

## **Report : Training on Data Management and Labour Market Analysis**

The 10-day Training Programme on Data Management and Labour Market Analysis was organized by BIMTECH for Labour Officers, Employment Officers, Programme Officers, and Research Officials engaged in the broader domain of labour administration and workforce development. The programme was planned with the objective of equipping participants with a deeper understanding of labour market dynamics, employment statistics, contemporary labour reforms, and the analytical tools required for evidence-based decision-making. It created an intensive learning environment where participants explored the changing nature of work, new labour codes, workplace safety, workforce readiness, and the importance of accurate data systems in policy planning.

Throughout the programme, participants were introduced to practical tools such as STATA and SPSS and took part in hands-on data analysis workshops. These sessions helped them understand survey design, data collection, interpretation of labour indicators, and the application of statistical methods to real-world situations. The course design encouraged them to examine employment trends, assess labour market challenges, and relate theoretical concepts to practical issues faced in day-to-day field operations.

In addition to technical content, the training focused on broader developmental themes including ethical leadership, behavioural insights, sustainability practices, and wellbeing. Participants also benefited from field visits and industry immersion activities, which offered real-life exposure to labour systems and workplace practices. Group discussions, case-based learning, and collaborative exercises allowed officers to share experiences from their respective regions and learn from one another's perspectives.

The programme was conducted under the academic guidance of Dr. Shalini Singh and Dr. Reeti Kulshrestha, who brought significant expertise in strategy, entrepreneurship, sustainability, and research. Their combined experience enriched the sessions and ensured that the programme delivered both conceptual clarity and practical relevance.

By the end of the ten days, participants reported improved understanding of data-driven decision-making, labour reform implications, workplace systems, and workforce development strategies. They gained confidence in handling data tools, designing surveys, analyzing labour statistics, and applying evidence-based insights to their work. The overall structure of the programme, along with its blend of conceptual learning, technical training, field exposure, and wellbeing sessions, made it a comprehensive and impactful learning experience. The initiative successfully strengthened the capacities of labour administration officials and contributed to their professional growth in an evolving labour market landscape.