



ANNUAL REPORT 2010-2011

V.V. Giri National Labour Institute



Annual Report 2010-2011



V.V. Giri National Labour Institute
Sector-24, Noida-201 301 (UP)

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CONTENTS

<input type="checkbox"/> Institute's Mandate	1
<input type="checkbox"/> Institute's Structure	2
<input type="checkbox"/> Research	5
<input type="checkbox"/> Training and Education	44
<input type="checkbox"/> Publications	61
<input type="checkbox"/> N.R. De Resource Centre on Labour Information	63
<input type="checkbox"/> Implementation of Official Language Policy	65
<input type="checkbox"/> Staff Strength	67
<input type="checkbox"/> Faculty	68
<input type="checkbox"/> Audit Report and Annual Accounts	69

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 (VVG NLI), 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 fulfill 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 organising 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 a General Council, which is a tripartite body with representatives from Members of Parliament, Central Government, Employers' Organisations, Worker's Organisation, and 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. It lays down the broad policy parameters for the functioning of the Institute. The Executive Council drawn from the General Council is presided over by the Secretary, Ministry of Labour and Employment controls, monitors and guides the activities of the Institute. The Director of the Institute is the Principal Executive and is responsible for the management and administration of its affairs. Director is aided in the day-to-day functioning of the Institute by a faculty representing a wide range of disciplines and by support administrative staff.

Composition of General Council

- | | |
|--|----------------|
| 1. Shri Mallikarjun Kharge
Union Minister for Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | President |
| 2. Shri Harish Rawat
Minister of State for Labour & Employment
Shram Shakti Bhawan, New Delhi - 110 001 | Vice President |

SIX CENTRAL GOVERNMENT REPRESENTATIVES

- | | |
|--|----------------|
| 3. Shri P.C. Chaturvedi
Secretary (Labour & Employment)
Ministry of Labour & Employment
Shram Shakti Bhawan, New Delhi – 110 001 | Vice President |
| 4. Shri Ravi Mathur
Additional Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan, New Delhi – 110 001 | Member |
| 5. Shri Chaman Kumar
Additional Secretary & Financial Adviser
Ministry of Labour & Employment
Shram Shakti Bhawan, New Delhi - 110001 | Member |

- | | | |
|----|---|--------|
| 6. | Shri Anup Chand Pandey
Joint Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan, New Delhi - 110001 | Member |
| 7. | Mrs. Vibha Puri Das
Secretary
Deptt. of Secondary & Higher Education
Ministry of HRD, Shastri Bhawan
New Delhi- 110 001 | Member |
| 8. | Ms. Naini Jayaseelan
Adviser (Labour & Employment)
Planning Commission, Yojana Bhawan
New Delhi – 110001 | Member |

TWO WORKERS'S REPRESENTATIVES

- | | | |
|-----|--|--------|
| 9. | Shri S.S. Rao
Principal Secretary, NFIR
3, Chelmsford Road New Delhi – 110 055 | Member |
| 10. | Shri P.T. Rao
Member, National Executive
Bharatiya Mazdoor Sangh
Edakkattil House Sastha Temple Road
Aluva – 683101 (Kerala) | Member |

TWO EMPLOYERS' REPRESENTATIVES

- | | | |
|-----|---|--------|
| 11. | Shri K.C.Mehra
Resident Director (Corporate)
Shapoorji Pallonji & Co. Ltd.
C-81, South Extension Part II, New Delhi – 110 049 | Member |
| 12. | Shri Vijay Puri
Regional Vice President, FASII
Small Manufactures Forum Gurgaon
6-B, Friends Colony, Jharsa Road Gurgaon (Haryana) | Member |

FOUR EMINENT PERSONS WHO HAVE MADE NOTEWORTHY CONTRIBUTION IN THE FIELD OF LABOUR OR RELATED FIELDS

- | | | |
|-----|---|--------|
| 13. | Shri M.A. Azeem
Azeem Place
Gulbarga Education Trust
Nehru Gunj Area
Gulbarga – 585 104 (Karnataka) | Member |
|-----|---|--------|



14. Shri M.V.Sasikumaran Nair
Raj Sree, Manakkara
Sasthamcotta PO
Kollam District (Kerala) Member
15. Dr. Murari Lal
R/o 359, Pocket V, Phase-I
Mayur Vihar, New Delhi Member
16. Shri Jitendra Singh
S/o Late Shri Bholendra Singh
R/o A-64, Awas Vikas Colony
Suraj Kund, Gorakhpur (U.P.) Member

TWO MEMBERS OF PARLIAMENT (ONE EACH FROM LOK SABHA AND RAJYA SABHA)

17. Dr. Vinay Kumar Pandey
Member of Parliament (Lok Sabha)
143, South Avenue, New Delhi Member
18. Shri Rama Chandra Khuntia
Member of Parliament (Rajya Sabha)
26, Dr. R.P.Road, New Delhi – 110 001 Member

RESEARCH INSTITUTION

19. Shri Varesh Sinha, IAS
Director General
Mahatma Gandhi Labour Institute
Drive-in Road, Mem Nagar
Ahmedabad – 380 062 (Gujarat) Member

REPRESENTATIVE FROM V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

20. Shri V.P. Yajurvedi
Director
V.V. Giri National Labour Institute
Sector-24, Noida – 201 301
U.P. Member Secretary

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, but the focus has always 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 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. It is important to recognize that these emerging challenges are increasingly becoming more complex and complicated in the contemporary age of globalisation. Never before have the transformations in the world of work been so rapid and striking to affect labour and employment across the board. Appropriate research strategies and agenda needs to be evolved to study these transformations and to analyse its impact, implications and incidence on the world of work.

This indeed is a very formidable task and has to be approached in a scientific manner so that the research addresses the relevant issues. Each Research Centre of the Institute needs to clearly demarcate the major concerns to be addressed and also detail out the crucial components to be investigated. This will not only ensure that the Institute's research activities addresses the major issues confronting the labour in a globalising world but also would facilitate specialization, an important catalyst to raise the academic standards of any research centre.



Centre for Labour Market Studies

The research activities of the Centre for Labour Market Studies focuses on addressing challenges confronting the contemporary world of work in the context of a globalizing economy. The research studies are undertaken with the perspective of enhancing the theoretical understanding as well as to provide inputs for necessary policy formulation.

The core areas identified for research include:

- Employment and unemployment
- Labour Migration
- Decent Work
- Labour Information System on informal economy

Apart from conducting research, the Centre is also actively involved in sharpening the skills of the researchers for conducting studies on labour. This is being achieved by organizing Courses on Research Methods in Labour that deals with the new and appropriate research methodologies to address the emerging perspectives in labour research.

Completed Projects

(i) Annual Report to the People on Employment, 2010

The Hon'ble President of India in her address to the Joint Session of both Houses of Parliament on June 4, 2009 announced that the Government will bring out five Reports to the People on Health, Education, Environment, Infrastructure and Employment. The Ministry of Labour and Employment (MoL&E) was entrusted with the responsibility of preparing the Annual Report to the People on Employment for generating a national debate. V.V. Giri National Labour Institute provided the technical expertise and support for the preparation of this Report.

This Report to the People on Employment provides a framework to understand the contemporary employment scenario. It focuses on key issues of generation of quality employment for the people seeking work. The issue of providing decent work, particularly to those who are excluded and marginalized in the labour market is a central concern of this Report. The Report highlights that employment growth along with equity and distributive justice can be a powerful instrument for achieving the national agenda of "inclusive growth". The Report views employment as a primary means through which citizenship is made real for the people, the way in which the people acquire a stake in society, overcome the insecurities of old age and ill health and ensure a better future for their children.

One of the central ideas of the report is - high economic growth and growth of quality employment reinforce each other. Recognizing low level of earnings and poor working conditions of casual labourers and a part of self employed workers, the Report argues for

increasing the share of organised sector employment in total employment of the country, particularly in the manufacturing and service sectors.

The Report firmly puts on the agenda to best utilize the “demographic dividend” by focusing on generating gainful employment for youth, in general, and young women, in particular. The Report notes that given very low proportion of skilled workers at present, a suitable and workable framework to enhance the employability of workers is essential. The same can be achieved by providing training to workers at various levels with emphasis on recognizing local skills and certifying informally acquired skills along with the expansion of skill development institutions. The Report also argues for rationalization of labour laws and broadening the ambit of labour reforms for achieving equitable employment growth. It sets out short-term and medium-term strategies to ensure gainful employment opportunities for all the working people with particular emphasis on the disadvantaged sections.

The Report has been printed and disseminated to a wide cross section of concerned stakeholders. It has also been hosted on the website of the Ministry of Labour and Employment.

Research support for the preparation of the Report was provided by V.V. Giri National Labour Institute.

(Project Director: Dr. S.K. Sasikumar, Senior Fellow)

(ii) Assessing the need and Impact of Making National Floor Level Minimum Wages Statutory

The Government of India has proposed certain amendments to the Minimum Wages Act, 1948, especially with respect to making the National Floor Level Minimum Wages Statutory. Apropos to this, the Ministry of Labour & Employment assigned the V.V. Giri National Labour Institute the responsibility of undertaking a research study to assess the likely impact of making National Floor Level Minimum Wages Statutory. This study was taken up with the following specific objectives:

- To assess the need and rationale of making NFLMW statutory;
- To estimate the financial implications;
- To estimate impact on poverty of workers and general population; and
- To assess other impacts such as changes in expenditure patterns and prices.

The report has been finalized and submitted to Ministry of Labour & Employment.

(Project Director: Dr. S.K. Sasikumar, Senior Fellow)

(iii) Skill Gap Analysis in Gulbarga Region of Karnataka

The study on the Skill Gap Analysis in the Gulbarga was undertaken in 6 districts namely Gulbarga, Yadgir, Koppal, Raichur, Bijapur and Bidar of the North Karnataka region. The region with a total population of 9.4 million accounts for 17% of the state’s population and workers (15 + years) constitute about 69.5% of total population. The broad objective of the study was to assess the skill gap in the Gulbarga region in the context of setting up of



Skill Development Centre (SDC) by the Ministry of Labour & Employment, Government of India. The detailed objectives of the study are as follows:

- To analyse the educational and skill profile of population in the Gulbarga Region;
- To assess the vocational education and skill training capacity of various vocational education and training (vet) providers i.e. government, private and NGO sector;
- To assess the demand for skills at State and Regional level;
- To assess the skill gap scenario at the regional level for emerging economic sectors; and
- Suggest suitable policies and blueprint for any new institutions that may need to be set up in order to address the skill gap and to expand the skill base of the region.

The report shares insights on the skill gap in the North Karnataka region by analyzing the NSSO secondary data and conducting primary research through interactions and educational institutions, industries, government bodies and private organisations influencing the supply and demand equation in the region. The report provides 11 recommendations and on the basis of skill gaps suggests a set of long-term and short-term courses/trades across 8 critical sectors for the proposed SDCs.

(Project Director: Mr. Anoop Satpathy, Associate Fellow)

On-going Projects

(i) Study on the Working Conditions of the Sanitation Workers in India

The main objective of the present study is to assess the working and socio-economic conditions of the sanitation workers in India. More specifically the objectives of the study are as follows:

- To document the latest available estimates of sanitation workers and sanitation workers in India disaggregated at state and regional levels;
- To identify categories of sanitation workers on the basis of the level of vulnerability and the types of protection they are provided with;
- To conduct an in depth analysis of the employment and working conditions, particularly examining working hours, contract of works, wage payments, provisions of social security, health hazards, accidents and injuries etc. of different categories of sanitation workers in relation to the rights provided by the State to the workers;
- To study and document in detail the socio-economic conditions of sanitation workers and their dependents;
- To assess and examine the extent and quality of training provided to sanitation workers and the equipments being used by workers;
- To assess the efficacy of social security and other welfare measures introduced to improve the working conditions and living status of sanitation workers;
- To evaluate the availability of institutional framework for protecting the sanitation workers in general and sanitation workers in particular; and
- To suggest suitable measures for improving the working and socio-economic conditions of the workers engaged in the occupation.

The study is mainly based on a large scale national level primary survey covering 5000 sanitation worker households selected through systematic sampling process.

The survey work has been completed and the data analysis and report writing is in progress. The study is expected to be completed by April 2011.

This study is commissioned by Ministry of Social Justice and Empowerment, Government of India.

(Project Director: Dr. S.K. Sasikumar, Senior Fellow)

(ii) Mid-term Evaluation of the Scheme of Upgradation of 1396 Government ITIs through Public Private Partnership

Ministry of Labour & Employment, Government of India has implemented a scheme of Upgradation of 1396 Government ITIs through Public Private Partnership. The mid-term evaluation of the scheme, especially in terms of inputs, process, output and outcome is being undertaken of those ITIs covered in 2007-08 and 2008-09. Out of the 600 ITIs covered during this period, 120 of ITIs have been included in the sample. The evaluation would be based on detailed information to be collected from each of the selected ITIs on the basis of a structured questionnaire and also on information to be generated through focus group discussion and interaction with different stakeholders like employers, student community, concerned government officials etc.

The main objective of the study is to improve the employment outcome of graduates from the vocational training system, by making design and delivery of training more demand responsive.

This study is commissioned by Ministry of Labour and Employment, Government of India.

(Project Director: Dr. S.K. Sasikumar, Senior Fellow)

(iii) Migration of Women Workers from South Asia to the Gulf

The study focuses on Women migrant workers from South Asia (Bangladesh, India, Nepal, Pakistan and Sri Lanka) migrating to Gulf countries (Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates).

The specific objectives of the study are :

- Trends, patterns and characteristics of gendered migration;
- Role of functioning intermediaries/facilitators in the process of women migration to Gulf countries;
- Labour and human rights violation faced by the female migrants at the destination;
- Linkages between women's migration, remittances and empowerment;
- Linking migration and development- families left behind – socio-cultural-economic impact;
- Migration and rights (UN Conventions and Human Rights);



- Responses from govt. institutions, civil society, NGOs, CBOs, Networks;
- Prediction of future trends of migration (5-10 years) and suggest strategies to build skills of women migrant workers; and
- Analytical review of best practices/learning from different programmes in the region.

The study is commissioned by UN Women.

(Project Directors: Dr. S.K. Sasikumar, Senior Fellow and Ms. Rakhee Timothy, Associate Fellow)

(iv) Assessment of Trainers Requirement for Skilling 500 million Persons by 2022

Skills and knowledge are the driving forces of economic growth and social development for any country. While India makes its journey towards becoming a 'knowledge economy', it becomes increasingly important that the country should focus on advancement of skills relevant to the emerging economic environment. At present the capacity of skill development in India is around 9.1 million persons per year. The National Policy on Skill Development envisions creating a pool of 500 million skilled people by the year 2022. Given the target of 500 million skill people to be generated within a time span of 11 years inter alia means that around 50 million people needs to be trained per year which is a huge challenge. It is in this context, the Ministry of Labour and Employment has commissioned a study to assessment of requirement of trainers for training 500 million skilled persons. Given the above background, the primary objective of the study is to define the requirement of 500 million skilled persons and to assess number of trainers required to train them by 2022.

The exact scope of this study is as follows:

1. Define the requirement of 500 million skilled people;
2. Assess the existing seat capacity of training institutions both in public and private sector across Ministries, trades, and sectors;
3. Assess the existing number of trainers (certified trained/untrained) both in public and private sector across Ministries, trades, sectors and training institutions to meet and deficits therein in the context of meeting the set target by 2022;
4. Assess the existing capacity of trainers training institutions both in public and private sectors across Ministries, trades and sectors;
5. Review the future plans of different ministries such as Ministry of Labour, Ministry of Agriculture, Ministry of Rural Development, Ministry of Urban Development, etc. and other relevant players such as NSDC and other private players to analyze provisions made for recruitment and training of trainers. Wherever the plans are not available, a trend analysis needs to be undertaken to assess number of trainers that would be added in the pool;
6. Undertake a gap analysis and derive projections for trainer's requirement (trade and level wise) in next 10 years (bi-annual projections);
7. To assess the quality of trainers at present and to suggests ways and means to hire required trainers in line with the projected to requirement.

(Project Director: Mr. Anoop K. Satpathy, Fellow)

(v) **Management Review of World Bank assisted Vocational Training Improvement Project**

The World Bank is supporting the Government of India's Vocational Training Improvement Project (VTIP), which is being implemented as a centrally-sponsored, multi-state project covering 33 states and Union Territories. The project is financing 400 Industrial Training Institutes (ITIs) to upgrade quality of vocational training provided by these institutions, and 14 centrally-funded institutions on instructors' training, curricula development and teaching and training materials. Apart from this, the project is also financing establishment of 10 new Instructors Training Wings (ITWs) meant for instructors training under the control of state governments. The project intends to finance policy research and innovative proposals, which are envisioned as key to long-term systemic reform. The Development Objective of the project is to improve employment outcomes of graduates from vocational training system by making the design and delivery of training more demand responsive.

The objectives of the management review are to review efficiency, effectiveness, constraints, and risks; provide recommendations for improvement; and document good practices of the following:

- (i) Functioning of National Steering Committee and State Steering Committee;
- (ii) Functioning of the project implementation units at national and state levels;
- (iii) Functioning of Institutional Management Committee (IMC);
- (iv) Delegation of power at various levels for smooth implementation of the project;
- (v) Funds flow and utilization of funds
- (vi) Procurement management
- (vii) Disclosure Management

(Project Director: Mr. Anoop K. Satpathy, Fellow)



Centre for Employment Relations and Regulations

Research activities of the Centre would focus on the following themes:

1. Changing Forms of Employment Relations in the Formal and Informal Sectors
2. Socio - Economic Conditions of Workers in the Informal Sector
3. Casual and contingent forms of employment.
4. Labour, Employment and Social Security Issues of Workers in the Formal and Informal Sector

Specific research issues identified include:

- Analysing the emerging forms of contingent employment and its effects on employment relations in different industries/regions.
- Re-defining the concept of social security in an under-developed economy where insecurities in terms of employment, income and health seem to be growing.
- Assessing the efficacy of the existing social security measures, especially in relation to the informal/unorganised sectors.
- Studying the economics of labour laws.
- Undertaking comparative studies of labour legislations in similarly placed countries and situating it in the context of globalisation.
- Examining and analyzing the trends in labour jurisprudence.

On-going Projects

(i) **Labour, Employment and Social Security Issues of Security Guards Engaged in Private Security Agencies: A Case Study of Okhla and NOIDA**

Context of the Study: The service sector forms the back bone of social and economic development of a region. During the past few decades it has emerged as the largest growing sector in the world economy, making enormous contribution to output and employment. Its growth rate is higher than that of agricultural and manufacturing sectors. In India, the service sector contributed as much as 55.1 per cent to the GDP during the year 2006-07.

One of the important services falling under this category is the 'security service'. Though lot of studies have been conducted focusing on a number of other services, but as far as the issues of vast number of persons engaged as security guards engaged through thousands of security agencies spread throughout the country, especially the labour, employment and social security issues are concerned, they have not so far adequately invited the attention of the researchers. However, the experience as a layman suggests that though their number is gradually increasing by leaps and bounds, still no reliable data about them is available at the international, national or regional levels. Similarly, experience also suggests that these persons, whose number is in thousands if not in

millions, also face a number of problems in terms of inadequate remuneration, lack of job security and absence of adequate social security measures etc. But this common perception cannot form the basis for making generalizations for the purpose of making any policy intervention without conducting a proper enquiry and investigation following a scientific method.

Objectives of the Study: Some of the specific objectives of the study emanating from the above background and context are as follows:

- (1) To understand and capture the major labour and employment relations issues relating to security guards in various kinds of security service agencies.
- (2) To understand and capture the major social security issues concerning security guards engaged through various kinds of security agencies.
- (3) To make a study of the recruitment pattern/mechanism and training of private security guards before induction for the purpose of judging their suitability for the job.
- (4) To make a comparative assessment and evaluation of the status of implementation of various labour laws applicable to them.
- (5) To suggest suitable and implementable social security measures for safeguarding their interest, wherever the same are lacking.

Universe and Area of the Study: National Capital Region represents by and large the characteristics of all the major metropolitan cities in the country. Okhla and Noida, two major localities falling under the NCR form the universe of the study. The sample size of the study is 40 security agencies and 200 security personnel.

Scope of the Study: The study covers within its scope the issues like terms and conditions of employment of security guards such as working hours, remuneration, allowances if any etc., security of employment, level of general awareness and awareness with regard to the rights available to the respondents under different labour and social security laws applicable to them and level of unionization etc.

Methodology and Sampling Technique: The relevant data and information for the purpose of the study has been collected both through primary and secondary sources. The primary data was collected by administering a structured questionnaire. The selection of security agencies and security guards for the purpose of the study was made by following purposive sampling method. The information gathered through questionnaires was further substantiated by holding informed discussions with groups of security guards, office bearers of the unions/associations of security guards (if existing) and the labour department officials of the concerned area. Some case studies have also been developed for giving deeper insights about the issues sought to be covered under the study.

Current Status of the Project: The final outcome of the study has already been presented before the faculty members of the Institute and the members of the Research Advisory Group. The report modified after incorporating the suggestions made during the presentation has also been submitted to the Institute.

(Project Director: Dr. Sanjay Upadhyaya, Fellow)



(ii) Study of Assessment of Economic Impact and Financial Implication of Amendment Proposals to the Contract Labour (Regulation & Abolition) Act, 1970

As per the advice of Prime Minister's Office, Ministry of Labour & Employment entrusted the Institute the task of conducting the study to assess the Impact of proposed amendments to the Contract Labour (Regulation & Abolition) Act, 1970 on the Economy and Financial Implications for Central & State Governments including different sectors of production and employment which depend on labour as one of their inputs on 30th April, 2010.

The Institute initiated the study by constituting a working group comprising of experts from the field of economics and labour. On the basis of the findings of the study report was prepared and submitted to Government of India.

(Project Director: Dr. Onkar Sharma, Fellow)

Centre for Agrarian Relations and Rural Labour

Vision

The Centre for Agrarian Relations and Rural Labour was initiated with a view to address and enhance the understanding of the changing agrarian relations and its impact on rural labour. The research activities of the Centre focus on the following themes:

- Globalisation and its impact on rural labour
- Macro trends and patterns of changing structure of rural labour markets
- Documentation, evaluation and dissemination of organising strategies
- Social security and rural labour

Completed Project

(i) Making Implementation Process of Urban Poverty Alleviation Programme Efficient and Effective: An Action Research Project

Objectives

- To study the process of implementation of the urban poverty alleviation schemes;
- To study and improve the extent of access of the beneficiaries to the schemes;
- To study and improve awareness level of the beneficiaries;
- To study the relevance of skills upgraded through the scheme and suggest improvements;
- To provide model inputs for the effective implementation of the scheme through participatory process;
- To explore suitable administrative and technical measures for better results.

Scope

The action research will deal with the study of the urban households and will focus on the process of implementation and impacts of programmes and schemes on the identified households. In addition, the study will also examine the factors for proper implementation which will be explored during action research intervention. After selection of the areas in Kolkata, namely, Pagladanga, in Ward No 57, and Kamarhati several short camps (one day) were conducted in the area. First, an effort was made to identify the most economically deprived households. The identification of such households was made by door- to door visit and assesstment. For this assistance was sought from an organization, known as kalitara mahila Samiti.' Some Samiti members and the Project field investigators selected both households who would be subsequently surveyed and camp participants. Once the participants of the camps were selected, they were requested to collect information



about the socio-economic conditions of the area and what steps could be taken up for improvement of their area.

The camp process was based on dialogical methods. The average number of participants in the three camps was around thirty the camp process began with the identification and articulation of problems encountered by the stream-dwellers in general and camp participants in particular. Various problems have been emerged during the interaction with the participants like scarcity of water, inadequate drainage facility, illiteracy unawareness about various schemes and programmes of their benefit.

(Project Director: Dr. M.M Rehman, Senior Fellow)

On-going Projects

(i) Marine Fishery Industry and Marine Fish Workers in India : A Study with Special Reference to Exploring Employment Potentials in the Sector

Introduction

India is endowed with 8118 km length of coastline and also an 'Exclusive Economic Zone' of 2.02 million s.q. km which have great potential for marine fishers. In addition, the country has a continental shelf area which is approximately 0.53 million square km. The production of fish from these sources is enormous. For example, in 2003-04 the production of marine fish was 2.94 million tons, while the production of inland fish was 3.46 million tones- these together produced a total 6.40 million tones of fishes during the same year. In 2005-06, the total fish production increased to 6.57 million tones from 6.46 million tones in 2003-04. It is estimated that the potential production could be 8.40 million tones. Globally, India is the third largest producer of fish in the world. It is also second largest producer of fresh water fishes in the world.

“The marine fishery resources of the country's EEZ stand assessed at 3.93 million metric tones as per the latest update of 2000. This resource is distributed in inshore (58%), off shore (34.9%) and deep sea (7%) waters. The major share of this resource is demersal (2.02 million tones) followed by 1.67 million tones of pelagic and 0.24 million tones of oceanic resources. The estimates also points to the fact that there is scope for further augmenting the marine fish production by about 1.2 million tones if fishing is carried out deploying resource-specific vessels, mainly in the oceanic region. Another phenomenon noticed is the depletion of resources in the coastal sector, which is either species specific or location-specific, both resulting from unsustainable fishing pressure.” (G.O.I, 2005)

In terms of earning, the country earns foreign exchange to the tune of Rs. 6 thousand crore per annum. With regard to employment the sector is a source of livelihood to more than 14 million people in the country. With regard to food, the sector is a major supplier of protein to ever growing population of the country.

Rationale

Examination of existing literature shows that the questions of working, living and social security and also the workers' other needs, like their accessibility to market, credit

institutions, technical know-how and other occupational enhancing skills have not been addressed adequately.

Another aspect on which no attention has been drawn is the future employment opportunities which will have to be provided on account of depleting per capita catch in the existing water bodies, and the dislocation which is likely to take place due to slow but gradual submergence of several coastal and estuarine areas of the country on account of global warming which is now very real.

Besides, the conditions of the fish industry itself have not been studied in an integrated manner keeping in view the technology and its impact on infrastructure facilities, transportation and conditions of fish landing centres.

The specific objectives are to:

- a) Study the living and working conditions of marine fishers in selected maritime states.
- b) Study the status of social security programmes for the fish workers.
- c) Examine the problems of marine fish-habitats in terms of its sustainabilities.
- d) Study the labour process and employment pattern and technology application, its density in different stages.
- e) Examine the conditions of selected fish landing centres in some selected areas.

(Project Director: Dr. Poonam S. Chauhan, Senior Fellow)

(ii) Empowering the Unorganized Sector Workers especially those engaged in Mining Activities – An Action Research Project in Bundelkhand Region

Introduction

Unorganized sector is an ever-growing sector and the number of workers in this sector is growing rapidly raising many issues, like quality of employment, social security coverage, legal protection, etc.

Today about 93 per cent of the labour force in India are engaged in unorganized sector employment. The labour force in this sector, by and large, is unprotected. Their conditions of employment are characterized by low wage, absence of social security, legal protection, low skills and so on. As a result, they mostly live in poverty and once their working capacity declines, they face stark uncertainty as they do not have access to social protection. Their conditions further deteriorate when inflation continues to erode their meagre income and savings.

The unorganized sector is dotted with many sub-sectors which are extremely vulnerable and sometimes remain out of sight due to their nature of activities and location. One such sub-sector is the stone mining activity. Stone mining or quarry activities occur almost everywhere in the country but they are more often located in remote or not so easily accessible areas. As a result, the living and working conditions of workers in stone quarry activities have not been extensively explored. However, a few studies which have been conducted by several researchers (Ramamurthy and Varshney, 1994; Rehman and Chauhan, 1996) show that conditions of the workers in stone quarry are very deplorable.



They are exploited and more often work in a very hostile environment which is also very hazardous.

Of the disadvantaged workers the majority is constituted by the Scheduled Castes and Scheduled Tribes who suffer both social and economic discriminations, more than their other counterparts.

A look at the human balance sheet shows that those for whom development efforts have been attempted at, have grossly been neglected in terms of their basic needs fulfillment and participation in activities launched for their betterment. This has hindered the process of participation and decentralization.

Due to this situation and many other such important problems, while some sections of the society have the lion's share of development, some other sections have slowly but steadily trundled into abysmal depth of poverty and deprivation. Even within the deprived section, some have been more affected than the others.

The unorganized labourers thus deprived, could not take full advantage from the state-sponsored poverty alleviation programmes as was intended. Because, the basic facilities which they required were not made available to them up to the critical minimum level. The basic prerequisites are:

- i) Control over the situation of existence;
- ii) Clear perception about realities of their existence;
- iii) Participation in the process of decision-making for their benefits;
- iv) Organizational skills required to manage and plan;
- v) Physical provisions for avoiding dependence; and
- vi) Cooperative interrelationship for self-sufficiency.

Objectives

Many studies have been conducted in the past to analyse the problems faced by the unorganized labourers. Apart from studies, efforts have also been made, by both civil societies, NGOs and the Government, to alleviate their poverty. However, most of the studies and developmental attempts can be termed as fact-finding endeavours and the nature of interaction in this process was mostly short-term and no follow-up action was undertaken to institutionalize any programme. Besides, concerted effort at designing and developing appropriate strategy to empower the unorganized workers towards making them self-reliant, both intellectually and materially, was not always attempted. Keeping this in view, the present study would address the issue of development and participation of unorganized workers and specially quarry mine workers. The following objectives have been formulated for the proposed study:

- Investigate and study unorganized workers households in some selected Panchayats in Bundelkhand taking into account various aspects such as income, education, health housing facilities, occupational pattern, employment opportunity, etc.
- Elicit comprehensive information about how they perceive the reality of their existence;

- Focus on the factors and forces that act as motivating and de-motivating factors against their effort at establishing organizations;
- Outline the nature and character of socio-economic and cultural interface of the study area for examining exact situation of unorganized labourers' existence;
- Suggest appropriate methods and approaches which may help them in getting empowered in the process of decision-making;
- Demonstrate feasibility of the suggested approaches though putting them into practice; and
- Disseminate knowledge and information gained in the process of this proposed study and the process of putting theory into practice to wider spectrum of unorganized labourers using the experience as a model.

In brief the main objective of the action research project would be to empower the unorganized labourers at two levels of their existence:

- (i) First, **at preparatory level**, which means, equipping them intellectually for understanding the living process of their reality. Various means and approaches would be employed to achieve this specific objectives; and
- (ii) Second, **at the contributory stage**, which denotes to the situation where they work to earn their livelihood. At this level, they would be made aware about the possibilities of and approaches for enhancing employment opportunities at both the levels of knowing what is their right and what they can do to improve their situation by self-generative endeavour to gradually reduce their dependence on 'others'.

(Project Director: Dr. M.M. Rehman, 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 Ministry of Labour. The objective is to provide a centralized agency, which could ensure active cooperation of various social partners and stakeholders including the Government, International Organizations, NGOs, Workers' Organizations and the Employers' Organisation, in the task of combating child labour. The purpose is also to build up knowledge base and to undertake and promote research. The Centre supports the policy makers and legislators in their task of formulation and implementation of policy towards progressive elimination of child labour and also contributes to the attainment of policy objectives at various levels. The primary concern of the centre is to provide technical advisory services and create greater awareness leading to change in the attitude of the masses. The Centre continues to develop the capabilities of individuals, groups and organizations in order to equip them to tackle the problem of child labour. The NRCCL strives to achieve its objectives through Research, Training, Curriculum Development, Advocacy, Technical Support, Documentation, Publication, Dissemination, Networking and Promoting convergence by strengthening the efforts of social actors at various levels.

Research

Research occupies one of the significant activities of the NRCCL. The focus of research projects revolves around:

1. Creating benchmark information on employment of children in select hazardous occupations and processes including those specified in ILO Convention No.182
2. Reviewing Research Studies for locating definitional aspects of child labour
3. Situating Factors responsible for perpetuation of child labour and evolving strategies to address those factors in overall development scenario.
4. Contextualizing Opportunity costs for withdrawal of child labour through Documenting Successful experiences.
5. Addressing Health, Rehabilitation and Nutritional aspects of child labour
6. Studying Economic implications of child labour

The various aspects covered in these micro-level studies include magnitude of the problem, enforcement of legislation, impact of state and non-state interventions, status of education, living and working conditions, occupational health hazards, etc. The methodologies adopted in these studies are quantitative survey method, participatory research approach, focus group discussions, interviews, participant observations and case studies. NRCCL has completed several research studies and major evaluation studies. In addition to the Evaluation Study of National Child Labour Project Societies in 50 districts spread over 13 states of the country, at the verge of Tenth Five Year Plan, the Centre conducted another Evaluation Study entitled "Rehabilitation of Child Labour in India: Lessons Learnt from the Evaluation of National Child Labour Project" encompassing 70 NCLP districts located in 15 different states of India at the outset of 11th Five Year Plan period.

Completed Project

(i) **Situational Analysis of Migrant Girl Children at Work**

The quality of development of future generations depends on the opportunities given for children at present towards realization of their full human potential. The Girl child is the key to achieving a more equitable status and role for women in the future. The mould of the adult woman is set in childhood. Improvements in the condition of the girl child and greater investments in her development will ensure that her girl children will have greater opportunities and suffer lesser inequality. In most countries today, the girl child has a lower status and enjoys fewer of the rights, opportunities and benefits of childhood than the boy child, who has first call on family and community resources. The girl child experiences inequality at a very young age and finds this inequality increasingly difficult to overcome. The result is most dramatically illustrated by the social and economic conditions of women at the present time. Today's girl child is tomorrow's woman. If tomorrow's woman is to become an equal partner with man in social change and development, this is the time to accord the girl child her rightful share of human dignity and opportunity. Therefore, gender equality should be in-built in any step taken for childhood development. Girl children should be given every opportunity to gain equal status and treatment to grow and develop to her full potential in every nation. Concerted efforts and committed support and backing of Governments and non-governmental organizations along with the determination of the family is required towards achieving these goals.

The main objective of this effort was to critically analyse situation of children from vulnerable sections particularly those who are migrant and at work in the slum clusters with special focus on the girl children and to equip and empower them through various interventions. The exercise enabled to understand their problematic situation and practical concerns with the view to contribute to formulation of policy measures towards ensuring their rights.

(Project Director: Dr. Helen R. Sekar, Fellow)

On-going Project

1. **Children at Hard Labor in the Farms of United States of America and the Legal Framework: A Critical Analysis**

In recent decades, due to the increasing gaps between rich and poor in the United States of America, millions of young children are forced out of school into work. The United States began as a Nation of Farmers and growing up on the family farm, learning the value of hard work is still viewed by many of its citizens as the perfect childhood. This perception of the US citizens may also be one of the factors for the prevalence of child labor in general and predominantly in Agriculture. The present study is being carried out through Desk Research method involving gathering data that already exists either from internal sources, publications of governmental and non-governmental institutions, and online sources. Keeping the importance of the research in mind the searching techniques will be refined in such a way that results are promising and relevant. The available data gathered will be systematically examined for their accuracy, credibility, and value and then sieved and analysed in the context of research objectives.

(Project Director: Dr. Helen R. Sekar, Fellow)



Integrated Labour History Research Programme

The Integrated Labour History Research Programme of the VVG NLI, a programme which aims to initiate, integrate and revive research on labour history was launched in July 1998, in collaboration with the Association of Indian Labour Historians (AILH). At the core of the programme, is the institution of a specialised repository for labour related documents, the Archives of Indian Labour (www.indialabourarchives.org). The Archives systematically preserves documents relating to the labour movement, generated by the workers' organisations, the state, and business enterprises. Contemporary documents and other material, like personal narratives, video and audio material related to labour are also preserved in the archives. The second component of the programme aims at carrying out research on labour history of India in priority areas or on neglected themes (such as "informal sector") in collaboration with individuals and institutions. The Writing Labour History Series is a direct outcome of this component and aims to bring together research surveys and findings on important issues of labour history. The third component of the programme envisages, Interdisciplinary Research in collaboration with other research centres of the Institute.

The priority areas for immediate future research in the programme are:

- Informal sector labour history
 - Oral history collection
 - Collections on Beedi and Textiles
- Expanding coverage of Central Trade Union and Textile
- Acquisition of Central Government Labour Records
 - Textiles
 - Railways
 - Mines
- Oral History Collections
- New forms of work organization and changing employment relations

Completed Projects

I. Digitisation Projects

Name of the Project	No. of pages digitized
1. Digitisation of the All India Trade Union Congress (AITUC) Collection -Phase I	9,000 pages
2. Digitisation of the AITUC Collection (1960-1980) – 300 files	9,000 pages
3. Digitisation of Documents and Government Publications relating to Labour in the holding of the Ministry of Labour and Employment	10,000 pages
4. Digitisation of Documents related to Labour Legislation	6,000 pages
5. Digitisation of Documents relating to Overseas Emigration	6,000 pages

II. Evaluation and Technology Upgradation of Digital Archives of Indian Labour (Phase –I)

Assessments of the Digital Archive's operations, conducted as part of the Evaluation and Technology Upgradation Programme (01 September 2010 – 31 March 2010) indicated that without a broad based overhauling of its technology and workflows, the condition of the Archive would become precarious. Additionally, the technology and workflows being put into place for the digitization, processing and delivery of future holdings needed to account for the Archive as it exists currently – the vast majority of its physical asset are paper-based. For 2010-11, the broad strategy of the Evaluation and Technology Upgradation Programme was directed towards archival platforms that can recognize, manage and preserve all types of digital content. The move towards repository platforms and delivery methods that are more contemporary, extensible, robust and easier to operate and manage meant that content needed to be transitioned for them. The ILHRP team therefore concentrated on the upgradation and transitioning of paper-based (print and photography) holdings. Collections already online (13 nos.) have been audited and transitioned, and this work (of auditing and transitioning) on those not released publicly (07 nos.) is ongoing.

(Project Co-ordinator: Dr. S.K. Sasikumar, Senior Fellow)



Centre for Labour and Health

Aims and Objectives

The degree to which health systems meet the needs of different social groups is an issue of concern all over the world. This is more so in countries experiencing rapid economic and institutional change. 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 health benefits becomes a challenge. In order to address these key issues of health provision and its interlinkages with the world of work, the Centre for Labour and Health Studies has been set up in V.V. Giri National Labour Institute. This specialized Centre focuses on understanding and addressing emerging health challenges confronting workers in a globalised economy. The core research areas of the centre are as follows:

Core Research Areas of the Centre

- Understanding Labour market transformations and challenges to health security of workers.
- Assessment Public health services and its impact on labour and livelihoods.
- Social Protection and HIV/AIDS.

Specific Research Issues of the Centre

- Understanding inequities in access to health services and its effect on workers in the informal economy.
- Analysing health care burden and its impact on the livelihood of workers.
- Analysing the factors and role of horizontal health provision and equity.
- Understanding the role of social insurance in providing health protection.
- Impact of HIV/AIDS on the livelihood of workers involved in the informal economy.

Apart from conducting research, the Centre is involved in implementing a Ministry of Labour & Employment and ILO collaborative programme on 'Prevention of HIV/AIDS in the world of work: A Tripartite Response'.

Ongoing Project

(i) Impact of MGNREGA on the Living Conditions of the Unorganized Workers in Rural Areas

Context of the Study

The employment scenario in India has undergone fundamental changes. As per the findings of the National Sample Survey Organisation (NSSO), although there has been a growth in workforce across from 1999-00 to 2004-05, however, a sectoral disaggregation of the workforce shows that agriculture sector which provides close to 80 percent of

employment in rural areas, has seen a decline in terms of the share of employment from 59.8 per cent to 58.4 per cent between the 55th and 61st NSS Round (Rangajan C et. al, 2007). Moreover, data combining estimates from the 2004-05 National Sample Survey with Census of India projections of population suggest that around 280 million people, or just under half the work force of the country, are currently self-employed. Of these, around 62 per cent (which is equivalent to 60 per cent of the rural work force) are in rural areas. According to an analysis of the 61st round data by Chandrasekhar and Ghosh, most self-employed workers are engaged in continuous, intensive and low productivity work, that provides little remuneration and is also prey to tremendous uncertainty because of the unpredictability of income (2007).

The National Rural Employment Guarantee Act (NREGA) - now called the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), which was launched in February 2006 has come at a crucial time when the rural economy is going through a almost complete stagnation. Although a review of the scheme over the years shows that in terms of quantitative output, the overall performance of NREGS has been quite significant, yet an indepth analysis of the state-wise performance of NREGA, shows that there are wide inter-state variations in the performance between different regions and groups.

Objectives

Taking in to consideration the above background, the broad objective of the present study is therefore to find out the impact of MGNREGS on the living conditions of the unorganized workers in rural areas by exploring various attributes which contribute to the enhancement of quality of life. In order to study this broad objective, the specific objectives that would be explored are as follows:

- (i) Evaluation of NREGA implementation in terms of its objectives and operational guidelines in the selected districts/states.
- (ii) Analyse the impact MGNREGA on the living conditions of the workers by exploring attributes such as income levels before and after the scheme, shift in expenditure pattern on food and non-food items, land holding pattern of the beneficiaries, acquisition of movable and immovable assets, status of loans, etc.
- (iii) Assess the impact of NREGS in bringing about positive changes in the labour market.
- (iv) Understand gender empowerment through female participation and the difficulties faced by women workers.
- (v) Suggestion of strategies and policies for its better and effective implementation.

Methodology

The study will be based on both primary and secondary data which would be collected from the field and government sources. Primary data will be collected through a combination of sample survey (quantitative) and participatory (qualitative) methods. The survey approach will be mainly used to measure the differential livelihood profile of the people and compare the changes with regard to the indicators such as creation of assets, activities, level of income of the households before and after the scheme, impact on migration, female



participation, etc. This would be substantiated by understanding the perspective of local communities by using qualitative methods such as semi-structured interviews, informal group discussions, focus group discussions.

Selection of Study Area, Sample Households

The study will be carried out in two states – Andhra Pradesh and West Bengal. Although a primary factor for selection of these states is the proportion of rural population living below the poverty line, yet other factors that have been taken in to consideration are the overall implementation of the scheme in terms of the entitlements guaranteed to the workers and impact of the scheme in strengthening the livelihood of the people. In order to explore the above objectives, the study will be carried out in two districts in each of the selected states and per district a total of two blocks would be covered. As the aim of the study is to explore the impact of MGNREGA on the living conditions of the unorganized workers in the rural areas, therefore the selection of appropriate districts and blocks in these two states will be made based on secondary data on indicators such as rural population, incidence of poverty, proportion of ST/SC population, level of illiteracy and gender gap and proportion of workers involved in agriculture. The sample households (250 households from one block) will be identified from among the beneficiaries of the scheme during the last financial year.

(Project Director: Dr. Ruma Ghosh, Fellow)

Centre for Gender and Labour

Centre for Gender and Labour has been set up with the objective of addressing and strengthening the understanding of gender issues in the labour market. With market reforms, such issues have occupied an important dimension of research. Women suffer multiple disadvantages in terms of access to labour markets, and often do not have the same level of freedom as men to choose to work. Gender differences in labour force participation rates and unemployment rates are a persistent feature of global labour markets. Gender inequality remains an issue within labour markets globally. These issues need to be addressed to ensure gender equality in the labour market, which require concerted efforts both at academic and policy levels.

Women face constraints in terms of sectors of economic activity in which they work. Women are also often in an underprivileged position in terms of the share of vulnerable employment in total employment. These workers are most likely to be characterised by insecure employment like domestic workers, especially the migrants with poor skills, low earnings and low productivity. Another area of concern is gender wage differentials that may be due to a variety of factors, including crowding of women in low paying industries and differences in skills and work experience, but may also be the result of discrimination. Given the constraints women are facing, promoting gender equality and empowering women is pivotal to achieving the new target on full and productive employment and decent work for all.

Initiatives on skill development and empowerment through micro-credit and self-help groups would be some of efforts of the Centre. Moreover health, a socially produced phenomenon, needs to be examined in the context of the laboring poor and women in particular, who historically have been socially and politically marginalised. Various efforts have been also been undertaken to enhance health care to the marginalised.

Within this framework the activities of the centre are thus envisaged to upgrade the status of the institute to a leading institute in the area of research, education, training and advocacy on gender and women's labour in particular. Further, the centre is visualised to act as an apex repository of documents and data on women labour and as an interactive forum for experts and activists in the field to enhance the understanding of gender and women labour issues.

Core Research Areas

- Gender Aspects of Globalisation
 - Emerging trends in the new economy
 - Decent work
 - Domestic workers issues and concerns
 - Gender equality in the world of work



- Empowerment of women in the informal sector
 - Skill training and development
 - Micro credit institutions and self-help groups
- Changing Gender relation in the rural labour markets
 - Changing agrarian relations and its impact on women's employment
 - Women in Non- farm rural employment
- Gender aspects of social security
 - Social security schemes for women workers: Emerging Models and Approaches
 - Gender Issues in livelihood
- Gender and Health
 - Gender and Health Issues in the Plantation Sector
 - Understanding Health Care Programmes with a Gender Perspective

Specific Research Themes

- Implementation of Maternity Benefits Act
- Empowering Rural Women through Action Research (Rural Camps)
- Gender and Health Issues in the Plantation Sector
- Gender Dimensions of Employment Specific Schemes with FossCUS on MNREGA
- Health Programmes for The Laboring Poor
- Impact of Skill Training on Women Workers in the Informal Sector
- Gender Budgeting

Completed Projects

(i) Labour Market Participation of Working Women Post Maternity: A Case of Private Sector

Background

Women's participation in labour market following childbirth is often pivotal in determining their later occupational attainment (Jennifer & Riley, 1998). Women who stay out of the labour market for some years experience a loss in their human capital; when they want to re-enter the labour market they often access less qualified positions only. Moreover, in the areas where the unemployment rate is high, women may find it difficult to re-enter in the labour market altogether. This may induce women to prolong as much as possible the maternity leave, instead of quitting their job to look for another one in the future. When mothers do not leave their job, they may experience a downward occupational mobility: women with children are penalized with respect to non-mothers in their career advancements and wages. This is related to working mothers' actual or supposed lower effort in work activities (reduced availability for overtime work or travelling, increased absence due to children's illness). Moreover, many women with children choose to work part-time, that implies fewer career opportunities subsequent difficulty in moving back to full-time employment. All this may have negative impact on mothers' wage (Pacelli, Pasqua and Villosio, 2006). Within this context present research attempts to look at the determinants of job security and labor force interruptions among employed women post childbirth, with specific focus on the working conditions and benefits provided by the organizations.

Discrimination by age, sex and family responsibilities often prevents 'housewives' from obtaining permanent jobs after a break and compels them to accept low-paid part-time (often temporary) jobs. The social structure and the loss of human capital during this period force many women, especially graduates, to sit at home, despite the desire to return to the labour market. There are still not enough job-training programs to refine their old skills.

Objectives

Women's decisions to join labor force following childbirth are often pivotal in determining their later occupational attainment (Jennifer & Riley, 1998). Within this context present research attempts to look at the factors affecting women participant in the labour market post maternity with specific focus on the working conditions and benefits provided by the organizations.

The detail objectives of the present study were:

- To look into legislative structure provided for childcare facilities in the country.
- To look into career break job penalty and downward occupational mobility, if any. (This will look into the duration of the temporary withdrawal from the labor force and the duration and the propensity of the mothers to join the labor market post maternity).
- To examine the stability of the employment post maternity

Methodology, Sample Size and Study Area

- a. Initially, the available secondary sources / information on legislative structure pertaining to childcare facilities were collected and reviewed.
- b. After this IT, ITES firms Hospital & Garment industry, located in NOIDA, Gurgaon, Faridabad, Delhi were identified.
- c. The Survey was conducted on women worker from different segments of IT (Software Development) & ITES (knowledge processing, Business processing, call centers e.t.c.,) Garments and Nursing.
- d. Questionnaire was prepared and pilot testing was conducted in firms located in NOIDA.
- e. Once the questionnaires were finalized, both indirect & indirect interview method was used for gathering the required information from the women workers as well as the employer.
- f. Using the purposive sampling technique, the data was collected from women workers falling in the age bracket of 25-45 years of age.
- g. Data collected was tabulated through entry into Statistical Package for Social Science package for further interpretation.

Conclusion

Many people still see these conflicts between work and family as a women's problem, reflecting traditional views on each sex's role within society. In the past, people did housework along with other activities directly related to production. With industrialization, domestic work and production became separated and a more rigid, gender-based division of labour prevailed. Thus, women mainly took charge of reproductive duties in the home,



while men moved on to fulfill productive work outside the home, for which they began to receive payment.

Cultural constructs transformed this rigid sexual division of labour into a “natural” specialization. Moreover, women’s role as wife and mother was mystified and their ability to work full time in the home became a status symbol, generating a cult to domesticity in which the family and the home became the preserves for affection and child raising, under women’s supervision. These rationalized two beliefs: first, that unpaid work in the home was women’s work and second, that it wasn’t really work at all (Barrer and Feiner, 2004).

Nonetheless, women’s importance to the economy never ceased, thanks not only to their daily contribution in terms of reproduction in the home (cooking, washing, health care and nutrition of family members), but also their productive work (whether paid or unpaid) and its importance to family survival strategies and welfare.

This construct of female domesticity has been more cultural than real, but it is so well established that it has inspired public policies, labour legislation among them, social practices, and family negotiations. Two myths persist in the region, as powerful perceptions that are at the base of the tensions between work and family: the first requires that women take care of family and children as their first priority, while the second considers them a secondary labour force, whose income complements that of men.

The analysis shows that Kin Based care is still the most preferred and widely used childcare arrangement of working mothers in India. This role of Grandparents as the preferred choice for childcare continues to be strong.

Suggestions & Recommendations

Women in her role as worker require certain support services from family, society, Employer and the State. This will help her fulfill her reproductive role without loss to her children; motherhood and can contribute to the society as productive worker. This requires adequate childcare and maternity support at Enforcement level. Since Majority of laws are applicable to organized sectors that are to some extent followed by IT, ITES and this study reveals majority of women workers are engaged in Garment and Health sector. Therefore, the study recommends taking adequate measures regarding the compliance & enforcement of these laws in studied.

Women themselves are not aware of childcare and maternity related provisions in our legal structure. Therefore, need is felt in this direction by the NGO, Trade union & V.V Giri National Labour Institute to play an important role in raising awareness.

W.H.O recommends Breast Feedings as early as possible and maintains exclusively for four to Six month of life and continued with supplementary food for at least up to two years for Infant. The study reveals very few percentages of women in IT, ITES and Health sector took break for more than six month. This means the Breast feeding time for infants has declined drastically. Adequate measures need to be taken in this direction, especially while framing the policy to provide crèche facility for the infant in the office premises of the office. This would promote breast feeding for infants. For the benefits of the mothers of school going children School timing and office timing should be in symmetry or school should work as Day boarding.

It has been found women have been postponing their marriage and motherhood due to inadequate childcare facilities. In order to reduce to career related break, if any, among women workers, amendment in Maternity Benefit Act and Provisions for child care is required in sector studied.

(Project Director: Dr. Shashi Bala, Fellow)

Ongoing Project

(i) Implementation of the Maternity Benefits Act

Background

Women comprise a substantive percentage of the total workforce in INDIA. The increasing acceptance of women at work, increasing literacy rate, and marriage at relatively higher ages are some of the main factors contributing to a stronger women participation in the workforce. The higher participation of women in the workforce would require proper strategies, policies and laws for addressing the issues concerning them. One of such important issues is maternity protection.

Over time, there has been a gradual improvement in Maternity protection across the world. Measures safeguarding the employment of pregnant women workers and combating discrimination faced by them based on Maternity are an integral part of Maternity protection. The current Maternity standards require legislation against discrimination in employment, including access to employment, dismissal and the maintenance of employment benefits during leave.

Protecting Maternity has been among the key initiative and Primary concerns of the ILO. It was during the first International Labour Conference (ILC) in 1919 that the first Convention on Maternity protection (Convention No. 3) was adopted. This Convention was followed by two other conventions: Convention No. 103 in 1952 and Convention No.183 in 2000, which progressively expanded the scope and entitlements of Maternity protection at work.

Article 42 of our Constitution contains the directive that the State shall make provision for securing just and humane conditions of work and maternity benefits. Additionally in order to regulate the employment of women in certain establishments for certain periods before and after childbirth and to provide for Maternity benefits and certain other benefits the Indian Parliament enacted the Maternity Benefits Act, 1961. The question now arises whether the main purpose for which those protective laws were made is observed or not? Whether women workers are benefited (by these various protective laws meant for her)? Seeing their actual implementation one has to come to the conclusion that the women worker entitled are not receiving the proper benefits even according to the rules. The reports of the study groups appointed by the Central Government and the various investigation committees on labour problem, talks about the inadequacies in the actual implementation of these protective laws (Sharma, 2006).

It is important to recognize that women participation in labour market has significantly increased in recent years, particularly in urban areas. Further, most of the increase in women participation in labour market is contributed by young women in urban areas.



Since India is committed to creating a gender friendly labour market environment, there is increasing realization to provide a conducive working environment.

Objectives

With in the background mentioned above the present study is being projected. The main purpose is to examine the prospects of Maternity benefit Act 1961 in terms of implementation and adaptation by the employer in the selected study area.

The objective of the present study would be:

- To analyze the key aspects of Maternity leave provisions: the duration, the benefits and the source of the funding.
- To see the implication/ significance of the Indian legal provisions with reference to ILO standards on Maternity.
- To examine the Employer & beneficiaries' perspective on Maternity Benefits Act.
- To examine the issues raised before the Courts in relation to Maternity Benefits Act
- Within the organization others measures for maternity protection could also be examined
- The study could also examine the issue of non regular work among the workers due to maternity related issues

Methodology

1. In the first phase available secondary sources on Maternity Benefit Act would be reviewed. Based on the analysis of secondary sources study area would be identified and Comparative study would be attempted in private sectors {Multinationals (IT & manufacturing) education & service}.
2. Stratified sampling technique would be used to select only private units (Multinational IT & manufacturing education & service) employing more than 10 workers.
3. Purposive sampling will be attempted to select only those women who are beneficiaries and entitled to benefit from Maternity Benefit Act.
4. Open ended questionnaire will be prepared for pilot testing.)
5. Required information in the questionnaire will be collected via conducting in-dept interviews on the beneficiaries, intended beneficiaries and employers.

Study Area

NOIDA is one of the largest planned industrial townships of Asia, and it symbolizes harmony between human habitat and industrial enterprise in INDIA. It is part of the National Capital Region (NCR) and is spread over 20,316 hectares, with most sectors fully developed and Located at the east/south eastern border of Delhi, in the state of Uttar Pradesh. It is located close to the metropolitan city of Delhi.

The principle objective of NOIDA was to create a new planned industrial town, which would attract industry from non-conforming areas in Delhi (Decentralization of economy) and also incorporate small-scale industries to reduce in-migration into Delhi. Beside Noida, based on Literature Review of available secondary source other state would be identified and surveyed as case Studies.

(Project Director: Dr. Shashi Bala, Fellow)

North-East Research and Training Centre

NORTH-EAST RESEARCH CENTRE

A specialized research centre on the North-Eastern Region (NER) was set up to address key issues relating to labour and employment in the NER. The major objective of the research centre is to carry out policy oriented research on labour and employment which would facilitate development of an employment generation strategy for the overall development of the NER. The identified research themes of the centre are as follows:

- Economic Growth, Employment, Poverty and Development Indicators in India: Evidences from NER
- Impact of Economic Reforms on Employment in NER
- The Role and Potential of Non-Farm Employment in NER
- Role and Share of Service Sector in total Employment in NER
- Vulnerable Groups: Child Labour, Contract labour & Bonded labour
- Migration as a Livelihood Strategy in NER
- Employment Expansion: Role and Potential of Tourism, Handicrafts and Cottage Industries and Plantation sector
- Youth Unemployment Issues in NER
- Impact of NREGA & Other Government Initiatives on Employment Generation in NER

Apart from undertaking research projects, the centre also actively involved in imparting labour research methods training to research scholars belonging to various North-Eastern States. The Centre also undertakes research workshops involving participants from North-eastern Universities and Institutes from time to time to deliberate upon and finalise the research programmes of the centre.

Completed Projects

(i) **Valuing Life in a Regulated Labour Market: Study on Tea Plantations in Assam**

Tea industry is a major livelihood provider in the economy of the state of Assam. Despite presence of required regulatory provisions (the Plantation Labour Act, 1951 and social security under Assam Tea Plantation Pension and Provident Fund Trust) studies and reports reveal that this prime livelihood sector lacks labour standard. Poor labour standard, however, reflects only one part of deprivation in the plantation estates. One important issue that often does not come into light is the work related health hazards and mechanical injuries and death in the tea plantation sector. Information on these is very limited.

Primary observation reveals that apart from the chemical hazards, accidents and mechanical hazards in the field and factories of tea plantation estates are common. The prevalence of



incidences of health hazards and injuries are not estimated in this largest livelihood sector of Assam. First hand information reveal that hazards and injuries at work in the plantation industry are due to ignorance of the workers and of the management to adopt safety measures; along with unwillingness of the management to invest in protective gears, user friendly tools and machineries. This could be that the workers suffered from the ailments, injury or lost life at work, are not compensated adequately under the prevailed regulatory frame.

In such context curiosity may arise to have an understanding on the status of occupational safety and health hazards of workers in one of the largest tea plantation cluster in the world. There is also a need to ponder on safety measure adopted in tea plantations and provisions of compensation measures in case of accidents in factory and field. All could indicate the decency at work and value of life in the important livelihood sector in the state of Assam.

(Co-ordinator: Dr. Kalyan Das)

(ii) Efficiency and Equity Aspects of NREGAS in Tripura: A Status Report

Dhalai District of Tripura was one of the 200 districts of the country that came under the operation of the National Rural Employment Guarantee Scheme [renamed Mahatma Gandhi National Rural Employment Guaranty Scheme (MGNREGS) from 2nd October 2009] in the initial phase that began in 2006. The remaining districts of the state came under the purview of MGNREGS in the latter phase (two in the second and one in the third). Tripura is one of the eight states of North-East region of India. It is a landlocked state and has a lower per capita income in comparison to the national level. There is no industry of significance in the state. Population is mostly rural in nature and agriculture is the dominant employment providing sector. Most of the cultivators are marginal and semi marginal in nature and the average size of holding has declined from 0.97 hectares in 1990-91 to 0.60 hectares in 1995-96. One can therefore infer that rural people do not have sufficient employment opportunities. Consequently, there is high incidence of poverty which is around 66.81 percent of rural families. The NREGS, by providing hundred days of work per year, has covered so far 5.3886 lakhs households out of the total rural households of 5.8349 lakhs.

The present study attempts to focus on the benefits flowing from the scheme to the households and to the rural economy through creation of assets. Shortcomings and strength of the delivery mechanism shall also be evaluated on the basis of a field survey. All the four districts will be covered taking two blocks from each district with one advanced block and another backward block in terms of employment generation. The total number of respondent will be eight hundred (one hundred from each block). The findings from the study will be presented and discussed before the members of the three tier Panchayati Raj Institutions and other stakeholders including government officials. The quarterly reports will be shared with Panchayati Raj Institutions, Rural Development Agencies and V.V. Giri National Labour Institute. It is hope that this broad base evaluation exercise will lead to better implementation of MGNREGS and policy inputs for state and central Government.

(Co-ordinator: Dr. Amitabha Sinha)

(iii) Employment Challenges in North-Eastern States of India: Role and Potential of the Unorganised Manufacturing Sector

The central purpose of this study is to analyse and understand the changing structure and pattern of growth of unorganized manufacturing and assess its role and potential for generating productive employment opportunities in north-eastern region.

Unlike the organized manufacturing sector, the unorganized manufacturing sector during the post-reform period witnessed notable rise in both the number of enterprises and workers. It has come to be recognized in the policy sphere that the unorganized manufacturing sector, which is dominated by small and tiny enterprises, holds the promise of vast employment potential. Notwithstanding, the apparently encouraging performance of the unorganized manufacturing sector, an issue of concern has been the perpetuation of an abysmally low level of productivity, caused by various factors such as low level of technology-in-use, limited access to inputs and credits and unfavourable market environment. Some of these problems seem to be getting exacerbated, rather than moderated, by the process of economic reform and globalization.

The study will attempt to identify state specific and sector specific constraints, which will help formulating suitable policies to meet the challenges and opportunities posed by reform processes. A special emphasis of the proposed study shall be to look into these constraints at the rural and urban levels, separately, as it is believed that the enterprises in the two segments face different problems. That would form a strong and valid basis for meaningful policy intervention. The findings of the study will be useful in preparing policies and programmes not only for this sector but also for whole north-eastern economies, so far as the challenges of poverty, unemployment and migration are concerned.

(Co-ordinator: Dr. P.P. Sahu)

On-going Projects

(i) Migrant and Trafficked Children in Hazardous Employment of North East India: The Case of Nagaland

The twin process of trafficking children for labour and children migrating alone for employment is a global problem affecting large number of children. Trafficking consists of all acts involved in the recruitment or transportation of persons within or across borders, involving deception, coercion or force, debt bondage or fraud, for the purpose of placing persons in situations of abuse or exploitation, such as forced prostitution, slavery-like practices, battering or extreme cruelty, sweatshop labour or exploitative domestic services. Statistics are scarce and unreliable. Quantitative information is largely collected from sporadic studies and surveys, and extrapolated on the basis of approximations.

In Nagaland large number of children are being trafficked from Mon and Tuensang districts, mainly for domestic work but also to work in Shops, Restaurants, Hotels, Motor Workshops or on Farms and in some cases for sexual exploitation. Nearly 80 per cent of these trafficked domestic workers are girls. Children from these districts are mainly trafficked to towns like Dimapur, Kohima and Mokokchung of Nagaland. Some children are sent as far away as the Middle East, Thailand, Singapore and also Indian states like



Maharashtra, Andra Pradesh and West Bengal. Trafficking routes fluctuate according to local conditions or supply and demand factors. In many cases the 'direction' or 'flow' may appear illogical. Children and their families are often unaware of the dangers of trafficking, believing that they would be placed in better employment to earn their livelihood in the place of destination. It is often hidden and hard to address.

Till date Nagaland does not have a proper documentation on the magnitude of Migrant and Trafficked Children in Hazardous Employment. Little is known about how these children are used at destinations in the informal sector and also about the process in which such children are being trafficked or migrated. Due to lack of comprehensive survey owing to financial constraint compounded by the absence of proper research methodology and the accepted general opinion that such problems does not prevail in the State, attempts to achieve this target has failed. Therefore the present study aims to understand the complex forward and backward linkages and the demand and supply chain to suggest a holistic approach to prevent trafficking and the practice of employing children in various forms of work particularly in the worst forms which makes children vulnerable to exploitation.

(Co-ordinator: Mr. T. Chubayangar)

(ii) Nature and Challenges of Youth Unemployment in North East Region of India

This study is focused on Youth Unemployment Situation in the North-Eastern States, where economic growth is slow and the demographic trends points towards potential increase in population in future. In the context of the above, the study will draw light on the extent and nature of youth unemployment and the various challenges and magnitude of pressure that the economy would face in future. The detail objectives of the study are as follows: (a) situate the labour market scenario in NER in the present context of sectoral shifts– special emphasis will be on extent and quality of employment in various sectors; (b) analyze the systematic correlations between youth unemployment and supply side factors – focusing specially on the linkages between the supply structure and employability; (c) understand the significance of migration to urban centers as a distress option; (d) examine the gender dimensions of youth unemployment; and (e) find out the differences in labour market conditions between plain and hilly regions

The study will be based on both secondary and primary sources of data. The secondary data will be drawn from the published and unpublished records (both govt. and others), Survey reports, Statistical Reports, National Sample Survey reports, journals etc. for the region and the country. Primary data will be collected through field survey. The primary data will be collected from three states namely Assam, Nagaland and Manipur through multi stage stratified random sampling method using standard interview schedule and questionnaire by taking household sample.

(Co-ordinator: Dr. B. Kilangla Jamir)

(iii) Growth, Composition and Determinants of Rural Non-Farm Employment in North East India

The falling elasticity of employment with respect to agricultural output, the existing high level of disguised unemployment and underemployment in agriculture in rural areas, make

rural non-farm sector to be seen as a viable sector for solution of the problems of the rural unemployment and rural poverty. As review of literature indicates, most of the studies undertaken on RNFE relate to the country as a whole or various parts of it, except the North-Eastern Region. Till date there is no systematic study undertaken on the dynamics of RNFE for the whole region. This region over the past three decades has undergone very high decadal population growth (more than 35% during the last three decades), modest degree of urbanisation and has also experienced a substantial across the sector developmental activities, mostly state sponsored. The cultivable land-man ratio has worsened during this period as reflected in the declining trend in average size of land holdings. Of late, there has also been an increase in educated unemployment in this region, especially during the 1990s. The human development index (HDI) of the region ranks higher than the all India one, but, economic growth has been sluggish (1.2 per cent in per capita terms) particularly in the 1990s. This situation, experts believe, may give rise to increased social tension in the NE society. Agricultural sector is getting slowly but gradually modernized. All these, developments have brought in obvious changes in the availability, nature and composition of the workforce, which have serious implications for policy making in this region. Further, rough estimates provide the extent of RNFE in the region to be in around 39 per cent and 32 per cent as against the all India average of 29 per cent and 24 per cent as per census 2001 and NSS 55th Rd. respectively. Many of the economists and policy makers in this region opine that in the context of meagre economic growth and extreme poor industrial growth, much of this employment diversification in the rural areas might have led to the creation of low end services. Does this situation confirm to the 'residual sector hypothesis of Vaidyanathan? Further, this region is diverse and presents a large number of sub-regional specificities in various fields including its economy, geography, socio-economic and cultural practices etc. Because of the presence of these types of diversities, the dynamics of employment and income creation in the Non-Farm sector may be difficult to be explained in a single frame work of analysis or in the form of a uniform hypothesis. In view of these reasons, the study proposes for a systematic study on the nature, extent and determinants of RNFE in the North-East in general and Assam & Meghalaya in particular. Specifically our research aims at examining the trends, nature, sectoral composition and determinants of growth of rural non-farm employment in the north eastern region. The study is to be based on both secondary and primary data. Secondary data are to be collected from Census, NSSO, CMIE and other publications. Primary data are to be collected from 1000 households spread over 10 villages in 5 districts of Assam and Meghalaya. Both quantitative and qualitative methods shall be used to analyse the data.

(Co-ordinator: Dr. Bhagirathi Panda)

(iv) Migration from North-East to Urban Centers: A Study of Delhi Region

Of late, there has been an increasing presence of mobile population (especially youth) from North Eastern States in the prominent urban centres of the country such as Delhi, Bangalore, Mumbai, Calcutta, Chennai, Chandigarh, Pune and Hyderabad. The presence of these 'youth on move' is visibly felt among students in universities / higher educational institutions and in several service sector occupations (fast-food/ restaurants; para-medical;



call centres; domestic and care services; beauty parlours; hospitality services, and other service sector jobs).

A preliminary gathering of information and discussions with key resource persons suggests that the major reasons for /motivations behind such passage of youth from North East Region (NER) to urban centres include: (a) educational; (b) employment considerations; and (c) other favourable conditions. The bleak employment prospect in the local labour markets is perhaps the most important determinant of migration of youth from NER to urban centres. Increasing educated and youth unemployment in the North Eastern states owe considerably to the abysmally lower level of industrialisation and lower expansion of modern service sector occupations in the region. The recent saturation in the government/ public sector jobs also intensifies the unemployment situation. The lower labour absorption capacity of local labour markets and perceived employment prospects in the urban centres together prompt the aspirant youth in NER to migrate to cities (at least for sometime) to explore better opportunities. The political unrest, violence and poverty of the region also often influence the decisions of youth in favour of migration, along with the dream of better opportunities and charm of working in cities /and in new economy jobs.

In this backdrop, the present study focuses on the dynamics of youth migration from North East to National Capital Region (NCR) through a field based study. The specific objectives of the study are as follows: (a) understand the distinguishing patterns, processes and characteristics of migration from NER to the study region (i.e., NCR); (b) identify and analyse the major reasons/considerations for migration of youth from North Eastern States to the study region; (c) map the prominent urban occupations that are characterised by higher concentration of North East workers and to explore the reasons for such patterns; (d) analyse the role of social networking and institutional/agency networks in the migration of youth from NER to urban centres; (e) discuss the issues of identity crisis and cultural adjustments faced by migrant workers of NER in urban set up; (f) suggest appropriate policy interventions to improve the conditions of North East migrants in urban centres.

(Co-ordinator: Dr. Babu P. Remesh)

(v) SHGs formation and Change in Occupational structure & Pattern among Women in North-East region

In the country two prominent programmes (i) SHG-Bank Linkage programme of NBARD and (ii) SGSY poverty eradication programme of MoRD have adopted SHG models for financial inclusion and self-employment generation. Both the programmes have targeted women members of the society for the formation of SHGs and generation of self-employment. The SHG-Bank linkage programme as a model of microfinance sector starts from micro savings to micro credit and then to micro enterprises and hence, generation of employment and poverty eradication via promotion of micro-livelihoods. Further to resolve the problems of unemployment and poverty NABARD has launched Micro Enterprise Development Programme (MEDP) for skill Development in March 2006 with the basic objective to enhance the capacities of the members of matured SHGs to take up micro enterprises through appropriate skill upgradation / development in the existing or new

livelihood activities both in farm and non-farm sectors by way of enriching knowledge of participants on enterprise management, business dynamics and rural markets. SHG-Bank linkage programme is quite relevant for the development of women focused income generation activities and employment generation in the N-E region.

The traditional occupations are under going tremendous changes with the improvements of education, training, infrastructure, information technology, and introduction of new institutional arrangements like SHGs and focused efforts of Government. SHG-Bank linkage programme has played a greater role for financial inclusion and generation of self-employment among women members. The studies conducted; so far in north-east regions owing to several reasons have not exclusively focused on impact of SHG-Bank linkage programme on employment generation among women. Also, many of the studies are biased towards secondary information.

Till the year 2008-09 only 4 per cent of total SHGs formed in the country under SHG-Bank linkage programme were formed. A variety of reasons could account for this poor performance. Under these circumstances, this is imperative to conduct a study on impact of SHG-Bank linkage programme impact on occupational structure, pattern of women in the North-East region. Broadly, the study will delve into two broad issues:

- A) Macro-level analysis of occupational distribution of women across eight states of North-East region by using published data
- B) Micro-Level analysis of Impact of SHG-Bank Linkage Programme on Change in occupational changes in the pre and post programme implementation stage.

(Co-ordinator: Dr. Shubranshu Tripathy)

(vi) A Study of Work-force Participation and Time-Use Pattern of Rural Women in Arunachal

In the tribal region of North east India women are engaged in agriculture, cooking, housekeeping, child care, fetching fuel wood and water, collection of forest produce, care of livestock, storing grains, etc. Much of the work which is of importance for the maintenance for families is largely done by women. According to anthropologists and some historians, women were the major producer of food, textiles and handicraft throughout human history and continue to provide a major labour input, in production in the small scale subsistence sector. Women's work is mostly not visible or partially accounted for in the data on workforce participation. Their work also differs according to age, gender, income, occupational group, location, size and structure of family. As women's work is mostly for self consumption, much of the work they do is not recognized as 'work' in national income statistics.

A great deal of studies have been undertaken throughout the world on women's work, sexual division of labour, women work participation etc. Focusing mainly on the Indian Rural society, various studies reveal that Indian women, more specifically the rural women, play multifarious socio-economic role both inside as well as outside the home. The present study also attempts to analyse the gender issues specifically in the state of



Arunachal Pradesh in terms of their work in rural areas, work participation rate and well being and survival, educational attainments, employment patterns and participation in decision-making. The study will address this issue with the help of primary data generated by the socio-economic survey as well as time-use survey. The major objectives of the study have been set as follows:

1. To study the inter-temporal changes and regional pattern of women's workforce participation in India and in Arunachal Pradesh since 1971.
2. To study the level and inter-district variations in the work force participation in Arunachal Pradesh.
3. To study the time spent on household work by men and women, in the surveyed villages of Arunachal Pradesh
4. To investigate the prevalence of division of labour (in SNA, extended SNA and Non-SNA work) according to sex among the different tribes of the state.
5. To examine the impact of back ground characteristics like age, education, socio-economic status etc on time-use pattern of women on various activities.

(Co-ordinator: Dr.Vandana Upadhyay)

(vii) Shift in Cropping Pattern and its Impact on Employment, Income and Livelihood of Workers and Peasants in North Eastern States: A Case Study of Tripura

About 60 percent of the total workforce in India rely on agriculture while they contribute only a little more than 1/5th to the GDP. The mismatch between GDP from agriculture and its dependent population size has widened the per capita income gap of workers in different sectors. There is a shift in cropping pattern within the farm sector from food cash crops and the rate of substitution has increased during the post reform phase. Shift in cropping pattern favouring cash crops reduces the employment elasticity and the peasants are exposed to greater volatility of markets. A fragile labour market prevent free labour mobility and collective bargaining. Other deleterious impact of a less labour absorptive cash crops are: (i) it pull down spot wages and widen the gender wage gaps leading to erosion in purchasing power of labourers and their relative standard of living. (ii) peasants and farm workers shall be denied access to home produced food stuffs; (iii) export market dependent crops are more prone to price volatility; (iii) history of famine and poverty hitherto reveal that the peasants and socially vulnerable groups the first and worst hit victims of any economic turmoil. The fast growing crop-diversification to cash crops, especially in North Eastern States (NES) may be viewed against the backdrop. The proportion of socially vulnerable groups in the region is much higher than the national average.

The impact of the shift in cropping pattern in the context of trade liberalization in India has been analyzed, broadly at the micro level focusing on export orientation of agriculture, employment elasticity of agriculture, role of higher value crops in agricultural growth, and decline in public investment. A close perusal of the literature reveals that studies at the macro level have presumed that the shift in cropping pattern does not uniformly affect all section of the country. The existing studies have not looked into the issues pertaining to changes on the labour market, wages and employment in those states where socially

fragile groups have a large representation in the population. These studies have used only the secondary information at the micro level and therefore region-specific and social group specific policy cannot be evolved. In this backdrop the present study attempts to fill the gap in accumulated wisdom keeping in mind the specific objectives in case of Tripura. Some major objectives are i) the impact of the shift in cropping pattern on employment, real wages of agricultural labourers and net income of peasants across social groups and economic categories in Tripura ii) analyse of the price fluctuations for export oriented / industrial raw material and its impact on employment and real wages of the farm dependent population in Tripura and iii) to study and suggest a judicious crop mix, which would ensure a sustainable and feasible livelihood status of people in the Tripura.

(Co-ordinator: Dr. Mohana Kumar)



Centre for Climate Change and Labour

The impact of climate change is a global concern and in India where large numbers of people are poor and dependent on agriculture and informal sector for their livelihoods, the impact of climate change is quite critical. In order to address key issues relating to climate change and its inter-linkages with the world of work, the V. V. Giri National Labour Institute has set up a new research centre namely Centre for Climate Change and Labour in the year 2010. The major objective of the research centre is to carry out policy oriented research on climate change and its inter-linkages with labour and livelihoods. The core research areas of the centre for the year 2010-11 are as follows:

Core Research Areas of the Centre

- Understanding inter-linkages between climate change, labour and livelihoods;
- Employment Challenges of Climate Change and transition to 'Green Jobs';
- Assessment of livelihood adaptation and mitigation strategies to climate variability and change at the macro, meso and micro level;
- Climate change and its impact on migration and
- Impact of climate change on natural resources, forests and commons.

Specific Researchable Issues include:

- 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 employers and trade unions in reorganizing production processes, protecting job losses and re-orienting macro policies to combat climate change;
- Impact of climate change on food security through its linkage with reduction in agriculture production and productivity caused by prolonged droughts, floods and highly erratic monsoon;
- Role of NREGA in protecting livelihood security and adapting to climate change;
- Climate Change and Gender;
- Climate Change and its impact on accelerating migration processes;
- Understanding local perceptions on climate impacts, local coping capacities, and existing adaptation strategies.
- Capacity building and orientation programmes for various stakeholders about the science of climate change, its potential impact and about various adaptation and mitigation strategies.

Centre for International Networking

V.V. Giri National Labour Institute is, inter alia, mandated to forge professional collaborations with major international institutions involved with labour and related issues. Accordingly, the Institute has over the years forged collaborations with institutions like International Labour Organisation (ILO), United Nations Children's Fund (UNICEF), World Health Organisation (WHO), United Nations Development Programme (UNDP), International Institute of Social History (IISG), International Institute for Labour Studies (IILS) etc. for undertaking various research and training activities. In the recent past, a number of innovative initiatives have been taken not only to strengthen the collaborations with organizations like ILO, UNDP, and UNICEF but also to forge new and long term collaborations with institutions like Japan Institute of Labour Policy and Training (JILPT), Korea Labour Institute (KLI), International Organisation for Migration (IOM) and International Training Centre (ITC), Turin. The major areas of collaborations include: Child Labour: Prevention of HIV/AIDS in the World of Work, Labour Migration, Social Security, Gender Issues, Skill Development, Labour History, Decent Work and Training Interventions related to Labour.

The Institute is currently empanelled as a training institution for organizing international training programmes under the ITEC/SCAAP scheme of the Ministry of External Affairs, Govt. of India. 6 International Programmes were organised during 2010-2011 on key areas like: Labour and Employment Relations in a Global Economy, Leadership Development, HIV/AIDS and Labour, Social Security, Research Methods and Gender Issues. These programmes were attended by 156 participants from 38 countries.

The Institute has also taken up a number of initiatives to formalize collaboration with the International Training Centre of the International Labour Organisation, Turin. This collaboration would enable the Institute to organise more international training programmes catering to the South and South East Asian Countries. One joint Programme has been organised as a part of the collaboration during 2010-11. A 5-Member delegation of Korea Labour Institute headed by Acting President, KLI visited the Institute during July, 2010.

For any further information, please contact:
Director, VVGNI (directorvvgni@gmail.com)



Training and Education

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 are also invited to strengthen the training programmes.

The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central and State Governments,
- Managers and Officers of the 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 April 2010-March 2011, the Institute has conducted 126 training programmes and 3604 personnel participated in these programmes. Further, the Institute has undertaken following initiatives:

The Labour Administration Programmes

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments. The programmes cover a wide range of subjects on labour administration, conciliation, labour welfare, enforcement, globalization and employment relations. 07 such programmes were organized in which 175 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 and personnel

officers to participatory management for better interaction among the government, employers and the unions. 09 such programmes were organized in which 190 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 centres of the country to ensure larger participation. 48 such programmes were organized in which 1450 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, Teachers Associations, NGOs, Employers, Trade Unions, NCLP Officials, Teachers, Students of Social Work, representative of Panchayati Raj institutions. 08 such programmes were organized in which 233 participants participated.

Labour and Health Programmes

These programmes are designed to sensitise different target groups such as Labour Administration, representatives of trade unions, employers, health officials and NGOs to understand the implication of globalisation and labour market transformations on the health security of workers. 10 such programmes were organized in which 216 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/SCAAP programmes. During the period the Institute has organised 06 International Training Programmes in which 157 foreign nationals participated.

North Eastern State Training Programmes

The Institute lays great emphasis on these programmes, as there are inadequate training facilities available in this region. It has been observed that in the area of Rural Development, no major organised efforts have been made in this 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 12 training programmes on the subject in which 366 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 Sectoral disparity of the Labour Market.

In view of this, the Institute in collaboration with International Training Centre – ILO, Turin, Mahatma Gandhi Labour Institute, Gujarat, Maharashtra Institute of Labour Studies, Kerala Institute of Labour Studies, West Bengal State Labour Institute, Ambekar Institute of Labour Studies, Mumbai has been conducting training programmes on subjects like Health and Safety of Construction Workers, Child Labour & Labour Laws, Leadership Development Programme, Research Methodology in Labour Studies etc. 15 such programmes were organized in which 587 participants participated.

Inhouse Programmes

The Institute had undertaken various inhouse training programmes which are tailor-made specifically designed to cater to the need of the organization. The Institute organized 11 such programmes for RBI, NALCO, and ONGC, in which 260 participants participated.

Training Programmes held during April, 2010- March, 2011

Sl. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
	LABOUR ADMINISTRATION PROGRAMME(LAP)			
1.	Quasi Judicial Authorities: Role and Functions April 26-30, 2010	05	27	Sanjay Upadhyaya
2.	Training Programme on Effective Enforcement of Building & Other Construction Workers for LEOs, Govt. of UP. May 24-28, 2010	05	30	Sanjay Upadhyaya
3.	Training Programme on Globalisation, Changing Employment Relations and Labour Administration, July 05-08, 2010	04	24	S.K. Sasikumar
4.	Training Programme on Effective Labour Law Enforcement July 26-30, 2010	05	32	Sanjay Upadhaya

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
5.	Training Programme on Labour Issues for Probationary Officers of Indian Statistical Services July 26, 2010	01	25	S.K. Sasikumar
6.	Training Programme on Effective Enforcement of Building & Other Construction Workers Act August 23-27, 2010	05	24	Sanjay Upadhaya
7.	Training Programme on Effective Labour Law Enforcement October 25-29, 2010	05	13	Sanjay Upadhyaya
INDUSTRIAL RELATIONS PROGRAMME(IRP)				
8.	Training Programme on Empowering Trade Union Leaders April 19-24, 2010	06	13	P.S. Chauhan
9.	Empowering Trade Union Leaders May 24-29, 2010	06	11	Poonam S. Chauhan
10.	Training Programme on Workers Participation in Management and Role in the Emerging Globalizing Economy August 23-26, 2010	04	28	Poonam S. Chauhan
11.	Training Programme on Behavioural Skills for Developing Effective Leadership August 30-September 03, 2010	05	12	Poonam S. Chauhan
12.	Training Programme on Industrial Relations and Trade Unionism in a Globalising Economy September 27-30, 2010	04	35	S.K. Sasikumar
13.	Training Programme on Empowering Trade Union Leaders October 25-30, 2010	06	13	Poonam S. Chauhan



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
14.	Training Programme on Managing Work Effectively: A Behavioural Approach November 29- December 02, 2010	04	37	P.S. Chauhan
15.	Behavioural Skills for Developing Effective Leadership January 31-February 04, 2011	05	26	Poonam S. Chauhan
16.	Training Programme on Empowering Trade Union Leaders March 21-26, 2011	06	15	Poonam S. Chauhan
CAPACITY BUILDING PROGRAMME (CBP)				
17.	Leadership Development Programme for Rural Trade Union Leaders April 12-16, 2010	05	46	M.M. Rehman
18.	Training Programme on Organizing the Unorganised Towards Effective Leadership April 05-09, 2010	05	16	Anoop Satpathy
19.	Training Programme on Empowering Rural Women Organizers April 12-16, 2010	05	29	Shashi Bala
20.	Training Programme on Strengthening Leadership Skills of Beedi Workers April 19-23, 2010	05	31	M. M. Rehman
21.	Second Orientation Programme for Urban Slum Dwellers, Kolkata, West Bengal April 03, 2010	01	26	M. M. Rehman
22.	Second Orientation Programme for Urban Slum Dwellers, Kolkata, West Bengal April 04, 2010	01	39	M. M. Rehman

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
23.	Leadership Development Programme for Informal Sector T.U. Leaders of TUCC at Bhopal, Madhya Pradesh April 15-17, 2010	03	50	Poonam S. Chauhan
24.	Training Programme on Gender Issues in Labour for NGOs April 26-30, 2010	05	30	Shashi Bala
25.	Leadership Development Programme for Rural Trade Union Leaders May 03-07, 2010	05	32	Anoop Satpathy
26.	Leadership Development Programme for Rural Trade Union Leaders ,May 24-28, 2010	05	37	Sanjay Upadhyaya
27.	Leadership Development Programme for Rural Trade Union Leaders June 7-11, 2010	05	28	Sanjay Upadhyaya
28.	Leadership Development Programme for Rural Trade Union Leaders, June 28- July 02, 2010	05	30	M. M. Rehman
29.	Training Programme on Developing Social Security Officials form Govt./Civil Society Organisation, June 21-25, 2010	05	26	M. M. Rehman
30.	Leadership Development Programme for Rural Trade Union Leaders July 12-16, 2010	05	32	Sanjay Upadhyaya
31.	Training Programme on Organizing the Unorganised Towards Effective Leadership July 19-23, 2010	05	23	Anoop Satpathy
32.	Training Programme on Gender, Poverty and Employment July 12-15, 2010	04	23	Shashi Bala



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
33.	Training Programme on Enhancing Leadership Skills of Transport Workers July 26-30,2010	05	25	M. M. Rehman
34.	Training Programme on Strengthening Leadership Skills for Trade Unions/ Beedi Workers August 02-06, 2010	05	48	M. M. Rehman
35.	Training Programme on Developing Skill Development Strategies August 17-20, 2010	04	26	Shashi Bala
36.	Leadership Development Programme for Rural Trade Union Leaders August 30-September 03, 2010	05	43	Anoop Satpathy
37.	Training Programme on Developing Social Security September 27-October 01, 2010	05	35	Poonam S.Chauhan
38.	Training Programme on Developing Social Security for CTUs, NGO & Civil Society Org. December 27-30, 2010	04	36	M.M. Rehman
39.	Leadership Development Programme for Rural Trade Union Leaders January 03-07, 2011	05	29	Anoop Satpathy
40.	Training Programme on Enhancing Leadership Skills of Fish Workers January 03-07, 2011	05	15	M.M. Rehman
41.	Training Programme on Gender Issues in Labour January 10-14, 2010	05	19	P.S. Chauhan
42.	Mainstreaming Gender Equality in the World of Work: A Gender Perspective January 17-20, 2011	04	35	Shashi Bala

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
43.	Training Programme on Enhancing Leadership Skills of Transport Workers January 17-21, 2011	05	28	M.M. Rehman
44.	Capacity Enhancement Programme for Workers organisers on at Institute's campus January 24-25, 2011	02	35	M.M. Rehman
45.	Leadership Development Programme for Rural Trade Union Leaders February 05, 2011	01	40	M.M. Rehman
46.	Leadership Development Programme for BKMU Cadres at Panipat , Haryana February 10-11, 2011	04	45	M.M. Rehman
47.	Enhancing Sensitivity Towards Sexual harassment at the Workplace (NR) February 14-15, 2011	02	23	Poonam S. Chauhan
48.	Leadership Development Programme for Construction Workers (NR) February 1-3, 2011	03	24	M.M. Rehman
49.	Leadership Development Programme for Beedi Workers (NR), February 17-18, 2011	02	45	M.M. Rehman
50.	Leadership Development Programme for BKMU cadres at Gautam Budh Nagar, February, 21-22, 2011.	02	36	M.M. Rehman
51.	Labour Laws for Trade Union Leaders from Unorganised Sector, February 21-23, 2011	03	9	Onkar Sharma
52.	Leadership Development Programme for Rural Trade February 23-25, 2011	03	30	Sanjay Upadhyaya



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
53.	Organising the Unorganised Towards Effective Leadership February 23-25, 2011	03	08	Anoop Satpathy
54.	Leadership Development Programme for Rural Trade Union Leaders March 21-25, 2011	05	28	Anoop K. Satpathy
55.	Training Programme on Labour Issues March 28-30, 2011	03	23	Onkar Sharma
56.	Gender Issues in Labour (NR) March 9-11, 2011	03	36	Poonam S. Chauhan
57.	Developing Social Security (NR) March 7-9, 2011	03	39	M.M. Rehman
58.	Leadership Development Programme for Rural Trade Unions March 14-16, 2011	03	27	Sanjay Upadhyaya
59.	Leadership Development Programme for Rural Trade Union Leaders March 28-30, 2011	03	31	Sanjay Upadhyaya
60.	Leadership Development Programme for Rural Trade Unions March 16-18, 2011	03	25	Anoop Satpathy
61.	Labour Issues for Trade Union Leaders for Unorganized Sector March 01-03, 2011	03	21	Onkar Sharma
62.	Social Security for Unorganised Sector Workers March 21-23, 2011	03	36	Onkar Sharma
63.	Plantation Workers March 28-30, 2011	03	22	Rinju Rasaily

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
64.	The Prohibition of the Sexual Harassment of Women at the Workplace (Occasion of International Women's Day) March 08, 2011	01	30	Shashi Bala
CHILD LABOUR PROGRAMMES				
65.	Capacity Building Programme on Child Labour 05-08, 2010	04	24	Helen R. Sekar
66.	Training Programme on Child Labour (Phase-I) April 19-23, 2010	05	40	Mahaveer Jain
67.	Training Programme on Child Labour (Phase-I) April 19-23, 2010	05	39	Mahaveer Jain
68.	Towards Improving the Implementation of NCLPs for Project Directors of NCLPs May 12-14, 2010	03	15	Anoop Satpathy
69.	Sensitisation Programme on Child Labour Women Representatives Of NGOs Implementing NCLP June 29-July 01, 2010	03	23	Helen R. Sekar
70.	Training Programme on Enhancing Competence of youth in dealing with child labour for Students of Social Work June 15-17, 2010	03	35	Helen R. Sekar
71.	Training of Trainers Programme on Child Labour (Phase-I) July 19-23, 2010	05	17	Mahaveer Jain
72.	Training Workshop on Protectionist Trade Practices and Child Labour: A Policy Response September 29, 2010	01	40	Helen R. Sekar



Sl. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
	HEALTH ISSUE PROGRAMMES			
73.	Training Programme on Emerging Health Concerns in the World of Work April 12-16, 2010	05	17	Ruma Ghosh
74.	Training of Trainers Programme on Prevention of HIV/AIDS in the World of Work for Trade Union Leaders May 03-07, 2010	05	13	Ruma Ghosh
75.	Training for Government ITI Teacher on HIV/AIDS May 19-21, 2010	03	27	Ruma Ghosh
76.	Training of Trainers Programme on prevention of HIV/AIDS for Teachers of Government ITIs June 7-9, 2010	03	22	Ruma Ghosh
77.	Training for Medical doctors of DGLW July 28-30, 2010	03	25	Ruma Ghosh
78.	Training of Trainers Programme on Prevention of HIV/AIDS in the World of Work August 09-13, 2010	05	28	Ruma Ghosh
79.	One –day Sensitisation Programme on Prevention of HIV/AIDS in the World of Work for Ministry of Labour & Employment officials August 30,2010	02	25	Ruma Ghosh
80.	One –day Sensitisation Programme on Prevention of HIV/AIDS in the World of Work for Ministry of Labour & Employment officials August 31,2010	02	25	Ruma Ghosh

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
81.	Sensitisation Programme on Prevention of HIV/AIDS in the World of Work for Ministry of Labour & Employment January 07, 2011	01	14	Ruma Ghosh
82.	Sensitisation Programme on Prevention of HIV/AIDS in the World of Work for Ministry of Labour & Employment February 04, 2011	01	20	Ruma Ghosh
INTERNATIONAL PROGRAMMES				
83.	International Training Programme on Prevention of HIV/AIDS in the World of Work September 06-24, 2010	19	24	Ruma Ghosh
84.	International Training Programme on Leadership Development October 04-22, 2010	19	31	Poonam S. Chauhan
85.	International Training Programme on Labour and Employment Relations in a Global Economy November 08-26, 2010	19	27	S.K. Sasikumar
86.	Managing Development and Social Security Measures December 06-23, 2010	18	18	M.M. Rehman
87.	International Training Programme on Research Methods in Labour Studies February 7-25, 2011	19	28	S. K. Sasikumar
88.	International Training Programme on Gender Issues in Labour March 01-18, 2011	18	29	Shashi Bala
IN HOUSE PROGRAMME				
89.	Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials at Shimla, September 06-10, 2010	05	32	P.S. Chauhan



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
90.	Training Programmes on Effective Office Management for NALCO September 27-29, 2010	03	19	M.M.Rehman
91.	Training Programmes on Effective Office Management for NALCO Officials October 25-27, 2010	03	20	P.S. Chauhan
92.	Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials at Shimla, November 08-12, 2010	05	26	P.S. Chauhan
93.	Training Programme on Promotion of Labour Welfare & Social Dialogue at Goa November 08-12, 2010	05	23	Onkar Sharma
94.	Training Programmes on Effective Office Management for NALCO Officials November 22-24,2010	03	16	P.S. Chauhan
95.	Training Programme on Better Implementation of Labour Welfare Fund Acts and Schemes, Jodhpur December 13-17, 2010	05	12	Onkar Sharma
96.	Inhouse training programme on Labour Laws, Industrial Relations & Regulations for Principal Employers at Dehradun January 17-21, 2011	05	25	Onkar Sharma
97.	Training Programmes on Effective Office Management for NALCO Officials January 10-12, 2011	03	24	M.M. Rehman
98.	Training Programme on Effective Office Management for the Officials of NALCO February 14-16, 2011	03	23	M.M. Rehman

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
99.	Managing Work Effectively: A Behavioural Approach at Shimla (RBI), March 14-18, 2011	05	29	Poonam S. Chauhan
NORTH EAST PROGRAMMES				
100.	Skill Development for Stake holders for Tourism Sector for Sikkim at Gangtok March 09-11, 2011	02	30	Otojit Kshetrimayum
101.	Leadership Development Programme For Trade Union Leaders Of North East Region June 21-25, 2010	05	32	Poonam S. Chauhan
102.	Training Programme on Child Labour (Phase-I) Social Partners working in the area of Child Labour June 7-11, 2010	05	40	Mahaveer Jain
103.	Two days National Workshop on HIV/AIDS in the World of Work at Kohima, Nagaland June 03-04, 2010	02	28	Ruma Ghosh
104.	Leadership Development Programme for Plantation Workers April 26-30, 2010	05	16	M. M. Rehman
105.	Fundamental of Labour Laws for Labour Leaders & NGOs from North Eastern States May 10-14, 2010	05	31	Sanjay Upadhaya
106.	Sensitisation Programme on Labour Laws pertaining to Women Workers for Women Workers of NGOs from North Eastern Region May 17-21, 2010	05	22	Shashi Bala
107.	Leadership Development Programme for Trade Union Leaders of NE Region August 16-20, 2010	05	33	P. S. Chauhan



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
108.	Course on Research Methods in Labour Studies at Shillong, August 17-20, 2010	04	30	Anoop K. Satpathy
109.	Leadership Development Programme for Trade Union Leaders of North Eastern Region November 29-December 03, 2010	05	39	M. M. Rehman
110.	Training Programme on Fundamentals of Labour Laws for North-East Region January 10-14, 2011	05	31	Sanjay Upadhyaya
111.	Capacity Building Programme on Child Labour for North-East Region January 31- February 04, 2011	05	34	Helen R. Sekar
COLLABORATIVE PROGRAMME				
112.	Training Programme on Promoting Decent Work in a Changing Global Scenario (ITC-ILO, Turin) May 10-14, 2010	05	21	Mahaveer Jain & S.K. Sasikumar
113.	Training Programme on Building Modern and Effective Labour Inspection System (ILO) August 02-06, 2010	05	25	
114.	Training Programme on Social Security in Collaboration with WBSLI September 22-24, 2010	03	32	M.M.Rehman
115.	Training Programme on Emerging Issues in Labour MILS September 27-30, 2010	04	30	Sanjay Upadhyaya
116.	Training Programme on Globalisation and Trade Union Leadership Development: Opportunities and Challenges at Thiruvananthapuram- December 27-28, 2010 (Kerala Institute of Labour & Employment, Kerala)	02	56	S.K. Sasikumar

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
117.	Role of Social partners in Prevention of HIV/AIDS in Collaboration with MILS, Mumbai January 27-28, 2011	02	33	Ruma Ghosh
118.	Training Programme on Organising the Unorganised in coll. with AILS, Mumbai January 27-28, 2011	02	24	Poonam S. Chauhan
119.	Training Programme on Cine Workers in Mumbai in coll. with AILS, Mumbai January 28 th , 2011	01	45	M.M. Rehman
120.	Training Programme on Labour Law Reforms on Contract Labour in coll. with AILS, Mumbai January 27 th , 2011	01	36	Onkar Sharma
121.	Developing Social Security (WBSLI) February 24-25, 2011	03	42	M.M. Rehman
122.	Child Labour for Women Representatives of Panchayati Raj Institutions at Bharathiar University, Coimbatore, Tamil Nadu March 10, 2011	01	50	Helen R. Sekar
123.	Child Labour for Women Representatives of Panchayati Raj Institutions at Bharathiar University, Coimbatore, Tamil Nadu March 11, 2011	01	49	Helen R. Sekar
124.	Child Labour for Women Representatives of Panchayati Raj Institutions at Bharathiar University, Coimbatore, Tamil Nadu March 14, 2011	01	81	Helen R. Sekar



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
125.	Leadership Development Programme for Trade Union Leaders of Orissa State at Bhubaneshwar, Orissa March – 23-25, 2011	03	33	Anoop Satpathy
126.	Sensitisation Programme on Child Labour for Gujarat Govt. Officials at Ahmedabad March 23-25, 2011	03	30	Helen R. Sekar
WORKSHOP				
127.	Workshop on Training Needs of State Labour Administrator in a Globalising Economy at Bangalore March 26, 2011	01	33	S.K. Sasikumar
128.	Training Workshop on Protectionist Trade Practices and Child Labour: A Policy Response September 29, 2010	01	40	Helen R. Sekar

Training Programmes held during April 2010 – March, 2011

SI. No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1	LABOUR ADMINISTRATION PROGRAMMES	07	30	175
2	INDUSTRIAL RELATIONS PROGRAMMES	09	46	190
3	CAPACITY BUILDING PROGRAMMES	48	179	1430
4	CHILD LABOUR PROGRAMMES	08	29	233
5	HEALTH ISSUE PROGRAMMES	10	30	216
6	INTERNATIONAL PROGRAMMES	06	112	157
7	INHOUSE PROGRAMMES	11	45	250
8	NORTH EAST PROGRAMMES	12	53	366
9	COLLABORATIVE PROGRAMMES	15	37	587
	TOTAL	126	561	3604

Publications

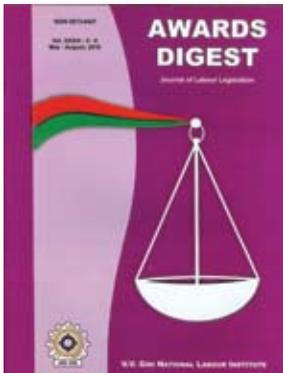
VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports. Some of the important periodicals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

Regular Publications

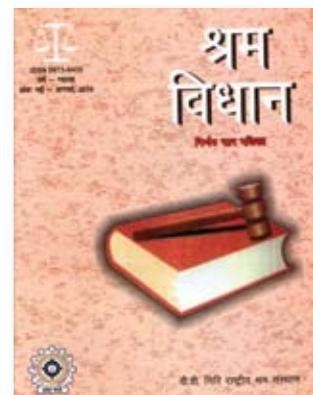
- ***Labour & Development*** is a bi-annual journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.



- ***Awards Digest*** is a bi-monthly 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, The Administrative Tribunals and the Central Government Industrial 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, advisors to labour laws, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



- ***Shram Vidhan*** is a bi-monthly 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, The Administrative Tribunals and the Central Government Industrial Tribunals are reported in the Journal. This journal also is a valuable reference for personnel managers, trade union leaders and workers, advisors to labour laws, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.





- **VVG NLI Indradhanush** is a bi-monthly newsletter to disseminate information on all professional activities of the Institute.

NLI Research Studies Series

The Institute is also publishing a series entitled, NLI Research Studies Series, to disseminate the findings of the research activities of the Institute.



Other Publications

1. वार्षिक रिपोर्ट 2009-2010
2. Annual Report 2009-2010
3. प्रशिक्षण कैलेंडर 2011-2012
4. Training Calendar 2011-2012

N. R. De Resource Centre on Labour Information

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 Achievement

Books – The library has acquired 693 books/reports/ bound volume of journal during April 2010 to March 2011, thereby enlarging the stock of books/reports/ bound volume of journals etc. to 63771.

Journals – The library regularly subscribed to 248 professional journals, magazines in printed and electronic forms during period.

2. Services

The library is constitutionally maintaining the following services to users populations

- Selective Dissemination of Information (SDI)
- Current Awareness Service
- Bibliographical Service
- On-line Search
- Article Indexing of Journals
- Newspaper Article Clippings
- Micro-fiche Search and Printing
- Reprographic Service
- CD-ROM Search
- Audio/Visual Service
- Current Content Service
- Article Alert Service
- Lending Service
- Inter-Library Loan Service

3. 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 220 selected journals / magazine.

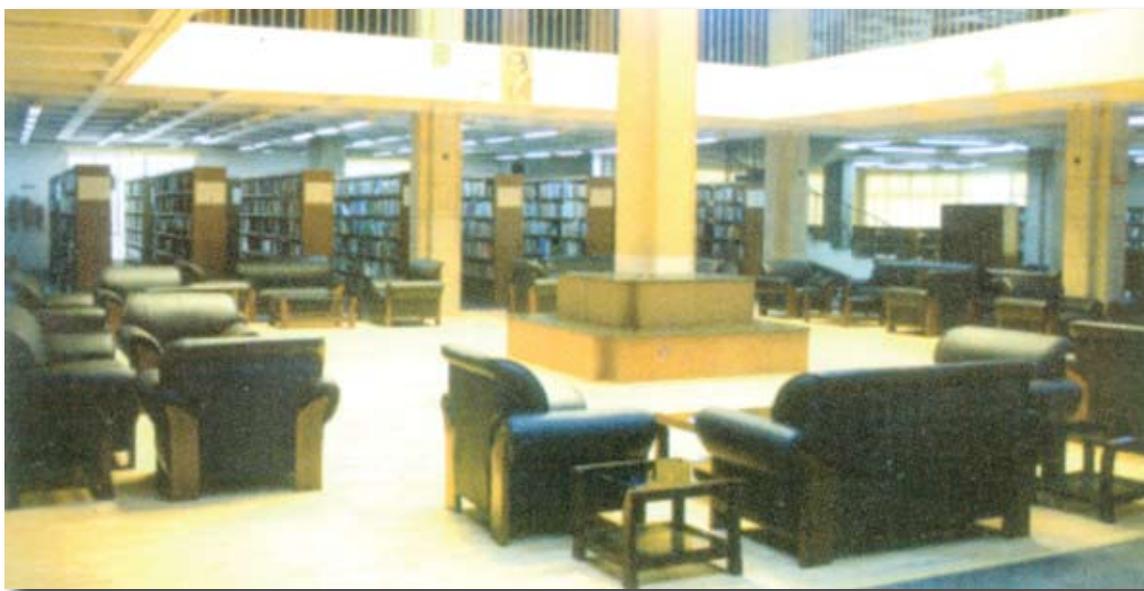


- Current Awareness Bulletin- Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Newspaper Article Clipping- Monthly publication providing bibliographical information of articles in major dailies newspaper.
- Article Alert- Weekly publication providing bibliographical 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 hosted on the Institute's web site for public access.

4. Maintenance of specialized Resource Centre

The following three specialized Resource Centres have been created and maintained for reference purpose;

- i.) National Resource Centre on Child Labour
- ii.) National Resource Centre on Gender Studies
- iii.) National Resource Centre on HIV/AIDS



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 meeting of the committee were held on 29.06.2010, 23.9.2010, 22.12.2010 and 30.3.2011 respectively in each quarter. During the meetings important decisions with regard to progressive use of official language were taken and implemented accordingly.

Hindi Workshop

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 29.6.2010, 23.09.2010, 22.12.2010 and 30.03.2010. During the workshop officers and staff were given practical training to prepare note and drafts in Hindi. The participants of the workshops were also equipped with Official Language Policy of the Government of India, various incentive schemes, 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 31st March, 2010, 30th June, 2010, 30th September, 2010 and 31st December, 2010 were sent to the Ministry of Labour and Employment well before time and on regular basis.

Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from September 14, 2010 to 30th September, 2010. Hindi Pakhwara was inaugurated by Shri V.P. Yajurvedi, Director of the Institute on 14.09.2010.

A large number of employees along with family members participated in the competition. During this pakhwara variety of competitions were organised which includes Noting-



Drafting, Essay, Hindi Computer Typing, Tatkal Wak Pratiyogita, Hindi Kavya Path Pratiyogita, Dictation & Good Handwriting, Poster Writing Competition and Debate.

The valedictory Session was addressed and prizes amounting to Rs. 44,700/- were distributed by Shri V.P. Yajurvedi, Director of the Institute on 30.09.2010.

Training Programmes

Out of 126 programmes conducted during 2010-2011, 90 programmes were conducted in Hindi language, 8 programmes in English language and 28 programmes both Hindi and English mixed languages were used to impart training to the participants.

Staff Strength (as on 31.3.2011)

Group	Sanctioned Strength	In Position
Director	1	1
Faculty	15	13
Group 'A'	5	2
Group B	8	7
Group C	31	17
Group 'D'	25	24
Total	85	64



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 is given below:

Faculty of the Institute

	V.P. Yajurvedi, M.Tech, M.B.A.	Director
1.	Mahaveer Jain, Ph.D.	Senior Fellow
2.	M.M. Rehman, M.A., Ph. D.	Senior Fellow
3.	S.K. Sasikumar, M.A., Ph.D.	Senior Fellow
4.	Poonam S. Chauhan, M.A., Ph. D.	Fellow
5.	Helen R. Sekar, M.A., M. Phil., Ph. D.	Fellow
6.	Sanjay Upadhyaya, L.L.M., Ph.D.	Fellow
7.	Ruma Ghosh, M.A., M. Phil., Ph.D.	Fellow
8.	Onkar Sharma, M.A., L.L.M., Ph.D.	Fellow
9.	Anoop K. Satpathy, M.A, M. Phil	Fellow
10.	Shashi Bala, M.A, Ph.D.	Fellow
11.	Rakkee Timothy, M.Phil, Ph.D	Associate Fellow
12.	Priyadarsan Amitav Khuntia, M.A.. M.Phil	Associate Fellow
13.	Otojit Kshetrimayum, M.A., M.Phil	Associate Fellow
14.	Rinju Rasaily, Ph.D.	Associate Fellow

Officers

1.	J.K. Kaul, DBA, PGDTD	Programme Officer
2.	Harsh Singh Rawat, M.B.A. (Finance), AICWA	Accounts Officer
3.	V.K. Sharma	Asstt. Administrative Officer
4.	K.C. Khurana, M.A., CCT, PGDJ, PGDBP	Manager (Publication) (I/C)
5.	S.K. Verma, M.Sc., M.L.I.Sc.	Asstt. Library Information Officer

Audit Report and Annual Accounts 2010-2011



Audit Report

Parawise comments of the V.V. Giri National Labour Institute in respect of Separate Audit Report of the Comptroller & Auditor General of India on the Accounts of V.V. Giri National Labour Institute, Noida (Gautam Buddha Nagar) for the year ended 31 March, 2011

S. No.	Audit Para	Reply	Remarks
A-1	As per previous year's Balance Sheet, the Closing Balance of Capital Fund was Rs.10,43,63,492.00. However in current year's Balance Sheet (Schedule A), the Opening Balance of Capital Fund was shown as Rs.10,49,82,111.00 resulting in overstatement of Capital Fund by Rs.6,18,619.00	The figure of Opening Balance was erroneously taken more by Rs.6,18,619/- due to clerical mistake. It has been rectified during current year. The corresponding effect of the above mistake is detected in other accounts.	Necessary action is being initiated as advised by audit.
A-2	Against the actual Closing Balance of HBA Revolving Fund amounting to Rs.35,24,144 (Closing Balance of HBA with Bank: Rs.8,65,998 + Closing Balance of HBA with staff as per Advance Register: Rs.22,04,425 + HBA-FDR: Rs.4,53,721), the Balance Sheet (Schedule C) showed Closing Balance of HBA Revolving Fund amounting to Rs.24,92,385, resulting in understatement of Closing Balance of HBA Revolving Fund by Rs.10,31,759.00	The difference of Rs.10,31,759.00 is in respect of interest recovered from staff of previous years which has not been added to HBA Advance and Revolving Fund. The rectification entry is being passed during the current year. Being a contra entry the assets and liabilities are being increased with the same amount.	Necessary action is being initiated as advised by audit.
A.3a	Against the actual Closing Balance of Current Account (Plan & Non-plan grants) with Indian Overseas Bank amounting to Rs.2,67,506, Schedule 'H (A)' of the Balance Sheet shows the Closing Balance amounting	The figure has been taken by mistake and the same is being rectified during current year. The corresponding effect of the above mistake	Necessary action is being initiated as advised by audit.

	to Rs.8,72,518 resulting in overstatement of 'Current Assets' (Plan & Non-Plan Accounts) by Rs.6,05,012.	is detected in other accounts.	
A.3b	The Opening Balance of FDR as on 01.04.2010 with Indian Overseas Bank totaling Rs.53,02,053 included two FDRs amounting to Rs.27,13,224 and Rs.25,88,829. On maturity of the second FDR on 21.08.2009, the maturity amount of Rs.28,50,620 was reinvested on 08.10.09, for 12 months. After maturity of the reinvested FDR at Rs.30,55,463, the maturity amount was again reinvested on 9.11.10 for a further period of 555 days. Thus, the Closing Balance of principal amount of the two FDRs, as on 31.03.2011, was Rs.57,68,687 (Rs.27,13,224 + Rs.30,55,463). Schedule 'H(A)' of the Balance Sheet, however, shows the balance amounting to Rs.53,02,053 resulting in understatement of 'Current Assets (Plan & Non-plan Account)' by Rs.4,66,634.	Due to clerical error the interest accrued and/or earned during the year on FDR matured/renewed has not been added and the same is being accounted for during the current year.	Necessary action is being initiated as advised by audit.
A.4a	Against the actual Closing Balance of House Building Advance amounting to Rs.22,04,425 (As per HBA Register), Schedule H(B) (b) of the Balance Sheet shows the Closing Balance amounting to Rs.9,21,189 resulting in understatement of 'Loans and Advances' by Rs.12,83,236.	The interest recovered from staff has been deducted from staff advance and necessary rectification entries have been passed during the current year 2011-12.	Necessary action is being initiated as advised by audit.



Separate Audit Report of the Comptroller & Auditor General of India on the Accounts of V.V. Giri National Labour Institute, Noida (Gautam Buddha Nagar) for the year ended 31 March 2011.

We have audited the attached Balance Sheet of V.V. Giri National Labour Institute (Institute), Noida (Gautam Buddha Nagar) as on 31 March 2011 and the Income & Expenditure Account/Receipts & Payments Account for the year ended on the date 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 2012-13. These financial statements are the responsibility of the Institute's Management. Our responsibility is to express an opinion on these financial statements based on our audit.

2. This Separate 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 and disclosure norms etc. Audit observations on financial transactions with regard to compliance with the Law, Rules & Regulations (Propriety and Regularity) and efficiency-cum-performance aspects etc., if any, are reported through Inspection Report/CAG's Audit Reports separately.

3. We have conducted our audit in accordance with auditing standards generally accepted in India. The standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements. An audit includes examining on a test basis, evidences supporting the amounts and disclosure in the financial statements. Audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of financial statements.

We believe that our audit provides a reasonable basis for our opinion.

4. Based on our audit, we report that:

- i. 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;
- ii. The Balance Sheet and Income & Expenditure Account/Receipts & Payments Account dealt with by this report have been drawn up in the format approved by the Government of India.
- iii. In our opinion, proper books of accounts and other relevant records have been maintained by the Institute in so far as it appears from our examination of such books.
- iv. We further report that:

Comments on Accounts

A. Balance Sheet

Liabilities Side:

CAPITAL FUND

A.1 As per previous year's Balance Sheet, the Closing Balance of Capital Fund was Rs.10,43,63,492.00. However, in current year's Balance Sheet (Schedule A), the Opening Balance of Capital Fund was shown as Rs.10,49,82,111.00 resulting in overstatement of Capital Fund by Rs.6,18,619.00

A.2 Against the actual Closing Balance of HBA Revolving Fund amounting to Rs.35,24,144 (Closing Balance of HBA with Bank: Rs.8,65,998 + Closing Balance of HBA with staff as per Advance Register: Rs.22,04,425 + HBA-FDR: Rs.4,53,721), the Balance Sheet (Schedule C) showed Closing Balance of HBA Revolving Fund amounting to Rs.24,92,385, resulting in understatement of HBA Revolving Fund by Rs.10,31,759.00

A.3 (a) Against the actual Closing Balance of Current Account (Plant & Non-plan grants) with Indian Overseas Bank amounting to Rs.2,67,506, Schedule 'H(A)' of the Balance Sheet shows the Closing Balance as Rs.8,72,518 resulting in overstatement of 'Current Assets' (Plan & Non-plan Account) by Rs.6,05,012.

The Institute accepted the observation.

A.3 (b) The Opening Balance of FDR as on 01.04.2010 with Indian Overseas Bank totaling Rs.53,02,053 included two FDRs amounting to Rs.27,13,224 and Rs.25,88,829. On maturity of the second FDR on 21.08.09, the maturity amount of Rs.28,50,620 was reinvested on 08.10.09 for 12 months. After maturity of the reinvested FDR at Rs.30,55,463, the maturity amount was again reinvested on 09.11.10 for a further period of 555 days. Thus, the Closing Balance of principal plus accrued interest amount of the two FDRs, as on 31.03.2011, should be Rs.57,68,687 (Rs.27,13,224 + Rs.30,55,463). Schedule 'H(A)' of the Balance Sheet, however, exhibited the balance amounting to Rs.53,02,053 resulting in understatement of 'Current Assets (Plan & Non-plan Account)' by Rs.4,66,634.

A.4 (a) Against the actual Closing Balance of House Building Advance amounting to Rs.22,04,425 (As per HBA Register), Schedule H(B)(b) of the Balance Sheet shows the Closing Balance amounting to Rs.9,21,189 resulting in understatement of 'Loans and Advances' by Rs.12,83,236.

The Institute accepted the observation and stated that the discrepancy occurred due to clerical/numerical error.



B. Grants-in-aid

The Institute, during the year 2010-11, received grants-in-aid amounting to Rs.7.18 crore (Plan: Rs.3.49 Crore and Non-plan Rs.3.69 Crore) from Ministry of Labour & Employment, Government of India. The Institute utilized these grants completely.

v. Subject to our observations in the preceding paragraphs, we report that the Balance Sheet and Income & Expenditure Account/Receipts & Payments Account dealt with by this report are in agreement with the books of accounts.

vi. In our opinion and to the best of our information and according to the explanations given to us, the said financial statements read together with the Accounting Policies and Notes on Accounts, and subject to the significant matters stated above and other matters mentioned in annexure give a true and fair view in conformity with accounting principles generally accepted in India.

a. In so far as it relates to the Balance Sheet of the state of affairs of the V.V. Giri National Labour Institute, Noida (Gautam Buddha Nagar) as at 31 March 2011; and

b. In so far as it relates to Income & Expenditure Account of the deficit for the year ended on the date.

For and on behalf of the C&AG of India

**Place: Allahabad
Date: 19.10.2011**

**Sd/-
Principal Accountant General
(Civil Audit) Uttar Pradesh**

Annexure

Adequacy of Internal Audit System

Internal Audit Wing does not exist in the Institute. Its Internal Audit was carried out by the Ministry of Labour and Employment in October 2005. Thereafter, no Internal Audit was carried out upto the year 2009-10. Internal Audit for the year 2010-11 was carried out by a private Chartered Accountant Firm in May 2011.

Adequacy of Internal Control System

Internal Control is a tool of management which provides reasonable assurance that the objectives, viz reliability of financial reporting, effectiveness and efficiency of operation, compliance with applicable laws and regulations are being achieved. This responsibility rests with autonomous bodies that they should frame specific rules for governance. No specific rule for governance, however, was framed by the Institute. Further scrutiny by Audit revealed the Internal Control System of the Institute needed improvement.

System of Physical Verification of Fixed Assets

Physical Verification of Fixed Assets for the year 2010-11 was conducted in April 2011.

System of Physical Verification of Inventory

Physical Verification of Inventory for the year 2010-11 was conducted in April 2011.

Regularity in payment of Statutory Dues

The Institute was regular in payment of statutory dues.

Sd/-
Dy. Accountant General/IC-C



R P L & CO.

Chartered Accountants

Date: 29.05.2011

To,
The Director
V.V. Giri National Labour Institute
Noida

REPORT OF INTERNAL AUDIT

We have audited the attached Balance Sheet of V.V. Giri National Labour Institute as on 31st March 2011 and the annexed Income and Expenditure Account and Receipts and Payments Account of the Institute for the year ended on that date annexed thereto. These Financial statements are responsibility of the Institute management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in India. Those Standards required that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit include examining, on a test basis, evidence support the amounts and disclosure in the financial statements. An Audit also include assessing the accounting principles used and significant estimates made by management, as Further to our comment above, we report that:

1. 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;
2. Proper books of account have kept by the Institute so for as appears from our examination of book;
3. The Balance Sheet, Income and Expenditure and Receipts and Payment Accounts are in agreement with the books of account.
4. In our opinion and the to the best of our information and according to the explanations given to us the said account read with other notes attached thereto and appearing thereon give a true and fair view in conformity with the accounting principles generally accepted in India.
 - (1) In the case of Balance Sheet of the V.V. Giri National Labour Institute at 31st March, 2011.
 - (2) In the case of Income and Expenditure account for the year ended on data date; and
 - (3) In case of receipts and payment Account of the receipts and payments for the year ended on that date.

For RPL & Co.
Chartered Accountants
Sd/-
Shailendra Kumar Jaiswal
Partner
Membership No.512557

Head Office: 23, Mayur Vihar Phase II, Shastri Nagar, Meerut-U.P. Pin-250001
BO: Ganga Apartments, 1st Floor, 1/50, Lalita Park, Laxmi Nagar, Vikas Marg, Delhi-92
Phones: 22420772, 22024044. Fax: 22024044. E-Mail: rajendra.icai@yahoo.com

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA**BALANCE SHEET AS ON 31ST MARCH 2011**

FIGURE FOR THE PREVIOUS YEAR (RS.)	LIABILITIES	SCHEDULE	FIGURE FOR THE CURRENT YEAR (RS.)
104,363,492	CAPITAL FUND	A	95,165,894
41,502,304	DEVELOPMENT FUND	B	39,565,406
7,117,244	RESERVE & SURPLUS	C	8,287,072
32,225,908	EARMARKED FUND	D	28,208,196
42,486,853	CURRENT LIABILITIES & PROVISIONS	E	43,141,437
227,695,801	TOTAL		214,368,005
	ASSETS		
96,289,696	FIXED ASSETS	F	86,974,007
41,252,730	INVESTMENTS	G	40,721,352
90,153,375	CURRENT ASSETS LOANS & ADVANCES	H	86,672,646
227,695,801	TOTAL		214,368,005

Sd/-
V.K. Sharma
 Administrative Officer (I/C)

Sd/-
V.P. Yajurvedi
 Director



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
INCOME AND EXPENDITURE ACCOUNT FOR THE
YEAR ENDED 31ST MARCH 2011

FIGURE FOR THE PREVIOUS YEAR (RS.)	PARTICULARS	SCHEDULE	FIGURES FOR THE CURRENT YEAR (RS.)
	INCOME		
6459 0494.00	GRANTS IN AID	I	67400613.00
8045298.00	FEES/ SUBSCRIPTION	J	10842206.00
107.00	INTEREST EARNED	K	681.00
9110519.00	OTHER INCOME	L	8202064.00
81746418.00	TOTAL (A)		86445564.00
	EXPENDITURE		
28840935.00	ESTABLISHMENT EXPENSES	M	30244922.00
16788987.00	ADMINISTRATIVE EXPENSES	N	25532451.00
33306016.00	EXPENDITURE ON PLAN GRANTS & SUBSIDIES	O	31172299.00
78935938.00	TOTAL (B)		86949672.00
2810480.00	EXCESS OF INCOME OVER EXPENDITURE BEFORE PROVIDING DEPRECIATION (A-B)		(504108.00)
16293887.00	DEPRECIATION	F	13685496.00
(13483407.00)	BALANCE BEING SURPLUS / (DEFICIT) CARRIED TO CAPITAL FUND		(14189604.00)

Sd/-
V.K. Sharma
Administrative Officer (I/C)

Sd/-
V.P. Yajurvedi
Director

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2011

Previous Year	RECEIPTS	Current Year	Previous Year	PAYMENTS	Current Year
	1) OPENING BALANCES			1) EXPENSES	
19,395	A. Cash in Hand H	9,763	28,840,935	i) Establishment Expenses M	30,244,922
	B. Bank Balance H		16,780,743	ii) Administrative Expenses N	25,528,871
15,274,846	i) In Current Account	17,927,321	33,306,016	iii) Utilisation of Plan Grant O	31,172,299
41,299,545	ii) In Deposit Account	4,438,977		2) Fixed Assets F	4,373,387
3,041,389	iii) In Saving Account	47,195,394	4,137,256		
54,655	C. Postage Balance	36,217	3,859,657	3) PAYMENTS MADE AGAINST FUND FOR VARIOUS PROJECTS H	21,969,353
	2) GRANTS RECEIVED			4) ADVANCE TO STAFF H	658,189
70,647,000	i) From Govt. of India (MOL&E) I	71,774,000	509,942		
5,590,334	ii) From Other Agencies H	2,698,026		4) REMITTANCE OF RECOVERY FROM STAFF/OTHER INSTITUTIONS	
	3) INTEREST RECEIVED		58,725	Director, VVG NLI	282,685
3,321,983	i) On Bank Deposit H	3,567,064	27,680	A.O., VVG NLI	69,725
107	ii) Interest Earned K	681	-	Omkar Sharma	28,080
	4) Fees/Subscription J	10,842,206	68,101	Group Insurance	61,709
8,045,298			2,514,409	Income Tax	2,140,841
	5) Other Income L	8,202,064	4,797,860	C.P.F. Subscription	4,346,716
9,110,519	(As per schedule)		1,164,494	C.P.F. Advance	1,441,004
418,224	6) RECOVERY OF ADVANCES H	745,292	296,821	House Building Advance	550,000
	From Staff		28,909	Interest on H.B.A.	93,890
	7) RECOVERY FROM SALARY OF STAFF FOR REMITTANCES		35,600	Computer Advance	30,000
58,725	Director, VVG NLI	260,940	6,000	Interest on Computer Advance	8,623
27,680	Ex- A.O., VVG NLI	55,780		5) OTHER PAYMENTS	
-	Omkar Sharma	28,080	128,289	Refund of Security Deposit	289,650
68,101	Group Insurance	61,573	-	Sundry Creditors	-
2,514,409	Income Tax	2,155,341	1,299,603	Payments for outsiders Prog.	677,536
4,797,860	C.P.F. Subscription	3,773,687		6) CLOSING BALANCES	
1,164,494	C.P.F. Advance	906,858		i) Cash in Hand H	55,091
296,821	House Building Advance	1,363,610	9,763	ii) Bank Balances H	
28,909	Interest on H.B.A.	35,575	17,927,321	a) In Current A/c.	1,949,976
35,600	Computer Advance	45,724	4,438,977	b) In Saving A/c. - Project	5,580,929
6,000	Interest on Computer Advance	19,167	47,195,394	c) In Deposite A/c.	45,286,064
	8) OTHER RECEIPTS		36,217	iii) Postage in hand	36,217
401,380	Security Deposit	92,857			
1,245,439	Receipts for outsiders Programmes	639,560			
167,468,712	TOTAL	176,875,757	167,468,712	TOTAL	176,875,757

Sd/-
V.K. Sharma
Administrative Officer (I/C)

Sd/-
V.P. Yajurvedi
Director



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
CONTRIBUTORY PROVIDENT FUND
Receipts and Payments Accounts for the year ended
31st March 2011

Previous year	Receipts	Current year	Previous year	Payments	Current year
	To Opening Balance		1,101,016	CPF Subscription withdrawn by Employees	4,165,638
	(As per Cash Book)	38,626	283,890	By Institute's Share Paid to employees	1,104,633
37,223	IOB-Saving Bank Account		1,517,262	By Advance Paid to Staff	336,371
17,668	To Interest Received-Saving Account	4,328	23,000,677	By IOB FDR	-
			-	By Corpt.Bank-- FDR	40,243,797
4,102,161	To Staff Subscription	3,773,687	1,037,779	By Corpt.Bank- Flexi- FDR	346,532
1,138,434	To Advance Recovery	906,858	9	By Bank Charges	
1,939,952	To Institute Contribution Received	1,272,629		By Closing Balance	
14,758,877	To IOB-FDR Encashed	38,504,140		(As per Cash Book)	
	To Post Office-TDR Encashed		38,626	IOB-S.B. Account	42,954
4,984,944	To Interest Received- FDR	1,739,657			
26,979,259	Total	46,239,925	26,979,259	Total	46,239,925

Sd/-
V.K. Sharma
 Administrative Officer (I/C)

Sd/-
V.P. Yajurvedi
 Director

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

SCHEDULE A- CAPITAL FUND

(Amounts in Rs.)

	Previous Year	Current Year
Balance at the begning of the year	113709643.06	104982111.06
Add: Contributions towards Capital Fund		
From Plan Grants - 4170846.00		
From Non-Plan Grants - 202541.00	4755875.00	4373387.00
Less: Excess of Expenditure over Income	13483407.00	14189604.00
Balance at the Year End	104982111.06	95165894.00

SCHEDULE B- DEVELOPMENT FUND

	Previous Year	Current Year
Balance at the begning of the year		41,502,304.00
Add: Addition During The Year	38,377,926.00	-
Add; Interest on Bank Account- FDR	-	3,407,382.00
Add: Interest on Bank Account- S/B	3,107,676.00	1,204.00
Less: Excess Provision for Interest during Previous Years adjusted	16,702.00	5,345,483.56
Balance at the Year End	41502304.00	39,565,406.44

SCHEDULE C- RESERVES & SURPLUS

	Previous Year	Current Year
REVOLVING FUND		
A- REVOLVING HBA FUND		
Balance As Per Last Year	2,135,161.00	2,250,918.00
Add: Interest Earned from Bank- S/B	6,355.00	6,803.00
Add: Interest on Bank Account- FDR	74,949.00	28,772.00
Add: Recovered from Staff	34,453.00	205,891.84
Less: Recovery for Previous year	-	-
Closing Balance	2,250,918.00	2,492,385.00
B- REVOLVING COMPUTER FUND		
Balance As Per Last Year	309,779.00	332,941.00
Add: Interest Received from Bank	8,767.00	10,635.00
Add: Interest Received from Staff	14,395.00	8,532.00
Add: Recovered from Staff	-	39,964.00
Less: Recovery for Previous year	-	5,760.00
Balance	332,941.00	386,312.00
C- PROJECT FUND		
Balance As Per Last Year	2615573.16	4533385.16
Add: Received During The Year	5049015.00	2663879.00
Add: Interest Received from Bank	107533.84	112268.00
Less: Expenditure During the Year, if any	3238737.00	1901157.00
Balance	4533385.00	5408375.00
TOTAL (A+B+C)	7117244.00	8287072.00

**SCHEDULE D- EARMARKED FUND (work-in-progress)**

(Amounts in Rs.)

	Previous Year	Current Year
Balance As Per Last Year	28778908.00	32225908.00
Add: Plan Grant for Deposit work to CPWD	1527750.00	
Add: Plan Grant for Infrastructure work- Carried Over	1919250.00	
	32225908.00	32225908.00
Less: Settled During the Year	0.00	4017712.00
TOTAL	32225908.00	28208196.00

SCHEDULE -E -CURRENT LAIBILITIES AND PROVISIONS

	Previous Year	Current Year
A- CURRENT LAIBILITIES		
(i)Advance from Contractors/ Security Deposit	934123.00	737330.00
(ii) Sundry Creditors	300000.00	1682755.00
TOTAL (A)	1234123.00	2420085.00
B- PROVISIONS		
(i) Statutory Liabilities- Payable on Retirement	41252730.28	40721352.28
TOTAL (B)	41252730.00	40721352.00
TOTAL (A+B)	42486853.00	43141437.00

SCHEDULE F- FIXED ASSETS

(Amounts in Rs.)

Fixed Assets	Rate of Dep.	Opening Balances	Addition dur. The yr.	Written off dur. The yr.	Total as on 31.03.2011	Dep. For the year	Net Value as on 31.03.2011
Library Books	25%	8,903,018	2,395,815	3,580	11,295,253	2,557,719	8,737,534
Furniture & Fittings	10%	6,772,691	56,559	-	6,829,250	682,925	6,146,325
Vehicle	15%	1,201,170	-	-	1,201,170	180,176	1,020,995
Equipments	15%	15,419,879	473,813	-	15,893,692	2,348,518	13,545,174
Computerisation	60%	2,268,482	1,242,366	-	3,510,848	1,743,713	1,767,135
Building	10%	61,724,456	204,834	-	61,929,290	6,172,446	55,756,844
Land*		-	-	-	-	-	-
Total		96,289,696	4,373,387	3,580	100,659,503	13,685,496	86,974,007

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

SCHEDULE G- INVESTMENTS

Description	Opening Balance	Advances /Deposits TO	Recovery/ Withdrawal From	Closing Balance
C.P.F.-				
With Indian Overseas Bank	35,305,547	-	2,270,945	33,034,602
As Advance to Staff	1,861,161	1,739,567	-	1,861,161
Interest Earned	4,086,022		-	5,825,589
TOTAL	41,252,730	1,739,567	2,270,945	40,721,352



SCHEDULE H- CURRENT ASSETS, LOANS & ADVANCES

A- CURRENT ASSETS

(a) PLAN & NON-PLAN ACCOUNT

Description	Opening Balance	Closing Balance
1- Cash -in- Hand	9,763	55,091
2- Bank Balances		
In Current Accounts with Indian Overseas Bank	17,454,875	872,518
In FDR with Indian Overseas Bank	5,302,053	5,302,053
3- Postage Account	36,217	36,217
TOTAL (a)	22,802,908	6,265,879

(b) PROJECT ACCOUNT

	Opening Balance	Received During the year	Bank Interest	Expenditure During the year	Closing Balance
<u>In Current Accounts with Indian Overseas Bank:-</u>					
M/o Commerce- Project on Global Downturn	472,446	648,500		43,488	1077458
<u>In Saving Accounts with Indian Overseas Bank:-</u>					
Development Fund-10355	33,912	-	1,204	-	35116
NRCCL Accounts-4475	8,126	-	302	-	8428
FCNR A/c -10500	37,927	-	30,732	-	68659
ILO- Networking-11015	76,452	-	2,713	-	79165
ILO- Pedagogical Material for Decent Work-11959	114,581	-	4,065	-	118646
ILO-INDUS Child Labour Project-12726	15,052	-	516	-	15568
ILO-Prevention of HIV/AIDS(Part-IV)12813	217,901	270,529	8,122	61,039	435513
M/o O.A.-Skill Dev. System-13409	14,186	-	526	-	14712
M/o L&E-Evaluation of NCLP-13004	1,433,139	-	32,004	6,900	1458243
IOCL-Study on labour availability-13798	274,610	-	6,109	11,250.00	269469
M/oT.A.-Migration of Tribal Women-13797	-	-	-	-	-
M/o R.D.-NREGA Project-13613	-	-	219	66	153
M/o SJ&E- Project on Sanitation Workers	941,300	-	-	1,091,820	-150520
HBA Adv. With Bank- 2637	45,585	1,363,610	6,803	550,000	865998
Computer Adv. With Bank- 7942	298,541	45,724	10,635	30,000	324900
Upgradation of 1396 Govt. ITI(MOLE) A/c. 14518	-	856,350	-	-	856350
WOMEN MIGRANT WORKERS IN SOUTH ASIA -14517	-	888,100	-	-	888100
<u>IN SAVING ACCOUNT WITH SYNDICATE BANK:-</u>					
UNDP- Social Security-8980(1211)	210,192	-	5,216	-	215407
<u>IN SAVING ACCOUNT WITH CORPORATION BANK:-</u>					
M/o HUPA- Urban Poverty Alleviation-2663	717,473	24,398	21,744	686,594	77021
<u>IN FDR ACCOUNT WITH STATE BANK OF INDIA:-</u>					
Development Fund- FDR	41,468,392	-	3,407,382	5,345,484	39530290
<u>IN FDR ACCOUNT WITH INDIAN OVERSEAS BANK:-</u>					
HBA- FDR	424,949	-	28,772	-	453721
TOTAL (b)	46,804,764	4,097,211	3,567,064	7,826,641	46642398
TOTAL (A) (a+b)	69,607,672				52,908,277

SCHEDULE H- CURRENT ASSETS, LOANS & ADVANCES
B-LOANS & ADVANCES

 Cont.....
 (Amounts in Rs.)

Description	Opening Balance	Advances During the year	Recovery During the year	Closing Balance
B-LOANS & ADVANCES				
(a) TO STAFF				
Festival Advance	39300.00	90000.00	72000.00	57300.00
Cycle Advance	6150.00	3000.00	5050.00	4100.00
Car Advance	626200.00	0.00	73200.00	553000.00
Scooter Advance	48992.00	74000.00	77759.00	45233.00
LTC- Advance	28238.00	491189.00	517283.00	2144.00
Departmental Advance	0.00	0.00	0.00	0.00
TOTAL (a)	748880.00	658189.00	745292.00	661777.00
(b) FROM REVOLVING FUND				
HBA Adv. with Staff	1,780,384	550,000	1,409,195	921,189
Computer Adv. With Staff	34,400	30,000	45,724	18,676
TOTAL (b)	1,814,784	580,000	1,454,919	939,865
© TO OTHER AGENCIES				
Advance to CPWD-Plan 1996-97	926516.00	0.00	0.00	926516.00
Advance to CPWD -Plan 1998-99	238693.00	0.00	0.00	238693.00
Advance to CPWD -Plan 1999-2000	100000.00	0.00	0.00	100000.00
Advance to CPWD -Plan 2000-01	3376213.00	0.00	0.00	3376213.00
Advance to CPWD-Plan 2003-04	1000000.00	0.00	0.00	1000000.00
Advance to CPWD-Plan 2004-05	580010.00	0.00	0.00	580010.00
Advance to CPWD-Plan 2005-06	10000000.00	0.00	0.00	10000000.00
Advance to CPWD-Plan 2009-10	1527750.00	0.00	0.00	1527750.00
Advance to ESIC-Plan 2010-11	0.00	14142712.00	0.00	14142712.00
Receipt/Payment-Outsiders Prog./Agencies	232857.00	677536.00	639560.00	270833.00
TOTAL(c)	17982039.00	14820248.00	639560.00	32162727.00
TOTAL (B) (a+b+c)	20545703.00	16058437.00	2839771.00	33764369.00
TOTAL (A+B)	90153375.18			86672646.00



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

SCHEDULE 'I' GRANTS-IN-AID

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
31400000	1) NON-PLAN	
	1) From Govt. of India (MOL&E)	36,899,000
	2) PLAN	
	2.1) From Govt. of India (MOL&E) N.E. 4,500,000	
39247000	2.2) From Govt. of India (MOL&E) 30,375,000	34,875,000
70647000	TOTAL	71,774,000
1919250	Less: Plan Grant for Infrastructure work- Carried Over	
4137256	Less: Grants-in- Aid Capitalised	4373387
64590494	Amounts shown to Income & Expenditure A/c	67400613

SCHEDULE 'J' FEES/ SUBSCRIPTION

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
8002748	1) Education Paid Training Programme Fee	10791056
16850	2) Subscription of Award Digest	21085
10450	3) Subscription of Labour & Development	10750
5950	4) Receipts from Sale of Glossary of Labour Laws	12500
0	5) Receipts from Sale of "India in ILO"- Book	
5100	6) Subscription of Shram Vidhan	2915
4200	7) Receipts from Sale of Other Publications	3900
8045298	TOTAL	10842206

SCHEDULE 'K' INTEREST EARNED

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
107	1) Interest on Cycle Advance	0
0	2) Interest on Scooter/Vehicle Advance	0
0	3) Penal Interest	681
107	TOTAL	681

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA**SCHEDULE 'L' OTHER INCOME**

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
2823313	1) Plan Income	2820985
4239882	2) Income from Hostel Utilisation	4525700
25300	3) Sale of Tender Forms	43400
116068	4) Income from Photostat	93484
1711222	5) Non-Plan Income	498106
8244	6) Recovery of Cost of Books	0
32555	7) Sale of Unusable Items	153381
55707	8) Rent from Staff Quarters- Licence Fee	67008
98228	9) Income from Premises Rent	0
9110519	TOTAL	8202064

SCHEDULE 'M' ESTABLISHMENT EXPENSES

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
18764506	1) Salaries to Staff	23100893
1609086	2) Allowances and Bonus	2956402
1243203	3) Contribution to C.P.F.	1315662
1808311	4) Expenses on Employee Retirement & Terminal Benefits	1887738
0	5) Leave Salary and Pension Contribution - For Staff on Deputation	234222
5415829	6) Arrears of Sixth Pay Commission	750005
28840935	TOTAL	30244922



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

SCHEDULE 'N' ADMINISTRATIVE EXPENSES

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
3650909	1) Electricity and Power Charges	4769341
338607	2) Water charges	388694
78276	3) Insurance	86692
	4) REPAIR & MAINTENANCE	
67279	4.1 Computer	34730
319382	4.2 Cooler/ A.C.	267314
491572	4.3 Office Building and Allied	572437
317889	5) Vehicle Running and Maintenance	264691
66490	6) Postage, Telegram & Communication Charges	162502
150608	7) Printing & Stationery	1204738
902142	8) Travelling and Conveyance Exp.	67128
129321	9) Staff Welfare Expenses	131621
139230	10) Advertisement & Publicity	148549
83745	11) Miscellaneous Expenses	4171334
2612615	12) Maintenance of Campus	717166
602365	13) Telephone, Fax & Internet Charges	48800
47620	14) Hindi Protsahan Expenses	1804093
1116852	15) Building Renovation & Upgradation	6970951
4409845	16) Paid Training Programme Expenses	1552763
1113524	17) Housekeeping Expenses of Hostel	111263
142472	18) Legal & Professional Charges	1560869
0	19) Previous Year Expenses	25528871
16780743.00	Total	3580
8244	19) Fixed Assets Written Off	25532451
16788987.00	Amounts Transfer to Income &	202541
115522	Expenditure A/c	
	20) Cost of Assets Capitalised	
16904509.00	Grand Total	25734992

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
SCHEDULE 'O' EXPENDITURE ON PLAN GRANTS

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
	A. RESEARCH, EDUCATION AND TRAINING	
6659160	i) Research Projects, Workshop & Publication	7220626
9424740	ii) Education Programmes	10016284
4125224	iii) New Staff in Campus	3962286
2479493	iv) Rural Programmes	3278032
1111383	v) Information Technology	1682033
23800000	TOTAL (A)	26159261
	B. PROGRAMME/PROJECTS FOR N.E. STATES	
4475650	a) Education Programmes	2566603
2524350	b) Projects (Including Info.Tech./Infra/ Pub.)	1942470
7000000	TOTAL (B)	4509073
	C. AUGMENTATION OF LIBRARY FACILITIES	
1747159	i) Subscription to Journals/Periodicals	1954599
3157909	ii) Library Books	2395815
94932	iii) Library Augmentation/ Modernisation	115383
0	iv) Development of Library Infrastructure	0
5000000	TOTAL (C)	4465797
	D. INFRASTRUCTURE	
0	(i) Architectural Fee	0
0	(ii) Civil work	0
1527750	(iii) Electrical Work/ Advance to CPWD	209014
0	(iv) Fixed Interior & Refurbishment	0
0	v) Seminar Hall Sewer Line	0
0	vi) Development of Additional Infrastructure Work	0
1527750	TOTAL (D)	209014
37327750	TOTAL PLAN EXPENSES (A to D)	35343145
4021734	Less: Cost of Assets Capitalised	4170846
33306016	Amounts Transfer to Income & Expenditure A/c	31172299



Disclosure to Audited Financial Statements of V.V. Giri National Labour Institute for the year ended on March 31, 2010

SIGNIFICATION ACCOUNTING POLICIES AND NOTES ON ACCOUNTS

A. ACCOUNTING POLICIES

1. Standards of Financial Propriety

In order to enforce financial order and strict economy at every steps all relevant standards of financial 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, excepting to the extent stated elsewhere, and based on application accounting standards. The financial statements of the institute consist if Income & Expenditure Account, Receipts & Payments Accounts and Balance Sheet as is being followed by the similar societies.

3. Fixed Assets

Fixed Assets are stated at cost less depreciation.

4. Depreciation

Depreciation on Fixed Assets is providing on written down value method on prorated basis at the following rates:

Category of Asset	Rate of Depreciation
Library Books	25%
Furniture and Fixtures	10%
Vehicle	15%
Office Equipment	15%
Computer and Accessories	60%
Building	10%

5. Prior Period Adjustments

Rs.15,60,869/- effect the Receipts & Payment account of the current financial year due to change in the accounting policies of Institute from cash basis to Accrual Basis. Expenses/Income pertaining to previous years are booked in the current year under the natural heads of Accounts and disclosed by way of Notes to the Accounts.

6. Inventory

Inventory, consisting of Stationery/Miscellaneous Stores items have been valued at cost.

7. Employee Benefits

- (a) Provision for the retiring Gratuity payable to eligible employees is made in the term of policy of the Institute.
- (b) Provident Fund Contribution is accounted for on accrual basis and the amount is collected deposited into saving bank Account instead of depositing with provident fund trust account/Employees Provident Fund Scheme 1952.

B. NOTES TO THE ACCOUNTS

1. Basis of Accounting

Up to Financial Year 2009-10 the Account of Institute being a Non-profit organizations are prepared on cash basis and there is no provision for future receipts or payments. All the grants received from the Ministry and our own internally generated receipts are utilized during the year for which it has been received and earned.

From the Financial Year 2010-11 the Account of Institute being a Non-profit organizations are Prepared on Accrual basis and made the provision for future receipts or payments.

2. Grants-in-aid

As per the sanction power of the President of India and exercise of the power delegated under Ministry of Finance, the Institute received Grant-in-aid (Plan & Non-Plan) from governments of India, Ministry of Labour & Employments for every financial year. Utilization certificate on its actual utilization for the purpose for which it was received is submitted to the Ministry of Labour & Employments at the end of every financial year.

3. Capital & Revenue Accounts

Expenditure of capital nature is distinguished from Revenue Expenditure strictly as per the guideline mentioned in general financial Rules or special order as may be prescribed by the Government and take care while preparing the financial statements of the Institute at the end of the every financial year.

4. Sundry Debtor/Creditor

The Institute carries out professional activities which are sponsored by other Institution, Ministry and Department etc and incur expenses on behalf of such agencies. These agencies advance or re-imbrue the expenditure in due course which has been shown under receipts or payments-outside programmes or agencies head.

5. Fixed Assets

Assets purchased before 30th September are charged full depreciation whereas assets purchased after 30th September are charged 50% of depreciation rate. Depreciation has been charged on fixed assets on straight line basis from the month of addition & to the month of sale at the rates specified in section 32(1) at the Income Tax Act, 1961. 100% depreciation has been charged on assets valued upto Rs.10,000/- per item.

The land of the Institute was allotted free of cost by Govt. of Uttar Pradesh to the central Government. Hence it is reflected in the fixed assets Schedules with Nil value.



6. Inventory/Consumable item & Physical Verification of Assets

All the Inventory purchases during the year are charged to the year it is purchased. Stock Register maintains of Inventory/Consumable item are up to behind the times. Physical verification of the Assets of the Institute is done on yearly basis and the existence of the assets is certified by the committee assigned for the purpose. Report of Physical verification of Institute's store has been received from the management of the institute.

7. Transport Allowance

As per FR & SR Part-II, Transport allowance is admissible to all employees at revised Rate + DA thereon w.e.f. 01.09.2008 after implementation of 6th CPC according to A-1/A and other cities.

8. Block of Government Money

On the scrutiny of the Final Account we notice that an amount of Rs.1,77,49,182/- has been paid to the executive engineer, CPWD Noida Division as advance for the construction/renovation of various civil work and Electrical work in Institute during the year 1996-97 to 2009-10 but the utilization of its is still awaited from the CPWD.

These outstanding from 1996-97 onwards which needs special attention for recovery/ Adjustments.

9. Prior period item

Expenses/Income pertaining to previous years is booked in the current year under the natural heads of Accounts.

10. Accounting Tax

The Society not possesses registration under Section 12AA of Income Tax Act, 1961 and not filed Income Tax Returns to the Commissioner of Income Tax.

The Society got allotted Tax Deduction Account Number (TAN) as per the Income Tax Act, 1961 and submitted e-TDS as per the norm.

11. Carry Forward of Surpluses

The Grant Sanctioned by the Ministry of Labour & Employment to the Institute for Plan & Non Plan activities are operated through Current Accounts in the Nationalized Bank and are fully utilized during the same year in which it is sanctioned. Consequently the Institute with no surplus to carry forward to the next; however fund earmarked for institute work, which is not completed at the end of the year, is carried to the next year.

12. Contingent Liabilities

The Institute has contingently liable for Rs.2,50,082/- for interest and penalty under various provision of TDS. The matter is pending in Appeal before CIT(Appeal) Ghaziabad.

13. Figure of the previous year has been regrouped/rearranged wherever considered necessary.



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 :

- 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.
- Building understanding and partnerships with globally respected institutions involved with labour.



V.V. Giri National Labour Institute

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