



V.V. Giri National Labour Institute

e-ITEC International Programme on The Future Work: Navigating Transformations Effectively

(October 11-29, 2021)

COURSE CONTENTS

This training programme is being organised in the context of two major global developments. One, driven by various mega trends – technological advancements, demographic transition and globalisation – the world of work has been experiencing massive transformations in the last two to three decades. This has led to a multitude of tendencies: the elimination of old jobs and emergence of new forms of employment, dominance of non-standard forms of employment relations, increased automation and the consequent substitution of capital for workers, changing skill sets in work processes, emergence of new business models (gig economy, etc.), decentralisation of economic activities, and so on. How will the future of work pan out and what strategies need to be put in place to seize the opportunities presented by these transformations? Second, in this crucial and evolving phase of the world of work, the outbreak and spread of COVID-19 heralds unprecedented challenges, particularly in terms of safeguarding jobs and incomes of the people and also rejuvenating the economy.

Nuanced understanding and analysis of the ongoing transformations in the world of work, on the one hand, and the ramifications of the COVID-related crisis in the labour and employment scenario, on the other, help us to identify some of the major pathways that may be navigated by the public policies related to labour in order to ensure a favourable and brighter future of work. It is also very obvious that we need collective action and proactive involvement of all concerned stakeholders.

In this respect, the prominent role of India in managing transformations in the world of work and responding to the COVID crisis assumes paramount significance. The Programme will highlight some of the major policy interventions initiated in India to show how use of technology can be pivotal for enhancing governance of the world of work. The Programme will also highlight some of the innovative labour management practices adopted in Indian public sector and private sector companies to evolve strong partnership to respond to the challenges of change brought out by technological transformations.

The specific objectives of the Programme are:

- Analyse the major contours of the future of work.
- Trace technological changes and their impacts on and implications for work and work relations.
- Examine the major labour market implications of COVID-19 and assess the responses of various stakeholders.
- Delineate the components of the major pathways to ensure a brighter and equitable future of work. These include: striking a balance between qualitative and quantitative dimensions of employment; ensuring gender equality at the workplace; developing a robust social protection system, particularly to cover those in the informal economy; use of digital tools to improve labour market outcomes; and promoting social dialogue.

Participation Level:

Senior and Middle Level Officers Concerned with Labour and Employment Related Policy Issues

Lectures and Self-Study Modules (All Timings in IST)

Week 1, Monday

14.30-15.00

Inaugural Session

- **Introduction to the Course**
- **Inaugural Address**

15.00-17.00

Technical Lecture 1

- **Transformations in the World of Work : An Overview**

Wednesday

15.00-17.00

Technical Lecture 2

- **Emerging Global Employment Trends and Future of Work**

Friday

15.00-17.00

Technical Lecture 3

International Labour Standards, with focus on Gender Issues and Future of Work

Week 1

Self-Study Modules:

- **Transformations in the World of Work and Future of Work**
- **Key Indicators of Labour market**
- **Global Employment Trends and Future of Work**
- **International Labour Standards, with focus on Gender Issues and Future of Work**
- **Case Studies on Quality Employment Generation**
- **Case Studies on Ensuring Gender Equality at Workplace**

Week 2, Monday

15.00-17.00

Technical Lecture 4

- **Labour Regulations and Future of Work**
- **Informal Labour and Future of Work**

Wednesday

15.00-17.00

Technical Lecture 5

- **International Labour Migration and Future of Work**

Friday

15.00-17.00 Technical Lecture 6

- **Managing Employment Relations and Future of Work**

Week 2

Self-Study Modules:

- **Labour Regulations and Future of Work**
- **Informal Sector Labour and Future of Work**
- **International labour Migration and Future of Work**
- **Managing Employment Relations and Future of Work**
- **Case Studies on Formalising Informal Sector Labour**
- **Case Studies on Managing Harmonious Employment Relations**
- **Case Studies on Managing International Labour Migration**

Week 3, Monday

15.00-17.00 Technical Lecture 7

- **COVID -19 and Labour Market Implications**

Wednesday

15.00-17.00 Technical Lecture 8

- **Social Protection and Future of Work**

Friday

14.30-16.30

Technical Lecture 8

- **Pathways for a Favourable Future of work**

Week 3

Self-Study Modules:

- **COVID -19 and Labour Market Implications**
- **Social Protection and Future of Work**
- **Pathways for a favourable Future of Work**
- **Case Studies on dealing with COVID Pandemic in the World of Work**
- **Case Studies on Use of Technology for Effective Governance of World of Work**

FACULTY PROFILE:

COURSE DIRECTOR

Dr. S.K. Sasikumar is the senior most faculty member at the V.V. Giri National Labour Institute, an autonomous organisation of the Ministry of Labour & Employment, Government of India, and a premier institution engaged in research and training pertaining to labour. An economist by training, he holds a Ph.D. degree in the discipline. Dr. Sasikumar has more than 30 years of research and training experience in the domain of labour studies, with specialisation in labour market analysis, labour migration, future of work, and research methods. He has undertaken nearly 50 research projects on key concerns of contemporary labour studies. Dr. Sasikumar has also been a Member of high level Indian delegations participating in important multilateral meetings like the G20 Labour and Employment Ministerial Meeting, BRICS Labour Ministers Meeting and ILO Technical Meetings. He has published nearly 60 research works in the form of books, articles in referred journals, and edited volumes and research monographs. Dr. Sasikumar has been associated, as a member, with several noteworthy national level commissions/committees, including the Study Group on Globalisation, Second National Commission on Labour; Expert Group on Quarterly Employment Surveys; Committee to Review Legislations on Labour Migration and Standing Committee on Labour Force Statistics (the committee which finalised the design and estimates of the first Periodic Labour Force Survey of India, released in 2019). Dr. Sasikumar is the Editor of the peer-reviewed academic journal *Labour & Development*. He is also a

Member of the Editorial Advisory Board of leading journals like *The Indian Journal of Labour Economics* and *Urban India*. He is also the Coordinator of the Centre for Labour Market Studies and Integrated Labour History Research Programme, two of the foremost research centres of the V.V. Giri National Labour Institute. He is the Coordinator (India) of the BRICS Network of Labour Research Institutes. Dr. Sasikumar has been the Course Director of nearly 25 Indian Technical and Economic Cooperation (ITEC), Ministry of External Affairs, Government of India programmes and more than 150 national level training programmes on a variety of themes ranging from labour market analysis, labour migration, research methods to quality employment generation and future of work. He has been Resource Person/Guest Faculty in recent Programmes/Conferences organised by international organisations/reputed institutions like International Labour Organisation, International Training Centre, Turin, UN Women, Asian Development Bank, National Defence College, National Institute for Career Service, National Statistical Systems Training Academy, Jawaharlal Nehru University, Mumbai University, Delhi Judicial Academy, Institute for Human Development, Federation of Indian Chambers of Commerce and Industry, and Confederation of Indian Industry.

OTHER FACULTY MEMBERS FROM VVGNI

Dr. Ruma Ghosh is a faculty at the V.V.Giri National Labour Institute, Noida since 1998. She has PhD in Sociology of Work and Health from the Centre of Social Medicine and Community Health, School of Social Sciences, Jawaharlal Nehru University, New Delhi. She is the Coordinator of the Research Centre Labour and Health Studies. She is the Associate Editor of the Institute's academic journal, *Labour & Development* and Editor of the Institute's Newsletter *Indradhanush*. She has been associated with major National Level Commissions/ Technical Committees like Study Group on Second National Commission on Labour, Member Convener of the Sectoral Innovation Council on Occupational Safety and Health and Member Convener of the Sectoral Innovation Council on Rashtriya Swasthya Bima Yojana, Drafting Committee of the Labour Code on Social Security and Welfare of the Ministry of Labour & Employment, GoI. Her professional interest lies in the area of Social Security and Livelihood of Workers in Informal Employment and Health Protection of Workers. She has undertaken several research projects on these issues, many of which are policy based research work conducted for the Government or in collaboration with international organizations such as ILO and UNICEF. She coordinates a Courses/Training Programmes on themes such as Social Security of Workers in Informal Economy, Health Protection of Workers, Research Methods in Labour Studies and International Training Programme on Health Security and

Protection of Workers. She is associated with major professional bodies like Indian Sociological Society, Indian Society of Labour Economics as a Life Member.

Dr. Anoop K. Satpathy is working as a faculty at the V. V. Giri National Labour Institute since 2002. He is an economist by training and holds M.Phil. and Ph.D. degree in Economics from the Centre for the Study of Regional Development, Jawaharlal Nehru University (JNU), New Delhi. He has more than 20 years of research, training and monitoring and evaluation experience in the area of labour and employment with special emphasis on informal economy, minimum wages and wage policy, vocational education and skills development, social security and child labour. He has been associated as a Member of National Level Commissions/Technical Committees such as Planning Commission Sub-Group on Creating Employment Opportunities during the 12th Five year Plan (2012-2017), Steering Committee on Training of Trainers of the Director General Employment and Training (DGET), Ministry of Labour and Employment (MoLE), Core Group for Collection and Analysis of Data in respect of Social Security to Workers (MoLE), Inter-ministerial Committee on drafting of National Employment Policy (DGET, MoLE) and Drafting Committee on Central Rules relating to Code on Wages 2019 (MoLE). He has also represented Government of India in the ILO, Geneva as an informal economy expert relating to ILO recommendation on "Transitioning from the Informal to the Formal Economy" (in 2013 and 2014) and in Delhi Group Meeting on Informal Sector Statistics (in 2017). In 2018, he also chaired the Expert Committee on Determining Methodology for Fixation of National Minimum Wage. He has published several papers and articles in peer reviewed journals and co-edited a book on Child Work and Education. He has been a resource person to several Universities and institutions in India and delivered special lectures at Jawaharlal Nehru University, Jamila Millia Islamia, Indian Institute of Technology, Roorkee etc. He has also undergone training in the areas of Promoting Better Labour Market Outcomes for Youths in BRICS and Beyond, Leadership for Employment Promotion in Fragile Settings, Capacity Development Programme on Wage Policy, Child Migration and Trafficking Employment and Labour Market Policies and Improving Job Quality in Micro-Enterprises in India conducted by International Training Centre of the ILO at Turin. He is a life member of Indian Society of Labour Economics and a member of International Organisation for Collaborative Outcome Management.

Dr. Ellina Samantroy is working as Fellow at the V.V. Giri National Labour Institute. She has a Doctorate in Sociology from Centre for Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University, New Delhi. She has more than 14 years of professional experience in teaching, training and research in the subject Sociology and in the area of Gender and labour issues particularly, in the

area of Gender Statistics, Unpaid work, Time Use Studies, Work and Family Life Balance, Gender and Social protection, Child Labour, Labour Regulation and International Labour Standards. She is associated with the Research Centre for Gender and Labour at the institute. She is the Associate Editor of *Indradhanush* (Bi-monthly newsletter of VVGNLI) and has also brought out a Special Issue on 'Gender, Work and Development' in the Institute's Journal, *Labour and Development* in December 2016. She has also been the co-ordinator for International networking between VVGNLI and ITC-ILO Turin, Italy and co-ordinates various activities under the collaboration. She has undertaken several research projects both with international organizations like the ITC-ILO Turin, UNICEF, World Bank, the ILO and also at the institute. She organizes international and national level training programmes on various themes like; International Labour Standards and Promotion of Gender Equality at the Workplace, Research Methods in Gender issues in Labour, Empowering Women Organizers, Gender Labour Laws and International Labour Standards, Gender, Work and Social Protection, Leadership Development for Trade Union Leaders, etc. She has also been a part of the VVGNLI-ITC, Turin one year Training Programme on "Employment Policies: Moving from Fragility to Resilience" for Afghan nationals and co-ordinated two modules on 'Entrepreneurship' and 'Gender and Labour: Towards Empowering Women in Fragile States. She has published extensively in the form of books, research monographs, several papers and articles in peer-reviewed and reputed academic journals, chapters in edited volumes, book reviews and articles in news papers and digital dailies. She has been a resource person to several Universities and institutions in India and delivered special lectures at National Academy of Statistical Administration, (MOPSI) at Greater Noida, Jawaharlal Nehru University, University of Delhi, Ambedkar University, National Institute of Labour Economics Research and Development (NILERD), Arjun Singh Centre for Distance Learning, Jamia Millia Islamia , Indian Institute of Public Administration and Malviya Centre for Peace Research, Banaras Hindu University. She has also delivered Video and Radio talks for National Institute of Open Schooling and radio talks for GyanVani, IGNOU. She is also involved in reviewing and developing academic curriculum and content of various Universities and institutions in India.

SOME KEY GUEST SPEAKERS:

Dr. Amitabh Kundu is currently Distinguished Fellow at the Research and Information System for Developing Countries. He is chairing the Committee overseeing the survey for Swachh Bharat Mission (Rural) He was Regional Advisor on Poverty at UNESCWA, Beirut during 2017 and Consultant to the Government of Sri Lanka during 2016. Until January 2014, he was Professor at the Jawaharlal Nehru

University, New Delhi. He has been the Dean of the School of Social Sciences and has served as a member of National Statistical Commission during 2006-08. He has been chairperson of the post Sachar Evaluation Committee, set up by the Ministry of Minority Affairs and was a Visiting Professor at the University of Amsterdam, Sciences Po and Maison des Sciences de L'homme in Paris, University of Kaiserslautern and University of Wuerzburg in Germany. He has worked as Director at various institutes in India and is in the Editorial Board of Manpower Journal, Urban India, Journal of Educational Planning and Administration, Indian Journal of Labour Economics. He has about thirty five books and three hundred research articles, published in India and abroad, to his credit.

Dr. Mahaveer Jain is one of the most renowned behavioural scientists in the country. He was a faculty member at the V.V. Giri National Labour Institute for more than three decades. He is one of the founders of Indian Society for Applied Behavioural Science (ISABS). His areas of specialisation include: positive attitude; creativity; problem solving and team work. He has published extensively in domain of behavioural studies and human relations. He conducts training programmes in large public sector and corporate enterprises.

Dr. Onkar Sharma is one of the renowned practitioners in the area of labour legislations in the country. He is currently Deputy Chief Labour Commissioner (Central) in the Chief Labour Commissioner's Office, Ministry of Labour & Employment, Government of India. He has been actively involved in the formulation of Labour Codes in India. He has a Ph.D from Delhi University and acts as a Resource Person in programmes and courses organised by reputed institutions in India.

Mr. Xavier Estupinan is a Senior Specialist on Wages with the International Labour Organisation (ILO) presently posted in India. Prior to joining ILO, he was working with the Ministry of Labour, Government of Ecuador. He has been closely involved in the preparation of one of the ILO Flagship report, Global Wage Report. Mr. Xavier was also one of the authors of the India Wage Report published by the ILO in 2018. He was also a Member of the Expert Committee on Determining the Methodology for Fixing the National Minimum Wage.

Mr. Michael Dias is an eminent Lawyer in the field of Employment Laws. He is also Secretary, The Employer's Association - Delhi since 1986, an institution promoted by him to assist Employers in statutory compliances and for harmonious workplace relations. He has wide experience in the field of Labour Laws and Industrial Relations of more than 40 years. He is a Member of various Industry Associations

such as FICCI, CII, ASSOCHAM, PHD Chamber of Commerce & Industry, to name a few. He has been an Employer Representative on various Statutory Boards constituted by the Government of India including the Employees State Insurance Corporation and currently is a Member of the Central Board of Trustees of the EPFO. Mr. Dias is a firm believer in Conciliation and Mediation; by nature and temperament, he has enormous belief in Human Resources. He supports win - win solutions, based on fair play and equity. In view of his vast experience in the field of Law, he is able to advocate simple pragmatic strategies for resolution of complex disputes.