



Dr. Shashi Bala
Fellow
M. Phil., Ph.D. (Economics)

Dr. Shashi Bala, Fellow, V.V. Giri National Labour Institute was awarded Ph.D from the Centre of Study for Diplomacy, International law and Economics/School of International Studies/Jawaharlal Nehru University, New Delhi. *She is coordinating the activities of the Centre for Gender & Labour Studies and the Centre for Agrarian Relations, Rural and Behavioral Studies at the Institute.*

She has been trained on various themes like *Gender Budgeting* by Ministry of Women and Child Development, New Delhi; *National Service Scheme (NSS)* by University of Delhi; *Gender Sensitivity & Prevention and Redressal of Sexual Harassment of Women at Workplace* by Integrated Training & Policy Research; *Mainstreaming Gender Equality: Concepts and Instruments*; and *Leadership for Employment Promotion in fragile settings* by ILO/ITC Turin, Italy. She is the **presiding officer** and *Founder Convener of Preventing Sexual Harassment Committee* at the Institute. Her research areas majorly focus on Labour Economics; Skill Development; Social Security; Gender Budgeting; Gender Issues; & Behavioral Skills.

As a researcher research projects coordinated by her Nationally and Internationally are: Skill Development System: Micro Level Evidence; Vocational Training for Rehabilitation of Labour: A Case Study of NCLP School and MAYA; Changing Pattern of Rural Non-Farm Employment; Gender Issues in Korean Labour Market; Working Women in Urban India: Concerns and Challenge; Employment Process of Migrant Domestic Help: A Case of Metro Cities in India; Migration of Tribal Female Domestic Help in

Delhi; Labour Market Participation of Working Women Post Maternity: A Case of Private Sectors; Implementation of Maternity Benefit Act; Training Module on Gender & Social Security for Corporate Sector; Training Module on Gender & Social Security for Unorganised Sector; Gender Dimensions of Work and Employment: A Case of Sexual Harassment; Gaps in Education & the World of Work: A Gender Perspective; Gender Parity in Education and Employment: A Global Perspective; Training of Trainers Module on Prevention of Sexual Harassment of Women at Workplace; ICT Imperatives to Bridge the Digital Divide: Gender Perspective; Impact of the Maternity Benefit (Amendment) Act, 2017 in the IT & ITES ; Rural Industrialization and Options for Self Employment in Rural Areas; Module on Leadership Development; Module on Organizational structure, Culture & productivity; The Equal Remuneration Act, 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act; Maternity Protection: A Case Study; Implementation of The Equal Remuneration Act, 1976; Impact on Employment of the Maternity Benefit (Amendment) Act, 2017: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act;. Decoding Agrarian Crisis: A Gender Perspective; कृषि संकट को समझना: एक लिंग परिप्रेक्ष्य; Decoding Agrarian Crisis: Emerging Challenge; कृषि संकट को समझना: उभरती चुनौतियों का अध्ययन; The Invisibility of women in Indian agriculture-A case of Uttar Pradesh (Town); भारतीय कृषि में महिलाओं की अदृश्यता- उत्तर प्रदेश का एक मामला (नगर); Emerging Trends of Gender in Agriculture-A case of Uttar Pradesh (Village); कृषि में लिंग के उभरते रुझान- उत्तर प्रदेश (गांव) का एक मामला; Decoding Agrarian Crisis- A Study of Production, Employment and Emerging Challenges in Rural Agriculture; डिकोडिंग कृषि संकट- ग्रामीण कृषि में उत्पादन, रोजगार और उभरती चुनौतियों का एक अध्ययन; Monitoring the Contribution of Production, Employment and Emerging Challenges in Urban Agriculture; शहरी कृषि में उत्पादन, रोजगार और उभरती चुनौतियों के योगदान की निगरानी; E-rural Camp: Empowering Women in the Rural Economy through Labour Codes, 17-19 August 2021; ई ग्रामीण शिविर श्रम संहिता के माध्यम से ग्रामीण अर्थव्यवस्था में महिलाओं का सशक्तिकरण, 17-19 अगस्त, 2021; Strengthening Leadership Skills of the Advocates of Women Labour on Labour Codes, September 1-3, 2021; ई ग्रामीण शिविर श्रम संहिताओं पर महिला श्रम के पैरोकारों के नेतृत्व कौशल को सुदृढ़ बनाना; E- Rural Camp: Labour Codes & Enhancing Sensitivity towards Gender parity, September 7-9, 2021; ई ग्रामीण शिविर श्रम संहिताएं और लैंगिक समानता के प्रति संवेदनशीलता बढ़ाना, 7-9 सितंबर 2021; E Rural Camp an Introduction to Labour codes and Gender Responsive Budgeting in India, 21-23 September 2021; ई ग्रामीण शिविर भारत में श्रम संहिताओं और लिंग उत्तरदायी बजट का परिचय, सितंबर 21-23, 2021; Work from home: A CASE STUDY; Labour Force Participation: Measuring the Global Gender Gap Trends; Green Job Scenario in India- Present and Future Prospects.

She has been the **Visiting** Researcher 2008 at Korean Labour Institute, Seoul, South Korea, where she conducted a study on Gender Issues in the Korean Labour Market. In addition to her contribution towards the research activities, she also coordinates various training programmes. As a trainer, she coordinates training programmes on various themes with specific focus on Gender and behavioral skills like labor codes from gender lens, Effective Enforcement of Laws Pertaining to Women Employees for Labour Enforcements Officers from Central and State Governments/UTs; Gender Responsive Budgeting for Centre and State Labour Enforcement Officials; Gender, Poverty and Employment for Policy makers, Government representatives, Representatives of Workers' and Employers' organizations, Civil Society representatives; Empowering Rural Women Organisers for Rural Women labour leaders sponsored by Central Trade Unions; Developing Skill Development Strategies for Women Workers in the Informal Economy for Skill Development Institutions, NGOs and Trade Unions Representatives from Central Trade Union Organisations; Women Welfare Issues at Workplace for Corporate Sector; Training of Trainers Programme on Gender and Social Security for Employers, Trade Union Activists, NGOs, Labour Enforcement Officers; Gender and Social Security for Corporate Sector; Training of Trainers Programme for Enhancing Capacity of the Officials Handling Sexual Harassment of Women at Workplace (Prevention, Prohibition and

Redressal) Act, 2013; Gender Issues in Labour for Trade Union Leaders sponsored by Central Trade Unions and NGO's Representing North-Eastern States; Training Programme on Quantitative & Qualitative Methods in Labour Research: A Gender Perspective for Research Scholars/academicians working on labour issues; labour issues and policies in India with MGLI, Ahmedabad; Research Methodology Course on "Inclusion of Labour in Rural India" with Gandhigram Rural Institute, Tamil Nadu and Management Development Programme on Enhancing Productivity through Improving Work Culture and Gender Equity with Indian Institute of Management, Lucknow e.t.c., She also coordinates International Training Programme on Gender Issues in the World of Work for officials from Government Departments, Institutions, Representatives from Employee/Employers' organizations, Executives from Industrial and service sector/ NGOs etc. for foreign nationals sponsored by Ministry of External Affairs, Govt. of India. In the past she co-coordinated the training programme on themes like *International Training Programme on Labour and Employment*; *Course on Research Methods in Labour Economics* jointly with Dr. S.K. Sasikumar, Senior Faculty at the Institute & *International Training Programme on Enhancing Leadership Skills* jointly with Dr. Poonam S. Chauhan, former Senior Faculty at the Institute. She also coordinates training on *Behavioral Skills for Managing Work Effectively for RBI Personnel*, *Managing Time, Anger and Stress for Improving Work Efficiency*, *Managing Work Effectively: A Behavioral Approach*, *Improving Work Efficiency for Canara Bank Officials*, *National Fertilizers Ltd. Officials*, *Oil India Ltd. Officials*, Online Capacity Building Programme on Labour Rights and Dispute Resolution (For officials above ASO Level of Ministry of Labour & Employment, O/o CLC, EPFO & ESIC); Online Collaborative Training Program on Labour Codes for Agricultural Workers (MANAGE); Online collaborative capacity building programme on the migration of rural labours in India: a case of women migrants in Karnataka (**Bangalore University**); Online collaborative Training Programme On Enhancing Capacity in Preventing Sexual Harassment at the Workplace (**Central University of Punjab, Punjab**); Online Collaborative Training Program on Capacity building on labour laws and Migration(MANAGE); Collaborative Online Training on Capacity Building on Industrial Relations and New Labour Codes (**Sikkim University, Gangtok**); Online Improving Organisational Culture for Maximising Productivity; **The Art of Living Training Programs for Building Competence for Personal Competence (For the Officers of the Ministry of Labour and Employment, Government of India)**; **राजभाषा संवाद के अधिकारियों के पदोन्नति पूर्व अनिवार्य प्रशिक्षण कार्यक्रम (ESIC+National Training Academy)**; Training Programme for the Promotion of Officers' Superintendent to the post of Administrative Officers (DGMS); **Gyan Poshan Panchayats**: Awareness Programme on Different Schemes of MoL&E, GoI etc., She is an *external member of various Internal Committees* constituted for Preventing Sexual Harassment at Workplace by BPCL, GAIL, EPFO, Pandit Deendayal Upadhyaya National Academy of Social Security etc., She has presented several papers in National and International Seminars/Workshops organized by International Training Centre, Turin; International Management Institute (IMI); International Labour Organization (ILO); Korea Labour Institute, Seoul, South Korea; Ministry of Labour and Employment and ILO, in Collaboration with Korea University of Technology and Education; Annual Conference of India Society of Labour Economics; V.V. Giri National Labour Institute; National Institute of Public Cooperation and Child Development (NIPCCD); Indian Institute of Public Administration (IIPA); Indian Institute of Technology (IIT), Roorkee, Ministry of Women and Child Development etc., She has a number of national and International research publications in reputed journals, books and research studies .She is a life member of Indian Society of Labour Economics & Indian Political Economy Association (IPEA). She also coordinates rural camps and provides awareness on various labour codes to various stakeholders at village level. She has been a member of Grant-in-Aid Committee on Women Labour, Ministry of Labour & Employment, Government of India. She is also a member of the *Task Force on Gender Equality in the World of Work*, Ministry of Labour & Employment, Government of India.