

Online Collaborative Training Workshop on Women Workers in the MSME Sector and Home-based Employment

June 08-09, 2022

Jointly Organised by



**V.V. Giri National Labour Institute
Noida**



**Jesus and Mary College
University of Delhi**

AIM

The programme aims at providing an overview of the current conditions of women workers employed in the micro, small and medium sized enterprises (MSMEs), and in home-based work. It also seeks to introduce the participants to the recent labour law amendments that shape the working lives of the MSME female workforce. The programme intends to highlight reasons for the heavy concentration of women workers in MSMEs, the typical working conditions in this sector, especially post the pandemic, as well as outline the debates on labour policies with respect to this workforce.

OBJECTIVES

The specific objectives of the programme are as below:

- To provide an insight into the prominent trends in the employment of women in manufacturing.
- To provide an overview of the key gender concerns emerging from the average conditions of women workers in MSMEs and home-based work.
- To discuss the impact of recent labour law amendments and the pandemic on this female workforce.
- To provide an outline of important data and required research strategies on women workers of MSMEs.

COURSE PROFILE

MSME overview, social security for unorganized workers, government initiatives on the MSME Sector.

RESOURCE PERSONS

Faculty members of VVGnLI, eminent resource persons from different institutions/organisations.

PARTICIPATION LEVEL

Undergraduate students and post-graduate students of Jesus and Mary College and of invited Delhi University colleges.

TRAINING DELIVERY AND METHODOLOGY

This training will be delivered in an online mode. The training will primarily make use of lectures and discussions, followed by questions and answers. A few critical readings and a few assignments will be provided to the participants as a part of the programme.

COURSE DIRECTORS:

Dr. Ellina Samantroy: ellinasroy.vvgnli@gov.in

Dr. Maya John: mjohn@jmc.ac.in



Online Collaborative Training Workshop on Women Workers in the MSME Sector and Home-based Employment organised by V.V. Giri National Labour Institute & Jesus and Mary College, New Delhi

(June 08-09, 2022)

Programme Design

08th June, 2022 (Wednesday)		
01.30 – 02.00 pm	Welcome	Dr. Maya John, Assistant Professor Convenor, Women's Studies Centre, Jesus and Mary College, New Delhi
	Introduction on VVG NLI and the course	Dr. Ellina Samantroy Fellow V.V Giri National Labour Institute, Noida
	Inaugural Address	Dr. H. Srinivas, Director General V.V Giri National Labour Institute, Noida
02.00 – 03.15 pm	Gender & Labour Issues: An Overview	Dr. Ellina Samantroy Fellow V.V Giri National Labour Institute, Noida
03.15 – 04.30 pm	Women Workers in MSME: Issues and Challenges	Dr. Dhanya MB, Associate Fellow V.V Giri National Labour Institute, Noida
09th June, 2022 (Thursday)		
02.00 – 3.15 pm	Social Security for Unorganised Workers and the New Labour Code on Social Security : Gender Perspective	Dr. Ruma Ghosh, Fellow V.V Giri National Labour Institute, Noida
03.15 – 04.45 pm	Promoting Women Entrepreneurship: Government Initiatives	Dr. Partha Pratim Sahu Associate Professor, National Institute of Rural Development (NIRD)
04.45 – 05.15 pm	Special Address	Prof. Ritu Dewan, Vice President Indian Society of Labour Economics & Former Director, University of Mumbai
5.15 pm	Concluding Session	Dr. Maya John, Assistant Professor & Dr. Ellina Samantroy Fellow

Course Directors: Dr. Ellina Samantroy, Fellow, VVG NLI &
Dr. Maya John, Assistant Professor & Convenor,
Women's Studies Centre, Jesus and Mary College

PROFILE OF TRAINING FACILITATORS

Dr. H. Srinivas, Director General V.V. Giri National Labour Institute, Noida



Dr. H. Srinivas is working as Director General of the VVG NLI since 2017. He is an officer of Indian Railway Personnel Service (IRPS) belonging to the 1991 batch 'Civil Services Examination' and held various key positions in the Indian Railways. He was the Chief Personnel Officer of Indian Railways before joining as Director General, VVG NLI. Completed his Bachelor (Honour's) degree, Master's Degree and a Doctorate from the Osmania University. Completed his Post Graduate Degree in Management with specialization in Human Resource Management from Management Development Institute (MDI). He was the recipient of the Gold Medal Instituted by the Department of Personnel and Training, Government of India. Was on deputation to Government of Andhra Pradesh and held various positions there as, Head of the Centre for Human Resource and Livelihoods, Chief Co-ordinator of 'Governing for Results Programme', Chief Administrative Officer and then as Additional Director General (in-charge). He played a pivotal role in the Reforms Agenda programme of the Government of Andhra Pradesh. Is a visiting faculty to many management and training institutes like National Police Academy, Hyderabad; National Industrial security Academy, Hyderabad; Railway Staff College, Vadodara; Indian Railway Institute of Signal and Telecommunication (IRISET), Secunderabad, etc. Has received numerous awards during his official career. He is the recipient of the 'Silver Star' award from Hon'ble President of India Shri Pranab Mukherjee during 2013. He has attended various training programmes and conferences at National and International level at INSEAD, Singapore; at ICLIF, Malaysia; at Indian School of Business (ISB), Hyderabad; at Administrative Staff College of India, Hyderabad, etc. He also represented India at the BRICS Summit in South Africa; World Skills Conference at Russia; International Conference on Future of Work at Singapore, etc.; He is a Professional Trainer and has completed his Direct Trainer Skills (DTS), Design of Training (DOT) and Training of Trainers (TOT) programmes. He is also an ISL certified Green Belt holder on 'Six Sigma'.

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Dr. Maya John, Assistant Professor
Convenor, Women's Studies Centre, Jesus and Mary College,
New Delhi



Dr. Maya John is a labour historian based in University of Delhi (India), where she is currently also teaching. She has published on the evolution of labour law in colonial India, current labour law amendments, the relationship between caste and the labour market, the question of educational inequality in the colonial and post-colonial period, and gender-specific laws at the workplace. She is associated with unions and think-tanks of domestic workers, nurses, teachers and other sections of the urban workforce. She is a life member of the Indian Association of Women's Studies (IAWS) and the Convenor of the UGC-funded Women's Studies Centre of Jesus and Mary College.

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Dr. Ellina Samantroy, Fellow
V.V. Giri National Labour Institute, Noida



Dr. Ellina Samantroy is working as a faculty at the V.V. Giri National Labour Institute. She is a Sociologist by training and has a M.A, Mphil and Ph D degree in Sociology from Centre for Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University (JNU), New Delhi. She has more than 16 years of professional experience in teaching, training and research. She has also taught at Banaras Hindu University and Jamia Millia Islamia New Delhi. Her research interests are in the area of Unpaid work, Time Use Studies, Gender Statistics, Work and Family Life Balance, Gender and Social Protection, Child Labour, Labour Regulation and International Labour Standards. She has undertaken several research projects/consultancy assignments with both with international organizations particularly, UNICEF, World Bank, ITC- ILO, Turin, the ILO and at the institute on issues pertaining to gender and labour. She is the co-ordinator of the Research Centre for Gender and Labour at the institute. She is also the co-ordinator for International networking between VVG NLI and the International Training Centre of the International Labour Organization (ITC-ILO) at Turin, Italy and co-ordinates

various activities under the collaboration. 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 newspapers and digital dailies. Her book 'Gender, Unpaid Work and Care in India, was recently published by Routledge in 2022. She has also presented several research papers and has been an invited speaker in various International and National Conferences and seminars in India and abroad. She is also involved in reviewing and developing academic curriculum and e-content of various Universities and institutions in India.

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Dr. Dhanya MB, Associate Fellow
V.V. Giri National Labour Institute, Noida



Dr. Dhanya MB is Associate Fellow (faculty) at VV Giri National Labour Institute and also the co-coordinator of the Centre for Labour Market Studies. She has done her PhD in Economics on the subject of Rural Women empowerment and microfinance. Dhanya also regularly contributes to the policy initiatives of the Ministry of Labour and Employment, Government of India on various subjects such as Working Group member on ratification of ILO Convention-Forced Labour Protocol (2018), Employment Policy (2018-19), Member of Tripartite Working Group to facilitate the process of the ratification of the ILO convention No 87 & 98 (2013-14) etc. She has authored books/monographs and coedited books in the studies on labour markets include: 'Demographic Dividend and SDGs in India: Labour and Employment Opportunities' (Routledge, forthcoming); Promoting Youth Employment & Entrepreneurship: A Study with Special focus on 'Startups' (2020) 'Quality Employment Generation in Micro and Small Enterprises (MSEs) in India: strategies and way forward' (2018); worker's Rights and Practices in the Contemporary Scenario: an overview' (2014), , 'Fundamental Principles and Rights at Work and the informal economy in India' (2013); and 'Engendering Gender Statistics' (2012) published by VVGnLI. Her recent work includes 'Post Covid-19 Lockdown Scenario of Youth Unemployment in India'.

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Dr. Ruma Ghosh, Fellow
V.V. Giri National Labour Institute, Noida



Dr. Ruma Ghosh is working as a faculty at the V.V. Giri National Labour Institute. She is a Sociologist by training and has a M.A, Mphil and Ph D degree in Sociology from Jawaharlal Nehru University, New Delhi. She has been working in the area of labour in the informal economy with focus on Social Protection, Livelihood and Health and safety issues. She has undertaken several research projects in her areas of interest and has also conducted several policy based evaluation studies for the Ministry of Labour & Employment. She has been conducting training programmes on research methodology, social security and protection of workers, safety and health of workers for both national as well as international delegates. She coordinates the research Centre for Labour and Health Studies of the V.V. Giri National Labour Institute and is the Associate Editor of the peer-reviewed academic journal Labour & Development. She is also the Editor of the VVG NLI Newsletter Indradhanush. She has been a part of several National Level Commissions/Technical Committees and Study Groups. She was a Member of the Drafting Committee of the Labour Code on Social Security and Welfare of the Ministry of Labour & Employment, GoI, 2018. She has represented the Government in the BRICS Employment Working Group Meeting during April 19-20, 2017 at Yuxi, Yunnan, China in which she contributed significantly on BRICS Social Security Cooperation Framework

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**Dr. Partha Pratim Sahu, Associate Professor
National Institute of Rural Development (NIRD)**



Dr Sahu is currently working with the Centre for Entrepreneurship Development and Financial Inclusion (CEDFI) and Head-in-charge of Centre for Good Governance and Policy Analysis (CGGPA), National Institute of Rural Development and Panchayati Raj (NIRDPR), Hyderabad. He holds a Ph.D. degree in Economics from the Jawaharlal Nehru University (JNU), New Delhi. He was a visiting fellow at Korea Institute for International Economic Policy (KIEP), South Korea.

His research interests include issues related to enterprise and entrepreneurship development, skill development, labour and employment. His ongoing works include smart village, rural homestay and tourism, workers in Labour Addas and service sector employment. He has been associated with a number of research studies sponsored by international and national agencies. His prior works appear in reputed international journals (such as International Journal of Occupational and Environmental Health, International Journal of Psychology, Journal of South Asian Development) and national journals (Economic and Political Weekly, The Indian Journal of Labour Economics, Indian Journal of Agricultural Economics, Sarvekshana, Labour and Development, Kurukshetra etc.). He has also delivered several invited lectures on contemporary Indian economic issues and research methodology in universities, colleges and research institutes. He was a member of the 3rd and 4th Common Review Mission (CRM) of Ministry of Rural Development (MoRD), Govt. of India. Currently, he is also a member of the Editorial Advisory Board of Journal of Rural Development (JRD) published by NIRDPR.

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**Professor Ritu Dewan, Vice President
Indian Society of Labour Economics &
Former Director, Department of Economics
University of Mumbai**



Prof. Ritu Dewan is the Vice President of the Indian Society of Labour Economics, Vice President of the Indian Society of Agricultural Economics, Visiting Professor at the Institute of Human Development, Co-Founder-Co-convenor of the Feminist Policy Collective, Trustee of The India Forum, Director of The Leaflet, and President of the Indian Association for Women's Studies (2014-17). She was the first-ever woman Director of the Department of Economics, University of Mumbai, and the founder-member of the first Centre for Gender Economics in Asia.

She has over 150 publications, including 45 books and monographs, encompassing a wide range of issues including Development Economics, Gender Studies & Gender Economics, Rural and Urban Development, Infrastructure, Labour Markets, Environmental Displacement, Peace Studies, etc. She was a member of the Feminist Economists' Group for Engendering the 12th and 11th Five Year Plans as well as of the sub-group on 'Gender and Macro-policies' appointed by the Planning Commission, Government of India. She is also Consultant to UNDP, UN Women, ILO, World Bank, Asian Development Bank, World Wildlife Fund, Action Aid, etc. She is closely associated with training and capacity-building related specially to gender budgeting and gender issues, and has conducted over 300 workshops for the Central Government and also several state governments including Jammu & Kashmir, Maharashtra, Goa, Tamil Nadu, Karnataka, etc. Her research focus - which interlinks academics, advocacy and action - is the result of issues related to the marginalised, the last three focusing on theoretical-empirical analysis of Paid-UnPaid Work titled *Invisible Work Invisible Workers: The Sub-Economies of Paid and Unpaid Work*, *Demonetisation: From Deprivation to Destitution*, and *Pandemic, Patriarchy and Precarity: Labour, Livelihood and Mobility Rights*.

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Online Collaborative Training Workshop on Women Workers in the MSME Sector and Home-based Employment, June 08-09, 2022, (From 02:00 PM to 05:00 PM)

Course Directors- Dr. Ellina Samantroy and Dr. Maya John

Day-wise Workshop Link, ID & Password

Sl. No	Day/Date	Meeting Link	ID/Password
1	Wednesday June 08, 2022	https://vvgirinationallabourinstitute-734.my.webex.com/vvgirinationallabourinstitute-734.my/j.php?MTID=m1985224fcd5b3c4aa7f163d9ed451788	ID: 2643 982 7101 Password: HqJp34PDz78
1	Thursday June 09, 2022	https://vvgirinationallabourinstitute-734.my.webex.com/vvgirinationallabourinstitute-734.my/j.php?MTID=m8461e53c02b09e2654159450dcaf90eb	ID: 2641 486 6448 Password: XkbStytD334

Instruction for joining the Training room:

1. Please click on meeting link and download WebEx meeting software for joining the WebEx meeting/workshop given in the above table by the Institute or download WebEx to your devices at <https://www.webex.com/downloads.html>.
2. Join the WebEx meeting/ workshop as per the meeting link or meeting ID and password given in the above table by the Institute.
3. Please join the workshop 15 minutes before workshop commencement time, so that you don't face any technical challenge.
4. Please join the workshop with audio off at all times and you can use the chat for raising questions.
5. The above work shop link, meeting ID and Password is for your personal use to access the workshop. Don't forward the same to others, who have not registered for workshop with the Institute.
6. Please use your desktop/laptop/Tablet for better performance. Joining workshop from mobile device may be considered as a last option.