



Orientation Programme on
**Labour Laws for Rural
 Development Functionaries of
 Andhra Pradesh and Telangana**

December 10- 12, 2018

Venue: NIRD& PR, Hyderabad



ABOUT THE PROGRAMME

Creation of jobs in massive number and ensuring higher productivity have been subjects of great concern, especially in rural areas. There are not enough remunerative works or livelihood avenues in rural areas. Agriculture which used to be the main source of livelihood for a majority of rural workers, is currently providing lesser work due to mechanisation and new technology and climate change. In the non-agricultural sector, employment opportunities are mainly informal – jobs without security and temporary in nature. The proportion of regular/secured/permanent jobs has declined in almost all sectors of the non-agricultural economy. Although real wage is rising in few instances, those are however accompanied by reduction in the number of days of work per year. Thus, the total real earnings from wage labour is falling for a large proportion of the

population/households resulting in a rise in the proportion of working poor.

While the labour laws applicable to organized industrial units have been under debate, regulations for protecting the interests of workers have not covered this growing army of rural workers. Regulations, if any, have also not been designed keeping in mind the special circumstances in which such workers work. ‘Informality’ therefore tends to be the dominant feature of their relations with their employers. Therefore, in this context, it is important to flag up questions such as: How does one address this unique problem of protecting the interests of rural workers that has been posed by the specific trajectory of Indian economic development? What kind of labour standards are necessary and what should be the method of enforcing them? How do we empower the role of the institutions of governance at the rural level like the Panchayati raj system, which were originally designed for primarily an agrarian sector dominated rural context?

The programme will facilitate detailed understanding on the features and characteristics of rural labour markets and emerging challenges faced by rural workers. After the programme, the participants will be able to guide and sensitize rural workers about various laws and regulations meant for rural labour. The programme will also help in understanding various government schemes and policies towards rural labour welfare, skill development and employment generation in rural areas. Awareness, access and engagement with various labour laws and regulations will be a progressive step towards strengthening empowerment of rural labour and envisioning a more equal society.

OBJECTIVES OF THE PROGRAMME

- To have an understanding of the characteristic features of rural labour market.
- To have an understanding of the context of various labour laws applicable to workers in rural areas.

- To have an understanding of the human rights and constitutional framework of various labour laws.
- To develop insight into select labour laws pertaining to wages, conditions of work and social security applicable to workers in rural areas.

OUTCOMES OF THE PROGRAMME

At the end of the programme, the participants will gain adequate knowledge on (a) better understanding about rural labour market and its features and constraints faced by rural workers; (b) better understanding of various labour laws applicable for rural labour and their enforcement mechanisms; (c) the existing govt. schemes, policies on rural labour welfare and their better and effective compliance; (d) knowledge about select labour laws pertaining to wages, conditions of work and social security applicable to workers in rural areas. The participants will also be able to form a group and enhance their knowledge through peer learning and network among themselves. Comprehensive reading materials will also be made available.

TRAINING METHODS

Training methods will comprise of lectures, group discussions, presentations and experience sharing.

RESOURCE PERSONS

Experienced and eminent person from Rural Development department, Labour administration, Trade Unions and Faculty from NIRD & PR and VV Giri NLI

TARGET GROUP

Officials from Department of Rural Development, Labour Department, Central Board of Workers Education (CBWE), Trade Union Representatives and NGOs working on various social and labour issues

There is No Programme Fee

ACCOMMODATION & TRAVEL

This program is residential in nature. NIRD&PR will provide free board and lodge to the participants in its Guest Houses. **However, to and fro travel expenses of**

the participants (except those from Trade Unions and NGOs) attending the programme would be borne by their nominating/sponsoring agencies. The participants are requested to report at NIRD&PR hostel, Rajendranagar, Hyderabad on 9thDecember, 2018 (evening). Before reaching the guest house, they may contact reception at 040 – 2400 8500.

ABOUT THE COORDINATING CENTRE

Centre for Entrepreneurship Development (CED)

The Centre for Entrepreneurship Development at NIRD & PR has a mandate to work towards achieving rural development through entrepreneurship of rural youth through awareness, capacity building, hand-holding programmes and infusing improved technologies in the rural areas. The centre is poised to undertake training and capacity development programmes, policy oriented and action based research and work closely with agencies, departments and ministries working on promotion of rural entrepreneurship. The centre also organizes workshops and conferences on broad themes such as entrepreneurship for rural youth, women and socially and economically marginalised groups, skill development through entrepreneurship, rural clusters, rural tourism, Start-up Village Entrepreneurship Programme (SVEP) and Smart village.

ABOUT NIRD&PR

Established in 1958, the National Institute of Rural Development and Panchayati Raj (NIRD&PR) is a premier training institute and a centre of excellence in research and consultancy services in the rural development arena. Recognized internationally as one of the UN-ESCAP centres of excellence, it builds capacities of functionaries in rural development, elected representatives of Panchayats, bankers, NGOs and other stakeholders. The institute is located in the historic city of Hyderabad in Telangana state.

ABOUT V. V. Giri NLI

National Labour Institute, as the V. V. Giri National Labour Institute was known until 1995, was registered as

an autonomous society in 1972. The Institute was renamed in 1995 in honour of Shri V.V. Giri, a former President of India, renowned trade union leader and doyen of labour studies in the country. The Mission of the Institute is to bring Labour and Labour Relations as the Central Feature in Development Agenda through: Addressing issues of transformations in the world of work; Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment; Undertaking research studies and training interventions of world class standards; and Building understanding and partnerships with globally respected institutions involved with labour.

LOCATION & FACILITIES

NIRD&PR is located on a sprawling 42 hectare beautiful campus in Rajendranagar, Hyderabad. The institute has a well-organized and computerized library with a collection of over 90,000 volumes. Besides well-equipped classrooms and guest houses, the institute has a healthcare centre, a community health club with modern equipment, and facilities for yoga, Badminton, Tennis, Table Tennis, Swimming pool, etc.

National Institute of Rural Development & Panchayati Raj,
Rajendranagar, Hyderabad - 500 030

Please send your nominations by Email to:

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Programme Co-ordinators:

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NOMINATION FORM

(Please send the following details in a typed form with telephone/mobile numbers and complete address)

1. Name:

2. Designation:

3. Organisation:

4. Qualification

5. Address:

6. Tele/Fax/ Mobile No:

7. E-mail address:

8. Brief Job Description:

Date:

Forwarding Authority

Place:

Signature

Last date for Nomination & Confirmation
(5thDecember, 2018)

