



ANNUAL REPORT

2024-2025

V.V. GIRI NATIONAL LABOUR INSTITUTE

ANNUAL REPORT 2024-2025



V.V. Giri National Labour Institute

Sector-24, Noida - 201 301 (U.P.)

Published by V.V. Giri National Labour Institute
Sector-24, Noida - 201 301, U.P.

This document can be downloaded from the Institute's
website at www.vvgnli.gov.in

Printed at Chandu Press, D-97, Shakarpur
Delhi - 110 092

Contents

○ Institute's Vision and Mission	1
○ Institute's Mandate	3
○ Institute's Structure	4
○ Major Achievements	7
○ Research	17
Centre for Employment Relations and Regulations	18
Centre for Social Protection and Health Studies	21
Centre for Occupational Safety and Health	25
Centre for Agrarian Relations, Rural and Behavioural Studies	28
Centre for Gender and Labour Studies	31
Centre for North East India	42
Centre for Labour Market Studies	46
Integrated Labour History Research Programme	50
National Resource Centre on Child Labour	52
Centre for Climate Change and Labour	55
Centre for International Networking	58
○ Training and Education	60
○ Publications	75
○ N.R. De Resource Centre on Labour Information	77
○ Implementation of Official Language Policy	78
○ Implementation of the Right to Information (RTI) Act, 2005	80
○ Upgrading e-Governance and Digital Infrastructure of the Institute	81
○ Staff Strength	82
○ List of Faculty and Officers	83
○ List of Staff (Group B & C)	84
○ Audit Report and Audited Annual Accounts 2024-2025	85



Institute's Vision and Mission

Vision

A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations

Mission

Institute's mission 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*



Institute's Mandate

V.V. Giri National Labour Institute (VVGNI), an autonomous body of the Ministry of Labour and Employment, Government of India, set up in July 1974, has grown into a premier Institute of labour research and education. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and the unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and action, so as to ensure a just place for labour in an egalitarian and democratic society.

Objectives and Mandate

The Memorandum of Association spells out clearly a wide range of activities that are essential to fulfil the objective of the Institute. It mandates the Institute:

- (i) to undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- (ii) to undertake and assist in organizing training and education programmes, seminars and workshops;
- (iii) to establish wings for :
 - (a) education, training and orientation;
 - (b) research, including action research;
 - (c) consultancy; and
 - (d) publication and other such activities as may be necessary for achieving the objectives of the society;
- (iv) to analyse specific problems encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;
- (v) to prepare, print and publish papers, periodicals and books;
- (vi) to establish and maintain library and information services;
- (vii) to collaborate with other institutions and agencies in India and abroad which have similar objectives; and
- (viii) to offer fellowships, prizes and stipends.



Institute's Structure

The Institute is governed by the General Council, which is a tripartite body with representatives from Central Government, Employers' Organization, Workers' Organization, Hon'ble Members of Parliament, Eminent Persons who have made noteworthy contributions in the field of Labour and Research Institutions. Union Minister of Labour and Employment is the President of the General Council. The General Council lays down the broad policy parameters for the functioning of the Institute. The Executive Council nominated from the Members of the General Council is presided over by the Secretary, Ministry of Labour and Employment and controls, monitors and guides the activities of the Institute. The Director General of the Institute is the Principal Executive Officer who exercises general supervision over the activities of the Institute. Director General is assisted by the faculty members, Administrative Officer who is also the head of the office, Accounts Officer, other officers and staff of the Institute.

Composition of General Council

- | | |
|---|----------------|
| 1. Dr. Mansukh Mandaviya
Hon'ble Union Minister of Labour & Employment
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | President |
| 2. Ms. Shobha Karandlaje,
Hon'ble Minister of State for Labour & Employment
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Vice-President |

Six Central Government Representatives

- | | |
|---|----------------|
| 3. Ms. Sumita Dawra, IAS
Secretary (Labour & Employment)
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Vice-President |
| 4. Additional Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Member |
| 5. Ms. G. Madhumita Das, IPoS
Joint Secretary/Financial Advisor
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Member |
| 6. Shri Ajoy Sharma, IAS
Joint Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Member |



- | | | |
|----|--|--------|
| 7. | Shri K. Sanjay Murthy, IAS
Secretary
Department of Higher Education
Ministry of Education
127 C, Shastri Bhawan
New Delhi | Member |
| | | |
| 8. | Shri K.S. Rejimon
Joint Secretary (Labour and Skill Vertical)
Room No. 225
NITI Aayog, Sansad Marg
New Delhi – 110 001 | Member |

Two Members of Parliament (One each from Lok Sabha and Rajya Sabha)

- | | | |
|-----|--|--------|
| 9. | Shri Satish Kumar Gautam
Member of Parliament (Lok Sabha)
4, Windsor Place, Ashoka Road
New Delhi – 110 001 | Member |
| | | |
| 10. | Shri Kamakhya Prasad Tasa
Hon'ble Member of Parliament,
Rajya Sabha 157, South Avenue,
New Delhi – 110 001 | Member |

Two Representatives from Worker's Organization

- | | | |
|-----|--|--------|
| 11. | Mrs. Nilima Chimote
All India Secretary,
Bhartiya Mazdoor Sangh (BMS)
A-403, Viral Apptt., Nana Shakarshet Road,
Vishun Nagar,
Dombivali (W)-421202 (Maharashtra) | Member |
| | | |
| 12. | Mrs. Amarjeet Kaur
General Secretary
All India Trade Union Congress (AITUC)
AITUC Bhavan, 35-36, DDU Marg Rouse Avenue
New Delhi | Member |

Two Representatives from Employer's Organization

- | | | |
|-----|---|--------|
| 13. | Ms. Parisha Singh
Deputy Director
All India Organisation of Employers
Federation House, Tansen Marg
New Delhi 110 001 | Member |
|-----|---|--------|



- | | |
|--|--------|
| 14. Mr. Mukesh Kumar Jain
Head Corporate Affairs
Godfrey Philips India Ltd.
All India Manufacturers' Organisation
Delhi State Board
Delhi | Member |
|--|--------|

Four Eminent Persons who have made noteworthy contribution in the field of labour or related field

- | | |
|---|--------|
| 15. Sh. C.K. Sajinarayanan
Former President,
Bhartiya Mazdoor Sangh 48/6,
Link Road Ayyanthole
Thrissur, Kerala | Member |
| 16. Prof. Sunil Maheshwari
Indian Institute of Management
Vastrapur
Ahmedabad - 380015 (Gujarat) | Member |
| 17. Shri Uday Kumar Varma, IAS (Retd.)
Former Secretary (I&B) &
Member CAT/Delhi Branch
D-603, Prateek Stylome
Sector 45
Noida- 201 301
Distt. Gautam Budh Nagar (UP) | Member |
| 18. Dr. Arup Mitra
Professor
South Asian University
Akbar Bhawan,
Satya Marg
Chankyapuri
New Delhi - 110 021 | Member |

One Important Institution

- | | |
|---|--------|
| 19. Shri Pravin K.Solanki, IAS
Director General
Mahatma Gandhi Labour Institute
Drive-in-Road, Near Manav Mandir
Memnagar
Ahmedabad - 380054 (Gujarat) | Member |
|---|--------|

Representative of VVGNI

- | | |
|---|------------------|
| 20. Dr. Arvind
Director General
V.V.Giri National Labour Institute
Sector-24, Noida – 201 301
Distt. Gautam Budh Nagar (U.P.) | Member-Secretary |
|---|------------------|

Major Achievements

- ✓ **V.V. Giri National Labour Institute is a premier institution involved with research, training, education, publication, and consultancy on labour and related issues.** The Institute, established in 1974, is an autonomous body of the Ministry of Labour and Employment, Government of India. The Institute was renamed in 1995 in honour of Shri V.V. Giri, the former President of India and a renowned trade union leader. It continues its quest to emerge as a globally reputed institution and centre of excellence in labour research and training committed to enhancing quality of work and work relations.
- ✓ **Preparing the social partners to respond to the challenges of change:** India is currently witnessing rapid transformations in the world of work which in turn has been providing opportunities as well as policy challenges. The Institute organised **151** offline/online training programmes attended by **3586** participants from the length and breadth of the country representing different stakeholders and social partners like labour administrators, industrial relations managers, trade union leaders, social activists and researchers, with a view to enhance their skills and capabilities to respond to the challenges of change. The Institute also organised **19** Workshops/Seminars/ Study Visits which were attended by **688** participants.
- ✓ **Knowledge base for policy formulation:** The Institute completed 19 research projects/case studies/Papers on various facets of labour that provided the requisite knowledge base to various stakeholders & social partners.
- ✓ **Think Tank Services:** The Institute has been providing necessary inputs from time to time that would be of relevance in policy making to the Ministry of Labour and Employment (MoLE) and other Ministries/Organisations like the Ministry of Skill Development & Entrepreneurship, Niti Aayog, National Human Rights Commission, Indian Institute for Public Administration etc. through MoLE. These inputs are based on research and discussions with the various stakeholders viz. academia, experts, trade union officials, civil society members, employers and employee organisations, etc.
- ✓ **Empowering unorganized workers:** The Institute organised **70** Capacity Building training programmes attended by **1727** participants on various dimensions of unorganized sector. Such training interventions were primarily aimed at addressing the problems encountered by socially disadvantaged groups and grass-root level functionaries in the labour market and demonstrate how empowerment can be a powerful instrument of social and economic inclusion.
- ✓ **Specialised training for addressing concerns of North-East Region:** The Institute organised **10** training programmes exclusively for labour administrators, trade union leaders, NGOs and other social partners representing the North Eastern States. These training programmes were attended by **215** personnel of the north eastern region. These programmes have been appreciated by the north eastern states.



- ✓ **Hub of organising international training programmes on labour issues:** The Institute is empanelled as a training institution under the Indian Technical Economic and Cooperation (ITEC) of the Ministry of External Affairs, Government of India. During the year 2024-25, four training programmes had been organised under ITEC which were attended by 112 participants representing 29 countries.
- ✓ **Disseminating information and analysis on labour issues:** The Institute brings out Five in-house publications: *Labour and Development* (a biannual journal), *Awards Digest* (quarterly journal), *Shram Vidhan* (quarterly Hindi journal), *VVG NLI Indradhanush* (quarterly newsletter) and *Shram Sangam* (biannual Hindi Magazine). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. Apart from these, other publications from time to time like the 'VVG NLI Case Studies Series' highlighting some case studies/interventions were published. The Institute brought out 32 publications during 2024-25.
- ✓ **Forging and strengthening professional partnerships:** This is an era of networking. The Institute continued its commitment to establish and strengthen professional networking by formalizing collaborative arrangements with both national and international institutions.

International

- V.V.Giri National Labour Institute and International Training Centre of International Labour Organisation, Turin, Italy had signed a Memorandum of Understanding (MoU) during 2018-2023 with the objective to facilitate collaboration between two institutions in training and education that result in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile.
- The proposal for the renewal of MoU after incorporation of the suggestions pertaining to use of innovative technologies; simulation-based training on policy making; evidence-based policy making in training etc. and dissemination of best practices in social security from India to other developing nations is being deliberated.
- Meanwhile, the VVG NLI had conducted a Training of Trainers (ToT) on Evidence-based Policymaking for Decent Work during April 07-11, 2025 in collaboration with ILO, Geneva and ITC-ILO, Turin at the V.V. Giri National Labour Institute. The second phase of the training programme is proposed to be held in the first week of January 2026.
- V. V. Giri National Labour Institute has been recognized by the Government of India as the Nodal Labour Institute of the country to network with other Labour Institutions of four **BRICS** countries. One of the major objectives of this Network is to undertake research studies on contemporary concerns related to the world of work. The Institute has completed a research study as follows:
 - ✓ *'Platform Employment: Role in the Labour Market and Problems of Platform Workers Labour Regulation' (2024)*

National

The Institute established collaborations to facilitate collaborative research training and academic activities related to labour and employment issues with the following renowned institutions:

- (i) Indian Navy – 29.04.2024
- (ii) Bennett University, Greater Noida - 16.12.2024
- ✓ **Forum for intense debates on policy issues and dissemination of major initiatives:**
Some of the workshops organised by this Institute relating to contemporary issues and policy making are:
 - V. V. Giri National Labour Institute organised *Vision@2047: Workshop on 'Training & Capacity Building for Labour Reforms'* on 16th May 2024. In line with the realization of Vision for Viksit Bharat@2047, working towards a seamless transition to labour reforms, the workshop aimed to review the state of preparedness of the Ministry and the implementing agencies in terms of key pre-requisites, including capacity building of officials and stakeholders, and discussing the way forward. The workshop was chaired by Smt. Sumita Dawra, Secretary (Labour and Employment) GoI, with the participation of 70 senior officers of the Ministry from Employees Provident Fund Organisation, Employees' State Insurance Corporation, Directorate General Labour Welfare, Labour Bureau, Office of the Chief Labour Commissioner, Directorate General Factory Advice Service and Labour Institutes, VVGNI, Dattopant Thengadi National Board for Workers' Education & Development and Directorate General of Mines Safety. Dr. Ellina Samantroy, Fellow coordinated the workshop.



- A workshop on '*Internal Migration and Research*' was conducted on 1st August 2024. This policy workshop was planned as a forum to discuss research studies that would facilitate migrant-inclusive infrastructure and institutions which would enable the connectivity in the existing machinery among the different states, thereby safeguarding the labour rights of the migrant workers and promoting inclusive development. The workshop was attended by 38 participants representing academicians, research scholars and government officials. Dr. Ruma Ghosh, Senior Fellow, VVGNI was the Coordinator of the Workshop.


- A Webinar on the '*Maternity Benefit (Amendment) Act, 2017 : Provisions, Policies and Practices*' was organised on 20th September 2024 in collaboration with Associated Chambers of Commerce and Industry of India (ASSOCHAM). The webinar discussed the challenges in implementing the Maternity Benefit (Amendment) Act, 2017 and suggested pathways forward. The programme emphasized the positive impact of the act on women's workforce participation while highlighting the need for improved awareness and targeted training to address ongoing implementation issues. Dr. Rajan Verma, Dr. Rohit Mani Tiwari, Mr. Manoj Kumar Sharma, Dr. Ellina Samantroy, Dr. Anadi N Sinha, Ms. Pooja Ramchandani and Mr. Basudev Mukherjee delivered the lectures in the webinar. The webinar was attended by 61 participants. The webinar was jointly coordinated by Mr. Santosh Parashar, Director, ASSOCHAM and Dr. Ellina Samantroy, Fellow, VVGNI.


- The Workshop on '*Change Management: A System for Restoring Work-life Balance through Flexible Working Arrangements and Boosting Care Economy*' was held on 4th February 2025. The main objective of the workshop was to understand and discuss the viewpoint of employers on innovative strategies for framing policies pertaining to flexible working arrangements. The welcome address



was delivered by Dr. Arvind, Director General, V.V. Giri National Labour Institute, Noida. The Inaugural address was delivered by Mr. Siddharth Prakash, Senior Faculty, Art of Living. The session is started with lecture by Ms. Monicca Goyall (Vice President, HR at Vinculum Group Pvt. Ltd.), (Associate Professor, Faculty of Law, University of Delhi), and followed by lectures by Mr. G.S. Vijaykumar (General Manager - Head Finance for ONGC Green Limited), Ms. Vaishali Barua (National Consultant- Care Economy, Women's Economic Empowerment (WEE), UN Women), Dr. Alka Rai (Assistant Professor at NTPC Business School, NOIDA) and Mr. D.V. Shastri (Executive Director, Natural Gas Society, NOIDA). The workshop was attended by 28 participants and coordinated by Dr. Shashi Bala, Senior Fellow, VVGNI.

- V.V. Giri National Labour Institute, Noida organized a half-day Workshop on '*Vision 2047: Strategic Roadmap for India's Workforce Across Sectors*' on 25th February, 2025. The aim of the workshop was to foster synergy between traditional and emerging sectors, such as the gig and platform economy, and equip the workforce for future-ready jobs. It seeks to catalyse transformative action by engaging diverse stakeholders, generating insights, and promoting collaboration to address India's workforce challenges. The workshop was attended by 42 experts working on the subject of labour particularly on future of work from various employers' organizations/industries, officials from the Ministry, ILO, trade unions, academicians and researchers. The workshop was coordinated by Dr. Dhanya M B, Fellow, VVGNI.


- The Institute in collaboration with Centre for Labour Studies and Research (CLSR), School of Law, Bennett University and University of Reading, United Kingdom conducted a two-day International Conference on '*Contemporary Developments in Labour and Industrial Laws*' during 27-28 February, 2025 at Bennett University, Greater Noida. The conference aimed at examining the changing dynamics of labour regulations and industrial relations considering global socio-economic transformations. The conference assembled prominent scholars, legal authorities, policymakers and industry specialists to analyze recent developments in labour law, the impacts of globalization and digital transformation on the workforce, and emerging issues related to workers' rights, employment standards, and regulatory



frameworks. The conference endeavoured to promote interdisciplinary debate and collaboration among legal, economic, and social viewpoints, enhancing the discourse on contemporary labour and industrial legislation. Prof. (Dr.) Pradeep Kulshrestha, Dean, School of Law, Bennett University delivered the welcome address. Dr. Arvind, DG, VVGNNLI was the chief guest on the inaugural day of the conference. He gave his insights on the evolving landscape of labour and industrial laws. Dr. Onkar Sharma, Former Chief Labour Commissioner, Govt. of India was the chief guest and Dr. Ellina Samantroy, Fellow, VVGNNLI was the guest of honour in the valedictory. Several papers were presented by scholars from India and abroad. The conference was coordinated by Ms. Nupur Kumari, Assistant Professor, School of Law and Dr. Priyanka Chatterjee, Associate Professor, Department of Economics from Bennett University, Greater Noida and Dr. Ellina Samantroy, Fellow from V.V. Giri National Labour Institute, Noida.

- The Institute conducted a one-day Workshop on '*Trends of Employment in Sugarcane Industry for Inclusive Sustainable Development*' on 5th March 2025 for various groups like researchers, experts, students, farmers, entrepreneurs and policy experts. The welcome address was delivered by Dr. Arvind, Director General, V.V. Giri National Labour Institute, Noida. The Inaugural Address was delivered by Dr. Prem Vashistha, Former Director, Agricultural Economics Research Centre, University of Delhi. The sessions were taken by Dr. Ankita Goyal, Assistant Professor, Council for Social Development, New Delhi, Prof. Minaketan Behera, Jawaharlal Nehru University, New Delhi, Shri Sandeep Kumar Chaurasia, Assistant Commissioner, Food Safety And Drug Administration, Government of Uttar Pradesh and Dr. Pratibha Rai, Associate Professor, Maharaja Agrasen College, University of Delhi. The workshop was attended by 40 participants.


- On the eve of the International Women's Day, 2025, the V.V. Giri National Labour Institute organised a workshop on the theme '*Women, Work and Poetry*' on 7th March 2025. The workshop was inaugurated by Dr. Arvind, Director General, VVGNNLI. Shri P.Amitav Khuntia, Faculty & Workshop Coordinator while setting the context of the workshop highlighted the women's work ability, predicaments, perseverance, aspirational issues reflected in poetic works, enabling role of poetic elements in gender



sensitisation, harmonious work environment etc. The Keynote address was delivered by Professor Savita Singh, School of Gender and Development Studies, IGNOU, who spoke on women's work and poetry. She emphasized the need of understanding of women's poetry differently from the general understanding of poetry particularly how it arrives in the world from her subjective understanding of the self. Women's poetry is to create a nurturing world of economic and poetic production in our society. A special lecture was delivered by Ms. Sonal Dahiya, Journalist. She emphasized to be confident, self-sufficient, and to do better work while referring to poetries. The programme also included poetry recitations by Dr. Savita Singh, Mrs. Nidhi Agarwal, Ms. Sonali Dahiya, Ms. Aarti, Ms. Sivani, Ms. Kavita, Shri B.S. Rawat, Shri Rajesh Karn & Shri P. Amitav Khuntia. Shri Nagesh Nitla, Programme Officer offered the vote of thanks.



- A one-day International workshop on '*Automation & Future of Work: Emerging Jobs and Skills in a Changing World*' was organised on 18th March 2025 at VVGNI, Sector 24, Noida. The aim of the Workshop was to bridge the knowledge gap by analysing AI's impact on employment in India, assessing which jobs are most vulnerable to automation and identifying skill set challenges for workforce adaptation. It also aimed to discuss the impact of automation on sectoral shifts, job polarization, skill requirements, job displacement and emerging opportunities in future. The workshop examined the experiences of other countries to identify best practices and insights that can help India develop strategies to protect and secure its future of work in a sustainable and inclusive manner. The workshop commenced with a welcome address by Dr. Arvind, Director General, VVGNI. The inaugural session was enriched by two insightful special addresses by Mr. Gabriel H. Bordado, Skills & Employability Specialist, DWT (South Asia), International Labour Organization (ILO), New Delhi, and Dr. Radha Ashrit, Joint Secretary & Deputy Director General, DMEO, NITI Aayog, Government of India. The programme was attended by 41 experts working on the future of work, employers' organizations/industries, officials from the Ministries, experts from International Organizations, trade unions, academicians and researchers. The workshop was coordinated by Dr. Dhanya M. B, Fellow, VVGNI.
- A half-day Brainstorming Workshop on '*Occupational Safety, Health and Mental Wellness of Workers*' was organised on March 21, 2025 at the Institute's campus



The aim of the brainstorming workshop was to discuss the key stakeholders of this area on the activities that can be planned by the new Centre on Occupational Safety and Health constituted at VVG NLI to enhance workplace safety, reduce injuries and diseases, and improve the overall wellbeing of employees and society. The Workshop was inaugurated by Dr Arvind, Director General, VVG NLI. Several eminent people working in the area of occupational safety and health participated in the discussion. Shri P.K. Goswami, Deputy Director, Directorate of Industrial Safety and Health, Government of NCT; Dr Florence Almeida, Director, Lodmedics Occupational Health and Safety, Delhi; Dr Samik Chowdhury, Associate Professor, School of Public Policy and Governance, B.R. Ambedkar University, Delhi; Mr. Siddharth Raina, Senior Manager, Safe in India Foundation; Prof. N. Nakkeeran, Dean, School of Public Policy and Governance, B.R. Ambedkar University, Delhi; and Dr. Arkaprabhu Sau, Deputy Director (Medical), Regional Labour Institute, Kanpur provided valuable inputs for conducting research as well capacity building in the area of OSH.

The faculty members of the Institute Dr. Sanjay Upadhaya, Senior Fellow and Dr. Ellina Samantray, Fellow also contributed very effectively in terms of research and training initiatives that the Centre can take up. The workshop was attended by 10 faculty members from School of Public Policy and Governance, Dr. B.R. Ambedkar University Delhi; experts from DGFASLI, MoLE and Directorate of Industrial Safety and Health, Delhi Government. The workshop was coordinated by Dr. Ruma Ghosh, Senior Fellow.

Special Events

- A MoU was signed between the Indian Navy and V.V. Giri National Labour Institute on 29th April 2024 at the institute. This MoU signifies a landmark moment in nurturing cooperation between defence and labour sectors, paving the way for synergistic efforts in workforce development and capacity building. The event was attended by Indian Navy officials and VVG NLI faculty and officers. The event was co-ordinated by Dr. Shashi Bala, Senior Fellow, VVG NLI and Shri. Aman Rajput, INMMS/ IES, Joint Director, SN SO (Training), NHQ/ DCP, Indian Navy.
- The Institute celebrated the '10th International Yoga Day' 21st June, 2024. It was attended by 100 Officials, staff and trainees with great enthusiasm. Shri P. Amitav Khuntia, faculty of the Institute in his welcome address highlighted the significance of yoga day celebration.



- V.V. Giri National Labour Institute (VVGNNLI) signed an MoU with the Bennett University on 16th December 2024 at the Bennett University, Greater Noida (The Times of India Group). The event was attended by Dr. Arvind, DG, Dr. Sanjay Upadhyaya, Senior Fellow and Dr. Ellina Samantroy, Fellow from VVGNNLI. A welcome address was delivered by Prof. (Dr.) Pradeep Kulshreshtha, Dean, School of Law, Bennett University. The MoU was signed by Dr. Arvind, DG, VVGNNLI and Prof. (Dr.) Ajith Abraham, Vice Chancellor, Bennett University. The event was graced by Mr. Senthil Kumar, Chief Operating Officer, Bennett University. The event was coordinated by Dr. Ellina Samantroy, Fellow from VVGNNLI and Dr. Priyanka Chatterjee, Assistant Professor from Bennett University. A vote of thanks was delivered by Ms. Nupur Kumari, Assistant Professor, Bennett University.



- The 93rd Meeting of the Executive Council of VVGNNLI chaired by Ms. Sumita Dawra, Secretary Ministry of Labour & Employment & Chairperson, Executive Council was held on 13th January, 2025. Shri Ajoy Sharma, Joint Secretary, MoLE; Ms. Amarjeet Kaur, General Secretary, AITUC; Mrs. Nilima Chimote, All India Secretary, BMS (online); Mr. Mukesh Kumar Jain, Employers' Representative; Prof. Sunil Maheshwari, Eminent person, IIM, Ahmedabad (online); Ms. Parisha Singh, Deputy Director, AIOE attended the meeting, coordinated by Member Secretary, Dr. Arvind, Director General, VVGNNLI.
- The 94th meeting of the Executive Council of the V.V. Giri National Labour Institute (VVGNNLI) was held under the Chairpersonship of Ms. Sumita Dawra, Secretary (Labour & Employment) & Chairperson, EC on 20th March, 2025 in the Main Committee Room of the Ministry of Labour & Employment, Shram Shakti Bhavan, New Delhi. The meeting was attended by Ms. G. Madhumita Das, IPoS, Joint Secretary & Financial Adviser, MoL&E; Shri Ajoy Sharma, IAS, DG (Employment)/Joint Secretary, MoL&E; Mrs. Nilima Chimote, All India Secretary, BMS (online); Shri Mukesh Kumar Jain, Employers' Representative (online); and Ms. Parisha Singh, Deputy Director, All India Organization of Employers attended the meeting, coordinated by Member Secretary, Dr. Arvind, Director General, VVGNNLI.



Ms. Sumita Dawra, Secretary (Labour & Employment) addressing the Members of Executive Council

- **Library and Information System:** The Institute's library, N.R. De Resource Centre on Labour Information, is one of the most endowed libraries in the area of labour studies in this country. Presently, the library has about 65691 books/reports/bound volumes of journals and subscribed to 108 professional journals. The library also provides various professional services to its readers and also brings out different products to facilitate its usability. The Institute has been registered with National Library Network and has become Institutional Member of DELNET (Developing Library Network), New Delhi
- **Highlighting the role of labour in shaping modern India:** The Institute has set up a Digital Archive on Labour to serve as an apex repository of historical documents related to labour. It has around 190000 pages of important documents on labour history in digital form uploaded in the website of labour archives (www.indialabourarchives.org).
- The Institute has been accredited by Capacity Building Commission.

Research

Research occupies a central place in the activities of the Institute. The Institute, ever since its inception, has been actively engaged in research including action research on various dimensions of labour issues, and the focus has been to deal with issues relating to the marginalised, deprived and vulnerable segments of labour force.

The basic objectives of the research activities of the Institute could be situated at three broad levels:

- Advancing the theoretical understanding of the issues being researched.
- Providing the necessary theoretical and empirical foundations for the formulation of appropriate policy responses; and
- Evolving field level actions/interventions mainly with a view to mitigate the problems being encountered by the unorganized and organized segments of the labour force.

These objectives clearly highlight that the research activities are necessarily dynamic in nature and have to always respond to the emerging challenges. The research and training activities of this Institute have a symbiotic relationship. The output of the research further goes as input in shaping the design and methodology of the training programmes conducted by the Institute apart from contributing in a major way to the Ministry of Labour & Employment and other Ministries & Institutions of the government in policy formulation and implementation. Feedback received from the trainees in various training programmes act as one of the inputs of the research activities. Appropriate research strategies, agenda and research studies are being evolved to study those changes that are impacting the labour, labour market and the world of work by the different research centres of the Institute. The following Centres carry out studies on the major themes related to research in Labour and Employment:

1. Centre for Employment Relations and Regulations
2. Centre for Social Protection and Health Studies
3. Centre for Occupational Safety and Health
4. Centre for Agrarian Relations, Rural and Behavioural Studies
5. Centre for Gender and Labour Studies
6. Centre for North East India
7. Centre for Labour Market Studies
8. Integrated Labour History Research Programme
9. National Resource Centre on Child Labour
10. Centre for Climate Change and Labour
11. Centre for International Networking

Centre for Employment Relations and Regulations (CERR)

The regulation of employment relations has long been a critical and dynamic area within labour studies. Since the economic reforms of 1991, employment relations in India have undergone significant transformations. Recognizing the growing complexity and importance of this domain, the Institute established the *Centre for Employment Relations and Regulations (CERR)* in 2001. The Centre was created to undertake focused research on the evolving landscape of employment relations and associated regulatory challenges.

CERR aims to deepen the understanding of these transformations to aid in the development of appropriate legal frameworks and social protection measures. The Centre's research primarily focuses on the following areas:

- The role of trade unions in the changing socio-economic context
- Emerging trends in employment relations in the informal and unorganized sectors
- Gaps and limitations in the current legal framework governing employment in these sectors
- Evolving judicial trends and the regulation of minimum wages

The Centre's *Research Advisory Group (RAG)* includes leading academicians and senior representatives from trade unions and employers' organizations.

Completed Research Project

Analytical Assessment of the Draft Rules under Various Labour Codes

Objectives

- To identify similarities and differences in the draft rules formulated under various labour codes by different States and Union Territories (UTs)
- To delineate the code-wise powers of the Central and State Governments in framing rules under the new labour codes
- To conduct a comparative code-wise analysis of the draft rules issued by the Central Government and various States, focusing on key areas covered by each code
- To analyze the aspects that fall exclusively under the jurisdiction of State Governments
- To identify and assess deviations in State rules in comparison with Central rules, and examine the rationale behind such variations
- To propose necessary modifications to State rules to promote uniformity while ensuring the effective implementation of the labour codes

Scope of the Study

- A detailed comparative analysis of the rules framed by States under various labour codes, in relation to Central rules and those within the shared jurisdiction of the Appropriate Government

- An inter-state comparison of rules concerning subjects falling exclusively under State jurisdiction
- The study included a review of draft rules from key industrial states across different regions: Assam, Gujarat, Haryana, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Tamil Nadu, Uttar Pradesh, and the NCT of Delhi
- The analysis was based on rules notified up to *June 30, 2024*

Methodology

- The study employed a comprehensive review and analytical assessment of the State and Central rules, including those within the exclusive purview of State Governments
- Consultations and detailed discussions with officials from the Ministry of Labour and State Labour Departments also formed a key component of the research methodology

Outcome

The study reviewed Central and State/UT Rules framed under the major Labour Codes, analysing their coverage, uniformity, and gaps. It found that while most rules broadly address procedural and substantive aspects for effective implementation, divergences exist between Central and State/UT Rules, as well as among the states themselves. Certain vital aspects are left unaddressed in some states, necessitating corrective measures for greater consistency. The study presents code-wise analysis and recommendations as follows:

Code on Wages, 2019

Most states follow the Central Rule for hourly wage fixation, except Uttar Pradesh which divides daily wages by six hours instead of eight. Variable dearness allowance (VDA) is generally revised twice a year, but Karnataka provides only for annual revision and Assam has no provision. Rules on spread-over hours differ, with only Maharashtra aligned with the Central Rule for five-day and six-day workweeks; other states need to address this gap.

Code on Industrial Relations, 2020

The required trade union membership for recognition varies widely (20–51%). Central Rules and Karnataka, Tamil Nadu, and Uttar Pradesh fix it at 30%. States without such provisions must introduce them to ensure uniformity. Facilities for negotiating unions/councils are inconsistently addressed—left to mutual agreement in Gujarat and absent in Kerala—requiring mandatory inclusion. Uttar Pradesh's composition rules for offences also need reconsideration to align with the Code.

Code on Occupational Safety, Health and Working Conditions, 2020

Rules on annual health examinations differ, with most states prescribing 45 years as the age limit versus 40 under Central Rules. Maharashtra lacks provisions on accident notifications, while several states omit the rule on emergency telephone numbers for women workers. Gujarat, Maharashtra, and Tamil Nadu also lack provisions on suspension or revocation of contractor licences, which exist under Central Rules. Rules on journey allowance for inter-state migrant workers vary: Haryana allows benefits after 60 days of service, and Uttar



Pradesh provides return fare in cases of termination or illness—good practices other states should adopt.

Code on Social Security, 2020

Under Central Rules, complaints on maternity benefit must be resolved within 45 days, but Karnataka and Uttar Pradesh specify no time limit, and Kerala lacks provisions. Penal provisions for delayed cess payment exist under Central Rules but are absent in Gujarat, Karnataka, Kerala, Maharashtra, and Uttar Pradesh, requiring urgent incorporation.

Conclusion

While the Labour Codes have simplified and consolidated labour legislation, variations in state rules create inconsistencies. States need to harmonise their provisions with the Centre, adopt good practices from each other, and address uncovered aspects for effective, uniform implementation.

Date of Initiation and Date of Completion

The project was initiated in March 2024 and completed in September 2024.

(Project Director: Dr. Sanjay Upadhyaya, Senior Fellow)

Workshop

- **Orientation Workshop on Labour Issues, Labour Laws and Labour Codes for Indian Postal Service Probationer**

The Institute organised an Orientation Workshop on 'Labour Issues, Labour Laws and Labour Codes' on 9th August 2024 at its campus at Noida for Probationary Officers of Indian Postal Service. The workshop aimed at providing an understanding and orientation to the participants with regard to labour issues, labour laws and labour codes which was attended by nine officers from Indian Postal Service undergoing induction training at Rafi Ahmed Kidwai National Postal Academy, Ghaziabad. The workshop was coordinated by Dr. Sanjay Upadhyaya, Senior Fellow.

Centre for Social Protection and Health Studies

Aim and Objectives

The growing informalisation of work especially in the developing countries, has led to precarious and insecure forms of work on the one hand and on the other hand protection systems designed for formal workplaces are often inaccessible to informal workers. Thus, greater social and health risks without any safety net are a growing concern.

In India, where a large number of people are poor and depend on the informal sector for their livelihood, providing horizontal equity in terms of social security, health protection as well as benefits becomes a challenge. In order to address these key issues of social security and health protection and its inter-linkages with the world of work, the Centre for Social Protection and Health Studies has been set up in V.V. Giri National Labour Institute. This specialized Centre focuses on understanding and addressing emerging social and health challenges confronting workers in a globalized economy.

Core Research Areas

- To understand the social protection vulnerabilities of workers in the informal economy, especially in the context of labour market transformations and emerging risks associated with the new and precarious forms of employment;
- To understand the Social Protection Policies that are critical in realizing the human rights for all, thereby boosting human capital and productivity;
- To understand workplace safety and health challenges especially in the context of workers in the informal economy;
- To develop insight on the international standards and instruments on Social Protection of Workers, Workplace Safety and Health guidelines.
- To analyse trends, recent policies and best practices on social security and health protection in order to develop inclusive practices on social security including health security, workplace safety and health standards.

Ongoing Research Project

Developing a Training Module on Fundamental Principles and Rights at Work (FPRW) for Trainers to Create Awareness on FPRW in the Cotton Growing Community of Madhya Pradesh

The International Labour Organization (ILO) is implementing the project “Promoting Fundamental Principles and Rights at Work (FPRW) in the cotton supply chain – Rise for Impact” in the state of Madhya Pradesh. The aim of the project is to promote the five FPRW principles¹ among cotton growing community in Madhya Pradesh covering Barwani, Dhar, Alirajpur, Jhabua and Ratlam districts. The project has three major objectives:

¹ The ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998 and amended in 2022, is an expression of commitment by governments, employers' and workers' organizations to uphold basic human values - values that are vital to our social and economic lives. It affirms the obligations and commitments that are inherent in membership of the ILO, namely: 1. freedom of association and the effective recognition of the right to collective bargaining; 2. the elimination of all forms of forced or compulsory labour; 3. the effective abolition of child labour; 4. the elimination of discrimination in respect of employment and occupation; and 5. a safe and healthy working environment.



- (a) Ensure cotton growing communities are better aware and empowered to realize FPRW;
- (b) Responsible institutions/constituents and stakeholders are able to ensure FPRW; and
- (c) Stakeholders have better access to knowledge and tools to promote FPRW.

In order to address decent work deficits, the project focuses on awareness generation for cotton growing community and other stakeholders about FPRW at various levels (farm to policy makers). This would be carried out by preparing a module which will enable the institutes/agencies responsible for farmer extension and training to integrate FPRW as part of their knowledge product for realizing the minimum standards, reducing inequality and paving the way for sustainable economic growth.

Date of Initiation and Date of Completion

The preliminary work of the project was initiated in October 2024 and is expected to be completed by November 2025.

(Project Director: Dr. Ruma Ghosh, Senior Fellow)

Workshops

- **Workshop on Internal Migration and Research**

The Institute organised a One-Day Workshop on '*Internal Migration and Research*' on 01st August 2024 at the Institute's campus. The workshop was attended by academicians and researchers working in the area of migration studies from Jawaharlal Nehru University, University of Delhi, Jamia Milia Islamia, IGNOU, O.P. Jindal Global University, Institute for Studies in Industrial Development (ISID), Institute for What Works to Advance Gender Equality (IWWAGE), Participatory Research in Asia (PRIA), Centre for Education and Communication (CEC), Indian Social Institute (ISI). Several officials from Ministry of Labour and Employment representing Labour Bureau Chandigarh, Central Labour Service, ESIC, EPFO, Dattopant Thengadi National Board of Workers Education and Development, Pandit Deendayal Upadhyaya National Academy of Social Security and officials from PFRDA participated in the Workshop.

The Key Note Address of the workshop on "Policy Framework for Inclusion of Internal Migrants" was delivered by Mr. Dino Bertholdus Willy Corell, Labour Migration Specialist, ILO Decent Work for South Asia & Country Office for India and the Special Address was delivered by Dr. Chinmay Tumbe, Associate Professor, Indian Institute of Management, Ahmedabad on "India Moving: Migration Histories and Mysteries".

There were three Technical Sessions of the Workshop. Technical Session I on 'Migration and Livelihood' was chaired by Mr. Dino Bertholdus Willy Corell, Labour Migration Specialist, ILO Decent Work for South Asia & Country Office for India. The presentations made in this panel were as follows:

1. “Consequences of Male Selected Migration – Case of West Bengal” -Dr. Bhaswati Das, Associate Professor, Jawaharlal Nehru University, New Delhi
2. “Livelihood Crisis and Distress Out-Migration from Rural Jharkhand” -Dr. Kunal Keshri, Assistant Professor, International Institute of Population Studies, Mumbai
3. “Construction Workers – Issues of Livelihood and Protection” - Dr. Ajit Jha, Assistant Professor, Institute for Studies in Industrial Development, Delhi.



Technical Session II on ‘Migration: Discussing Definition and Data Based on Field Evidence’ was chaired Professor Amitabh Kundu, Visiting Professor, Institute of Human Development, Former Professor and Dean of the School of Social Sciences, Jawaharlal Nehru University, New Delhi. The presentations made by the three panelists of this session were as follows:



1. “Women Migrant Workers –Associated Family Workers” - Dr. Sunetra Ghatak, Associate Professor, O.P. Jindal Global University
2. “Discussing the Recent Data and Statistics on Migration” - Dr. Puneet Kumar Shrivastava, Assistant Director, National Institute of Labour Economics Research and Development, NITI Aayog
3. “Data Void in Inter-state Tribal Migration – Evidences from Census” -Dr. Avijit Mistri, Assistant Professor, Manipur Central University,

Technical Session III on Migration and Social Protection was jointly chaired by Dr. Bhaswati Das, Associate Professor, Jawaharlal Nehru University, New Delhi and Dr. Ruma Ghosh, Senior Fellow, VVGNI. The presentations of this session were as follows:

1. “Interlinkages between Distress Labour Migration and livelihood scheme- A case study of Purnea district, Bihar” - Mr. Alok Kumar, Research Scholar, Jawaharlal Nehru University.
2. “Poverty, Migration and Livelihood – Case of Kalahandi, Odisha” - Ms. Pushpanjali Kumari, Research Scholar, Banaras Hindu University.

Thirty eight academicians, research scholars and government officials working on the subject participated in the Workshop. Dr. Ruma Ghosh, Senior Fellow, VVGNI coordinated the workshop.

- **A Workshop on Social Security Schemes – Provident Fund and New Pension Scheme**

A workshop on 'Social Security Schemes – Provident Fund and New Pension Scheme' was organised on 8th August 2024. The workshop aimed at strengthening the understanding of participants on the different pension schemes for workers in the organized and the unorganised sector. The workshop was attended by 20 employees of the V.V. Giri National Labour Institute. Dr. Ruma Ghosh, Senior Fellow was the Workshop Coordinator.



Centre for Occupational Safety and Health

Globally around 2.93 million workers die each year as a result of work related factors and another 395 million workers sustain a non-fatal work injury every year (ILO, 2023). In addition to immeasurable human suffering, these fatalities and ill health cause major economic losses for enterprises and societies as a whole, including lost productivity and reduced work capacity.

India is witnessing rapid industrialization and urbanization, leading to increased occupational health and safety (OSH) challenges. Manufacturing, construction, transportation and storage are some of the sectors that experience the highest level of work-related accidents. The workers most exposed to work-related injuries are those in precarious employment (temporary, casual or part-time workers), workers in informal employment, those working in small and medium-sized enterprises (SMEs), and work performed by groups subject to discrimination and marginalization (such as migrant workers, young workers and racial and ethnic minorities).

Despite significant strides in OSH with several legislations focusing on the safety and health of workers and a National Policy on Safety, Health and Environment 2009, there is a pressing need for a dedicated apex institution to address emerging risks, enhance surveillance systems, and bridge gaps in research, awareness, and implementation.

To address these challenges comprehensively, a **Centre for Occupational Safety and Health (COSH)** has been established in VVGNI as per directions of the Executive Council of VVGNI for developing occupation specific modules for the construction sector, officers of Directorate of Industrial Safety and Health (DISH), Gig & Platform and other Workers.

Vision

To ensure protection to workers from work-related hazards through innovative research, capacity building and evidence-based interventions.

Mission:

- To strive towards creating a safe and healthy working environment.
- To take initiatives for promoting decent work which includes safe work, for all workers by providing tools to governments, employers, and workers
- To disseminate preventive and promotive OSH awareness programs.
- To foster collaboration among stakeholders for accelerating implementation in OSH.
- To support policymaking and research through evidence and knowledge on current, new and emerging risks and their impact on safety and health of workers.

Key Mandates

Research and Development

- Conduct multidisciplinary research to identify current, new and emerging risks at workplaces.



- Develop innovative tools, technologies, and frameworks for workplace safety and health.
- Publish policy briefs, technical papers, and guidelines to influence national OSH policies and practices.

Capacity Building and Dissemination

- Organize regular training, workshops, and certification programs for OSH professionals.
- Develop e-learning modules and mobile applications to enhance awareness among workers and employers.
- Disseminate best practices and case studies through digital and traditional platforms.

Collaborative Initiatives

- Partner with academia, industries, international organizations, and governmental agencies to advance OSH research and implementation.
- Facilitate public-private partnerships for piloting innovative workplace safety solutions.
- Work with state governments to replicate successful models and practices nationwide.

Proposed Stakeholders

The success of COSH will depend on active engagement with a wide array of stakeholders, including:

- **Government Bodies:** Ministries of Labour and Employment, Health and Family Welfare, Environment, and related state departments.
- **Academic Institutions:** Universities and research organizations specializing in public health
- **Industries:** Representatives from high-risk sectors such as construction, mining, manufacturing, and chemicals.
- **International Organizations:** Partnerships with the International Labour Organization (ILO), World Health Organization (WHO), and other global OSH entities.
- **Non-Governmental Organizations (NGOs):** Organizations advocating for worker rights and workplace safety.
- **Community Groups and Trade Unions:** Ensuring grassroots-level participation and representation of workers.

Research Advisory Group

1. Shri V.K. Sharma, Former Director, Directorate of Industrial Safety and Health (DISH), Delhi

2. Dr. Arkaprabha Sau, Deputy Director, Directorate General Factory Advise Services Labour Institute, MoLE
3. Shri P.K. Goswami, Deputy Director, Directorate of Industrial Safety and Health (DISH), Delhi

Workshop

- **Brainstorming Workshop on Occupational Safety, Health and Mental Wellness of Workers**

A half-day Brainstorming Workshop on 'Occupational Safety, Health and Mental Wellness of Workers' was organised on March 21, 2025 at the Institute's campus. The aim of the brainstorming workshop was to discuss the key stakeholders of this area on the activities that can be planned by the new Centre on Occupational Safety and Health constituted at VVGNI to enhance workplace safety, reduce injuries and diseases, and improve the overall wellbeing of employees and society. The Workshop was inaugurated by Dr Arvind, Director General, VVGNI. Several eminent people working in the area of occupational safety and health participated in the discussion. The faculty members of the Institute Dr. Sanjay Upadhaya, Senior Fellow and Dr. Ellina Samantray, Fellow also contributed very effectively in terms of research and training initiatives that the Centre can take up. The workshop was attended by 10 faculty members from School of Public Policy and Governance, Dr. B.R. Ambedkar University Delhi; experts from DGFASLI, MoLE and Directorate of Industrial Safety and Health, Delhi Government. The workshop was coordinated by Dr. Ruma Ghosh, Senior Fellow.



Dr. Arvind, Director General, VVGNI addressing the participants



Centre for Agrarian Relations, Rural and Behavioural Studies

Worldwide Labor markets play a key role in shaping employment and income levels in rural areas. Even though the agriculture sector alone cannot be predicted to absorb all of the rural labor force substantially, still, its association in generating employment, and contribution towards the variegation of the economy, are significant. Access to labor markets is predominantly necessary for rural populations as this may be their only resource for sustaining their livelihood. Often, the only talent possessed by these workers is their labor. Therefore, it is all the more important to strengthen the functioning of rural labor markets, as this is the only effectual way of humanizing the efficiency of their foremost talent, and occupation. Meaningful adoption of sustainable agriculture practices for employment generation and labor markets is a key concern. For this detailed research is needed, as there is only, very limited evidence of the rural economy.

With growing complexities in agrarian relations and rural labor markets, it was felt that there is a need to analyze these complexities more scientifically and systematically through an integrated approach so that appropriate policies and programs could be formulated to suit the needs of rural labour.

Importance of Behaviour Studies

Today we stare at a technological revolution that could fundamentally alter the way we live, work, and relate to one another. In their scale and scope, these transformations that are happening would not have been imagined by humankind.

To cope with the social, economic, technological, and other environmental challenges posed, especially at the workplace, it is not only important that the hard skills be sharpened and skilled but the soft skills need to be developed as aligned to the work culture. The soft skills, behavioral and attitudinal interventions imparted through training and development would go a long way not only in enhancing the productivity of the individuals and in turn organization they work for, but also in improving the culture at the workplace. Soft skills include a combination of people skills, social skills, characteristic & personality traits, attitudes, career attributes, and social & emotional intelligence quotients, among others, that enable people to navigate through various challenges encountered in day-to-day professional and personal life.

The center aims to address the behavioral and attitudinal skill requirements of various stakeholders and social partners i.e. trade Union leaders and workers; members of the employers' organizations; managers and staff of the public sector undertakings; central and state government officials of various departments, researchers, trainers, members of civil society organizations, Panchayati raj institutions, members of grass-root level organizations of both rural and urban areas, etc. The center has been enhancing the capacities of managers and staff of various organizations like all Nationalised Banks, IRCON, UTI, NFL, MANAGE, ESIC, DGFASLI, DGMS, NFL, Indian Navy, HAL etc.

The methodology adopted by this institute involves a varied set of tools and techniques viz. case studies, role plays, management games, exercises, experiential sharing, etc.

Completed Research Project

Sugarcane Farming in Uttar Pradesh With Special Reference To Conditions of Workers and Pattern of Employment in the District of Muzaffarnagar

Objectives

The specific objectives were:-

- To study a Socio Economic and Health conditions of Sugarcane cultivator and farmers.
- To study the Conditions of Sugarcane workers at farming level.
- To examine the potential employment generation in the Farming sector.
- To capture the case studies on corporative model of farming.
- To analysis the Cost Benefits mechanism in order to understand the problems of the farmers.

Methodology

The methodology follows a systematic approach to collect, analyze, and interpret relevant data, specifically focusing on Uttar Pradesh, a region where no previous study has been conducted, in contrast to Madhya Pradesh where earlier studies have been undertaken. The Muzaffarnagar district is a leading producer of sugarcane, which forms the backbone of the Indian economy. The purposive random sampling method was used in this study. Since the research was conducted in Muzaffarnagar district of Uttar Pradesh (UP), the villages were selected based solely on their proximity to operational sugar mills. The sugar mills in Muzaffarnagar district were identified first, and then, the villages in close proximity and as well as those located farther from the mills were chosen for the study. A structured survey was conducted using a semi-structured questionnaire to collect quantitative data from farmers involved in sugarcane cultivation. Semi-structured interviews were conducted with a selected group of farmers, local stakeholders, and industry representatives.

Outcomes

- The findings of the study reveal several significant insights about the demographic, social, and economic aspects of sugarcane farming. The gender distribution indicates a notable gap, with 99.04% identifying as male. This highlights the male dominance in the sector, while women, though fewer in number, contribute significantly through active involvement in farming activities. 36.5% female members are directly involved in farming tasks, while 64.5% women contribute indirectly.
- The vast majority of landowners, around 60 % fit into the Medium landholding group. 23.9% fall into the category of large landholders. Only 10.35% of the sample said they owned small landholdings. Farming remains the primary occupation for 75.8% of respondents, indicating a high dependency on agriculture.
- In terms of health and well-being, most respondents reported good health and minimal chronic illnesses. Furthermore, 79% have access to medical facilities, while 21% remain



without adequate healthcare. The study also emphasizes the necessity of investments in farming assets like tractors, harvesters, and irrigation tools, as 99.4% respondents reported owning these resources to enhance productivity.

Date of Initiation and Date of Completion

The study was initiated in July 2024 and completed in February 2025.

(Project Director – Dr. Shashi Bala, Senior Fellow)

Workshop

- **Workshop on Trends of Employment in Sugarcane Industry for Inclusive Sustainable Development**

The Institute conducted a one-day Workshop on *Trends of Employment in Sugarcane Industry for Inclusive Sustainable Development* on 5th March 2025 for various groups like researchers, experts, students, farmers, entrepreneurs, and policy experts. The workshop was attended by 40 participants. The welcome address was delivered by Dr. Arvind, Director General, V.V. Giri National Labour Institute, Noida. The workshop Inaugural Address was delivered by Dr. Prem Vashistha, Former Director, Agricultural Economics Research Centre, University of Delhi. The sessions were taken by Dr. Ankita Goyal, Assistant Professor, Council for Social Development, New Delhi, Prof. Minaketan Behera, Jawaharlal Nehru University, New Delhi, Shri Sandeep Kumar Chaurasia, Assistant Commissioner, Food Safety and Drug Administration, Government of Uttar Pradesh and Dr. Pratibha Rai, Associate Professor, Maharaja Agrasen College, University of Delhi.

Centre for Gender and Labour Studies

Centre for Gender and Labour Studies has been set up with the objective of addressing and strengthening the understanding of gender issues in the world of work. Gender equality and empowerment of women have been the cornerstone of developmental policies of many countries across the globe and are critical towards achieving Sustainable Development Goals. The gender gap in labour force participation rates and unemployment rates are persistent features of the global labour markets. These issues need to be addressed to ensure gender equity in the world of work which necessitates intensive efforts both at the academic and policy level.

Labour market gender gaps are more prominent in developing countries and are often exacerbated by gendered patterns in occupational segregation with the majority of women's work being concentrated in a narrow range of sectors that remain vulnerable and insecure. These workers are mostly engaged in informal employment as domestic workers, self-employed, casual workers, piece-rated workers, home-based workers and migrant workers with low skills resulting in lesser earnings and low productivity. Further, the gender pay gap and wage differentials continue to be a severe concern that requires constant efforts from all stakeholders. Apart from this, the contribution of women to the national economy is still subject to more underreporting and misrepresentation in comparison to the contribution of men. The conventional labour statistics provide a partial perception of reality as they are unable to capture women's work adequately. Given the challenges women are facing in the labour market and the gendered nature of labour markets, specific mechanisms are needed so that gender concerns are mainstreamed both at the formulation and at implementation level by the policymakers. The promotion of gender equality and empowerment of women is fundamental for achieving the new targets of full productive employment; sustainability and social inclusion to mark the global goals of sustainable development.

For accomplishing inclusive development and substantive equity, awareness of policies, skill development, capacity building, social dialogue and empowerment through training and research would be some of the major activities undertaken by the Centre for Gender and Labour Studies. Within this framework, the Centre for Gender and Labour Studies is set up to conduct policy-oriented research, impart training, conduct workshops/seminars, consultancy work, publications etc. on various dimensions related to gender in the world of work. The Centre also aims to promote interdisciplinary research for informing public policy in emerging areas of gender and labour studies.

Completed Research Projects

1. Vulnerability Mapping and Identification of Alternative Livelihood for Beedi Workers in Telangana

The aim of study was to develop a better understanding of beedi worker's especially women and children interests and needs. The study attempted to comprehend the working state of beedi workers in the unorganized home-based sector of the industry in Telangana. The study examined the economic, social and health vulnerability of the beedi workers and its impact on the beedi workers in Telangana. The study analysed the existing policies and legislation

aiming to protect beedi workers while developing a framework for their protection. Lastly the study explored the willingness among them towards alternative employment opportunities while identifying key alternative livelihood models.

Objectives

- To document the working conditions of beedi workers in Telangana and examine their economic, health and other vulnerabilities while assessing their impact on the beedi workers livelihood.
- To map and review the coverage of various legislative provisions, schemes, and policies related to beedi workers in Telangana, and how these are likely to change in ensuing implementation of four codes related to the existing labour legislations.
- To review alternative livelihood being provided to beedi workers to respond to the policy commitments around reduction of tobacco production and consumption.
- To suggest a policy framework within the existing one that can address the prevailing vulnerabilities, enhance the welfare of the beedi workers while supporting alternative livelihood options particularly in the light of the codes that are presently being formalised.

Outcome

The study on Beedi workers in Telangana revealed key challenges that include low wages, hazardous working conditions, lack of social security, and significant health risks. Most workers, particularly women, live below the poverty line and face barriers to accessing government welfare schemes due to poor implementation and low awareness.

The key outcomes from the study include:

- **Vulnerability Mapping:** Beedi workers experience severe economic and health vulnerabilities, with most of them unable to meet basic household needs. Chronic health issues, including respiratory problems from tobacco dust are prevalent.
- **Policy Gaps:** Despite the presence of welfare schemes for Beedi workers, their coverage and accessibility remain limited, particularly for healthcare and housing. The study highlights inefficiencies in scheme outreach and suggests the need for better enforcement.
- **Alternative Livelihood Preferences:** Beedi workers, especially women, prefer low-skill, traditional occupations (like papad making and agarbatti production) over technical or vocational training, indicating the need for region-specific skill development programs.
- **Policy Recommendations** include ensuring fair wages, implementing provident fund and pension benefits, Improving working conditions by regulating working hours and providing safer workspaces, Expanding healthcare infrastructure, Addressing housing and sanitation, Promoting vocational training and alternative livelihoods, Reducing unpaid care work, especially for women, to allow better participation in income-generating activities, Enhancing awareness campaigns.

Date of Initiation and Date of Completion

The project was initiated on 9th September, 2023 and completed on 8th August, 2024

(Project Director: Dr. Ellina Samantroy, Fellow)

2.(a) Designing Flexible Working Hours Policy: A Case of NCR-Government Sector

Objectives

- To look into working-time laws and regulations on maximum daily hours of work and statutory rest periods for better life satisfaction.
- To draw upon experiences relating to working time and flexibility during the COVID-19 Crisis.
- To understand the impact on female labor force participation, work-life balance, productivity.
- To examine incentives for men to participate in unpaid care work.
- To identify existing challenges in the Indian public sector organisations and develop Suitable framework for flexible work arrangements

Methodology

The design of this research was exploratory in nature, where the prime objective was to find out different policies and practices of flexibilities in contemporary Government sector enterprises in India. The study was built on a mixed methodology framework using quantitative as well as qualitative methods of data collection and analysis. The survey was done in various sites in the Delhi NCR region, mainly, Central Delhi and East Delhi (including NOIDA) which are known for having multiple Government office buildings in the perimeter. The questionnaire method of survey was taken as the primary method of data collection. Also, Semi-structured interviews were conducted with people who were not willing to fill up questionnaires.

Outcome

- The findings of the study have revealed that there is an intense need to bridge the gender Gap and reduce the gender disparity. Through the responses, it has been found that Women employees are most of the time expected to be carrying out household chores, irrespective of work from home policies.
- One significant finding of this study has been that creche facility is hardly available to access by the employees. It is a must to have creche facility and keep it in use when an Organization's total strength is over 50 employees. However, these facilities are not being monitored well by the leaders.
- The study has also revealed that work life balance was, is and will always be an integral part of an employee's and an employer's life. Many a times, job security and financial security take over one's ability to maintain a healthy lifestyle throughout the work week. However, it should be noted that one's ability to work and put his/her best is reflected through his/her mental and physical health.

Date of Initiation and Date of Completion

The study was initiated in April 2024 and completed in February, 2025.

(Project Director : Dr. Shashi Bala, Senior Fellow)

2(b) Designing Flexible Work Arrangements- A Case of NCR - I.T Sector**Objectives**

- To look into working-time laws and regulations on maximum daily hours of work and Statutory rest periods.
- To draw upon experiences relating to working time and flexibility during the COVID-19 Crisis.
- To examine existing provisions for flexible work arrangements in the Indian IT and IT enabled service sector
- To understand the impact of work arrangements on female labor force participation and work-life balance
- To examine incentives for men to participate in unpaid care work

Methodology

The study was built on a mixed methodology framework using quantitative as well as qualitative methods of data collection and analysis. The questionnaire method of survey was taken as the primary method of data collection. Semi-structured interviews were conducted with people who were not willing to fill up questionnaires. The survey was done in various sites in the Gurugram and NOIDA regions of Delhi NCR, which are known for having multiple I.T offices in the perimeter.

Outcome

- Working hours are found to be merging with people's non-work schedules through work related communications like phone calls, text messages, emails, etc. that keep employees engaged to their work beyond the actual working hours.
- A majority of the flexi-working companies have adopted a hybrid mode of work, where on-site and remote working arrangements exist simultaneously which allows employers as well as employees to avail benefits of the flexi-mode while also limiting the disadvantages characteristic of remote work.
- The present study also highlights the relevance of and preference for remote working arrangement among the unmarried employees, who have narrated experiences of achieving better physical and social wellbeing in the hybrid work arrangements, which enables them to manage health-care routines, leisure activities and time with family friends while not compromising on work-time.

Date of Initiation and Date of Completion

The study was initiated in April 2024 and completed in February, 2025.

(Project Director: Dr. Shashi Bala, Senior Fellow)

3. The Implementation of the Maternity Benefit Act in India

The study was conducted upon the directions of the Ministry of Labour & Employment to understand the implementation and enforcement of Maternity Benefit (Amendment) Act 2017. It also aimed to identify the challenges experienced by various stakeholders to ensure maternity protection to women workers vis-a-vis strengthening the legal provisions enshrined in the Act.

Objectives

This study assessed the Enforcement of the Maternity Benefit (Amendment) Act, 2017, to identify and address the challenges in effectively implementing the legislation and its implications on women's employment.

The following were the specific objectives of the study:

- To understand the provisions under the Maternity Benefit Legislation post-amendment.
- To understand the International Labour Standards on Maternity Protection and the enforcement practices in ratifying countries.
- To assess the number of inspections carried out under the Maternity Benefit (Amendment) Act, 2017.
- To assess the total number of cases filed by the inspectors, trade unions and NGOs under the Maternity Benefit (Amendment) Act, 2017.
- To understand the conviction rate under the Maternity Benefit (Amendment) Act, 2017.
- To assess the total number of Punishments, including the term of Imprisonment/ Fines under the Maternity Benefit (Amendment) Act, 2017, etc.

Outcome

The study assessed the impact of the Maternity Benefit (Amendment) Act, 2017 on women's employment and its enforcement across India. The study has uncovered the role of maternity protection in promoting female labour force participation. Successful models from certain states and sectors have been highlighted which has the potential for improved compliance through better enforcement strategies, public-private partnerships, and awareness campaigns. The study provides evidence-based policy recommendations to improve the implementation and impact of the Maternity Benefit Act towards strengthening gender sensitive social protection provisions in the country.

Date of Initiation and Date of Completion

The project was initiated on 1st March 2024 and completed on 1st September 2024.

(Project Director: Dr. Ellina Samantroy, Fellow)

4. Impact Assessment of Flagship Schemes on the Lives of Labour

The study was undertaken on the direction of Ministry of Labour & Employment to conduct a comprehensive impact assessment of major flagship schemes of the government of India.

and to understand the impact of these schemes on the lives of labour. The study has tried to assess three flagship schemes namely: Saksham Anganwadi and POSHAN 2.0, Deendayal Antyodaya Yojna-National Rural Livelihood Mission (DAY-NRLM) Aajeevika and Pradhan Mantri Ujjwala Yojana (PMUY) and understand its effectiveness, outreach on the lives of labour and drawbacks in the implementation of the scheme.

Objectives

- To conduct a comprehensive Impact assessment of selected flagship social security and welfare schemes on the lives of Labour implemented by the government of India.
- To evaluate the effectiveness, outreach, and impact of these schemes on its beneficiaries.
- To assess the socio-economic well-being of the schemes on the lives of the labour/beneficiaries.

Outcome

- **Saksham Anganwadi and POSHAN 2.0:**

The programme addresses malnutrition among women and children, particularly in marginalized communities, by improving maternal and child health and promoting women's economic empowerment through labour force participation. The study has revealed that the scheme has made significant progress over the years with the beneficiaries consistently receiving nutrition supplements, health check-ups, and vaccinations etc which had a positive impact on their lives. The findings provide insights into the performance, gaps, effectiveness, outreach, and socio-economic impacts of the scheme, with recommendations for further improvement.

- **Deendayal Antyodaya Yojna-National Rural Livelihood Mission (DAY-NRLM) Aajeevika**

The study has revealed that the scheme has played a significant role in empowering rural women by enhancing income and livelihoods through Self-Help Groups (SHGs), fostering financial, entrepreneurial & social skills, and reducing poverty. It was also evident from the study that the scheme had a positive impact on income levels, self-sufficiency, and the overall standard of living thereby effectively contributing to poverty reduction, women's empowerment, and sustainable rural development. The findings have provided insights into the performance, identified gaps, effectiveness, outreach, and socio-economic impacts of the scheme and have suggested policy recommendations for further improvement.

- **Pradhan Mantri Ujjwala Yojana (PMUY)**

The study has highlighted that this flagship scheme has contributed immensely in improving the lives of women in rural areas. The switch to LPG has significantly reduced cooking time allowing women to engage in productive activities such as small businesses, thereby boosting their economic independence. The scheme also reduced healthcare costs, benefiting households economically. The study has identified the challenges with regard to access to information, inconsistent usage of LPG, geographical and cultural barriers etc. and has provided policy recommendations for the improvement of the scheme.

Date of Initiation and Date of Completion

The project was initiated on 9th September, 2024 and completed on 18th March, 2025

(Project Director: Dr. Ellina Samantroy, Fellow)

5. Performance of Central Labour Institute and Regional Labour Institutes (Chennai, Faridabad, Kanpur, Kolkata) Under Directorate General of Factory Advice Service and Labour Institutes (DGFASLI) Ministry of Labour & Employment, Government of India and Proposed Key Performance Indicator (KPI) Framework For The Officers (Developing The Framework For KPI)

The VVGNI conducted a study on the Performance Evaluation of CLI and RLIs under DGFASLI as advised by Ministry of Labour & Employment. The study aimed at analysing key performance parameters and developing performance indicators for evaluating the performance of the officers.

The Directorate General Factory Advice Service and Labour Institutes (DGFASLI) is the apex body for maintenance and promotion of occupational safety, health and wellbeing of the workers in factories and dockyards in India, functioning under the Ministry of Labour and Employment, Govt. of India. Established in 1945, as the office of the Chief Adviser of Factories, which is now called DGFASLI provides advisory services to the government and stakeholders on workplace safety, health, and welfare measures. It is headquartered in Mumbai and operates through Central and Regional Labour Institutes across the country. Central Labour Institute is situated in Mumbai and Regional Labour Institutes are located in Chennai, Faridabad, Kanpur, Kolkata and Shillong.

DGFASLI's mandate encompasses not only providing expert advice on workplace safety, health, and welfare measures in factories but also enforcing critical legislation related to dock work. The Dock Safety Division of DGFASLI is specifically tasked with implementing The Dock Workers (Safety, Health, and Welfare) Act, 1986, and the rules and regulations framed thereunder, ensuring safe and healthy working conditions for dock workers engaged in Major Ports in India.

Objectives

- To understand the functioning of DGFASLI
- Analysing key performance indicators and developing a methodology for Implementation of KPI Framework and Performance Benchmarking
- Developing an implementation strategy for the KPI framework
- Providing recommendation for improving the functioning of DGFASLI

Outcome

The study has analysed and developed a performance benchmarking system based on information and feedback received from officers across all levels, insights from government administrative reform documents, and global best practices. The framework embodies an inclusive, evidence-based, and forward-thinking approach with emphasis on data-

driven insights and promotes continuous improvement, supports professional growth, and facilitates strategic decision-making. The evaluation report also provides inputs for promoting organizational growth towards making DGFASLI as a leader in governance and performance management.

Date of Initiation and Date of Completion

The project was initiated on 9th December, 2024 and completed on 17th February, 2025

(Project Director: Dr. Ellina Samantroy, Fellow)

Ongoing Research Project

Women and Future of Work: Challenges and Opportunities

The research aims to explore the challenges and opportunities posed by the future of work in India, particularly in light of digital transformation, the growth of the gig economy, and sectoral shifts towards green and care industries. Understanding how India addresses these issues is essential for shaping future policies and initiatives to promote gender equality in the evolving labour market.

The research is expected to identify the key barriers and challenges women face in accessing equitable employment opportunities and offer recommendations for policymakers to promote gender equality, particularly in emerging sectors such as digital, green, and care industries. It aims to contribute to the development of inclusive labour market policies that address the evolving needs of women workers amidst ongoing labour market changes.

Objectives

- To understand the employment trends for women in various sectors.
- To explore the impact of technological transformation, digitization, automation on women's employment in India and the challenges faced by women in the labour market
- To examine government policies aimed at promoting gender equality in the labour market, particularly in the context of advancements in digitalization and the rise of new forms of employment, such as the gig economy.
- To identify best practices for addressing the gender gap in employment in India and promoting women's employment in the future of work.

Date of Initiation and Date of Completion

The project was initiated on 15th March 2025 and is expected to be completed by 25th August, 2025

(Project Director: Dr. Ellina Samantroy, Fellow)

Workshops/Webinar/Conference

- **Vision @ 2047: Workshop on Training & Capacity Building on Labour Reforms: Code on Wages, 2019 for the Officials of Ministry of Labour and Employment**

V. V. Giri National Labour Institute organised Vision@2047: Workshop on 'Training & Capacity Building on Labour Reforms' on 16 May 2024. The workshop was chaired by Secretary, M/o Labour & Employment, Gol Smt. Sumita Dawra with the participation of 70 senior officers of the Ministry from EPFO, Employees' State Insurance Corporation, Directorate General Labour Welfare, Labour Bureau, Office of the Chief Labour Commissioner, Directorate General Factory Advice Service and Labour Institutes, VVGNI, Shramik Shiksha DTNBWED, Directorate General Of Mines Safety (DGMS). Dr. Ellina Samantroy, Fellow coordinated the workshop.

- **Webinar on The Maternity Benefit (Amendment) Act, 2017: Provisions, Policies and Practices in Collaboration with ASSOCHAM**

The Associated Chambers of Commerce and Industry of India (ASSOCHAM) organized a webinar on 'The Maternity Benefit (Amendment) Act, 2017: Provisions, Policies and Practices' in collaboration with V.V. Giri National Labour Institute on September 20, 2024. The webinar discussed the challenges in implementing the Maternity Benefit (Amendment) Act, 2017 and suggested pathways forward. The programme emphasized the positive impact of the act on women's workforce participation while highlighting the need for improved awareness and targeted training to address ongoing implementation issues. Dr. Rajan Verma, Dr. Rohit Mani Tiwari, Mr. Manoj Kumar Sharma, Dr. Ellina Samantroy, Dr. Anadi N Sinha, Ms. Pooja Ramchandani and Basudev Mukherjee delivered the lectures in the webinar. The webinar was attended by 61 participants. The webinar was jointly coordinated by Mr. Santosh Parashar, Director, ASSOCHAM and Dr. Ellina Samantroy, Fellow, VVGNI.

- **Workshop on Awareness and Sensitisation on Prevention of Sexual Harassment at Workplace**

V.V. Giri National Labour Institute conducted a collaborative Workshop with the Centre for Family Law & The Clinics Committee, School of law, Bennett University on 'Awareness and Sensitisation on Prevention of Sexual Harassment at Workplace' on 28th January 2025 at Bennett University, Greater Noida. The workshop was conducted with an objective to educate and sensitize the students about the comprehensive knowledge and practical





skills required to implement POSH Act, 2013, at the organizational and Institutional level. The workshop focused on the legal framework, key provisions and case law analysis for creating a safe and inclusive environment in academic, corporate and professional spaces. Dr. Shashi Bala, Senior fellow, VVGNI and Dr. Sangeeta Shukla, Associate Professor, Bennett University delivered lectures in the workshop. The workshop was attended by eighty participants. The workshop was coordinated by Dr. Khushboo Natholia, Assistant Professor and Dr. Komal Dahiya, Assistant Professor from Bennett University, Greater Noida, Dr. Ellina Samantroy, Fellow and Dr. Shashi Bala, Senior Fellow from V.V. Giri National Labour Institute, Noida.

- **Awareness Workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**

A workshop on 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013' was organised on 6th February, 2025. The workshop aimed at creating awareness among employees on POSH Act 2013. The workshop was attended by 38 employees of VVGNI. Dr. Shashi Bala, Senior Fellow coordinated the workshop.

- **International Conference on Contemporary Developments in Labour and Industrial Laws**

The Institute in collaboration with Bennett University and University of Reading, United Kingdom conducted a two-day International Conference on 'Contemporary Developments in Labour and Industrial Laws' during 27-28 February, 2025 at Bennett University, Greater Noida. The conference aimed at examining the changing dynamics of labour regulations and industrial relations considering global socio-economic transformations. The conference assembled prominent scholars, legal authorities, policymakers and industry specialists to analyze recent developments in labour law, the impacts of globalization and digital transformation on the workforce, and emerging issues related to workers' rights, employment standards, and regulatory frameworks. The conference endeavored to promote interdisciplinary debate and collaboration among legal, economic, and social viewpoints, enhancing the discourse on contemporary labour and industrial legislation. Prof. (Dr.) Pradeep Kulshrestha, Dean, School of Law, Bennett University delivered the welcome address. Dr. Arvind, DG, VVGNI was the chief guest on the inaugural day of the conference. He gave his insights on the evolving landscape of labour and industrial laws. Dr. Onkar Sharma, Former Chief Labour Commissioner, Govt. of India was the chief guest and Dr. Ellina Samantroy, Fellow, VVGNI was the guest of honour in the valedictory. Several papers were presented by scholars from India and abroad. The conference was coordinated by Ms. Nupur Kumari, Assistant Professor, School of Law and Dr. Priyanka Chatterjee, Associate Professor, Department of Economics from Bennett University, Greater Noida and Dr. Ellina Samantroy, Fellow from V.V. Giri National Labour Institute, Noida.

● Panel Discussion on Addressing Skill Gap

The VVGNI organised a Panel Discussion on 'Addressing Skill Gap' on 10th May 2024 at the Institute. The discussion aimed at equipping the participants with emerging issues and concerns in women's sustainable skill development. The event was attended by 18 participants representing central trade unions representatives, skill development institutes, NGOs. Dr. Shashi Bala, Senior Fellow coordinated the Workshop.



● Workshop on 'Change Management: A System for Restoring Work-life Balance through Flexible Working Arrangements and Boosting Care Economy'

The Workshop on 'Change Management: A System for Restoring Work-life Balance through Flexible Working Arrangements and Boosting Care Economy' was held at V.V. Giri National Labour Institute, Noida on 4th February 2025. The objectives of the workshop were: (i) to understand and discuss the viewpoint of employers on innovative strategies for framing policies pertaining to flexible working arrangements; and (ii) to discuss the inter-linkages between flexible working arrangements and work-life balance among the employees for happy life satisfaction index. The welcome address was delivered by Dr. Arvind, Director General, V.V. Giri National Labour Institute, Noida. The Inaugural address was delivered by Mr. Siddharth Prakash, Senior Faculty, Art of Living. The session is started with lecture by Ms. Monicca Goyall (Vice President, HR at Vinculum Group Pvt. Ltd.), (Associate Professor, Faculty of Law, University of Delhi), and followed by lectures by Mr. G.S. Vijaykumar (General Manager - Head Finance for ONGC Green Limited), Ms. Vaishali Barua (National Consultant-Care Economy, Women's Economic Empowerment (WEE), UN Women), Dr. Alka Rai (Assistant Professor at NTPC Business School, NOIDA) and Mr. D.V. Shastry (Executive Director, Natural Gas Society, NOIDA). The workshop was attended by 28 participants and coordinated by Dr. Shashi Bala, Senior Fellow, VVGNI



Centre for North East India

The North Eastern Region (NER) of India constitutes 7.9 per cent of country's total geographical area and 3.8 per cent of total population of the country (Census, 2011). It stretches from the foothills of the Himalayas in the eastern range and is surrounded by Bangladesh, Bhutan, China, Nepal and Myanmar. It includes eight states- Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim and Tripura. Troubled by history and geo-politics, the NER has remained one of the most underdeveloped regions of the country. Inadequate infrastructure and poor governance is combined with low productivity and market access.

NER constitutes 3.6 per cent of India's total workforce (2011–12). The labour scenario in the NER is quite unique compared to other regions of the country owing to a multitude of factors (including geographical, socio-economic and political). The region is marked by lower rate of industrialization and limited spread of modern service sector. The agricultural operations are also distinct (with the presence of unique systems like jhuming). Cultural ethos governing labour market participation is also different, which inter alia reflects on the distinctive composition of the labour force – across gender and social categories. Yet another important aspect is migration, which gets complicated due to several socio-political considerations – both in terms of internal migration of population (from within and outside the region) as well as in terms of influx of labourers across national boundaries.

It is in this context that the Institute has set up a Centre named as Centre for North East India in 2009. The objective of the Centre is to carry out policy oriented research and conduct workshops/seminars and training on issues related to labour, employment and social protection in the North Eastern Region. The research and training areas are as follows:

Core Research Areas of the Centre

- Employment and Unemployment Trends and Challenges
- Gender and Labour
- Migration and Development
- Social Security
- Health and Labour
- Livelihood Strategies
- Sectoral Analysis
- Skill Gap Studies
- Industrial Relations & Regulations
- Sociology of Labour & Workers' Movement

Core Training Areas of the Centre

The target groups of the training programmes are labour officials, women workers and representatives from Central Trade Union Organisations, NGOs/Civil Societies, university

students and researchers. Some of the themes of the training programmes of the Centre are indicated below:

- Skill Development & Employment Generation
- Fundamental of Labour Laws
- Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers
- Leadership Development Programme for Trade Union Leaders
- Social Protection and Livelihood Security
- Effective Enforcement of Labour Laws in Unorganised Sector
- Research Methods in Labour Studies
- Sociology of Labour & Globalisation

Completed Research Projects

1. Impact Assessment of Flagship Schemes on the Lives of Labour

The study was undertaken on the direction of Ministry of Labour & Employment to conduct a comprehensive impact assessment of major flagship schemes of the government of India and to understand the impact of these schemes on the lives of labour. The study has tried to assess four flagship schemes namely: Atal Beemit Vyakti Kalyan Yojana (ABVKY), Pradhan Mantri Jan Arogya Yojana (PM-JAY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY). The Scope and Methodology of these schemes are:

SCOPE

- The study spans **organised and unorganised labour sectors** across multiple states, focusing on the schemes' impact on **financial security, healthcare access, productivity, and gender inclusivity**.
- It examines the effectiveness of each scheme in **addressing risks** like unemployment (ABVKY), medical crises (PM-JAY), untimely death (PMJJBY), and accidental disability/death (PMSBY).
- The geographic scope includes **pan-India outreach**, with detailed data from states like Uttar Pradesh, Tamil Nadu, Andhra Pradesh, Bihar, Madhya Pradesh, etc.

METHODOLOGY

- **Mixed-method approach** combining:
 - o **Secondary data analysis** from official dashboards (ESIC, NHA, DFS).
 - o **Primary data collection** through structured interviews:
 - ABVKY: 394 beneficiaries across 24 states/UTs.
 - PM-JAY: 1,018 structured interviews in high-enrolment districts.
- **Case studies and comparative analyses** for qualitative insights.

1.1 Atal Beemit Vyakti Kalyan Yojana (ABVKY):

Objective

To provide temporary financial assistance to insured workers during involuntary unemployment and support their socio-economic resilience.

Outcome

ABVKY has emerged as a vital tool in mitigating the economic and emotional challenges faced by workers in the organised sector. Its timely financial assistance, coupled with efforts to enhance employability, reflects a robust commitment to social security. The insights and analysis presented in this study reinforce the scheme's role as a cornerstone of India's labour welfare policies.

1.2 Pradhan Mantri Jan Arogya Yojana (PM-JAY):

Objective

To reduce catastrophic health expenditure and ensure equitable access to secondary and tertiary healthcare services for economically vulnerable populations.

Outcome

This study underscores PM-JAY's pivotal role in alleviating healthcare-related financial burdens, improving access to medical facilities, and enhancing productivity among workers. Through rigorous analysis and fieldwork, the findings presented here highlight both the achievements and areas for improvement of this landmark scheme.

1.3 Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY):

Objective

To provide affordable life insurance coverage for death due to any cause, especially targeting poor and underprivileged individuals.

Outcome

This study provides a data-driven perspective, spotlighting areas of achievement while identifying opportunities for further strengthening its outreach and efficiency. It has fostered a sense of stability among labourers, and empowered women through financial inclusion. The robust enrollment figures and impressive claim settlement ratios detailed in this study are a testament to the scheme's success.

1.4 Pradhan Mantri Suraksha Bima Yojana (PMSBY):

Objective

To offer low-cost accident insurance coverage to the economically vulnerable, especially in the unorganised sector.

Outcome

Through data-driven insights and an evidence-based approach, this study sheds light on the scheme's achievements, including its wide reach, sectoral inclusivity, and timely financial support for beneficiaries. The findings highlight the scheme's critical role in empowering

workers and reducing economic vulnerabilities, especially for women, informal laborers, and those engaged in high-risk occupations.

Outcom

Date of Initiation and Completion

These Schemes were initiated in September 2024 and completed in February 2025

(Project Director – Dr. Otojit Kshetrimayum, Fellow)

2. Sustainable Financing of Social Security in G20 Countries

Objectives

- To review the social security financing model in G20 countries
- To explore innovative and best practices approaches on sustainable financing in G20 countries

Outcome

The study highlights a comprehensive analysis of the social security landscape across the G20 countries. It delves into the complexities of social security financing, highlighting both global challenges and potential solutions. By embracing a multi-dimensional approach that encompasses research, long term planning, and public engagement, India can steadfastly navigate the complexities inherent in establishing a resilient social security framework.

Date of Initiation & Date of Completion

The project was initiated in November 2022 and completed in June 2024.

(Project Director: Dr. Otojit Kshetrimayum, Fellow)

Centre for Labour Market Studies

The research activities at the V.V. Giri National Labour Institute are carried out under the aegis of different research centres. The Centre for Labour Market Studies, one such Research Centre, is committed to undertaking research focusing on the ongoing transformations in the labour market. The research activities are carried out to provide inputs for formulating evidence-based policies on labour and employment issues. The current research activities of the Centre focus on the following core areas:

- Employment and Unemployment
- Migration and Development
- Skill Development
- Informal Sector and Decent Work
- Wages
- Future of Work

Completed Research Project

Navigating the Gig Economy: An Intersectional Investigation into the Experiences and Challenges of Women in the Indian Gig Economy

This study sheds light on the unique challenges and opportunities faced by women in this rapidly growing sector i.e. platform economy. By adopting an intersectional lens, the research highlights how various factors such as gender, socio-economic background, and regional disparities intersect to influence women's experiences in the gig economy. This nuanced understanding is crucial for developing inclusive policies and practices that support equitable access and fair treatment for women, ultimately contributing to a more inclusive economic landscape in India.

Objectives

The research objectives of the present study were as follows:

- To document the working conditions of women gig workers and examine their economic, health and other vulnerabilities while assessing constraints in participation of women in gig work through gender perspective and analysing the barriers and constraints that bar women's inclusion in gig work.
- Analyse how the gig economy impacts women's empowerment, particularly in terms of income generation and financial independence.
- Examine the most recent laws and rules pertaining to gig workers in India including the labour codes and state gig workers legislation, and investigate any actions taken by the government that may affect women gig workers, such as legislation and judicial pronouncements.
- To suggest a policy framework within the existing one that can address the prevailing vulnerabilities, enhance the welfare of the women gig workers and protect their interests, particularly in the light of the codes that are presently being formalised.

Methodology

The research was undertaken in Gurugram, Delhi and Noida with platform companies and aggregators across four on-demand categories considered- domestic work, beauty work, cab driving and food delivery. The target locations were selected as these cities are key nodes in the migration corridors in the country with Delhi being a Tier 1 city and Gurugram and Noida being Tier 2 cities. The study used a mixed-method approach, including both qualitative and quantitative methods. The qualitative primary data collection methods include semi-structured, in-depth interviews with women gig workers (platform and non-platform-based workers), open-ended checklists, FGD employed with other approaches etc. For the quantitative data collection, close-ended questions based on semi-structured questionnaires at the individual level were used to conduct the survey.

Outcome

The study highlights women's experiences in the gig/platform economy, noting their prevalence in early-mid careers (25-39 years), flexibility benefits for balancing responsibilities, and income advantages over traditional roles. Despite empowerment, challenges include unstable conditions, safety concerns, and perceived long-term viability. Addressing entry barriers and structural support is crucial for equitable participation.

Date of Initiation and Date of Completion

The study was initiated in February 2024 and completed in March 2025.

(Project Directors: Dr. Dhanya M.B., Fellow & Smt. Pragna Parande, Advisor)

Ongoing Research Project

Artificial Intelligence and its impact on the world of work (BRICS Network of Research Institutes – 2025)

BRICS India-led study on Artificial Intelligence and its impact on the world of work (2025) is being undertaken under the BRICS Research Network. V.V. Giri National Labour Institute represents India in the BRICS Network of Labour Research Institutes. Apart from the Member Institutions from the BRICS countries, the Network is also supported through technical expertise provided by ILO. One of the major objectives of the BRICS Network of Labour Research Institutes is to undertake research studies on contemporary policy issues so that the inputs of these studies can be used in policy formulation as well as during the deliberations of the BRICS Labour Ministerial meetings. Accordingly, the BRICS Network of Labour Research Institutes has undertaken various rounds of research studies. The objectives of the study are as follow:

1. To study the impact of Artificial Intelligence (AI) on workers across different economic sectors.
2. To evaluate the responses of the educational system in the qualification and requalification of the workforce for this new scenario.
3. To examine the evolution of public services and its impact on labour market in the context of integration with Artificial Intelligence (AI)

Methodology

This study adopts a qualitative and descriptive research approach based entirely on secondary literature to examine the impact of Artificial Intelligence on the world of work. The research relies on an extensive literature review of existing studies and reports to understand the trends, patterns, challenges and opportunities presented by AI. Secondary data has been collected from wide range of credible sources, including government publications, peer-reviewed academic journals, reports and policy briefs from international organisations such as ILO, OECD, WEF, etc. It also draws on insights from expert discussions presented in various workshops and conference proceedings to capture the evolving discourse around AI and work.

Date of Initiation and Date of Completion

The study was initiated in April 2025 and will be completed by September 2025.

(Project Director: Dr. Dhanya M.B., Fellow)

Workshops

- **Workshop on Vision 2047: Strategic Roadmap for India's Workforce across Sectors**

V.V. Giri National Labour Institute, Noida organized a half-day Workshop on 'Vision 2047: Strategic Roadmap for India's Workforce across Sectors' on 25th February, 2025. The aim of the workshop was to foster synergy between traditional and emerging sectors, such as the gig and platform economy, and equip the workforce for future-ready jobs. It sought to catalyse transformative action by engaging diverse stakeholders, generating insights, and promoting collaboration to address India's workforce challenges.

The workshop began with Dr. Dhanya MB, Fellow, VVGNI welcoming the participants. The panel discussion was chaired by Dr. Onkar Sharma, Former Chief Labour Commissioner, Ministry of Labour & Employment, bringing together leading experts to discuss sectoral challenges and opportunities. The panel of experts included: Shri Amarnath Tripathi, Associate Professor, Jaipuria Institute of Management, NOIDA, Shri Rajiv Kapoor, CEO & MD, Manav Rachna Institutions, New Delhi; Dr Vinoj Abraham, Professor, Centre for Development Studies, Trivandrum; Shri Madhu Damodaran, Regional Managing Partner, AMLEGALS, CII; Dr Dhanya M.B., Fellow; Shri Saji Narayan, Former President, BMS; Dr. Ghazala Ali Khan, Additional CPFC, EPFO.

The workshop was attended by 42 experts working on the subject of labour particularly on future of work from various employers' organizations/industries, officials from the Ministry, ILO, trade unions, academicians and researchers. The programme was coordinated by Dr. Dhanya M B, Fellow, VVGNI.

- **International Workshop on 'Automation & Future of Work: Emerging Jobs and Skills in a Changing World'**

V.V. Giri National Labour Institute, Noida organized a one-day International workshop on 'Automation & Future of Work: Emerging Jobs and Skills in a Changing World' on March, 18, 2025 at VVGNI, Sector 24, Noida.

The Workshop aimed to bridge the knowledge gap by analysing AI's impact on employment in India, assessing which jobs are most vulnerable to automation and identifying skill set challenges for workforce adaptation. It also sought to discuss the impact of automation on sectoral shifts, job polarization, skill requirements, job displacement and emerging opportunities in future. The workshop examined the experiences of other countries to identify best practices and insights that can help India develop strategies to protect and secure its future of work in a sustainable and inclusive manner.

The workshop commenced with a welcome address by Dr. Arvind, Director General, VVGNI. The inaugural session was enriched by two insightful special addresses by Mr. Gabriel H. Bordado, Skills & Employability Specialist, DWT (South Asia), International Labour Organization (ILO), New Delhi, and Dr. Radha Ashrit, Joint Secretary & Deputy Director General, DMEQ, NITI Aayog, Government of India.

This was followed by two panel sessions. The first panel of experts included Dr. Arup Mitra (South Asian University), Dr. Maneesh Mishra (Naveen Jindal Foundation), Mr. Md. Rabiul Islam Rabi (ADB, Bangladesh), and Dr. Dhanya M B (VVGNI). The second panel of experts included Dr. Patrizia Hasler (Switzerland), Dr. Thi Thu Hai Tran (Vietnam), Dr. Rajlakshmi Datta (HNB Garhwal Central University), Ms. Gulshoda Begimora (Uzbekistan), and Mr. Buhari Aliya (Nigeria).

The programme was attended by 41 experts working on the future of work, employers' organizations/industries, officials from the Ministries, experts from International Organizations, trade unions, academicians and researchers. The workshop was coordinated by Dr. Dhanya M B, Fellow, VVGNI

- **Workshop on 'Labour Studies'**

A Workshop on 'Labour Studies' was conducted in collaboration with the Tamil Nadu Institute of Labour Studies on September 20, 2024 at the V.V. Giri National Labour Institute, Noida. The workshop's aimed to familiarise the participants with India's labour laws landscape, institutions and policy processes. The workshop was attended by 39 master's students from Tamil Nadu Institute of Labour Studies (TILS), Tamil Nadu. Dr. Dhanya MB, Fellow, coordinated this programme.

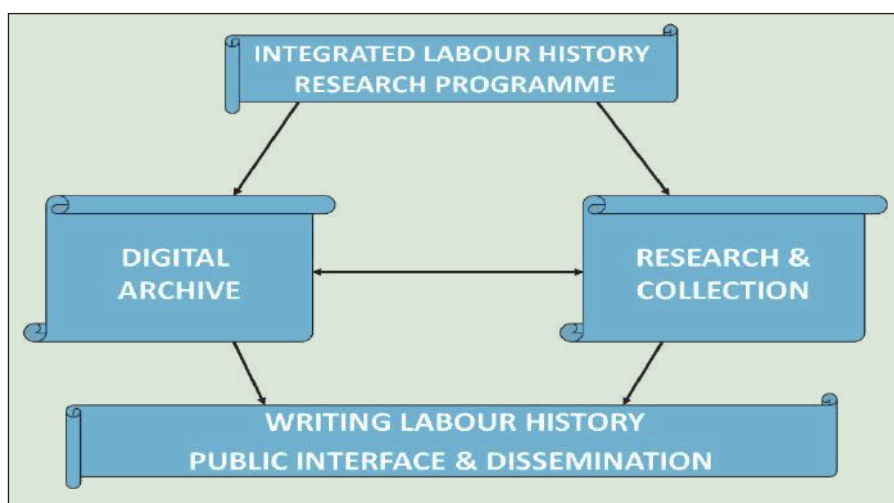


Integrated Labour History Research Programme (ILHRP)

ILHRP: An Introduction

- ILHRP is a specialised research programme being operationalised jointly by VVGNI and Association of Indian Labour Historians (AILH).
- The overall aim of the Programme is to initiate historical research on labour in India and preserve the records pertaining to labour, both organised and unorganised. It also aims to integrate historical research with contemporary policy making.

Structure of the Programme



Features of the Digital Archives of Indian Labour

- Full-fledged Digital Structure
- Integrated Multimedia Storage and Retrieval System
- Enhanced Public Access
- Integration of Historical and Contemporary Records
- Focus on Records of the Labour from Unorganised Sector

Completed Research Project

Labour Movement's Relationship with the Development of Technology, Skills and Enterprises

Objectives

- To highlight the role of worker collectives in the development of technology, skill and enterprises.
- To focus on the various phases of the skill formation and transmission in formal and informal sectors of the economy during the medieval, colonial and post-colonial periods.
- To understand and document the labour history's unknown aspects, like its relation with skill, technology and enterprises.

- To throw light on the lesser known aspects of skill transmission and formal learning centres and agencies of skill formation.
- To highlight the role of guild and caste associations in the history of labour people.

Scope of the Study

The study focuses on the development of technology, skills, and enterprises in both formal and informal sectors of the Indian economy in pre-colonial, colonial and post- colonial India. The part of the study dealing with the pre-colonial period focuses on the role of 'occupational guilds' and 'caste associations' in transmission of skills to working people. It throws light on the skill transmission from gendered and caste perspectives as well. The study shows that in the pre-colonial period, India had a rich and vibrant craft heritage ranging from hand- looms to textiles to iron and steel crafts.

The period of Mughal India was known for its enriched metal industries and intricate gold and metal works. The study highlights these unknown aspects of our tangible cultural heritage and explores the reasons for their decline during the colonial period. While tracing the reasons for the decline of the Indian craft in colonial times, the study covers the debate around the decline in the 18th century among historians. The study reveals that during the colonial period, the industrialization of Europe, particularly of Britain, led to the phenomenon of De-industrialisation in India. The greatest importance of the study lies in covering the uncovered aspects of social history, i.e. to focus on the 'history of historyless people.

Methodology

This study adopts the Historical Method of Research, using primary and secondary sources. It makes use of quantitative and qualitative methods of exploring our past.

Outcome

The study emphasized the significant role of artisans, skilled crafts persons, and local communities in the generational transfer and preservation of traditional craftsmanship. Additionally, it traced the trajectory of technological advancements and entrepreneurial growth in pre-independence India and also threw some light on the major development thereafter.

Date of Initiation and Date of Completion

The project was initiated in March, 2024 and completed on 26th November, 2024.

(Project Director: Dr. Sanjay Upadhyaya, Senior Fellow)

National Resource Centre on Child Labour

National Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute has been set up as a Centre of eminence to work in partnership with UNICEF, ILO, and the Ministry of Labour and Employment with the objective of instituting a centralized agency, which could ensure active cooperation of various social partners and stakeholders including the Government, International Organizations, Trade Unions, Civil Society Organizations and the Employers' Organizations, in the task of prevention and elimination of child labour. The Centre supports the legislators, policy makers, planners, and programme implementers and others in their task of reducing vulnerability to child labour. The centre has been continuously striving to develop the capabilities of officials of different government departments, Trade Union cadre, academia, students of Social Work, Social Sciences, NSS, NYK and other youth groups, personnel in development sector and corporate sector including the CSR executives, social and cultural organizations, office-bearers of RWAs, elected representatives of Panchayati Raj Institutions and others dealing with educational and other rights of children.

The wide-ranging activities of the NRCCL include Research, Training, Impact Assessment, Evaluation, Performance Assessment, Developing Training Manuals/ Modules/Packages, Curriculum Development, Advocacy, Technical Support/Advisory Services/Consultancy, Documentation, Publication, Dissemination, Networking, Promoting convergence by strengthening the efforts of social actors at various levels and Awareness Generation among different sections of the population leading to change in the attitude of the masses. The primary objective of these activities is to contribute to the attainment of the objectives of policies of the Central and State Governments.

Research

Research occupies one of the significant activities of the NRCCL and the research studies cover various aspects including the magnitude of working children, dimensions, and determinants of labour exploitation of children with the objective of evolving deterrents. The vulnerabilities and insecurities of trafficked and migrant child workers are given specific focus in these micro-level studies. Besides, the structure and functions of child protection mechanisms, policy and legislative framework and status of their enforcement, impact of state and non-state interventions, status of education, living and working conditions, occupational health hazards, etc. are also assessed. NRCCL has completed several research, evaluation and impact assessment studies based on micro, meso, and macro analytical approaches.

The focus of research projects revolves around:

1. Creating benchmark information on employment of children in select hazardous occupations and processes

2. Reviewing Research Studies for locating conceptual and definitional aspects of child labour and studying socio-economic implications situating factors responsible for perpetuation of child labour
3. Contextualizing Opportunity costs for withdrawal of child labour through Documenting Successful experiences for replication
4. Performance Appraisal, Impact Assessment and Evaluation Studies on the issue of Children in Labour Exploitation
5. Evolving strategies for Prevention, Identification, Rescue, Release, Repatriation, Rehabilitation, Re-integration, Post-integration of child labour and also for Tracking and Monitoring.

Completed Research Project/Case Study

Social Security Benefits to Plantation Workers: A Case Study of Tea Gardens in West Bengal

This study examined the living and working conditions of tea plantation workers in West Bengal, focusing on social security and welfare schemes.

Objective

The objective of this study was to critically examine the benefits and their coverage thereof provided to the workers in the tea plantations of the West Bengal region. The study evaluates the extent to which various statutory, non-statutory, and scheme-based benefits are accessible to the workers in the tea plantations. It also analyses the efficacy of government schemes in providing benefits and ensuring decent working conditions and the welfare of the workers.

Outcome

Surveys were carried out in seven tea gardens across Darjeeling and Dooars, covering over 300 workers and engaging key stakeholders. Findings revealed that while operational gardens provide housing, healthcare, and education, closures leave workers vulnerable, and many government schemes remain underutilised due to awareness gaps. The study recommends policy reforms in wages, education, and social security to enhance worker welfare and livelihood sustainability.

Date of Initiation and Date of Completion

The project was initiated on 28th March 2024 and completed on 14th February 2025.

(Project Director : Dr. Manoj Jatav, Fellow)

Workshop

- **A Special Lecture-cum-Workshop on ‘Future of Employment: Challenges and Opportunities’** was held on July 03, 2024. The workshop aimed to explore the evolving nature of work, workforce, and workplace in the context of technological advancements, demographic shifts, and socio-economic changes. The workshop was attended by 25 participants representing experts from academia, industry, government, and civil society. The workshop was coordinated by Dr. Manoj Jatav, Fellow.



Centre for Climate Change and Labour

The impact of climate change is of global concern and in India where large numbers of people are dependent on agriculture and informal sector for their livelihoods, its impact becomes much more critical. In order to address key issues relating to climate change and its inter-linkages with the world of work, this centre was set up in the year 2010. The major objective of the research centre is to carry out policy orientated research, case studies on climate change and its inter-linkages with labour and livelihoods.

Core Research Areas

- Understanding inter-linkages between climate change, labour and livelihoods;
- Employment Challenges of Climate Change and transition to 'Green Jobs';
- Climate change and its impact on migration, gender;
- Effect of climate change on the livelihoods of vulnerable workers engaged in subsistence farming, informal economy, tourism sector, coastal fishing/salt/farming community and indigenous forest dependent scheduled tribes;
- Role of NREGA in protecting livelihood security and adapting to climate change;

Core Areas of Training and Workshops

- Role of employers and trade unions in reorganizing production processes, protecting job losses and re-orienting macro policies to combat climate change;
- Capacity Building and Orientation programmes for various stakeholders about climate change, its potential impact especially on Livelihood and about various adaptation and mitigation Strategies
- Capacity Building and Orientation on Skill, Technology and Future of Work Green Work, Entrepreneurship.

Completed Case Study

Work and Skill Impacts: Analysis of Cases Pertaining to Women Workers – A Case Study

Objective

- The study tends to analyze the skill impact on women workers in one case the vulnerability aspect that persists along with stagnation without accessibility to skill and in the other case how a strategic intervention bridges the skill gap along with upward mobility of women construction workers.
- The second objective of the study was to emphasize the role of government agencies and other social partners to make the best use of the skill development measures targeted for the women workers so that nobody is left out.

Outcome

- The study analyses the role of skill in the upward mobility with reference to women workers by comparing two cases namely the stone breaking workers near Shillong,

Meghalaya and the women construction workers of Rachaita Mandali promoted by SEWA in Ahmadabad.

- In the first case the women stone breaking workers lead a stagnant and vulnerable work condition earning meagre amount in the absence of any strategic interventions for their skill development whereas in the second case with the effort of SEWA through its Rachaita Mandali initiatives empowers the women construction workers by providing short term construction skills training and increased wage income.
- The case study highlights the impact of skill in both the cases and argues that existing programmes/schemes for skilling with reference to green works can be effectively reached to the workers, benefit them for better employment, earning opportunities through policy coherence and the proactive involvement and collaborative interventions of Stakeholders and Social Partners

Date of Initiation and Date of Completion

The Study was initiated in January 2024 and Completed in January 2025

(Project Director: P. Amitav Khuntia, Associate Fellow)

Workshops/ Study Visits

• Study Visit

The VVGNI organised a study visit for the students of MAB Institute of Judicial Science, Domkal, Murshidabad, West Bengal on April 22, 2024. The programme was attended by 22 Students and Faculty of 5-Year B.A.LLB Course who visited the institute. Mr. P. Amitav Khuntia, Associate Fellow coordinated the visit and acquainted the participating students, faculties with transformation in the world of work and situating the role of labour law practitioners.



• Workshop on Labour and Development

VVGNI in collaboration with NSSTA conducted One Day Workshop on 'Labour and Development' for Officers Trainees of Indian Statistical Services (ISS) of 46th Batch on 17th May, 2024. The aim of the workshop was to make the participant understand Labour Market and Perspectives on Development, Official Database on labour, Gender and Labour for Development. 30 Probationers participated in this workshop and the workshop was coordinated by Mr. P. Amitav Khuntia, Associate Fellow.



- **Orientation Workshop on Skill, Technology and Employability of the Youth**

The Institute organised an Orientation Workshop on 'Skill, Technology and Employability of the Youth' in collaboration with Motilal Nehru College (Evening), University of Delhi on 14th February, 2025 in the Noida campus. The aim of the workshop was to acquaint the students on Emerging Work Environment and how the youth could be empowered through acquiring relevant skills, knowledge of technology for enhancing



their employability, helping other youth too with reference to the enabling role of NCS and e-Shram. 43 students and 04 faculty members participated with great enthusiasm. Mr. P Amitav Khuntia, Associate Fellow of VVGNI coordinated the workshop.



Centre for International Networking

V.V. Giri National Labour Institute is mandated to forge professional collaborations with major international institutions involved with labour and related issues. Accordingly, the Institute has over the years forged collaborations from time to time with institutions like International Labour Organisation (ILO); United Nations Children's Fund (UNICEF); World Health Organisation (WHO); United Nations Development Programme (UNDP); Japan Institute of Labour Policy and Training (JILPT); Korea Labour Institute (KLI); International Organisation for Migration (IOM); Sri Lanka Institute of Labour & Employment; UN Women; IGK Work and Human Lifecycle in Global History; Humboldt University, Germany; Centre for Modern Indian Studies, University of Gottingen, Germany; and International Training Centre of International Labour Organisation (ITC-ILO), Turin, etc. The major areas of collaborations include child labour, labour migration, social security, gender issues in the world of work, skill development, employment and entrepreneurship, labour history, decent work, future of work and other training and research interventions related to labour.

The Institute is also currently empanelled as a training institution for organizing international training programmes under Indian Technical and Economic Cooperation (ITEC) Scheme of the Ministry of External Affairs, Govt. of India. Till date, nearly 113 international training programmes have been conducted under this Scheme participated by about 2586 participants representing nearly 135 countries. During the year 2024-25, four programmes were organised under ITEC which were attended by 112 participants from different countries

The VVGNI and International Training Centre of International Labour Organisation, Turin, Italy had signed a Memorandum of Understanding (MoU) during 2018-2023 with the objective to facilitate collaboration between two institutions in training and education that result in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile. The proposal for the renewal of MoU after incorporation of the suggestions pertaining to use of innovative technologies; simulation-based training on policy making; evidence-based policy making in training etc. and dissemination of best practices in social security from India to other developing nations is being deliberated.

Meanwhile, the VVGNI had conducted a Training of Trainers (ToT) on Evidence-based Policymaking for Decent Work during April 07-11, 2025 in collaboration with ILO, Geneva and ITC-ILO, Turin at the V.V. Giri National Labour Institute. The second phase of the training programme is proposed to be held in the first week of January 2026.

V.V. Giri National Labour Institute has been recognised by the Government of India as the Nodal Labour Institute of the country to network with other Labour Institutions of BRICS countries. Accordingly, VVGNI is also the partner institution in the **BRICS Network of Labour Research Institutes** established during the BRICS Labour & Employment Ministerial meetings held under the Presidency of China in 2017. Other member Institutions of this Network are: National Labour Market Observatory of the Ministry of Labour of Brazil, Brazil; All-Russian Scientific Research Institute of Labour of the Ministry of Labor and Social Protection of the Russian Federation, Russia; Chinese Academy of Labour and Social Security, China; and University of Fort Hare, Republic

of South Africa. The Institute has completed the following research project under the BRICS Network of Labour Research Institutes during the period:

Completed Research Project

Platform Employment: Role in the Labour Market and Problems of Platform Workers Labour Regulation' - BRICS Network of Labour Research Institutes for 2024

BRICS India-led study on 'Platform Employment: Role in the Labour Market and Problems of Platform Workers Labour Regulation' (2024) is undertaken under the BRICS Research Network.

Objectives

As per the focus of the BRICS Research Network in the current year, the following objectives have been decided by the Network

- Explain the legal status, rights, and obligations of platform employment and digital platforms within national legislation and address the legal regulation challenges and social guarantees for platform workers in India.
- Estimate medium-term trends in the development of platform employment in the Indian economy.
- Analyse platform workers' socio-demographic profile and platform employment structure in India.
- Examine collective representation and social partnership prospects for platform workers.

Methodology

The survey was undertaken in Hyderabad, Rajasthan, Mumbai and Delhi with platform workers across two on-demand categories cab driving and food delivery. The target locations were selected as these cities are key nodes in the migration corridors in the country. The study used a mixed-method approach, including both qualitative and quantitative methods. The qualitative primary data collection methods include semi-structured, in-depth interviews with platform workers, open-ended checklists, FGD employed with other approaches etc. For the quantitative data collection, close-ended questions based on semi-structured questionnaires at the individual level will be used to conduct the survey. A purposive sampling method was employed with the appropriate sampling technique.

Outcome

The gig economy thrives in metro cities, engaging youth with gender disparities—women in beauty, men in transport. Workers juggle platforms for flexible income but face instability, safety risks, and limited career growth. Policy reforms and public-private collaboration are vital to ensure job security, fair wages, and social welfare for sustainable sector growth.

Date of Initiation and Date of Completion

The study was initiated in February 2024 and completed in October 2024.

(Project Director: Dr. Dhanya M.B., Fellow)

TRAINING AND EDUCATION (2024-25)

The V.V. Giri National Labour Institute is committed to promote a better understanding of labour problems and to find the avenues and means to tackle them. To achieve this, the Institute, through its varied activities attempts to provide education with regard to labour issues in an integrated manner. While research activities, among other things explore the basic needs of different groups, such data as are generated in research activities are used for designing new and modifying existing training programmes. Constant feedback from the participants is used for updating the training curriculum as well as redesigning training modules.

Educational and training programmes of the Institute may be viewed as potential vehicles of structural change in labour relations. They can help to generate a more positive attitude for the promotion of harmonious industrial relations. In the rural areas, the programmes attempt to develop leadership at the grassroots level that can build and support independent organisations to look after the interests of the rural labour. Training programmes equally emphasise attitudinal change, skill development and enhancement of knowledge.

The training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions, case studies and behavioural science techniques. Apart from the Institute's faculty, guest faculty is also invited to strengthen the training programmes.

The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central, State Governments, Union Territories and Foreign Countries.
- Managers and Officers of the Government, Public and Private Sector Industries,
- Trade Union Leaders and Organisers of the organised and unorganised sectors, and
- Researchers, Trainers, field workers and other concerned with labour issue.

During the year 2024-25, the Institute has conducted 151 online/offline training programmes and 3586 personnel participated in these programmes.

The Labour Administration Programmes

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments and Union Territories. These programmes cover a wide range of subjects on labour administration, conciliation, labour welfare, enforcement, quasi-judicial role, globalization and employment relations. 13 such online/offline programmes were organized in which 233 participants participated.



The Industrial Relations Programmes

Under these programmes attempts are made to cover both the conceptual and practical areas of IR and disciplinary systems. They introduce senior managers, HR officers and trade union leaders from industries to participatory management for better interaction among the government, employers and the unions. 15 such online/offline programmes were organized in which 170 participants participated.



Capacity Building Programmes

These programmes are designed to develop trainers in the field of labour. In addition, these programmes are for workers and organisers of both industrial and rural trade unions. Some of these programmes are held at different centers of the country to ensure larger participation. 70 such online/offline programmes were organized in which 1727 participants participated.



Research Methods Programmes

These programmes are designed to help young teachers and researchers in universities/colleges and research institutions as well as professionals in government organisations to pursue their interests in labour research and policy. 06 such online programmes were organized in which 103 participants participated.



Child Labour Programmes

These programmes are conducted to develop capabilities of individuals, groups and organisations working towards the elimination of child labour. These groups include officials of various Government Departments, Employers, Trade Unions, Students of Social Work, representative of Panchayati Raj Institutions etc. 09 such online programmes were organized in which 217 participants participated.



International Training Programmes

The Institute has been empanelled by Ministry of External Affairs, Govt. of India for conducting various international training programmes under ITEC programmes. During the period the Institute organized International Training Programme on Innovative Leadership: Driving change and fostering growth (Tanzania), Future of Work-Towards Decent work, Social Protection and Workplace Safety, International Labour Standards and Promotion of Gender Equality at the Workplace and Future of Work and Technology. In all 04 such programmes were organized in which 112 foreign nationals participated.



North Eastern States Programmes

The Institute lays great emphasis on programmes specially designed for Labour Administrators, Trade Union Leaders, NGOs and other stakeholders to address key issues related to labour & employment in the North Eastern Region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule. During the period the Institute has organised 10 offline training programmes on the subject in which 215 personnel participated.



Collaborative Training Programmes

The Institute has taken a number of steps to institutionalise the networking mechanisms with State Labour Institutes, and other Institutions with similar objectives to adequately attend the entire problems of labour giving due attention to Regional and Sectorial disparity of the Labour Market. In view of this, the Institute in collaboration with MANAGE, NASSCOM, IIM, Rohtak and Gujarat National Law University has been conducting training programmes on various subjects. In all 09 such online programmes and one offline programme were organized in which 387 participants participated.



In-house Programmes

The Institute had undertaken various in house training programmes, which are tailor-made specifically designed to cater to the need of the organization. In all the Institute organised 13 in-house offline training programmes for Assistant Labour Officers, Government of Odisha, CLS Officers and DGMS and Officials of Navy, HPCL. In all 386 participants participated.



Thematic Training Programmes

These programmes are designed for Master Students/researches from Universities and college. In all 02 such online programmes and one offline programme were organized in which 36 participants participated.





TRAINING PROGRAMMES HELD FROM APRIL 2024 - MARCH 2025

SI. No.	TITLE OF THE PROGRAMMES	DATE	NO. OF DAYS	NO. OF PAX	COURSE DIRECTOR
	LABOUR ADMINISTRATION PROGRAMMES (LAP)				
1.	Strengthening Awareness on Labour Laws and Labour Codes	May 20-24, 2024	05	10	Sanjay Upadhyaya
2.	Labour Codes and Rules	July 15-16, 2024	02	27	Ruma Ghosh
3.	Labour Codes and Rules	July 15-16, 2024	02	19	Sanjay Upadhyaya
4.	Future of Work – Ensuring Decent Work and Social Protection	July 22-24, 2024	03	15	Ruma Ghosh
5.	Code on Social Security, 2020 and Rules	August 05-06, 2024	02	15	Ruma Ghosh
6.	Pension Schemes for the Organized and Unorganized Sector	August 07-09, 2024	03	07	Ruma Ghosh
7.	Laws Relating to Equality & Empowerment of Women	August 20-22, 2024	03	12	Shashi Bala
8.	Capacity Building Programme on implementation of Labour codes	August 21-23, 2024	03	21	Sanjay Upadhyaya
9.	Wages Policies in India: Special Reference to Code on Wages	August 27-29, 2024	03	21	Dhanya M. B.
10.	Enhancing Work Efficiency and Effective Delivery	August 05-09, 2024	05	32	Amitav Khuntia
11.	Understanding Labour Codes and Rules	November 04-08, 2024	05	14	Nagesh Nitla
12.	Good Governance for Efficient & Effective Delivery of Welfare and Development Measures	December 16-20, 2024	05	13	Amitav Khuntia
13.	Paradigm Shift from Labour Inspector to Facilitator	February 17-18, 2025	02	27	Manoj Jatav
	Sub-Total -13		43	233	
	INDUSTRIAL RELATIONS PROGRAMMES (IRP)				
14.	Understanding of Procedural and Legal Aspects pertaining to Domestic Enquiry	April 08-12, 2024	05	07	Shashi Bala
15.	Awareness building on Laws regarding Labour and Employment in India: Special focus to New Labour Codes	April 15-19, 2024	05	12	Dhanya M. B.
16.	Enhancing Work Proficiency	June 24-28, 2024	05	07	Shashi Bala
17.	Capacity Building Programme on Labour Codes In India	July 22-26, 2024	05	14	Shashi Bala
18.	Behavioural Skills for Developing Effective Leadership	July 29-02 August, 2024	05	09	Shashi Bala
19.	Fundamentals of Labour Codes	July 29-02 August, 2024	05	39	Otojit Kshtrimayum
20.	Capacity Building Programme on Labour Codes in India(online)	August 12-14, 2024	03	09	Ellina Samantroy
21.	Leadership Development Programme for Sustainable Development	November 18-22, 2024	05	08	Nagesh Nitla
22.	Fundamentals of Labour Laws and Labour Codes	November 25-29, 2024	05	16	Sanjay Upadhyaya

Sl. No.	TITLE OF THE PROGRAMMES	DATE	NO. OF DAYS	NO. OF PAX	COURSE DIRECTOR
23.	Enhancing Capacity in Preventing Sexual Harassment at Workplace	December 09-13, 2024	05	08	Shashi Bala
24.	New Labour Codes: Issues and Perspectives	December 16-18, 2024	03	09	Nagesh Nitla
25.	Skill, Technology and Future of Work	January 27-31, 2025	05	07	Amitav Khuntia
26.	Managing Human Resources Effectively in the Emerging Work Environment	February 17-20, 2025	04	09	Amitav Khuntia
27.	Capacity Building Programme on Labour Codes in India	March 03-07, 2025	05	08	Nagesh Nitla
28.	Fundamentals of Labour Laws and Labour Codes	March 03-05, 2025	03	08	Nagesh Nitla
Sub-Total – 15			68	170	
CAPACITY BUILDING PROGRAMME					
29.	Leadership Development Programme for Domestic Workers	April 08-12, 2024	05	13	Shashi Bala
30.	Orientation Workshop on Labour and Development	April 15-19, 2024	05	23	Amitav Khuntia
31.	New Labour Codes: Issues and Perspectives	April 22-26, 2024	05	12	Sanjay Upadhyaya
32.	Social Media Management	April 29-01 May, 2024	03	18	Amitav Khuntia
33.	Gender and Migration	May 06-10, 2024	05	34	Ellina Samantroy
34.	Developing Skill Development Strategies for Women Workers in the Informal Economy	May 06-10, 2024	05	18	Shashi Bala
35.	Gender and Labour Laws: National and International Perspectives	May 13-17, 2024	05	48	Ellina Samantroy
36.	Research Methods in Rural Development (Loyala College) (Online)	May 13-17, 2024	05	25	Shashi Bala
37.	Capacity Building Programme for Trade Unions Civil Society	May 20-24, 2024	05	33	Shashi Bala
38.	Capacity Building in Career Development	May 27-31, 2024	05	13	Amitav Khuntia
39.	Capacity Building Programme on Trade Union Leaders (Dattopant Thengadi National Boards for Workers' Education and Development)	June 10-12, 2024	03	25	Nagesh Nitla
40.	Gender and Labour Issues	June 19-21, 2024	03	27	Ellina Samantroy
41.	Social Security for Unorganized Sector Workers: Unique Practices	June 18-21, 2024	04	43	Manoj Jatav
42.	Managing Livelihood and Social Protection in the light of Climate Change	July 01-05, 2024	05	24	Amitav Khuntia
43.	Facilitating Gender Sensitive Environment: A Behavioural Approach	July 08-12, 2024	05	24	Shashi Bala
44.	Leadership Development Programme for Sustainable Development	July 15-19, 2024	05	33	Shashi Bala
45.	Recent Initiatives towards Codification of Labour Laws in India	July 29-02 August, 2024	05	33	Sanjay Upadhyaya
46.	Training of Trainers Programme for Rural Educators	July 29-02 August, 2024	05	13	Shashi Bala



SI. No.	TITLE OF THE PROGRAMMES	DATE	NO. OF DAYS	NO. OF PAX	COURSE DIRECTOR
47.	Leadership Development programme for Rural Educators	July 29-02 August, 2024	05	10	Shashi Bala
48.	Ensuring Social security for All-Understanding International Standards on Decent Work and Social Security	Aug. 12-14, 2024	03	16	Ruma Ghosh
49.	Entrepreneurial Skill Development	Aug. 12-16, 2024	05	21	Nagesh Nitla
50.	Gender and Transformative Leadership	Aug. 27-30, 2024	04	30	Ellina Samantroy
51.	Capacity Building Programme for Unprotected Manual Workers	Aug. 19-23, 2024	05	36	ManojJatav
52.	Social Security for Construction Workers	August 28-30, 2024	03	17	Otojit Kshtrimayum
53.	Developing Positive Attitude for Excellence at Work	September 17-20, 2024	04	07	Shashi Bala
54.	Enhancing Capacity in Preventing Sexual Harassment at the Workplace	September 30-04 oct.,2024	05	07	Shashi Bala
55.	Pension Schemes for the Organized and Unorganized Sectors	September 09-11,2024	03	27	Ruma Ghosh
56.	Capacity Building Programme for Trade Union/Civil Society	September 02-06, 2024	05	22	Shashi Bala
57.	Capacity Building Programme for Effective Leadership (Dattopant Thengadi National Boards for Workers' Education and Development)	02- 06 September, 2024	05	16	Shashi Bala
58.	Migration and Development: Issues and Perspectives	September 09-11,2024	03	18	Dhanya M.B.
59.	Quantitative Data Management and Analytical Writing in Labour Research	Sept. 30-04 October 2024	05	41	ManojJatav
60.	Skills for Youth Employability and Entrepreneurship	September 02-06, 2024	05	27	Amitav Khuntia
61.	Capacity Building programme on Labour Reforms for Labour Officials of Assam Government	October 07-08, 2024	02	16	Onkar Sharma
62.	New Labour Codes: Issues and Perspectives	September 09-13,2024	05	31	Sanjay Upadhyaya
63.	Recent Initiatives towards Codification of Labour Laws in India	October 07-11, 2024	05	22	Sanjay Upadhyaya
64.	Enhancing Employability & Entrepreneurship among Women	October 14-18, 2024	05	37	P.Amitav Khuntia
65.	Orientation programme on Social Security and Labour Codes	October 16-18, 2024	03	25	Nagesh Nitla
66.	Capacity Building Programme on Social Security Schemes, Labour Codes and BOCW MIS Portal	October 21-22, 2024	02	29	Sanjay Upadhyaya
67.	Skills Development Programme for Organization Development	October 23-25, 2024	03	18	Nagesh Nitla
68.	Capacity Building Programme on Decoding of the Labour Codes for Labour Officials and HR Professionals (Karnataka)	October 25, 2024	01	120	Onkar Sharma

SI. No.	TITLE OF THE PROGRAMMES	DATE	NO. OF DAYS	NO. OF PAX	COURSE DIRECTOR
69.	Capacity Building Programme on Labour Codes and Drafting of the Rules under the Codes for Labour officials of Union Territory of Lakshadweep	October 28-29, 2024	02	15	Onkar Sharma
70.	Convergence and Partnership for Addressing Labour and Development issues	November 04-08, 2024	05	14	Amitav Khuntia
71.	Capacity Building Programme for participants of SIRD	November 11-13, 2024	03	20	Shashi Bala
72.	Capacity Building Programme for grassroots level unorganized workers' education and organizers (Dattopant Thengadi National Boards for Workers' Education and Development)	November 11-13, 2024	03	28	Nagesh Nitla
73.	Panchayati Raj Institutions and their role Empowering Workers	November 18-20, 2024	03	18	Nagesh Nitla
74.	Orientation programme on Civil Society activists and Trade Union Functionaries	November 18-20, 2024	03	32	Nagesh Nitla
75.	Capacity Building on Labour Codes and Drafting of the Rules under the Code for Officials of the Labour and other departments of Union Territory of Andaman & Nicobar	November 18-20, 2024	03	20	Onkar Sharma
76.	Future of Work – Ensuring Decent Work and Social Protection for GIG workers	November 25-27, 2024	03	36	Ruma Ghosh
77.	Orientation training programme on Leadership Skill Development ((Dattopant Thengadi National Boards for Workers' Education and Development)	November 27-29, 2024	03	20	Nagesh Nitla
78.	Enhancing Capacity for Building Effective Organizations and Personality	November 27-29, 2024	03	21	Nagesh Nitla
79.	Capacity Building Programme on Labour Codes and Drafting of the Rules under the Code for officers of labour department, law and industry of Meghalaya and officers of DGFASLI of Government of Meghalaya	November 28-29, 2024	02	30	Onkar Sharma
80.	Gender and Entrepreneurship Together	December 16-20, 2024	05	29	Nagesh Nitla
81.	Social Security and Welfare for Construction Workers (BoCW)	January 13-15, 2025	03	26	Ruma Ghosh
82.	Capacity Building programme for Understanding Labour Codes	January 16-17, 2025	02	20	Ellina Samantroy
83.	Capacity Building Programme on Labour Codes and Drafting of the Rules under the Codes for officials of labour department, law and industry of Chennai	January 22-23, 2025	02	25	Onkar Sharma
84.	Capacity Building programme for understanding labour codes	January 30-31, 2025	02	34	Nagesh Nitla
85.	Capacity Building Programme on Leadership Developing Skills	January 30-31, 2025	02	17	Nagesh Nitla



SI. No.	TITLE OF THE PROGRAMMES	DATE	NO. OF DAYS	NO. OF PAX	COURSE DIRECTOR
86.	Capacity Building Programme on Social Security	February 03-05, 2025	03	12	Nagesh Nitla
87.	Capacity Building Programme on Labour Codes	February 03-05, 2025	03	14	Nagesh Nitla
88.	Women and Future of Work	February 03-07, 2025	05	44	Ellina Samantroy
89.	Social Security for Domestic Worker	February 03-07, 2025	05	16	Otojit Kshetrimayum
90.	Capacity Building programme for Understanding Labour Codes	February 06-07, 2025	02	07	Sanjay Upadhyaya
91.	Capacity Building Programme on Good Governance	February 12-14, 2025	03	16	Nagesh Nitla
92.	Gender and Labour Issues	February 12-14, 2025	03	17	Nagesh Nitla
93.	Capacity Building Programme for Understanding Labour Codes	February 20-21, 2025	02	32	Otojit Kshetrimayum
94.	Labour Market information for better implementation of Public Policies	February 24-28, 2025	05	27	Dhanya M. B.
95.	Labour, Employment, and Sustainable Development Goals in India	March 03-07, 2025	05	21	Nagesh Nitla
96.	Capacity Building Programme on Panchayati Raj Institutions	March 19-21, 2025	03	22	Nagesh Nitla
97.	Orientation Programme for Civil Society Activists and Trade Union Functionaries	March 19-21, 2025	03	20	Nagesh Nitla
98.	Gender, Work and Development	March 24-28, 2025	05	22	Amitav Khuntia
Sub-Total-70			265	1727	
RESEARCH PROGRAMMES (RMP) METHODS					
99.	Research Methods on Labour History	June 24-28, 2024	05	17	Dhanya M. B.
100.	Course on Qualitative Methods in Labour Research	July 01-05, 2024	05	17	Ruma Ghosh
101.	Course on Research Methods in Labour Studies	September 09-13, 2024	05	21	Otojit Kshetrimayum
102.	Course on Research Methods on Gender, Poverty and Informal Economy	October 07-11, 2024	05	22	Dhanya M B
103.	Research Methods in Gender and Labour Issues	December 02-06, 2024	05	17	Ellina Samantroy
104.	Research Methods in Behavioural Studies	December 16-20, 2024	05	09	Shashi Bala
Sub-Total – 06			30	103	
CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)					
105.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour	July 24-26, 2024	03	14	Manoj Jatav
106.	Orientation Programme on Responsible Business Practices	September, 17-19, 2024	03	15	Manoj Jatav
107.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour	September 23-25, 2024	03	27	Manoj Jatav

Sl. No.	TITLE OF THE PROGRAMMES	DATE	NO. OF DAYS	NO. OF PAX	COURSE DIRECTOR
108.	Capacity Building Programme on Identification Rehabilitation of bonded Labour and Child Labour and Prosecution of Offenders	October 21-24, 2024	04	21	Manoj Jatav
109.	Orientation programme on Responsible Business Practices	December 11-13, 2024	03	18	Manoj Jatav
110.	TOT Programme on Identification, Rescue, Rehabilitation of Bonded Labourers and Child Labour and Prosecution of Offenders	January 06-08, 2025	03	15	Manoj Jatav
111.	Orientation Programme on Ensuring Legal Services & Effective Rehabilitation of Rescued Child/Bonded Labour/Trafficking Labour	January 20-22, 2025	03	30	Manoj Jatav
112.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour	March 03-05, 2025	03	07	Manoj Jatav
113.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour (Online)	March 17-19, 2025	03	70	Manoj Jatav
Sub-Total – 09			28	217	
INTERNATIONAL TRAINING PROGRAMME					
114.	Innovative Leadership: Driving change and fostering growth for officials of Government of Tanzania	December 02-20, 2024	19	30	Dhanya M. B.
115.	Future of Work-Towards Decent work, Social Protection and Workplace Safety	January 20-07 February, 2025	19	27	Ruma Ghosh
116.	International Labour Standards and Promotion of Gender Equality at the Workplace	February 10-28, 2025	19	28	Ellina Samantroy
117.	Future of Work and Technology	March 10-28, 2025	19	27	Dhanya M. B.
Sub-Total – 04			76	112	
NORTH EASTERN PROGRAMME					
118.	Leadership Development Programme	April 29-03 May, 2024	05	30	Shashi Bala
119.	Gender, Work and Social Protection for the North Eastern Region	June 24-28, 2024	05	36	Ellina Samantroy
120.	Gender Issues in Labour : A Behavioural Approach for North Eastern States	July 01-05, 2024	05	27	Shashi Bala
121.	Labour Codes: Key Features and Perspectives	July 08-12, 2024	05	13	Sanjay Upadhyaya
122.	Understanding Labour Codes and Rules	September 23-27, 2024	05	14	Sanjay Upadhyaya
123.	Fundamentals of Labour Codes for North Eastern States	September 30-04 october, 2024	05	13	Otojit Kshetrimayum
124.	Social Security for Unorganised Workers	November 11-14, 2024	04	12	Otojit Kshetrimayum
125.	Enhancing Employability and Entrepreneurship among Women of North Eastern States	November 25-29, 2024	05	17	Amitav Khuntia



SI. No.	TITLE OF THE PROGRAMMES	DATE	NO. OF DAYS	NO. OF PAX	COURSE DIRECTOR
126.	Fundamentals of Labour Codes	December 09-13, 2024	05	21	Otojit Kshetrimayum
127.	Social Protection and Livelihood Security for North Eastern States	February 10-14, 2025	05	32	Dhanya M. B.
	Sub-total – 10		49	215	
	COLLABORATIVE TRAINING PROGRAMMES (CTP)				
128.	Gyan Poshan Panchayats: Awareness Programme on Different Schemes of MoL&E, GoI with MANAGE (Online)	September 10-12,2024	05	50	Shashi Bala
129.	Capacity Building Programme on Labour Reforms for officials of Labour Department organised at Gandhi Bhavan, University of Kashmir in collaboration with Labour Department, Government of J&K	December 06-07, 2024	02	90	Sanjay Upadhyaya
130.	Capacity Building Programme on Labour Reforms for officials of Labour Department organised at State Guest House, Jammu in collaboration with Labour Department, Government of J&K	December 09-10, 2024	02	85	Sanjay Upadhaya
131.	Digital Skills Course in Collaboration with Nasscom on Exploratory Data Analysis	January 27, 2025	01	27	Shashi Bala
132.	Programme on Basics of Management by IIM, Rohtak and V.V. Giri National Labour Institute at Rohtak for Officers of Central Labour Service	January 27-31, 2025	05	27	Sanjay Upadhyaya
133.	Collaborative Programme on Basics of Law by Gujarat National Law University, Gandhinagar, Ahmedabad and V.V. Giri National Labour Institute at GNLU, Gandhinagar for Central Labour Service	February 10-14, 2025	05	27	Sanjay Upadhyaya
134.	Digital Skills Course In Collaboration With Nasscom On “Acquiring Data”	March 03, 2025	01	25	Shashi Bala
135.	Digital Skills Course In Collaboration With Nasscom” Data Processing and Visualization	March 12, 2025	01	27	Shashi Bala
136.	Digital Skills Course In Collaboration With Nasscom” Exploratory Data Analysis”	March 17, 2025	01	29	Shashi Bala
	Sub-Total – 09		23	387	
	INHOUSE TRAINING PROGRAMME				
137.	Induction training programme for Assistant Labour Officers (ALO) of Government of Odisha	June 10-14, 2024	05	77	Ellina Samantroy, Manoj Jatav
138.	Organisation Specific Programme on “Orientation on Basic Computer Applications and MS Office Software etc. for Navy Officials	September 23-27, 2024	05	30	Shashi Bala
139.	Establishments Rules, DPCs, Preparation & Maintenance of Rosters & Reservations for Navy Officials	October 14-18, 2024	05	29	Shashi Bala

Sl. No.	TITLE OF THE PROGRAMMES	DATE	NO. OF DAYS	NO. OF PAX	COURSE DIRECTOR
140.	Handling of CAT Cases & RTI for Navy Officials	October 14-18, 2024	05	31	Shashi Bala
141.	Training of Trainers (TOT) for Navy Officials	November 18-22, 2024	05	28	Shashi Bala
142.	Training Design & Need Analysis for Navy Officials	November 18-22, 2024	05	32	Shashi Bala
143.	Leadership development capsule for women officers and officials for Navy Officials for Navy Officials	December 09-13, 2024	05	22	Shashi Bala
144.	Induction Training Programme for Newly Recruited CLS Officers	December 23, 2024- March 12, 2025	80	27	Sanjay Upadhyaya/ Manoj Jatav
145.	Disciplinary proceedings & handling of court cases and litigation management for Navy Officials	January 06-10, 2025	05	10	Shashi Bala
146.	Leadership Development Programme for Sustainable Development	January 06-10, 2025	05	22	Shashi Bala
147.	Pay fixation & Pensionary entitlements for Navy Officials	January 20-22, 2025	03	21	Shashi Bala
148.	Improving work performance for Navy Officials	February 10-14, 2025	05	30	Shashi Bala
149.	Capacity building training programme on Soft skills for DGMS Officials	February 24-28, 2025	05	27	Shashi Bala
Sub-total – 13			138	386	
THEMATIC TRAINING PROGRAMME					
150.	How to Conduct Research	June 04-06, 2024	03	18	Dhanya M. B.
151.	How to Conduct Research	March 24-26, 2025	03	18	Nagesh Nitla
Sub-total – 02			06	36	
TOTAL			726	3586	

TRAINING PROGRAMMES HELD FROM APRIL 2024-MARCH 2025

S. No.	Name of the Programme	No. of Progs.	No. of Training days	No. of Man-days	No. of Participants
1.	LABOUR ADMINISTRATION PROGRAMMES	13	43	749	233
2.	INDUSTRIAL RELATIONS PROGRAMMES	15	68	754	170
3.	CAPACITY BUILDING PROGRAMMES	70	265	6406	1727
4.	RESEARCH METHODS PROGRAMMES	06	30	515	103
5.	CHILD LABOUR PROGRAMMES	09	28	642	217
6.	INTERNATIONAL PROGRAMMES	04	76	2128	112
7.	NORTH EAST PROGRAMMES	10	49	1063	215
8.	COLLABORATIVE PROGRAMMES	09	23	978	387
9.	INHOUSE PROGRAMME	13	138	3913	386
10.	THEMATIC TRAINING PROGRAMME	02	06	108	36
TOTAL		151	726	17256	3586



LIST OF WORKSHOP/STUDY VISITS FROM APRIL-2024- MARCH, 2025

S. No.	Name of the workshop	Date	No. of days	No. of Participants	Coordinator
1.	Panel Discussion on Addressing Skill Gap	May 10, 2024	01	18	Shashi Bala
2.	Vision @ 2047: Workshop on Training & Capacity Building Labour Reforms: Code on Wages, 2019 for the Officials of Ministry of Labour and Employment	May 16, 2024	01	70	Ellina Samantroy
3.	Workshop on Labour and Development for Students of NSSTA	May 17, 2024	01	32	Amitav Khuntia
4.	Special Lecture-cum-workshop on Future of Employment: Challenges and Opportunities	July 03, 2024	01	25	Manoj Jatav
5.	Workshop on Internal Migration and Research	August 01, 2024	01	50	Ruma Ghosh
6.	Workshop on Social Security Schemes – Provident Fund and New Pension Schemes	August 08, 2024	01	20	Ruma Ghosh
7.	Orientation Workshop on Labour issues, Labour Laws and Labour Codes for Indian Postal Service Probationers	August 09, 2024	01	06	Sanjay Upadhyaya
8.	Webinar on The Maternity Benefit (Amendment) Act, 2017 collaborative workshop with ASSOCHAM	September 20, 2024	01	61	Ellina Samantroy
9.	Study Visit of students of Domkal Law College	April 22, 2024	01	20	Amitav Khuntia
10.	Workshop on Labour Studies in collaboration with Tamil Nadu Institute for Labour Studies	September 20, 2024	01	40	Dhanay M. B.
11.	Workshop on Awareness and Sensitization on prevention of Sexual harassment at workplace at School of Law, Bennett University	January 28, 2025	01	81	Shashi Bala
12.	Workshop on Change Management: A System for Restoring Work-life Balance through Flexible Working Arrangements and Boosting Care Economy	February 04, 2025	01	28	Shashi Bala
13.	A one-day awareness-generating workshop for the employees of the VVGNLI on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (2024-2025)	February 06, 2025	01	70	Shashi Bala

S. No.	Name of the workshop	Date	No. of days	No. of Participants	Coordinator
14.	Orientation Workshop on Skill, Technology and Employability of the Youth for Students of Moti Lal Nehru college	February 14, 2025	01	48	Amitav Khuntia
15.	Workshop on Vision 2047: strategic road map for India's workforce	February 25, 2025	01	14	Dr. Dhanya M. B.
16.	International Conference on Contemporary Developments in Labour and Industrial Laws (Bennett University)	February 27-28, 2025	02	50	Ellina Samantroy
17.	Trends of Employment in Sugarcane Industry for Inclusive Sustainable Development	March 05 2025	1	40	Shashi Bala
18.	International Workshop on Future of work and automation: Emerging Jobs and Skills in a Changing World'	March 18, 2025	1	65	Dhanya M. B.
19.	Brainstorming Workshop on Occupational Safety, Health and Mental Wellness of Workers	March 21, 2025	1	10	Ruma Ghosh
			20	688	

Publications

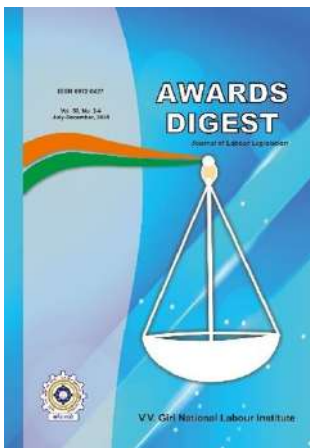
VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfil this task, the Institute brings out journals, occasional publications, books and reports.

Labour & Development

Labour & Development is a biannual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal publishes articles of high academic quality in the field of labour and related areas with emphasis on economic, social, historical as well as legal aspects and also publishes research notes and book reviews on them particularly in the context of developing countries. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.



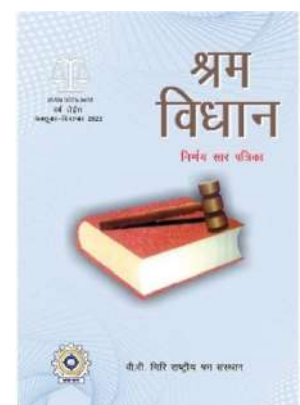
Awards Digest: Journal of Labour Legislation



Awards Digest is a quarterly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

Shram Vidhan

Shram Vidhan is a quarterly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. This journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



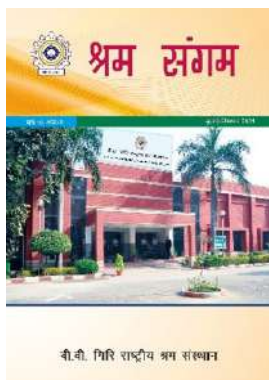
Indradhanush

It is a quarterly Newsletter brought out by the Institute which captures Institute's multifarious activities in the area of research, training and education, workshops, seminars etc.

The Newsletter brings out brief details about different events organized by the Institute. It also highlights major professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.



Shram Sangam



Shram Sangam is a biannual official language magazine brought out by the Institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion. Apart from poems, essays and stories written by the employees, it contains informative and motivational articles on art & culture, science, current events, sports, and biographies of great men/authors.

NLI Research Studies Series

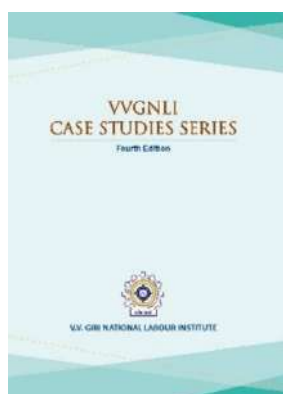
All research studies carried out by the Faculty members are published in the form of *NLI Research Studies Series*, in order to disseminate the findings of the research activities of the Institute. So far the Institute has published 173 research studies in the form of NLI Research Series.

- | | |
|----------|---|
| 161/2024 | Labour Force Participation: Measuring the Gender Gap Trends. A Case of ITIs in Uttar Pradesh - <i>Dr. Shashi Bala</i> |
| 162/2024 | Green Energy Initiatives to Promote Green Jobs: A Case of Rajasthan - <i>Dr. Shashi Bala</i> |
| 163/2024 | Transforming the Indian Labour Market through Women's Participation: A Policy Paper - <i>Dr. Ellina Samantroy</i> |
| 164/2024 | Labour Movement and Anti-Colonial Freedom Movement - <i>Dr. Sanjay Upadhyaya & Anand Raj</i> |
| 165/2024 | Role of Labour Movement in Social Security and Social Protection in Pre-Independence India - <i>Dr. Sanjay Upadhyaya & Mr. Rutvikumar Makwana</i> |
| 166/2024 | e-Formality Practices in India – <i>Dr. Dhanya MB</i> |



167/2024	Vulnerability Mapping and Identification of Alternative Livelihood for Women Beedi Workers in Telangana - <i>Ellina Samantroy, Pragna Parande, Anamika Das</i>
168/2024	Labour Movement's Relationship with the Development of Technology, Skills and Enterprises - <i>Dr. Sanjay Upadhyaya & Ms. Anjali Tiwari</i>
169/2025	Designing Flexible Work Arrangements- A Case of NCR- I.T Sector - <i>Dr. Shashi Bala</i>
170/2025	Designing Flexible Working Hours Policy: A Case of NCR (Government Sector) - Dr. Shashi Bala
171/2025	The Implementation of the Maternity Benefit Act in India – <i>Dr. Ellina Samantroy and Kanu Priya</i>
172/2025	Social Security Benefits to Plantation Workers: A Case Study of Tea Gardens in West Bengal - <i>Dr. Manoj Jatav & Kislay Kirti</i>
173/2025	Gig and Platform Workers: Vision 2047 – <i>Dr. Dhanya MB</i>

VVGNI Case Studies Series



VVGNI Case Studies Series includes case studies on some of the important areas of labour and related issues developed by the faculty members of the VVGNI.

026/2025	GIG Worker: A Case Study - <i>Dr. Shashi Bala</i>
027/2025	Work and Skill Impacts: Analysis of Cases Pertaining to Women Workers - <i>Mr. Priyadarsan Amitav Khuntia</i>
028/2025	<i>Street Vendors: A Case Study - Dr. Shashi Bala</i>
029/2025	संविदा श्रमिक: एक केस स्टडी—डॉ. शशि बाला
030/2025	गिग श्रमिक: एक केस स्टडी—डॉ. शशि बाला

Occasional Publication

Platform Employment: Role in the Labour Market and Problems of Platform Workers' Labour Regulation - *Dr. Dhanya M.B.*



For further information and details, please contact:

Dr. Ruma Ghosh
Senior Fellow & Publication Incharge
V.V. Giri National Labour Institute
Sector-24, Noida-201301

N.R. De Resource Centre on Labour Information (NRDRCLI)

N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation Centre in the area of labour studies in the country. The Centre was renamed in memory of late Shri Nitish R. De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The Centre is fully computerized and offers the following services and products to its users.

1. Physical Achievements

Books/Journal/Services - The library has acquired 08 books/reports/bound volumes of journals / CDs/ AV/ VC during April 2024 to March 2025 thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs/photographs/ Posters/banners/clippings/panels etc. to **65691**. The library regularly subscribed to **108** professional journals, magazines and newspapers in printed and electronic forms during the period. This Knowledge Centre provides services to users: Selective dissemination of information (SDI); Current awareness service; Bibliographical service; On-line search; Article indexing of Journals; Newspaper clippings service; Micro- fiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; Lending Service and Inter-Library Loan Service.

1. Products

The library provides following products in printed forms to users populations;

- Guide to periodical literature – Quarterly in-house publication providing bibliographical information of articles from over 108 selected journals / magazine.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines.
- Current Content Service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute's web site for public access.
- e-Newspaper Clipping Service – A weekly service of scan copy of all major news pertaining to labour & related subjects.

2. Maintenance of Specialised Resource Centre

The following two specialized resource centers have been created and maintained for reference purpose:

- National Resource Centre on Child Labour
- National Resource Centre on Gender Studies



Implementation of Official Language Policy

To implement various constitutional and legal provisions of Official Language Act, 1963 and rules framed there under, an Official Language Implementation Committee was constituted in the year 1983 and subsequently a Hindi Cell was constituted in order to promote use of official language in day-to-day administrative work as well as to provide helping hand in fulfilling the aims and objectives of the Institute with regard to conducting research and training programmes and disseminating the results and outcomes through regular as well as occasional publications.

Official Language Implementation Committee

The Official language Implementation Committee of the Institute continued to function during this year also. The meetings of the committee were held on 26.06.2024, 14.08.2024, 26.12.2024 and 21.03.2025 respectively in each quarter. During the meetings, important decisions with regard to progressive use of official language were taken and implemented accordingly.

Hindi Workshops

The Institute organised four Hindi Workshops to orient the officers and staff of the Institute to work originally in Hindi instead of depending upon the translation. The workshops were held on 24.05.2024, 04.09.2024, 22.11.2024 and 19.03.2025. During the workshops, officers and staff were given practical training to prepare notes and drafts in Hindi. The participants of the workshops were also equipped with Official Language Policy of the Government of India, various incentive schemes and initiatives by the Government to promote official language and redressal of the practical difficulty being faced by the participants in their day-to-day work.

Quarterly Report

The quarterly reports for the four quarters ending on 31st March 2024, 30th June 2024, 30th September 2024 and 31st December 2024 were uploaded on Rajbhasha Vibhag's Website on regular basis.

Hindi Pakhwara

Hindi Pakhwara was organized in the Institute from 14th – 30th September 2024. During this Pakhwara, various competitions were organized which include Nibandh evam Patra Lekhan Pratiyogita, Sulekh evam Shrutlekh Pratiyogita, Tippan evam Alekhan Pratiyogita, Hindi Tankan evam Varg Paheli Pratiyogita, Hindi Kavya Path, Twarit Bhashan Pratiyogita, and Rajbhasha evam Samanya Gyan Pratiyogita. A large number of employees participated in these competitions and won the prizes. The prize distribution ceremony was held on 07.10.2024 under the chairmanship of Dr. Arvind, Director General, VVGNI.

Organizing a competition for the members of TOLIC, Noida

Under the aegis of the Town Official Language Implementation Committee (Office), Noida, a Official Language and General Knowledge Competition was organized by the V. V. Giri

National Labour Institute on 20 December 2024 for the employees of the member offices of TOLIC (Office), Noida. This competition was inaugurated by Dr. Arvind, Director General of the Institute. In his inaugural address, he said – ‘Workshops and competitions play an important role in orienting government employees towards the maximum use of the official language and today’s topic is very much relevant in this context. For this purpose, the institute has been organizing a competition for the member-offices of TOLIC, Noida every year in the month of December since 2013’. 37 Officials from 17 member offices of TOLIC (Office), Noida participated in this competition moderated by Shri Beerendra Singh Rawat, Senior Translation Officer, VVGNNLI.

Awards for promotion of official language

- V.V. Giri National Labour Institute, Sector- 24, Noida was awarded with the 2nd Prize for its excellent performance in the implementation of Official Language Hindi during the year 2023-24 by the Town Official Language Implementation Committee (Office), Noida in its 47th meeting held on 23 August 2024 at National Council of Hotel Management and Catering Technology, Sector-62, Noida



Dr. Arvind, Director General, VVGNNLI receiving the award from Shri Vijay Kumar, Chairman, Town Official Language Implementation Committee (Office), Noida

- Shri Rajesh Kumar Karn, Steno Assistant Grade – I, VVGNNLI got the 3rd position in the Self-composed Hindi poetry recitation competition organized by Noida Special Economic Zone, Noida- Dadari Road, Phase – II, Noida on 26.11.2024 under the aegis of Town Official Language Implementation Committee (Office), Noida. The awardees were felicitated in the 48th meeting of TOLIC (Office), NOIDA held at National Institute of Open Schooling on 29.01.2025
- Shri Manveer Singh Bhandari, Steno Assistant Grade – II & Shri Naresh Kumar, Assistant Grade – I, VVGNNLI got the 1st & 2nd positions respectively in the Official Language and General Knowledge Competition organized by V.V. Giri National Labour Institute, Sector- 24, Noida on 20.12.2024 under the aegis of Town Official Language Implementation Committee (Office), Noida. The awardees were felicitated in the 48th meeting of TOLIC (Office), NOIDA held at National Institute of Open Schooling on 29.01.2025



Implementation of the Right To Information (RTI) Act, 2005

In pursuance of the provisions contained in the Right to Information Act, 2005, action has been taken for the implementation of the Act in the V. V. Giri National Labour Institute. It includes dissemination of information in public domain relating to the particulars of organization, its functions and duties, the designation of CPIO and Appellate Authority etc. The overall status of RTI cases received and disposed off in the Institute from 01.04.2024 to 31.03.2025 is as follows:

- i) No. of cases pending at the beginning of the year i.e. as on 01.01.2024 - 01
- ii) No. of cases received during the year - 31
- iii) No. of cases disposed during the year - 32
- iv) No. of cases pending as on 31.03.2025 - Nil

Disciplinary Proceedings

- No. of Employees against whom disciplinary action has been proposed/ taken :
- No. of employees against whom disciplinary action has been:
 - (i) pending for minor penalty and major penalty for proceedings - Nil
 - (ii) Finalized for minor penalty and major penalty for proceedings - Nil

Upgrading e-Governance and Digital Infrastructure of the Institute

In accordance with the mandate of the Government of India to promote the National e-Governance Plan (NeGP) and Digital India infrastructure, the Institute took a number of steps to upgrade and stabilize its e-Governance and Digital infrastructure. Some of the major steps undertaken in this regard are as follows:

- 1. Operationalization and Stabilization of e-Office System:** To improve the operational efficiency and increase transparency and accountability, the institute transitioned to a 'Less Paper Office' by operationalizing e-Office system. The system got stabilized and made sustainable by organizing a series of advanced training for users in collaboration with the NIC, which created a sense of ownership among the faculty, officers & staff and made them confident to perform their daily work on the system. Apart from e-Office, the Institute has successfully stabilized the automated Central Registry Unit (CRU) for electronic handling of DAK and email Diarisation process within the e-Office system. Further, the Institute has received permission from the Ministry, for launching e-Service Book module in the e-Office system and has submitted the requisite Employee Master Data (EMD) to the NIC and IT Cell of the Ministry for migration and integration into Personal Management Information System (PIMS).
- 2. Launching and Strengthening of the New Website:** The Institute web hosted the new bilingual website <http://www.vvgnli.gov.in/>. The new website has a distinct look, many new features and extremely user friendly. Subsequent to the web hosting a lot of new feature were added to the home page especially the credentials of the Chairperson of the GC and EC, strengthening the security features and providing wide publicity to Institute's activities through provision of uploading captioned photos and visuals.
- 3. Launching of Campus wide Wi-Fi and Surveillance System:** To provide round the clock campus wide wireless internet connectivity to the participants of national and international training programmes, visiting scholars and staff and to improve the security apparatus inside the campus, the Institute has successfully implemented the Wi-Fi and Surveillance project. As a part of this project, deployment of Local Area Networks (LAN) server, wireless LANs, adapters, network hubs, surveillance cameras have been installed in various strategic locations of the Institute for providing smooth and uninterrupted services. With this successful implementation and operationalization, the Institute fulfilled the mandate given to it by the Executive Council (EC).



Staff Strength (as on 31.3.2025)

Group	Sanctioned Strength	In Position
Director General	01	01
Faculty	15	11
Group A	05	04
Group B	13	07
Group C	24	11
MTS	25	15
Total	83	49

Faculty

The faculty of the Institute represents a wide range of disciplines covering economics, sociology, history, labour laws, statistics, public administration, etc. This diversity provides the basis for inter-disciplinary work in research, training and education. The list of faculty and officers and staff is given below:

Dr. Arvind, Director General

Faculty of the Institute

1. Dr. Sanjay Upadhyaya, L.L.M., Ph.D.	Senior Fellow
2. Dr. Ruma Ghosh, M.A., M. Phil., Ph.D.	Senior Fellow
3. Dr. Shashi Bala, M.A, Ph.D.	Senior Fellow
4. Dr. Ellina Samantroy, M.Phil, Ph.D	Fellow
5. Dr. Otojit Kshetrimayum, M.A., M.Phil, Ph.D	Fellow
6. Dr. M.B. Dhanya, M.A., Ph.D.	Fellow
7. Dr. Manoj Jatav, M.A. M.Phil, Ph.D.	Fellow
8. Mr. Priyadarsan Amitav Khuntia, M.A. M.Phil	Associate Fellow
9. Dr. Meghna Dasgupta, M.A., M.Phil Ph.D.	Associate Fellow
10. Dr. Sanchari Mukhopadhyay, M.A., M.Phil , Ph.D.	Associate Fellow
11. Dr. Puja Pal, M.A., M.Phil, Ph.D.	Associate Fellow

Officers

1. Mr. Harsh Singh Rawat, M.B.A., FCMA	Administrative Officer
2. Mr. V.K. Sharma, B.A.	Asstt. Administrative Officer
3. Mr. Nagesh Nitla, M.B.A., M.Sc	Programme Officer
4. Mr. Vaibhav Raina, M.Com	Accounts Officer



Staff

Group B

1.	Mr. S.K. Verma,	Asstt. Library & Information Officer
2.	Mr. B.S.Rawat	Senior Translation Officer
3.	Mrs. Geeta Arora	Supervisor
4.	Mr. Praveen Pandey	Supervisor
5.	Mr. Jagat Singh	Supervisor
6.	Mrs. Sudha Ganesh	Steno Assistant Gr. I
7.	Mr. Rajesh Kumar Karn	Steno Assistant Gr. I

Group C

1.	Mr Naresh Kumar	Assistant Gr. I
2.	Mrs. Ranjana Bhardwaj	Assistant Gr. I
3.	Mr. Manveer Singh Bhandari	Steno Asstt. Gr. II
4.	Mrs. Nidhi Aggarwal	Steno Asstt. Gr. II
5.	Ms. Niang Lem Joy	Steno Asstt. Gr. II
6.	Mr Satyawar	Assistant Gr. III
7.	Mr Sourav Kumar Singh	Assistant Gr. III
8.	Mr Ajay Kumar Yadav	Assistant Gr. III
9.	Mr Abhishek Roy Chowdhury	Assistant Gr. III
10.	Mr Sandeep Kumar	Assistant Gr. III
11.	Mr Deepak Mor	Assistant Gr. III

**AUDIT REPORT
AND
AUDITED ANNUAL ACCOUNTS
2024-2025**



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Reply of the Institute on the Separate Audit Report on the Accounts of V.V. Giri National Labour Institute, Noida for the year ended March 31, 2025.

Para No.	Audit	Reply of the Institute
(A) Balance Sheet		
	Current Assets, Loans & Advances (Schedule - 11) The above includes advances of Rs.40.31 lakh paid during 2017-18 to 2020-21 to CPWD for works, which has been completed and is currently being utilized by the Institute. The adjustment bills/ Utilization Certificates are still awaited and the same is yet to be formally handed over to the Institute. However, the Institute needs to capitalize the same and depreciate it accordingly. This resulted in overstatement of Current Assets, Loans & Advances by Rs.40.31 lakh and understatement of Fixed Assets to the same extent.	As suggested by the Audit, the Institute will capitalize the completed work, pending UC amounting to Rs.40,31,184/-, however, the advances of work yet to be completed by CPWD will be continuously followed up and after completion, same may also be capitalized. As per the procedure followed by the Institute currently this amount has been shown under 'Current Assets, Loans & Advances' (Schedule - 11), therefore, there is no overstatement of 'Current Assets, Loans & Advances' and understatement of 'Fixed Assets' (Schedule - 8), by Rs.40.31 lakh. Therefore, the para may be dropped please.
(B) Income & Expenditure		
	Other Administrative Expenses (Schedule-21) The above includes Rs. 47.94 lakh for Electricity and Power Charges. This amount has been arrived at by netting off of electricity charges recovered from employees from the electricity bill. While as per format, electricity charges should be depicted in gross and recoveries should be taken as other income. This resulted in understatement of Other Administrative Expenses by Rs. 5.84 lakh and also an understatement of Other Income to the same extent.	Noted for Future compliances.
(C) General		
	As at 31st March, 2025 the Institute failed to adjust the advances to the tune of Rs.10.32 lakh, paid to NICS I for manpower supply during 2020-21 and 2021-22 and also, not created any liability for unpaid manpower. The Institute needed to make necessary rectification in accounts to reflect the same correctly.	The Institute has received utilization certificate from the NICS I on 30.07.2025 and the advances have been adjusted accordingly. In view of above para may be dropped please.

Para No.	Audit	Reply of the Institute
(D) Management Letter		
.	Deficiencies which have not been included in this separate Audit Report have been brought to the notice of the management through a management letter issued separately for remedial/corrective action.	Noted for Future compliances.
(E) Assessment of Internal Controls		
(i)	Adequacy of Internal Control System: The Internal control system of the Institute reflected the following deficiencies: - The Institute has not prepared Expenditure Control Register, Medical Claim Register and Registrar of Contracts. However, records of medical claim are being kept via E- office and records of contracts are displayed under Government e-Marketplace (GeM) portal but the Institute is required to prepare its own primary books for these records, as GeM portal is not owned by the Institute. - Only two executive council meeting has been conducted against requirement of at least three as per Memorandum of association. - Non-marking of page numbers in the annual accounts of the Institute.	- The Institute is maintaining its records on computerized form, however, as suggested, the same may also be maintained in physical format through preparation of Registers for various works. - Factual position, hence no comment to offer. - Noted for Future compliances.
(ii)	Adequacy of Internal Audit System: The Institute does not have its own internal audit wing; however, the Internal Audit of the Institute for the year 2024-25 has been conducted by a Chartered Accountant firm. Also, the internal audit wing of Ministry of Labour & Employment carries out audit of the Institute on regular basis.	Factual position, hence no comment to offer.
(iii)	System of Physical verification of fixed assets: Physical verification of fixed assets has been conducted for the year 2024-25.	Factual position, hence no comment to offer.
(iv)	System of Physical verification of inventory: Physical verification of inventory has been conducted for the year 2024-25.	Factual position, hence no comment to offer.
(v)	Regularity in payment of statutory dues: No irregularity was noticed in payment of statutory dues.	Factual position, hence no comment to offer.



Para No.	Audit	Reply of the Institute
(vi)	Other matters relating to functioning of the entity: The Annual accounts are yet to approved by General Council of the Institute. So far, the Annual accounts have been prepared only at the level of Director General of the Institute and not at the level of Executive Council as stipulated in Memorandum of Association.	The Annual Accounts have been considered by the Executive Council in its meeting held on 30.10.2025.
(F) Grants in Aid:		
	The Institute received Grants-in-Aid Rs.1441.50 lakh and generated internal receipts of Rs.388.43 lakh during the year 2024-25. After taking opening balance of Rs.151.88 lakh, the total fund worked out to Rs.1981.81 lakh. The Institute utilized Rs.1760.09 lakh during the year and leaving a closing balance of Rs. 221.72 lakh as on 31 March 2025.	Factual position, hence no comment to offer.

In view of the above submission made, it is requested that the objection raised may please be dropped.



BRANCH: DIRECTOR GENERAL OF
AUDIT (CENTRAL), LUCKNOW AT
PRAYAGRAJ

Ltr No: Central Expenditure/2025-2026/DIS-3196058
Date: 28 Nov 2025

To,

Director General,
V. V. Giri National Labour Institute, Noida

Subject: Issue of Separate Audit Report: PR-193535 on the Accounts of V V Giri National Labour Institute, Noida for the year 2024-25

Sir/Madam,

वर्ष 2024-25 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) की प्रति महानिदेशक, V V Giri National Labour Institute Noida Uttar Pradesh को आवश्यक कार्यवाही हेतु प्रेषित है। संस्थान यदि आवश्यकता अनुभव करे, तो इस प्रतिवेदन का हिन्दी अनुवाद करवा सकता है परन्तु इस प्रतिवेदन के हिन्दी अनुवाद में निम्नलिखित अंकित होना चाहिए :
“प्रस्तुत प्रतिवेदन मूलरूप से अंग्रेजी में लिखित पृथक लेखापरीक्षा प्रतिवेदन का हिन्दी अनुवाद है। यदि इसमें कोई विसंगति परिलक्षित होती है तो अंग्रेजी में लिखित प्रतिवेदन मान्य होगा।”

हिन्दी अनुवाद की एक प्रति इस कार्यालय को भी प्रेषित करने का कष्ट करें।

संलग्नक: उपर्युक्तानुसार।

Yours faithfully,

RAJ KUMAR
Dy Director





कार्यालय प्रधान निदेशक लेखापरीक्षा (केंद्रीय) लखनऊ

शाखा कार्यालय – प्रयागराज

Office of the Principal Director of Audit
(Central) Lucknow

Branch Office - Prayagraj

15-ए, दयानंद मार्ग, ऑडिट भवन, प्रयागराज - 211001

15-A, Dayanand Marg, Audit Bhawan,
Prayagraj - 211001

पत्र सं० : प्र. नि. ले. (कें.)/एस. ए. आर./ 2025-26/156

दिनांक: 28.11.2025

सेवा में,

महानिदेशक,

वीवी गिरी राष्ट्रीय श्रम संस्थान,

सेक्टर-24, नोएडा -201301 |

विषय: Management Letter for corrective measures – reg.

महोदय,

We have audited the Annual Accounts of the V. V. Giri National Labour Institute, Noida for the year 2024-25 and have issued the Audit Report. Following deficiency, observed during the course of audit which has not been included in the Separate Audit Report, is being brought to your kind notice for remedial/corrective action:

Part A: Persistent Irregularities

Nil

Part B: Other minor irregularities

The Institute is required to give detailed disclosure of Retirement Benefits in notes to accounts as required by AS-15.

भवदीय,

Digitally signed by
Sanjay Kumar

Date: 27-11-2025

17:44:51

प्रधान निदेशक लेखापरीक्षा (केंद्रीय)

Opinion of the Comptroller & Auditor General of India on the Accounts of V.V. Giri National Labour Institute, Noida for the year ended 31 March 2025

Opinion

We have audited the financial statements of V.V. Giri National Labour Institute Noida, (Institute) which comprise the statement of financial position as at 31 March 2025 and the Income & Expenditure Account/Receipts & Payment Account for the year then ended, and notes to the financial statements, including a summary of significant accounting policies under Section 20(1) of the Comptroller & Auditor General's (Duties, Powers & Conditions of Service) Act, 1971. The audit has been entrusted for the period up to 2027-28.

This Audit Report contains the comments of the Comptroller & Auditor General of India (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards, disclosure norms, etc. Audit observations on financial transactions regarding compliance with the Law, Rules and Regulations (Propriety & Regularity) and efficiency cum performance aspects, etc., if any, are reported through inspection reports/ CAG's audit reports separately.

In our opinion the accompanying financial statements of the V.V. Giri National Labour Institute Noida, read together with the accounting policies and Notes thereon and matters mentioned in the Separate Audit Report, which follows, **give a true and fair view** of the financial position of the autonomous body as at March 31, 2025, and (of) its financial performance and its cash flows for the year then ended in accordance with uniform format of accounts/accounting standards generally accepted in India.

Basis for Opinion

We conducted our audit in accordance with the CAG's auditing regulations/standards/manuals/guidelines/guidance-notes/orders/circulars etc. Our responsibilities are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the autonomous body in accordance with ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Responsibilities of Management for the financial statements

The General Council of V.V. Giri National Labour Institute, Noida is responsible for the preparation and fair presentation of the financial statements in accordance with uniform format of accounts/accounting standards generally accepted in India and for internal control as management determines it necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion in accordance with CAG's auditing regulations /standards/ manuals/ guidelines/ guidance-notes/ orders/ circulars etc.

**Digitally signed by
Sanjay Kumar
Date: 27-11-2025
17:48:21**

**For and on behalf of the CAG of India
Principal Director of Audit (Central) Lucknow**

Place: Lucknow

Date:

Separate Audit Report on the Accounts of V.V. Giri National Labour Institute, Noida for the year ended on March 31, 2025

A. Balance Sheet

Current Assets, Loans & Advances (Schedule - 11)

Rs. 10.52 crore

The above includes advances of Rs. 40.31 lakh paid during 2017-18 to 2020-21 to CPWD for works, which has been completed and is currently being utilised by the Institute. The adjustment bills/Utilization Certificates are still awaited and the same is yet to be formally handed over to the Institute. However, the Institute needs to capitalize the same and depreciate it accordingly. This resulted in overstatement of Current Assets, Loans & Advances by Rs. 40.31 lakh and understatement of Fixed Assets to the same extent including the depreciation effect.

B. Income & Expenditure

Other Administrative Expenses (Schedule-21)

Rs. 2.01 crore

The above includes Rs. 47.94 lakh for Electricity and Power Charges. This amount has been arrived at by netting off of electricity charges recovered from employees from the electricity bill. While as per format, electricity charges should be depicted in gross and recoveries should be taken as other income.

This resulted in understatement of Other Administrative Expenses by Rs. 5.84 lakh and also an understatement of Other Income to the same extent.

C. General

As at 31st March, 2025, the Institute had not adjusted the advances to the tune of Rs. 10.32 lakh, paid to NICSII for manpower supply during 2020-21 and 2021-22 and also, not created any liability for unpaid manpower. The Institute needed to make necessary rectification in accounts to reflect the same correctly.

D. Management Letter

Deficiencies which have not been included in this Separate Audit Report have been brought to the notice of the Management through a Management Letter issued separately for remedial/corrective action.

E. Assessment of Internal Controls

(i) Adequacy of Internal Control System: The Internal control system of the Institute reflected the following deficiencies:



- The Institute has not prepared Expenditure Control Register, Medical Claim Register and Registrar of Contracts. However, records of medical claim are being kept via E-office and records of contracts are displayed under Government e-Marketplace (GeM) portal but the Institute is required to prepare its own primary books for these records, as GeM portal is not owned by the Institute.
- Only two executive council meeting has been conducted against requirement of at least three as per Memorandum of association.
- Non-marking of page numbers in the annual accounts of the Institute.

(ii) Adequacy of Internal Audit System: The Institute does not have its own internal audit wing; however, the Internal Audit of the Institute for the year 2024-25 has been conducted by a Chartered Accountant firm. Also, the internal audit wing of Ministry of Labour & Employment carries out audit of the Institute on regular basis.

(iii) System of Physical verification of fixed assets: Physical verification of fixed assets has been conducted for the year 2024-25.

(iv) System of Physical verification of inventory: Physical verification of inventory has been conducted for the year 2024-25.

(v) Regularity in payment of statutory dues: No irregularity was noticed in payment of statutory dues.

(vi) Other matters relating to functioning of the entity: The Annual accounts are yet to approved by General Council of the Institute. So far, the Annual accounts have been prepared only at the level of Director General of the Institute and not at the level of Executive Council as stipulated in Memorandum of Association.

F. Grants in aid

The Institute received Grants-in-Aid Rs. 1441.50 lakh and generated internal receipts of Rs. 388.43 lakh during the year 2024-25. After taking opening balance of Rs. 151.88 lakh, the total fund worked out to Rs. 1981.81 lakh. The Institute utilized Rs. 1760.09 lakh during the year and leaving a closing balance of Rs. 221.72 lakh as on 31 March 2024.

Principal Director of Audit (Central) Lucknow

Digitally signed by
Sanjay Kumar
Date: 27-11-2025
17:46:54



K. K. Chanani & Associates **Chartered Accountants**

New Delhi: C-144 Lower Ground Floor Lajpat Nagar-2, New Delhi-24

Head Office: 5/1, Clive Row, 3rd Floor, Room No.78, Kolkata – 700001

Branches: New Delhi, Mumbai, Bengaluru, Guwahati, Patna, Raipur, Ranchi, Kolhapur and Nashik

Contact: Dial: +91 9830044507, +91 7688000444, +9133 – 22302096/
22309315 Fax: +9133 – 22130296

Email: kkca@kkca.net.in, amit@kkca.net

To,

The Director General
V.V. Giri National Labour Institute
Sector – 24, District-Gautam Buddh Nagar
NOIDA 201301 (UP)

Internal Audit Report for F.Y. 2024-2025

We have carried out Internal Audit of accompanying financial statements of V. V. Giri National Labour Institute, Noida (the 'Institute') which comprise of The Balance Sheet as at 31st March, 2025, the Income & Expenditure Account and also Receipt & Payment Account for the year ended on that date.

Management's Responsibility for the Financial Statements

Management is responsible for preparation of these financial statements that give a true and fair view of the financial position and financial performance. The responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud and error.

Auditors' Responsibility

Our responsibility to express an opinion on these financial statements based on our audit we conducted our audit in accordance with the standards on Auditing issued by the Institute of Chartered Accountants of India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis evidence supporting the amounts and disclosures in the financial statements.



An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

Opinion

In our Opinion and to the best of our information and according to the explanations given to us the said accounts read together with the Notes on accounts thereon give a true and fair view in conformity with the accounting principles generally accepted in India:

- a) In the case of the Balance Sheet, of the state of affairs of the Institute as at 31st March 2025 and,
- b) In the case of Income and Expenditure Account, of the surplus of the Institute for the year ended 31st March, 2025 and,
- c) In the case of Receipts and Payments Account, of the Receipts and Payment for the year ended on that date.

We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit;

In our opinion, proper books of accounts as required by law have been kept by the Institute, so far as appears from our examination of those books.

In our opinion the Balance Sheet, Income & Expenditure Account and Receipts & Payments Account dealt with by in the report are in agreement with the books of accounts.



Krishna Kumar Chanani
Partner,
K K Chanani & Associates
Chartered Accountants
FRN No. 322232E
Membership No. 056045
UDIN: **25056045BMICAZ5980**
New Delhi, 27th June 2025



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
BALANCE SHEET AS ON 31ST MARCH 2025

LIABILITIES	SCH.	Fig as at 31.03.2025	Fig as at 31.03.2024
CORPUS / CAPITAL FUND	1	96,777,578.92	101,352,272.89
RESERVES AND SURPLUS / DEVELOPMENT FUND	2	252,988,913.77	221,547,317.09
EARMARKED FUND / ENDOWMENT FUND	3	20,299,475.67	19,802,796.27
SECURED LOANS AND BORROWINGS	4	-	-
UNSECURED LOANS AND BORROWINGS	5	-	-
DEFERRED CREDIT LIABILITIES	6	-	-
CURRENT LIABILITIES & PROVISIONS	7	92,426,749.52	96,668,301.47
TOTAL		462,492,717.88	439,370,687.72
ASSETS			
FIXED ASSETS (NET BLOCK)	8	105,223,583.00	116,436,887.00
INVESTMENTS: EARMARKED FUNDS	9	252,988,913.77	221,547,317.09
INVESTMENTS - OTHERS	10	-	-
CURRENT ASSETS LOANS & ADVANCES	11	104,280,221.11	101,386,483.63
MISCELLANEOUS EXPENDITURE (to the extent not written off or adjusted)		-	-
TOTAL		462,492,717.88	439,370,687.72
Significant Accounting Policies,	24		
Contingent Liabilities & Notes to Accounts	25		
Signed in terms of our Report even date			
For K K Chanani & Associates			
Chartered Accountants (FRN 322232E)			

Krishna Kumar Chanani
 Membership No.056045

Vaibhav Raina
Accounts Officer

Harsh Singh Rawat
Administrative Officer

Dr. Arvind
Director General

Place: Delhi
 Dated: 27th June 2025
 UDIN : 25056045BMICAZ5980



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2025

PARTICULARS	SCH.	Fig as at 31.03.2025	Fig as at 31.03.2024
INCOME			
INCOME FROM SALES / SERVICES	12	-	-
GRANTS IN AID / SUBSIDIES	13	142,498,887.00	131,000,000.00
FEES AND SUBSCRIPTION	14	23,910,776.52	27,718,121.16
INCOME FROM INVESTMENT	15	-	-
INCOME FROM ROYALTY, PUBLICATION	16	-	-
INTEREST EARNED	17	2,835,793.30	2,094,172.80
OTHER INCOME	18	12,096,857.40	9,315,397.90
INCREASE /DECREASE IN STOCK AND WORK IN PROGRESS / PRIOR PERIOD INCOME	19	-	-
TOTAL (A)		181,342,314.22	170,127,691.86
EXPENDITURE			
ESTABLISHMENT EXPENSES	20	80,213,439.00	85,819,462.00
OTHER ADMINISTRATIVE EXPENSES	21	20,071,105.19	17,959,086.15
EXPENDITURE ON GRANT AND SUBSIDIES	22	57,740,788.00	51,161,325.00
INTEREST / PRIOR PERIOD EXPENDITURE	23	1,144,265.00	-
DEPRECIATION (Net Total at the year-end- corresponding to Schedule 8)	8	13,603,457.00	14,530,755.00
TOTAL (B)		172,773,054.19	169,470,628.15
Balance being excess of Income over Expenditure (A-B)			
Transfer to Special Reserve (Specify each)			
Transfer to / from General Reserve		8,569,260.03	657,063.71
BALANCE BEING SURPLUS / (DEFICIT)		8,569,260.03	657,063.71
CARRIED TO CORPUS / CAPITAL FUND			

Significant Accounting Policies, 24
Contingent Liabilities & Notes to Accounts 25

Signed in terms of our Report even date
For K K Chanani & Associates
Chartered Accountants (FRN 322232E)

Krishna Kumar Chanani
Membership No.056045

Vaibhav Raina
Accounts Officer

Harsh Singh Rawat
Administrative Officer

Dr. Arvind
Director General

Place: Delhi
Dated: 27th June 2025
UDIN : 25056045BMICAZ5980

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2025

Previous Year 31.03.2024	RECEIPTS	AMOUNT (Rs.) 31.03.2025	Previous Year 31.03.2024	PAYMENTS	AMOUNT (Rs.) 31.03.2025
	Opening Balance			Expenses	
17,691.95	Cash in Hand	82.95	77,436,959.00	Establishment Expenses	83,311,226.00
	Bank Balances:		10,634,901.15	Administrative Expenses	17,895,639.19
2,165,963.14	Current Account	6,559,637.05	44,828,797.54	Utilisation of Plan Grant	58,383,225.79
6,400.44	Savings Account - Projects	6,484.04			
	- Indian Overseas Bank S.B. - 55346	456,496.00	6,802,373.00	Fixed Assets	2,340,219.00
196,839,017.58	Deposit : Development Fund	221,547,317.09	94.40	Expenses for Various Projects	94.40
13,094,147.84	Gratuity Account - 1130025	17,045,715.06	2,678,814.00	Other Agencies : Expenses	203,153.00
13,027,506.55	Leave Encashment - 1130026	13,895,660.77			
57,105.00	Postage in hand	42,883.00	226,472.00	Advance to Staff	-
4,021,182.43	EMD & Security Deposit-1150006	13,589.70			
10,614,912.28	Corporation Bank-SB Flexi A/c 150025	19,108,377.47	640,648.00	Departmental Advance	650,568.00
42,073.00	Security Deposit in I G L	42,073.00	-		-
	- Gem pool account	3,008,880.00	287,632.00	Advance to PAO, CLC	
130,927.00	State Bank of India Security Deposit in UPPCL	136,554.80 392,436.00			
	Grants Received			Closing Balance	
135,829,019.00	From Govt. of India (MOL&E)	144,150,316.00			
77,649.00	From Other Agencies	32,427.00	82.95	Cash in Hand	4,679.95
	- From Other Projects	-		Bank Balances	
	Interest Received		6,559,637.05	Current Account IOB - 1131	10,905,796.39
14,058,405.51	Development Fund	16,253,777.68	17,045,715.06	Gratuity Union Bank Account - 1056278	17,450,479.21
	- Earmarked Fund	-	13,895,660.77	Leave Encashment Union Bank - 1056286	16,159,378.21
	- Vehicle Advance	-	42,883.00	Postage in hand	64,245.00
1,940,640.80	Savings Accounts	2,666,817.30	221,547,317.09	Deposit : Development Fund	252,988,913.77



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2025

Previous Year 31.03.2024	RECEIPTS	AMOUNT (Rs.) 31.03.2025	Previous Year 31.03.2024	PAYMENTS	AMOUNT (Rs.) 31.03.2025
178.00	Interest: Project Accounts	180.00	6,484.04	Savings Account - Projects	6,569.64
19,319,927.60	Fees/Subscription	10,476,683.18	13,589.70	EMD & Security Deposit Union Bank - 1056863	244,445.70
9,315,397.90	Other Income	12,096,857.40	19,108,377.47	UNION BNAK S.B. Flexi A/c 520141001056979	9,588,297.20
	- Prior Period Income	-	42,073.00	Security Deposit in I G L	42,073.00
				- Security Deposit in UPPCL	392,436.00
590,575.00	Departmental Advance	574,650.00	3,008,880.00	Gem pool account IOB - 059702000021131	131,591.24
	- Recovery of Advances	-	136,554.80	State Bank of India -39675453455	142,152.80
241,472.00	From Staff	-	456,496.00	Indian Overseas Bank S.B. - 55346	790,742.00
	Other Receipts				
4,010,250.00	Income Tax Refund	2,962,550.00			
	- Security Deposit Received	225,480.00			
425,400,442.02	TOTAL	471,695,925.49	425,400,442.02	TOTAL	471,695,925.49

* Previous Year's Figures have been regrouped to make them comparable

Significant Accounting Policies, 24

Contingent Liabilities & Notes to Accounts 25

Signed in terms of our Report even date

For K K Chanani & Associates

Chartered Accountants (FRN 322232E)

Krishna Kumar Chanani
Membership No.056045

Vaibhav Raina
Accounts Officer

Harsh Singh Rawat
Administrative Officer

Dr. Arvind
Director General

Place: Delhi

Dated: 27th June 2025

UDIN : 25056045BMICAZ5980

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

	Fig as at 31.03.2025	Fig as at 31.03.2024
<u>SCHEDULE 1- CORPUS / CAPITAL FUND</u>		
Balance at the beginning of the year	101,352,272.89	108,086,223.18
Add: Transfer to Development Fund	(15,187,819.00)	(10,649,894.00)
Add: Contributions towards Capital Fund		
Add: Contributions towards Security Deposit in -UPPCL	392,436.00	
From Plan Grants	1,651,429.00	3,258,880.00
Less :- Earmarked from Capital Fund	1,651,429.00	3,258,880.00
	-	-
Excess of Income over Expenditure	8,569,260.03	657,063.71
TOTAL	96,777,578.92	101,352,272.89
<u>SCHEDULE 2- RESERVES AND SURPLUS / DEVELOPMENT FUND</u>		
Balance at the beginning of the year	221,547,317.09	196,839,017.58
Add : Depreciation Reserve Fund	15,187,819.00	10,649,894.00
Add; Interest on Bank FDR	16,253,777.68	14,058,405.51
TOTAL	252,988,913.77	221,547,317.09
<u>SCHEDULE 3- EARMARKED FUND / ENDOWMENT FUND</u>		
<u>A- REVOLVING HBA FUND</u>		
Balance at the beginning of the year	9,274,742.93	8,779,944.93
Add: Interest Earned from Bank- SB & FDR	477,034.00	488,506.00
Add: Interest on HBA from Staff	927.00	6,292.00
TOTAL (A)	9,752,703.93	9,274,742.93
<u>B- REVOLVING COMPUTER FUND</u>		
Balance at the beginning of the year	670,455.30	652,330.30
Add: Interest Received from Bank	18,632.80	18,125.00
Add: Interest accrued from Staff	-	-
TOTAL (B)	689,088.10	670,455.30
<u>C- PROJECT FUND</u>		
Balance at the beginning of the year	6,484.04	6,400.44
Add: Received During The Year	-	-
Add: Interest Received from Bank	180.00	178.00
Less: Expenditure During the Year, if any	(94.40)	(94.40)
TOTAL (C)	6,569.64	6,484.04
<u>D- WORK-IN-PROGRESS</u>		
Balance at the beginning of the year	9,851,114.00	8,280,975.00
Add : Earmarked from Capital Fund - NICSI	-	1,570,139.00
Less : Amount advanced (capitalised) during the Year	-	-
TOTAL (D)	9,851,114.00	9,851,114.00
TOTAL (A+B+C+D)	20,299,475.67	19,802,796.27



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

	Fig as at 31.03.2025	Fig as at 31.03.2024
<u>SCHEDULE 4- SECURED LOANS AND BORROWINGS</u>		
TOTAL	-	-
<u>SCHEDULE 5- UNSECURED LOANS AND BORROWINGS</u>		
TOTAL	-	-
<u>SCHEDULE 6- DEFERRED CREDIT LIABILITIES</u>		
TOTAL	-	-
<u>SCHEDULE -7 -CURRENT LAIBILITIES AND PROVISIONS</u>		
<u>A- CURRENT LAIBILITIES</u>		
EMD and Security Deposit	246,740.00	21,260.00
Outstanding Liabilities including Sundry Creditors	22,379,887.47	21,565,912.47
GST Output	329,677.05	1,702,443.00
TOTAL (A)	22,956,304.52	23,289,615.47
<u>B- PROVISIONS</u>		
Statutory Liabilities- Payable on Retirement	69,470,445.00	73,378,686.00
TOTAL (B)	69,470,445.00	73,378,686.00
TOTAL (A+B)	92,426,749.52	96,668,301.47

SCHEDULE 8- FIXED ASSETS

	GROSS BLOCK						DEPRECIATION				NET BLOCK		
Particulars	Rate of Dep.	Cost / Valuation As at beginning of the year 01.04.2024	Additions during the Year		Deductions during the Year		Cost / Valuationat the year end 31.03.2025	As at beginning of the year	On Additions during the Year	On Deductions d uring the Year	Total up to the year -end	As at the Current Year -end	As at the Previous Year -end
			Upto 03.10.2024	After 03.10.2024	Upto 03.10.2024	After 03.10.2024							
Land *	0%	-	-	-	-	-	-	-	-	-	-	-	-
Building	10%	93,670,030		1,650,316	-	-	95,320,346	9,367,003	82,516	-	9,449,519	85,870,827	93,670,030
Furniture & Fittings	10%	2,196,730			-	-	2,196,730	219,673	-	-	219,673	1,977,057	2,196,730
Equipments	15%	16,286,704	115,642	240,933	334,707	-	16,308,572	2,392,800	35,416	25,103	2,453,319	13,855,253	16,286,704
Vehicles	15%	119,291	827,200		110,344	-	836,147		124,080	8,947	133,027	703,120	119,291
Library Books	40%	97,625		1,113	-	-	98,738	39,050	223	-	39,273	59,465	97,625
Computers	40%	1,946,793			-	-	1,946,793	778,717	-	-	778,717	1,168,076	1,946,793
Information Technology (Intangible Assets)	25%	2,119,714			-	-	2,119,714	529,929	-	-	529,929	1,589,785	2,119,714
TOTAL		116,436,887	942,842	1,892,362	445,051	-	118,827,040	13,327,172	242,235	34,050	13,603,457	105,223,583	116,436,887

* Land was gifted by State Government in 1981 to the Central Government, so no cost involved in it.

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

	Fig as at 31.03.2025	Fig as at 31.03.2024
<u>SCHEDULE 9 - INVESTMENTS / EARMARKED FUNDS</u>		
<u>a. DEVELOPMENT FUND</u>		
Fixed Deposit Accounts	239,326,340.45	207,839,388.45
Interest Accrued on FDRs	13,630,881.25	13,682,924.25
Indian Overseas Bank : SB Account -10355	31,692.07	25,004.39
TOTAL (a)	252,988,913.77	221,547,317.09
<u>SCHEDULE 10 - INVESTMENTS - OTHERS</u>		
TOTAL	-	-
<u>SCHEDULE 11- CURRENT ASSETS, LOANS & ADVANCES</u>		
<u>A- CURRENT ASSETS</u>		
<u>(a) CASH & BANK BALANCES</u>		
Cash -in- Hand	4,679.95	82.95
<u>Bank Balances</u>		
In Current Accounts No. 1131 with Indian Overseas Bank	10,905,796.39	6,559,637.05
Union Bank- SB Flexi Account S.B No. 1056979	9,588,297.20	19,108,377.47
Gratuity S.B Union Bank Account - 1056278	17,450,479.21	17,045,715.06
Leave Encashment S.B Union bank. Account -1056286	16,159,378.21	13,895,660.77
EMD & Security Deposit Union S.B.Account- 1056863	244,445.70	13,589.70
Postage Account	64,245.00	42,883.00
Security Deposit in I G L	42,073.00	42,073.00
Security Deposit in -UPPCL	392,436.00	-
V.V.G.NLI GeM pool Account	131,591.24	3,008,880.00
State Bank Of India S.B. A/c - 3455	142,152.80	136,554.80
Indian Overseas Bank Savings Account -55346	790,742.00	456,496.00
TOTAL (a)	55,916,316.70	60,309,949.80



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

	Fig as at 31.03.2025	Fig as at 31.03.2024
<u>(B) SCHEDULE 11- CURRENT ASSETS, REVOLVING FUND ,</u> <u>contd....</u>		
<u>a. REVOLVING HBA FUND</u>		
Indian Overseas/ SBI Bank :FDR	6,248,076.00	5,827,584.00
Interest Accrued on FDRs	506,505.00	519,755.00
Indian Overseas Bank : SB Account- 2637	2,669,796.93	2,468,049.93
HBA Advance to Staff	328,326.00	459,354.00
TOTAL (a)	9,752,703.93	9,274,742.93
<u>b. REVOLVING</u> <u>COMPUTER FUND</u>		
Indian Overseas Bank : SB Account -7942	689,088.10	670,455.30
Computer Advance to Staff	-	-
TOTAL (b)	689,088.10	670,455.30
TOTAL (a + b)	10,441,792.03	9,945,198.23

SCHEDULE 11- CURRENT ASSETS, LOANS &
ADVANCES , contd....

(C) PROJECT
ACCOUNT

	Fig as at 31.03.2024	Received during the year	Bank Interest	Expenditure During the year	Bank Charges	Fig as at 31.03.2025
In S.B. Accounts with Indian Overseas Bank						
UNICEF Responding Child Labour - 50722	4,897.04	-	136.00	-	94.40	4,938.64
In S.B Accounts with Union Bank						
VVGNI Employee Welfare Fund- 520101223527943	1,587.00	-	44.00	-		1,631.00
TOTAL (C)	6,484.04	-	180.00	-	94.40	6,569.64
TOTAL (C) (a+c)	60,316,433.84					55,922,886.34

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

(D): LOANS AND ADVANCES

	Fig as at 31.03.2024	Advances during the year	Recovery / adjusted During the year	Bank Charges	Fig as at 31.03.2025
<u>a. TO STAFF</u>					
LTC- Advance	-	-	-	-	-
TOTAL (a)	-	-	-	-	-
<u>b. TO OTHER AGENCIES</u>					
Advance to CPWD- 2017-18	89,098.00	-	-		89,098.00
Advance to CPWD- 2018-19	3,639,780.00	-	-		3,639,780.00
Advance to NICS I 2020-21	574,528.00		-		574,528.00
Advance to CPWD- 2020-21	3,557,733.00		-		3,557,733.00
Advance to NICS I 2021-22	457,830.00	-			457,830.00
Advance to NICS I 2023-24	2,564,503.00				2,564,503.00
TOTAL(b)	10,883,472.00	-	-		10,883,472.00

**SCHEDULE 11- CURRENT ASSETS, LOANS & ADVANCES ,
contd....**

	Fig as at 31.03.2025	Fig as at 31.03.2024
<u>(E). OTHER ADVANCES</u>		
Advance to Outside Agencies	455,862.00	285,136.00
Expenses (Receipts) :Misc Projects of Outside Agencies	36,134.00	36,134.00
TDS deducted at source	3,904,595.40	4,507,865.40
Departmental Advance (N.P.)	35,741.00	356.00
Departmental Advance (P)	110,250.00	69,717.00
Prepaid Expenses	1,440,228.00	1,476,734.00
Sundry Debtors	16,309,932.34	9,126,109.16
Service Tax Department	1,424,003.00	1,424,003.00
Advance to PAO , CLC	3,315,325.00	3,315,325.00
TOTAL (E)	27,032,070.74	20,241,379.56
TOTAL (A+B+C+D+E)	104,280,221.11	101,386,483.63



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

	Fig as at 31.03.2025	Fig as at 31.03.2024
<u>SCHEDULE 12- INCOME FROM SALES / SERVICES</u>		
TOTAL	-	-
<u>SCHEDULE 13 - GRANTS IN AID / SUBSIDIES</u>		
Grant - in- Aid From Govt. of India (MOL&E)	144,150,316.00	135,829,019.00
TOTAL	144,150,316.00	135,829,019.00
Less: Earmarked from Capital Fund - NICS	-	1,570,139.00
Less: Grants-in- Aid Capitalised	1,651,429.00	3,258,880.00
	(1,651,429.00)	(4,829,019.00)
Amounts shown to Income & Expenditure Account	142,498,887.00	131,000,000.00
<u>SCHEDULE 14 - FEES AND SUBSCRIPTION</u>		
Education Training Programme Fee	23,902,696.52	27,701,511.16
Subscription of Award Digest	5,000.00	1,820.00
Subscription of Labour & Development	2,100.00	3,250.00
Receipts from Sale of Glossary-Labour Laws	500.00	11,000.00
Subscription of Shram Vidhan	480.00	540.00
	23,910,776.52	27,718,121.16
<u>SCHEDULE 15 - INCOME FROM INVESTMENT</u>		
TOTAL	-	-
<u>SCHEDULE 16 - INCOME FROM ROYALTY, PUBLICATION</u>		
TOTAL	-	-

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

	Fig as at 31.03.2025	Fig as at 31.03.2024
<u>SCHEDULE 17 - INTEREST EARNED</u>		
Interest on Scooter/Vehicle Advance	-	
Interest Received (Saving Bank Account)	2,835,793.30	2,094,172.80
	2,835,793.30	2,094,172.80
<u>SCHEDULE 18 - OTHER INCOME</u>		
Non Plan Income	3,652,400.00	3,523,929.00
Income from Hostel Utilisation	7,687,630.00	5,109,294.40
Income from Photostat	62,000.00	358,281.00
Rent from Staff Quarters- Licence Fee	140,831.00	128,910.00
Income From Other Receipts	540.40	1,111.00
Interest on TDS Refund	115,620.00	193,872.50
Consultancy / Faculty Charges	437,836.00	
TOTAL	12,096,857.40	9,315,397.90
<u>SCHEDULE 19 - INCREASE /DECREASE IN STOCK AND WORK IN PROGRESS / PRIOR PERIOD INCOME</u>		
	-	-
TOTAL	-	-
<u>SCHEDULE 20 - ESTABLISHMENT EXPENSES</u>		
Salaries to Staff	61,720,080.00	61,209,677.00
Allowances	3,225,812.00	3,441,781.00
Contribution to NPS	6,770,058.00	8,019,550.00
Expenses on Employee Retirement & Terminal Benefits	7,452,967.00	11,974,462.00
Leave Salary & Pension Contribution For Staff on Deputation	1,044,522.00	1,173,992.00
TOTAL	80,213,439.00	85,819,462.00



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

	Fig as at 31.03.2025	Fig as at 31.03.2024
<u>SCHEDULE 21 - OTHER ADMINISTRATIVE EXPENSES</u>		
Advertisement & Publicity	10,707.00	25,326.00
Building Renovation & Upgradation	554,963.00	488,743.00
Electricity and Power Charges	4,793,910.00	5,543,459.00
Hindi Protsahan Expenses	201,367.00	189,297.00
Legal & Professional Charges	526,980.00	234,342.00
Miscellaneous Expenses	90,747.19	143,334.15
Paid Training Programme Expenses	6,102,236.00	6,619,919.00
Photostat Expenses	125,166.00	230,947.00
Postage, Telegram & Communication Charges	19,866.00	56,953.00
Printing & Stationery	394,064.00	334,555.00
Purchases of New Assets	1,183,775.00	3,543,493.00
Expenditure of Advisor / Consultant	3,518,018.00	
<u>REPAIR & MAINTENANCE</u>		
a. Computer	514,448.00	187,695.00
b. Cooler/ A.C.	397,182.00	1,133,754.00
c. Office Building and Allied	229,371.00	16,299.00
Staff Welfare Expenses	639,733.00	594,807.00
Telephone, Fax & Internet Charges	191,035.00	188,717.00
Travelling and Conveyance Exp.	466,723.00	398,812.00
Vehicle Running and Maintenance Expenses	476,416.00	791,263.00
Loss on sales of Vehicles	40,987.00	
Water Charges	777,186.00	780,864.00
Total	21,254,880.19	21,502,579.15
Cost of Assets Capitalised	1,183,775.00	3,543,493.00
Amounts Transfer to Income & Expenditure Account	20,071,105.19	17,959,086.15

SCHEDULE 22- ESPENDITURE ON GRANT AND SUBSIDIES

A. RESEARCH, EDUCATION AND TRAINING

Research Projects, Workshop & Publication	9,053,234.00	5,549,038.00
Education Programmes	20,558,158.00	15,957,384.00
Rural Programmes	294,190.00	777,967.00

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

	Fig as at 31.03.2025	Fig as at 31.03.2024
Information Technology	1,511,553.00	854,140.00
Campus Services	20,260,684.00	22,788,389.00
TOTAL (A)	51,677,819.00	45,926,918.00
<u>B. PROGRAMME/PROJECTS FOR N.E. STATES</u>		
Education Programmes	3,784,585.00	3,166,755.00
Projects (Including Workshop , Info.Tech./ Infra/ Pub.)	1,277,904.00	1,006,964.00
TOTAL (B)	5,062,489.00	4,173,719.00
<u>C. AUGMENTATION OF LIBRARY FACILITIES</u>		
Subscription to Journals/Periodicals	943,183.00	1,060,688.00
Library Books	1,113.00	-
Library Augmentation/ Modernisation	57,297.00	
TOTAL (C)	1,001,593.00	1,060,688.00
<u>D. INFRASTRUCTURE</u>		
Infrastructure Development	1,650,316.00	4,829,019.00
TOTAL (D)	1,650,316.00	4,829,019.00
TOTAL PLAN EXPENSES (A to D)	59,392,217.00	55,990,344.00
Amounts Transfer to Earmarked Fund		1,570,139.00
Less: Cost of Assets Capitalised	1,651,429.00	3,258,880.00
	1,651,429.00	4,829,019.00
Amounts Transfer to Income & Expenditure Account	57,740,788.00	51,161,325.00
<u>SCHEDULE 23 - INTEREST / PRIOR PERIOD EXPENDITURE</u>		
Prior Period Expenditure	1,144,265.00	
	-	-
TOTAL	1,144,265.00	-



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS**Schedule No. 24 : SIGNIFICANT ACCOUNTING POLICIES****1 Standard of Financial Propriety**

In order to enforce financial order and strict economy at every steps, all relevant standards of financial propriety as laid down for an autonomous society like V V Giri National Labour Institute are observed.

2 Financial Statements

The Financial statements have been prepared on accrued basis, except to the extent stated elsewhere and based on applicable accounting standards. The financial statements of the Institute consists, the Income & Expenditure Accounts, Receipts and Payments Accounts and Balance Sheet.

3 Fixed Assets

Fixed Assets are stated at historical cost less depreciation. The Land of the Institute was allotted free of cost by Government of Uttar Pradesh and hence the same has been shown in the Balance Sheet at Nil value.

4 Depreciation

Depreciation on Fixed Assets is being provided on written down value method as per following rates prescribed under section 32 of Income tax Act, 1961

Category of Assets	Rate of Depreciation
Building	10%
Furniture & Fixtures	10%
Office Equipments	15%
Vehicles	15%
Library Books	40%
Computer & Accessories	40%
Information Technology (Intangible Assets)	25%

5 Input Tax Credit(GST) on Capital Items

As per Sec 2(19) of GST “capital goods” means goods, the value of which is capitalised in the books of account of the person claiming the input tax credit and which are used or intended to be used in the course or furtherance of business. Institute has not claimed any ITC in respect of Capital Items purchased and the amount has been fully capitalised with respective Assets.

6 Prior Period Adjustments

The effect of prior period adjustments due to change in accounting system from Cash System of accounting to Accrual System of Accounting since 01.04.2010 has been shown separately in the Final Accounts of the Institute.

7 Inventories

Inventories consisting of Stationery / Miscellaneous Store items purchased during the year are charged to the Revenue Account.

8 Employee Benefits

The Institute has opted for New Pension Scheme of Government of India w.e.f February 2012 as per the instructions of Ministry of Finance, Department of Expenditure and Ministry of Labour & Employment, Govt. of India.

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2025

SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS

9 Development Fund

As per the Instruction of Ministry of Labour & Employment, Government of India vide Letter No. G - 26035/1/2002-ESA(NLI) dated 02.04.2002 the Institute had created development fund in which excess of Income over expenditure is being used to be transferred at the end of the every year. After introduction of the concept of depreciation as per the prescribed format for CABs, the Institute transfer surplus before charging depreciation to the development fund, since depreciation is not a fund outflow.

Schedule No. 25 : NOTES ON ACCOUNTS

1 Basis of Accounting

Upto the financial year ended on 31.03.2010, the accounts of the Institute being a Non-profit organisation were prepared on cash basis. All the grants received from the Ministry and Institute's internally generated funds were utilised during the year for the purpose it had been received.

From the Financial year 2010-11, the accounts of the Institute are being prepared on Accrual basis and provisions have been made accordingly.

2 Investment Policy

The Investment is being made with Nationalised Bank as per clause XIV(ii) of Memorandum of Association & Rules and Regulations.

3 Grants in Aid

The Institute receives Grant-in Aid from Ministry of Labour & Employment every year and Utilization Certificate is being submitted to the Ministry of Labour & Employments every year.

4 Capital and Revenue Accounts

Expenditure of Capital nature is distinguished from the Revenue Expenditure strictly as per the guidelines mentioned in General Financial Rules or special order as may be prescribed by the Government.

5 Sundry Debtors and Sundry Creditors

The Institute carries out professional activities and educational training programmes, which are sponsored by other Institutions, Ministries and Department etc. and incur expenditure on behalf of such agencies. The advances from these agencies or reimbursement of expenditure on account of above stated activities are being shown under Receipts or Payments - Other Agencies' Head.

6 Fixed Assets & Depreciation

a.) Fixed Assets were stated at Historical Cost less Depreciation except land. The Institute is providing depreciation on Fixed Assets at the rates specified in para 4 of Schedule 24: Accounting Policies on Written Down Value Basis and the depreciation has been charged on opening W.D.V after adjusting addition and / or deletion to fixed assets during the accounting year.

b.) Depreciation has been charged at half rates of depreciation on the assets which were used for less than 180 days during the year.

7 Physical Verification of Assets

Physical verification of the Assets of the Institute is being done on yearly basis and the existence of the assets is certified by the committee assigned for the purpose.

8 Block of Government Money

The Institute generally carried out its infrastructure works through CPWD and NICS. The advance is being given to these Government Agencies for Construction/Renovation/IT Infrastructure of various Civil & Electrical work etc., in the Institute. Till date, the utilization certificate for the balance amount of Rs.10883472.00 is awaiting from CPWD and NICS.



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2025

SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS

- 9** The Institute has made provision during the current year for Gratuity and Earned Leave Payable on actuarial basis upto the period ended on 31.03.2025

Particulars	Provision Upto 31.03.2025	Provision Upto 31.03.2024
Gratuity	40,354,261.00	42,133,251.00
Earned Leave	29,116,184.00	31,245,435.00
	69,470,445.00	73,378,686.00

10 Income Tax Returns

The Institute had filed its return of Income for the year ended on 31.03.2025. The Institute had filed its quarterly TDS return during the year under reference.

11 Carry Forward of Surplus

The Grants sanctioned by the Ministry of Labour & Employment to the Institute for Grant-in-Aid Activities are operated through a current account with Nationalised Bank and are fully utilised during the same year in which it is sanctioned. Consequently the Institute has no surplus to carry forward to next year. However the fund earmarked for Institute work, which were not completed till the end of year, is being carried to next year.

12 Contingent Liabilities

There is No Contingent liability exist till date.

13 Reserve & Surplus Schedule

As per Audit instruction HBA, Computer, Outside Project Fund and Work in Progress have been incorporated with Earmarked Fund.

- 14** Previous Years figures have been reclassified/ regrouped/ rearranged wherever considered necessary to make them comparable.

Signatures to Schedule 1 to 25

For K K Chanani & Associates

Chartered Accountants (FRN 322232E)

Krishna Kumar Chanani

Membership No.056045

Vaibhav Raina

Accounts Officer

Harsh Singh Rawat

Administrative Officer

Dr. Arvind

Director General

Place : Delhi

Dated : 27th June 2025

UDIN : 25056045BMICAZ5980

V.V. Giri National Labour Institute is a premier institution involved in research, training, education, publication and consultancy on labour and related issues. Set up in 1974, the Institute is an autonomous body of the Ministry of Labour and Employment, Government of India. It is committed to establishing labour and labour relations as a central feature in the development agenda through:

- Undertaking research studies and training interventions of world class standards;
- 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; and
- Building understanding and partnerships with globally respected institutions involved with labour.



V.V. GIRI NATIONAL LABOUR INSTITUTE

SECTOR-24, NOIDA - 201 301

UTTAR PRADESH, INDIA

Website: www.vvgnli.gov.in