shri Anoop Satpathy**)
- Leadership Development Programme for Rural Trade Union Leaders: Group- I, May 9-13, 2011 (Course Director: **Dr. M.M. Rehman**)
- Capacity Building Programme on for Trade Union Leaders for SC: Group-II, May 9-13, 2011 (Course Director: **Dr. M.M. Rehman**)
- Strengthening Leadership Skills for Beedi Workers, May 23-27, 2011 (Course Director: **Dr. M.M. Rehman**)
- Developing Leadership Skills for Building & Other Construction Workers, May 30-June 3, 2011 (Course Director: **Dr. M.M. Rehman**)
- Training of Trainers Programme on Prevention of HIV/AIDS in the World of Work, May 23-27, 2011 (Course Director: **Dr. Ruma Ghosh**)

Training Programmes held during June, 2011

- Enforcement of Labour Laws in Unorganised Sector, June 20-24, 2011 (Course Director: **Dr. Onkar Sharma**)
- Workers' Participation in Management and their Role in the Emerging Globalizing Economy, June 6-9, 2011 (Course Director: **Dr. M.M. Rehman**)
- Leadership Development Programme for Rural Trade Union Leaders, June 27-July 01, 2011 (Course Director: **Dr. Sanjay Upadhaya**)
- Empowering Rural Women Organizers, June 20-24, 2011 (Course Director: **Dr. Rinju Rasaily**)
- Developing Leadership Skills for Plantation Workers, June 13-17, 2011 (Course Director: **Dr. M.M. Rehman**)
- Developing Social Security, June 29-July 01, 2011 (Course Director: **Dr. M.M. Rehman**)
- Rural Labour Camp in Bundelkhand for Mine Workers, June 20, 2011 (Course Director: **Dr. M.M. Rehman**)
- Training Programme on IBM SPSS Statistics 19.0 software, June 30, 2011 (Course Director: **Dr. Ellina Samantroy**)
- Convergence Programme on Child Labour, June-28-30, 2011 (Course Director: **Dr. Helen R. Sekar**)
- Developing Health Security, June 20-24, 2011 (Course Director: **Dr. Ruma Ghosh**)
- Fundamental of Labour Laws, June 6-10, 2011 (Course Director: **Dr. Sanjay Upadhaya**)
- Leadership Development Programme Trade Union Leaders of NE Region, June 13-17, 2011 (Course Director: **Dr. Poonam S. Chauhan**)



V.V. Giri National
Labour Institute

Training programmes held during July, 2011

- Empowering Trade Union Leaders, July 4-9, 2011 (Course Director: **Dr. Poonam S. Chauhan**)
- Managing Work Effectively: A Behavioural Approach, July 18-21, 2011 (Course Director: **Dr. Poonam S. Chauhan**)
- Workshop for Conducting Survey on Contract Labour to discuss various issue, July 14, 2011 (Course Director: **Dr. Sanjay Upadhyaya**)
- Leadership Development Programme for Rural Trade Union Leaders for ST, July 18-22, 2011 (Course Director: **Shri Anoop Satpathy**)
- Leadership Development Programme for Rural Trade Union Leaders for SC, July 4-8, 2011 (Course Director: **Dr. Sanjay Upadhyaya**)
- Enhancing Leadership Skills Transport Workers, July 11-15, 2011 (Course Director: **Dr. M.M. Rehman**)
- Strengthening Self Help Group, July 25-29, 2011 (Course Director: **Dr. M.M. Rehman**)
- Skill Development & Employment Generation, July 4-8, 2011 (Course Director: **Shri Otojit Kshetrimayum**)
- Social Protection and Livelihood Security, July 11-15, 2011 (Course Director: **Dr. Ruma Ghosh**)
- Leadership Development Programme for activists in the Informal Sector for HMS Trade Union Leaders, July 28-29, 2011 (Course Director: **Dr. Sanjay Upadhyaya**)
- One day Orientation Programme on Social Security in Kolkata, West Bengal, July 22, 2011 (Course Director: **Dr. M.M. Rehman**)
- Course on Research Methods on Gender Issues in Labour, July 25-29, 2011 (Course Director: **Dr. Ellina Samantroy & Dr. Dhanya M.B.**)
- Training Workshop on National Policy on HIV/AIDS in World of Work for Bharat Electronic Ltd. At Bangalore, Karnataka, July 18, 2011 (Course Director: **Dr. Ruma Ghosh**)
- One-day Training Workshop on Prevention of HIV/AIDS in the World of Work for Ministry of Labour & Employment officials, July 21, 2011 (Course Director: **Dr. Ruma Ghosh**)
- One-day Training Workshop on Prevention of HIV/AIDS in the World of Work for Ministry of Labour & Employment officials, July 26, 2011 (Course Director: **Dr. Ruma Ghosh**)

Training Programmes held during August, 2011

- Effective Labour Law Enforcement, August 1-5, 2011 (Course Director: **Dr. Sanjay Upadhyaya**)
- Effective Enforcement of Welfare Laws, August 23-26, 2011 (Course Director: **Dr. Onkar Sharma**)
- Effective Enforcement for Building and other Construction Workers' Act, August 16-19, 2011 (Course Director: **Shri P. Amitav Khuntia**)
- Leadership Development Programme for Rural Trade Union Leaders for SC, August 8-12, 2011 (Course Director: **Shri Anoop Satpathy**)
- Sensitization Programme on Laws Pertaining to Women at Workplace, Aug. 23-26, 2011 (**Dr. Shashi Bala**)
- Social Protection and Livelihood Security, August 8-12, 2011 (Course Director: **Shri Otojit Kshetrimayum**)
- Climate Change and Livelihood Issues, August 17-19, 2011 (Course Director: **Shri Anoop Satpathy & Dr. Rakhee Timothy**)
- Training Programme on Leadership Development for BMS, August 29- September 02, 2011 (Course Director: **Dr. Poonam Chauhan**)
- Training Programme for Construction Workers and Leaders for AITUC, August 1-5, 2011 (Course Director: **Dr. M.M.Rehman, Dr. Helen R. Sekar**)
- One Day Rural Labour Camp at Orcha, Madhya Pradesh, August 18, 2011 (Course Director: **Dr. M.M.Rehman**)
- Training of Trainers programme on Prevention of HIV/AIDS in the world of work for Women Trade Union leaders, August 1-5, 2011 (Course Director: **Dr. Ruma Ghosh**)
- Orientation Programme on Gender and Health Issues for Workers, August 23-26, 2011 (Course Director: **Dr. Rinju Rasaily**)
- Leadership Development Programme for Plantation workers, August 29-Sep 02, 2011 (Course Director: **Dr. M.M. Rehman**)
- Sensitisation Programme on Strengthening Awareness on Labour Issues, August 8-12, 2011 (Course Director: **Dr. Shashi Bala**)
- Course on Research Methods on Gender Issues in Labour, August 29- September 02, 2011 (Course Director: **Dr. Ellina Samantroy & Dr. Dhanya M.B.**)
- Improving Quality of Life of Agate Workers (MGLI), August 08-09, 2011 (**Dr. Poonam S. Chauhan**)
- Training Programme for NSS and Youth Red Cross Volunteers in collaboration with Department of Youth Welfare, at Manonmaniam Sundaranar University, Tirunelveli, Tamil Nadu August 17-19, 2011 (**Dr. Ellina Samantroy & Dr. Dhanya M.B.**)