

Annual Report 2011-12



V.V. Giri National Labour Institute

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2011-12



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

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Institute's Vision and Mission

Vision

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

Mission

Institute's mission is to bring labour and labour relations as the central feature in development agenda through:

- *Addressing issues of transformations in the world of work*
- *Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;*
- *Undertaking research studies and training interventions of world class standards; and*
- *Building understanding and partnerships with globally respected institutions involved with labour*



Institute's Mandate

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

Objectives and Mandate

The Memorandum of Association spells out clearly a wide range of activities that are essential to 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 presided over by the Secretary, Ministry of Labour and Employment controls, monitors and guides the activities of the Institute. The Director General of the Institute is the Principal Executive and is responsible for the management and administration of its affairs. Director General is aided in the day-to-day functioning of the Institute by faculty representing a wide range of disciplines and by support administrative staff.

Composition of General Council

1. Shri Mallikarjun Kharge President
Union Minister for Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001

Six Central Government Representatives

2. Dr. Mrutyunjay Sarangi Vice-President
Secretary (Labour & Employment)
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi
3. Shri Ravi Mathur Member
Additional Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi
4. Shri P.K. Pujari Member
Additional Secretary & Financial Adviser
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001



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| 5. | Shri A.C. Pandey
Joint Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi | Member |
| 6. | Mrs. Vibha Puri Das
Secretary
Deptt. of Secondary & Higher Education
Ministry of HRD
Shastri Bhawan
New Delhi- 110 001 | Member |
| 7. | Shri K.N. Pathak
Jt. Adviser (LEM)
Adviser (Labour & Employment)
Planning Commission
Yojana Bhawan
New Delhi- 110 001 | Member |

Two Workers' Representatives

- | | | |
|----|---|--------|
| 8. | Dr. Subhash Sharma
President, Punjab Branch INTUC
74-SF Saraswati Vihar, Kapurthala Road
Jalandhar-144 008 (Punjab) | Member |
| 9. | Shri B. Surendran
All India Dy. Organising Secretary
Bharatiya Mazdoor Sangh
Keshavar Kudil,
5, Rangasayee Street
Perambur,
Chennai - 600 011 | Member |

Two Employers' Representatives

- | | | |
|-----|--|--------|
| 10. | Shri Vijay Puri
Senior Vice President
Small Manufacturers Forum Gurgaon
F-53, Lado Sarai
M.B. Road,
New Delhi | Member |
|-----|--|--------|



11. Shri K.C. Mehra
Resident Director (Corporate)
Shapoorji Pallonji & Co. Ltd.
C-81, South Extension Part II
New Delhi – 110 049
- Member

Four Eminent Persons who have made Noteworthy Contribution in The Field of Labour or Related Fields

12. Shri M.A. Azeem
Azeem Place
Gulbarga Education Trust
Nehru Gunj Area
Gulbarga – 585 104 (Karnataka)
- Member
13. Shri M.V. Sasikumaran Nair
Raj Sree, Manakkara
Sasthamcotta PO
Kollam District (Kerala)
- Member
14. Dr. Murari Lal
R/o 359, Pocket V, Phase-I
Mayur Vihar
New Delhi
- Member
15. 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)

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



Research Institution

18. 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

19. Shri V.P. Yajurvedi
Director General
V.V. Giri National Labour Institute
Sector-24, Noida – 201 301
Distt. Gautam Budh Nagar (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.

It is with this perspective that research issues to be addressed by the different Research Centres of the Institute have been outlined.



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

1. Migration of Women Workers from South Asia to the Gulf

Given the increasing feminisation of international migration, this report focuses on the processes, outcomes, and problems associated with the migration of women workers from South Asian countries to the Gulf region. These issues have been analysed through a detailed study of five 'sending' countries, Bangladesh, India, Nepal, Pakistan and Sri Lanka, and six 'receiving' countries, Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates, highlighting the critical factors for promoting and sustaining the safe migration of women.

The study provides an overview of migration from South Asia to the Gulf, analysing the patterns of mobility in this region and locating them in the context of international migration. Basing itself on the experiences of women migrants—a majority of whom are engaged in domestic work—it details their vulnerabilities at various stages of the migration cycle. The report also explores the roles and initiatives of different stakeholders at the international, national and local levels in improving the migration outcomes of women. It concludes by highlighting the policy perspectives and possible directions



pertaining to the future of migration of women from South Asia. An important feature of the report are the detailed fact sheets on the demographic and migration profiles of the five sending countries and six receiving countries.

The study was commissioned by UN Women.

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

2. Study on the Working Conditions of the Sanitation Workers in India

This study was undertaken with the following objectives:

- To document the latest available estimates of 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 ; and
- To suggest suitable measures for improving the working and socio-economic conditions of the sanitation workers.

It is projected that there would be a demand for around 3.7 million sanitation workers in India by 2020, if the present trends continue. How to meet this demand? To get more people attracted towards sanitation work, it is extremely important that adequate



measures are being taken to remove the existing insecurities related to this occupation. Some such measures could be

- Providing **adequate safety measures** against all possible kinds of physical damage at work to all sanitation workers
- Providing **comprehensive and preventive health care services** to all workers against all possible adverse health impacts due to nature of the work.
- **Bringing in improved technology and modern equipments** for handling and managing different types of gases, solid and liquid wastes, so as to eliminate direct exposure of human body to such elements that are extremely harmful to human body.
- Offering **better remuneration** comparable to the other industries requiring similar involvement of manual and skilled laborers, so that the economic status of the people working as sanitation workers can improve compared to the present situation. Better economic situation is the key to enjoy many of the associated benefits such as better education, better housing, higher dignity, and eventually reduced social discrimination.
- Creating awareness in the society about the importance of sanitation work and the crucial role played by the sanitation workers in maintaining cleanliness and hygiene in the society. This will help people in changing their perception and **regarding sanitation work as a decent and dignified profession.**
- **Appropriate employment security and social security** is another critical factor in attracting and retaining workers in sanitation work.
- Creating an environment so that there can be proper representativeness of sanitation workers as an important part of the labor market so that their voices are heard and they have a public space to put forward their concerns.
- Removing caste-based discrimination in employing sanitation workers.

The study was commissioned by Ministry of Social Justice and Empowerment, Government of India.

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

3. 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 were included in the sample. The evaluation was based on detailed information collected from each of the selected ITIs on the basis of a structured questionnaire and also on information generated through focus group discussion and interaction with different stakeholders like employers, student community, concerned government officials etc.

Some of the key policy recommendations emerging from the study include

- In so far as institutional arrangements are concerned, it is necessary that Institutional Management Committee (IMC) meetings be held according to a mandatory/ fixed schedule. Greater involvement of the IMC members in the meetings may be ensured through the requirement of minimum number of attendance per year by each member. The chairman/member secretary may be empowered to select new members if there is a persistent shortfall in attendance.
- It may be useful to mandate a minimum number of women members for an IMC at 33%. This is a definite necessity given the goal of increasing the enrolment of women in IITs and strengthening their participation in the labour market in the future. Women members of an IMC may be selected not only from business/ industry but also from educational institutions as well as other professions. If necessary, it may be useful to involve women representatives of local government institutions (municipality/panchayat/district board, etc.).
- Industry partnership must be further strengthened through greater involvement of industry in both the quantitative and qualitative expansion of the ITIs. Large industry seems to perform better as regards placement and on-the-job training while smaller and medium industry partners are as good as large industry in terms of the supply of resource persons for self-employment training. Given that there is an urgent need to extend the linkages of the labour market beyond the immediate locality, it may be necessary to think of a consortium of industries, both local and non-local, and pooling of various size categories of industries, to provide training and placement. Self-employment becoming increasingly prevalent, it is important that students passing out of ITIs are provided the opportunity to explore outsourced or ancillary work for larger industry. Hence, there must be greater coordination between different industry size classes and between local and non-local industry partners.
- It may be important to build networks of alumni of the ITIs and involve them in regular feedback about labour market demand as well as participation in periodic



training courses conducted by the parent institution. To that end, a regular alumni association and database of alumni may also be created in each ITI.

- The healthy trend towards revenue generation may be encouraged further by organising more paid-training courses both short-term and regular. Training cum production centres may also be further encouraged. In order to spur developments along these lines, incentives in terms of deferred repayment of loans or matching grants/loans may be provided.
- The accreditation of these training courses by the state level Public Service Commissions will go a long way in ensuring the popularity of the courses and augment revenue for the ITIs.
- The quantitative expansion of the ITIs must be followed up by upgradation of the quality of training imparted at the ITIs. It may be important for the IMCs to set up academic/curricular subcommittees to meet periodically to advise on the academic content of the old trades and new trades to be introduced at the ITIs. The committee may induct specialists from the academic field and industry to advise them on specific academic/curricular needs.
- The heartening trend of enrolment expansion must be augmented by a lowering of the dropout and failure percentages. Special efforts must be made to analyse trends in high failure/dropout rates in particular ITIs or in particular trades to take appropriate remedial measures. This could be carried out with the help of the academic/curricular subcommittee of each IMC.
- There is an urgent need to ensure the intake of trained instructors in new trades as well as periodic upgradation of skills of the old instructors. Vacant permanent staff positions must be filled up on a priority basis. However, contractual appointments will remain an important mode of staffing. It is therefore necessary that guidelines for contractual appointments be standardised across ITIs within each state; greater flexibility may be granted to the IMCs to appoint contractual employees as the need for training courses or new trades arise.
- The State Directorate of Technical Education should divest themselves of direct management and play a bigger role in formulating academic, curricular and training policies of the ITIs.
- The upgradation scheme must be monitored continuously as it is one of the pivotal schemes designed for the expansion of the skill base in India. The upgradation scheme is at a crucial phase as the outcomes emanating from the scheme are shifting from expansion in quantitative terms to transformations in qualitative terms. This desired transformation must be guided on the basis of a continuous



monitoring of the performance of the ITIs upgraded under the scheme by independent institution/agencies.

The study was commissioned by Directorate General of Employment & Training, Ministry of Labour and Employment, Government of India.

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

4. 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 Institutions (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 systematic 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 were to review efficiency, effectiveness, constraints, and risks; provide recommendations for improvement; and document good practices of the following:

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

The study was commissioned by Ministry of Labour & Employment

(Project Director: Shri Anoop Satpathy, Fellow)



Initiated and Completed Projects

1. Unemployment Insurance in India

Open unemployment, especially among the youth, has emerged as a major concern in India. Although the unemployment rate may be lower than what has become the norm in developed economies, in absolute terms the number of unemployed is significant. The issue of increasing unemployment among the youth is critical given that India is poised to reap the benefits of a 'demographic dividend': an increasing share of the working age population. However, the spectre of rising youth unemployment threatens to turn the demographic dividend into a demographic curse. In addition, there is always the threat of a social crisis that could erupt if high unemployment rates persist, perpetuating labour market inequalities.

It is in this broad context that this study attempts to explore the different dimensions of unemployment insurance in the Indian context. Recent trends and patterns in the labour market situation are provided as a background for analysing existing schemes that provide unemployment assistance and limited insurance against unemployment.

Considering the large magnitude of those requiring unemployment insurance in India and the potential problems in operating a cash transfer scheme with respect to resources, targeting and leakages, the provision of public employment programmes seems to be evolving as a more viable option. Given the demographic structure of the Indian population, such public employment programmes could also provide a platform for skill development and upgradation, thereby becoming a powerful instrument for social inclusion.

(This research study was undertaken as a part of the VVGNI-KLI professional collaboration. The study was supported by Korea Labour Institute)

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

2. Second Annual Report to the People on Employment 2011

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.

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

Ongoing Projects

1. Skill Mapping in Andaman and Nicobar Islands: Assessing Supply and Demand Gaps

The main objectives of the study are:

- To assess current skill composition of the labour force and skill gaps in terms of industry and manpower
- To arrive at skill requirement in the future, say ten years down the line (in terms of industry and manpower)
- To examine existing initiatives to develop/upgrade skills and to analyse their effectiveness and;
- To analyse capacity to meet future skill requirements (in terms of infrastructure, investment and manpower) and interventions to meet the gap.

This study is commissioned by Andaman & Nicobar Administration.

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

2. Evaluation Study of Coaching-cum-Guidance Centres for Scheduled Castes and Scheduled Tribes

Directorate General Employment & Training is currently operationalising 22 Coaching-cum-Guidance Centres for Scheduled Castes and Scheduled Tribes.

The objectives of the Coaching-cum-Guidance Centres are:

- To channelise the educated SC/ST job seekers registered with Employment Exchanges into appropriate vocations;
- To increase their employability through coaching/training;
- To render them vocational guidance and career information at the appropriate stages.



This study has been undertaken to evaluate the quality of training for SC/STs with a view to ascertain the effectiveness of their various programmes run by Coaching-cum-Guidance Centres for SC/STs and to suggest ways and means for making them focal point in making SC/ST candidates economically empowered.

The study is commissioned by Directorate General of Employment & Training, Ministry of Labour and Employment, Government of India.

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

3. Evaluation Study of Vocational Rehabilitation Centres for Handicapped

Directorate General of Employment and Training is currently operationalising 20 Vocational Rehabilitation Centres for Handicapped.

The main objectives of the Vocational Rehabilitation Centres are:

- To evaluate the disabled persons to unfold their full physical and psychological strengths/capabilities
- To assist the disabled to develop rehabilitation plans commensurate with their specific needs
- To develop skills of the persons with disabilities suited to their physical and intellectual capabilities and socio-economic conditions
- Design and execute the training modules based on the requirements of the job market
- Expose the handicapped to the new tools and equipment technology required by the disabled to face the emerging employment market
- Identification of jobs suited to the disabled
- Organise camps in rural areas for evaluation and placement of the disabled in training, jobs or self employment
- Motivating and assisting the handicapped for self-employment as per the local needs with the help of local support system
- Procure aids and appliances for disabled to increase their rehabilitation prospects
- To make coordination with other agencies to promote and get rehabilitation support.



This study has been undertaken to examine critically the effectiveness of vocational training by Vocational Rehabilitation Centre for Handicapped (VRC) in the process of economic empowerment of Persons with Disabilities (PWDs). Apart from this, assessing the strength and weaknesses of training curriculum and adequacy of infrastructure facilities to provide Vocational Training to Persons with Disabilities and the modifications required to strengthen the quality of training to enhance the employability of the PWDs in VRCs.

The study is commissioned by Directorate General of Employment & Training, Ministry of Labour and Employment, Government of India.

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

4. 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 & Employment commissioned a study to assess the requirement of trainers for training 500 million skilled persons. Given the above background, the primary objective of the study was to define the requirement of 500 million skilled persons and to assess number of trainers required to train them by 2022.

The exact scopes of this study are as follows:

- Define the requirement of 500 million skilled people
- Assess the existing seat capacity of training institutions both in public and private sector across Ministries, trades and sectors
- 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 the context of meeting the set target by 2022



- Assess the existing capacity of trainers training institutions both in public and private sectors across Ministries, trades and sectors
- 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 National Skill Development Corporation (NSDC) and other private players to analyse provisions made for requirement 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
- Undertake a gap analysis and derive projections for trainer's requirement (trade and level wise) in next 10 years (bi-annual projections)
- 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

The study has been commissioned by Ministry of Labour & Employment

(Project Director: Shri Anoop 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.

Completed Project

- 1. Labour, Employment and Social Security Issues of Security Guards Engaged in Private Security Agencies: A Case Study of Okhla and NOIDA**

Major Objectives of the study

- To make a broad estimation of private security firms and security personnel engaged by such firms at the national and international level.
- To understand and capture the major labour, employment relations and social



security issues relating to security personnel engaged by various kinds of private security firms.

- To assess the status of implementation of major labour laws applicable to security personnel engaged by private security firms.
- To suggest suitable, legal and social security measures for safeguarding the interest of private security personnel.

Key Findings of the Study

- Private security service industry is a thriving industry in India as well as in a number of other countries. Some of the countries in addition to India, where this industry has constantly grown over the past few decades include: Germany, China, Canada, Russia, U.K, Australia and Nigeria etc.
- Though the private security personnel are expected to perform many of the roles and duties identical to the police and have to face almost similar kind of challenges and danger to their life. In spite of all these facts, they lack adequate training and are paid too less as compared to police and defence personnel. They have very little legal and social security protection in practice.
- Even after working for a long time, a substantial proportion of security personnel are not issued any appointment letters, some of them are not even issued identity cards.
- A large majority of them are not paid even the minimum wages and overtime rate wages for overtime work in spite of working for excessively long hours, almost 12 hours a day on a regular basis, without any break for lunch/dinner during duty hours.
- A substantial proportion of them have also to face discrimination in terms of wages and other conditions of work as compared to the security personnel engaged directly by the organizations engaging both the categories of security personnel.
- A large majority of them has to work for all the days in a year, without any kind of leave such as casual leave, medical leave or earned leave etc.
- Most of them have to wear uniform unsuitable to climatic conditions prevailing in any particular region/during various seasons, especially during summers.
- A substantial proportion of them are also compelled to pay employer's share of contribution towards provident fund and employee's state insurance in addition by paying their own share of contribution.



- Most of the organizations utilizing the services of private security personnel have the attitude of total indifference towards their problems and concerns.
- Though the private security service industry is highly organized but most of the security personnel engaged by thousands of such industries are unorganized.
- Most of the security personnel have either no awareness or very little awareness about most of their legitimate dues and rights under various labour laws.
- Most of the private security agencies earn huge profits by adopting various methods, but pay too less to the security personnel engaged by them and do not extend even the basic social security and the welfare measures to them.

(Project Director: Dr. Sanjay Upadhyaya, Fellow)

Initiated & Completed Projects

1. National Vocational Training Council Draft Legislation

Directorate General of Employment and Training, Ministry of Labour and Employment entrusted V.V. Giri National Labour Institute the work of preparing comprehensive draft legislation for Vocational Training Act, 2011, to make NCVT a statutory body for performing responsibilities as assigned in National Policy on Skill Development. The Institute completed the task of preparing draft legislation for National Council for Vocational Training (NCVT) Act, 2011 detailing of various statutory bodies at national, state, district level, setting up of frame work for competency standards, affiliation and accreditation of institutions with quality assurance mechanism. The Institute also prepared Note for Cabinet along with bill of National Council for Vocational Training Act, 2011 and submitted the same to the Ministry of Labour & Employment.

(Project Director: Dr. Onkar Sharma, Fellow)

Ongoing Projects

1. Evolution of Minimum Wage Policy and Regulatory Framework: An Inter Country Perspective

Context

The real progress of a nation is judged not merely by the material resources and wealth but by the quality of life of its people and a wholesome environment to enjoy long, healthy and creative lives. This *inter alia* depends upon the fact that all those who are



in the working age group get the opportunity of employment / work and receive decent remuneration for the work they do. The remuneration or wages should be sufficient to meet the basic needs of the earning and non-earning members of the family. Unless the wages of the worker are sufficient, he cannot maintain his efficiency and the choice before him is either to leave the employment or allow his physique to wear out.

However, as a result of interplay of various economic factors in the labour market quite often the wages tend to be much lower than the required level. As a result of which the state has to intervene for regulation of wages by way of fixation of minimum wage and its revision. Though, there seems to be some sort of general consensus over the essentiality of regulation of minimum wages and at the first glance it appears to be quite easy to define the minimum wage as the wage floor applying to all wage earners and ensuring that they receive a minimum level of pay protection. However, in reality it is quite complicated to define the minimum wage and its regulation has always been a contentious issue. Similarly, quantification of the minimum wage in terms of money has always been far from simple. Different countries follow different criteria, methods and procedure in this regard depending on the major underlying principles prevailing in those regions/countries. It is in this context the present study seeks to make an inter country analysis of the evolution of wage policy and regulatory framework for minimum wage.

Objectives of the Study

- To trace the evolution of minimum wage policy and legislation at an inter country level
- To examine the conceptual domain of minimum wage in an inter country perspective
- To make a comparative analysis of the methods for determination of minimum wage
- To make a comparative analysis of the criteria for determination of minimum wage; and
- To make appropriate policy recommendations

(Project Director: Dr. Sanjay Upadhyaya, Fellow)

2. Creating online single window system under e-biz mission mode project

The Ministry of Labour and Employment has entrusted the work of creating online single window system under e-biz mission mode to the Institute. The Institute has started working on this assignment in collaboration with Department of Industrial Policy



and Promotion (DIPP). The details of various activities, transactions from government to business and business to government under various labour laws were identified. The works of developing required software of these transactions were also started in consultation with DIPP officials. Further activities are to be undertaken with some software developers for which DIPP has identified a software development agency. This task would have huge financial implications. The Ministry of Labour has been informed about the same and further action would be taken after getting the clearance/instructions from MOL&E.

(Project Director: Dr. Onkar Sharma, Fellow)

2. Workers' Participation in Management at apex level—a comprehensive project plan

Ministry of Labour and Employment requested the Institute to prepare a detailed and comprehensive proposal for conducting an in-depth study on the issue of workers' participation in management in consultation with Standing Conference of Public Enterprises (SCOPE). The Institute completed this work detailing the diversity of participation of structure, various developments in India, various earlier attempts and schemes and board level participation in European countries. This work also highlighted prospective and possibility for developing a credible model of participation in India.

The details of in-depth study proposal also highlighted methodology, sample for the study, investigating comparative international models and also expected outcome of this study.

(Project Director: Dr. Onkar Sharma, Fellow)



Centre for Agrarian Relations and Rural Labour

The Centre for Agrarian Relations and Rural Labour was set up 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:

- Globalization and its impact on rural labour;
- Macro trends and patterns of changing structure of rural labour markets;
- Documentation, evaluation and dissemination of organizing strategies;
- Social security and rural labour.

Completed Projects

1. Marine Fishery Industry and Marine Fish Workers in India : A Study with Special Reference to Exploring Employment Potential in the Sector

Objectives

The study is an important step in identifying the problems of marine fishery workers in the context of emerging economic scenario. To examine the emerging situation relating to fish workers, following objectives were formulated:

- 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, employment pattern, technology application and its density in different stages.
- e) Examine the conditions of selected fish landing centres in some selected areas.

Research Findings: Brief details of the major findings of the research study are as below:

- It was found that most of the fish workers belonged to 'most backward' and other backward castes. The caste discrimination was found prevalent both in



Tamil Nadu and Orissa. The fish workers remained confined to their world. There was not much interaction with other communities.

- Gender based discrimination was found in social, educational and economic spheres of the fish workers society. As a result, the job and wage discrimination was quite rampant.
- The fish harvesting and related works are for four to five months in a year. As a result, majority of the fish workers remained out of work for major part of the year.
- The housing conditions of the fish workers are also deplorable as most of the fish workers were found living in Kutcha houses.
- Majority of the fish workers are illiterate.
- The fish workers generally do not take any safety measures.
- The majority of the surveyed fish workers do not own land and implements.

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

2. Empowering the Unorganized Sector Workers especially those engaged in Mining Activities: An Action Research Project in Bundelkhand Region

Objectives

The project was undertaken to bring about changes in economic, social and educational spheres of the workers of area. The main objectives were to:

- 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.;
- Disseminate knowledge and information gained in the process of the study and the process of putting theory into practice in wider spectrum of unorganized labourers using the experience as a model.

Major Highlights

The major outcomes of the action intervention were formation of two workers' organizations, namely:



- (1) Bundelkhand Khet Majdoor Union, and
- (2) Bundelkhand Khadan Majdoor Union.

In addition, awareness among different segments of rural labour was created focusing on MGNREGA and other important developmental and social security programmes.

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

Ongoing Projects

1. Developing Effective Strategies and Techniques for Creating Awareness and Organization for Development of Rural Workers in India: An Action Research Project

Background

Government agencies and civil societies in rural areas have been organizing agricultural/rural labour for several decades for their capacity building. Organizing rural labour or their development is not an easy task, but also not impossible. However, the process of organizing and empowering rural labour has not gained momentum as desired. Capability building is now more important in the context of the *Mahatma Gandhi National Rural Employment Guarantee Scheme*, to reap its benefits. For the scheme is a grand knock at the backbone of poverty.

Objectives

- The main objective of the project is to orient and train rural activists/educators for building organizations/associations for effective participation of the rural workers in development activities, especially in activities under the MGNREGA.
- Specific Objectives are:
- Development of training manual
- Creation of a Bank of trainer-cum-activists
- Development of Network among MGNREGA workers
- Developing Training Skills in worker activists – both behavioural and procedural

(Project Director: Dr. Poonam S. Chauhan, 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 with the objective to build up knowledge base, to undertake and promote research and 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 Centre supports the policy makers and legislators in their task of progressive elimination of child labour and contributes to the attainment of the objectives of policies of the Central and State Governments. The Centre provides technical support and disseminates information thereby generating awareness leading to change in the attitude of the masses. The centre has been continuously striving to develop the capabilities of individuals and Institutions working towards prevention and elimination 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 across the globe.

Research

Research is one of the significant activities of the NRCCL. The focus of research projects include:

1. Creating benchmark information on employment of children in select hazardous occupations and processes
2. Reviewing research studies for locating definitional aspects of child labour and conducting studies to locate socio-economic-cultural dimensions and determinants of child labour
3. Evolving strategies to address different aspects of child labour in the overall development scenario.
4. Contextualizing opportunity costs for withdrawal of child labour through Documenting Successful experiences.



Initiated and Completed Projects

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 study was 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. The available data gathered was systematically examined for their accuracy, credibility, and value and then sieved and analysed in the context of research objectives. Main findings of the study:

- The existing Labor Law in the United States does not prevent children from working long hours in agricultural work thereby exempting a large number of children from protection from hazards of work in agriculture
- But for the restriction on working hours in agriculture that children cannot work during school hours, there is no limit on how early in the day children may begin work or how late in the day they may work, and not even any limit on the number of hours they may work during the day.
- The Fair Labour Standard Act (FLSA) allows children ages 16 and 17 “to perform all work” and that “there are currently no separate health and safety standards under federal law for child farm workers ages 16 or 17 engaging in hazardous work.”
- The minimum age of 16 for particularly hazardous work under the FLSA is unique to Agriculture. The broad exceptions to the minimum age 14 given in the law results in children as young as 10 years old being permitted to work in agriculture.
- The existing Hazardous Occupation Orders (HOOs) are quite dated and present Regulations are insufficient to keep child farm workers safe.
- The United States Department of Labor (USDOL) has not updated its regulations describing what occupations in agriculture that are “particularly hazardous” to



children. This may result in children ending up working in jobs that are in fact hazardous.

- Even the relatively weak child labor protections that are in place are often not well enforced in the US agricultural sector.

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

2. Employment of Children in South Asia: A Study of Forms, Magnitude, Legislative Framework and Policies in the SAARC countries

Despite the child labour–child work distinction, the numbers of working children are sufficiently high for the issue of child labour to be a matter of priority concern in major parts of South Asia region. Child labour is a concrete manifestation of violations of a range of rights of children and is recognised as a serious and enormously complex social problem in South Asia. Though children working as part of socialisation process are a tradition in South Asia, millions of children are subjected to varying forms of exploitation. The region is estimated to have the largest number of children in harmful, exploitative and oppressive labour in the world. The present study will strive to fill this gap and the exercise will be carried out with the objectives to study the forms, magnitude of child labour in the SAARC region, to identify and locate Sectors, processes and occupations in which children work and the reasons thereof and to study the evolution of state and non-state interventions to address the issue of child labour in the region. The broad findings of the Study are:

- Child labour in the SAARC region could be attributed to the region's emergence as the poorest, the most illiterate, the most malnourished, the least gender sensitive and most deprived region in the world.
- People in the SAARC region who resort to child labour, as a means of survival, are those left behind in the process of economic development and those excluded from mainstream society – ethnic minorities, indigenous or tribal groups and lower castes
- In most of the countries of the SAARC region, the impact of high rates of economic growth, rising investment per worker, huge investment in education and associated human capital, and appropriate policies have helped to reduce the incidence of child labour significantly within a single generation

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



Ongoing Projects

1. Training Needs Assessment and Developing Training Manuals for Strengthening of the Law Enforcement System to combat child labour

The Project's direct action is mainly at the state-level strengthening the law enforcement system, capacity building, knowledge enhancement and dissemination, and replication of the convergence model at the state and national levels. Work with social partners is intrinsic to the Project and Developing Training Manuals for Strengthening of the Law Enforcement System to combat child labour after assessing the training needs of the labour law enforcement machinery. The objectives of the Project are:

- to make an in-depth analysis of the current child labour legislations, the existing enforcement mechanism and identify the gaps, if any;
- to assess the training-needs of the relevant State level law enforcement authorities on child labour issues, including the informal economy and trafficking and migration for labour;
- to prepare a Training Manual to provide necessary training to the State level law enforcement authorities/ Master Trainers; and
- to provide training to the Master Trainers/law enforcement agencies using the said training manual.

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

2. Equipping and Strengthening Needs of Stakeholders for effectively Addressing Child Labor Issue in Selected State of India: Training Needs Assessment and Developing Training Manuals for Training of Stakeholders

The Project "Converging against Child Labour: Support for India's Model" (Convergence Project) is being implemented in India under the International Labour Organizations, International Programme on the Elimination of Child Labour (IPEC), which operates within the framework of ILO Conventions No. 138 on Minimum Age and No. 182 on the Worst Forms of Child Labour. Its long-term objective is the effective abolition of child labour. In the short and medium term, the programme assists member States in designing and implementing policies and time-bound measures and programmes



to prevent and eliminate child labour, with a priority on its worst forms. The present Project aims to enhance State level capacities to coordinate action against child labour and support convergence interventions at district level by building capacity of stakeholders for planning and implementing convergence related action, providing support to strengthen the capacity of the enforcement system on child labour and enabling coordination and synergy among the relevant departments/programmes. The objectives of the Project are:

- to assess the *training-needs of identified agencies (State training Institutes/State labour Institutes/State Resource Cells) to impart trainings on child labour and convergence related action to government departments, trade unions, employer organisations, non-government organizations and civil society partners)*
- to prepare Training Manuals for the Institutes/agencies to provide necessary training to the government departments, trade unions, employer organizations, non-government organizations and civil society partners)
- to provide a training to the Master Trainers from State labour Institutes/State Resource Cells and identified resource persons on using the said training manuals

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



Integrated Labour History Research Programme

The Integrated Labour History Research Programme of the VVGNI, 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). 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
- Publishing academic volumes on the History of Labour in India

Digitisation – Background and Projects

The work of Integrated Labour History Research Programme's Digitization Unit in 2011-12 was based on the findings of Evaluation and Technology Upgradation Project (Phase 1), which resulted in emergency stabilization on the Archive's servers and workstations, identification of relevant advancements in digital archiving technologies, implementation of fault-tolerant workflows over the lifecycle of content, transitioning and standardization of archival content for delivery by the new platform. These efforts were critical to the sustainable operation of the Digital Archive, and an important part of ILHRP's "Vision 2020".

During 2011-12, major strides were made in the standardization and transitioning of the holdings of the Digital Archives of Indian Labour. ILHRP completed the digitization of the print-based components of 32 of its 34 collections, using upgraded techniques, tools and workflows that were first introduced in 2010-11. Over the course of the



previous year, and following standardization and transitioning, the quantum of archival data grew more than threefold, to approximately 5000 gigabytes, a staggering amount of data and accounting for more than 700,000 archival objects.

Initiated and Completed Projects

I. Digitisation Projects

Name of the Project	No. of pages digitized
1. Digitization of Oral History Documentation of Indian Labour Movement	630 pages
2. Standardization and Transitioning of Collection of Records/Materials of Bharatiya Khet Mazdoor Union	6444 pages
3. Standardization and Transitioning of Collection of AITUC Records	24, 256 pages
4. Standardization and Transitioning of Commissions on Labour 1931-2000	10, 091 pages
5. Digitization of From Leather Artisans to Brick Kiln Workers: Narratives of Weary Travellers	116 pages
6. Digitization of The Informalization process: Casualization and Pauperization of the Weavers of Benaras	175 pages
7. Digitisation of Collection of History of Coal Workers with special emphasis on Impact of Outsourcing	559 pages
8. Digitisation of Collection of Records on All India Railwaymen's Federation 1955-1985	2826 pages

II. Evaluation and Technological Upgradation of Digital Archives of Indian Labour (Phase II)

The focus of efforts in 2011-12 was on ensuring security, stability, scalability and speed in the operations of the ILHRP Digitization Unit. A prominent and exceptionally powerful open source platform was selected as the new platform for the Digital Archives of Indian Labour, after a comprehensive review of the technology and capabilities of multiple options. The ILHRP team gained experience in many of the latest techniques in the



archiving world, and, in the spirit of open source, adapted these as per the use cases of the Digital Archives of Indian Labour.

The Institute's website was also put through a comprehensive revamp, and upgraded to a relevant, elegant and contemporary design, built with the latest technologies and based on the Drupal content management system. The ILHRP Team received training and extensive practice in the operation of this new system.

The Institute jointly with Association of Indian Labour Historians organized IXth International Conference on Labour History, '**Work and Non-Work: Histories in the Long Term**' during March 22-24, 2012 in which there were **80** delegates.

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



Centre for Labour and Health Studies

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 specialised Centre focuses on understanding and addressing emerging health challenges confronting workers in a globalised economy. The research areas of the centre are as follows:

Core Research Areas of the Centre

- New forms of employment and emerging health risks
- Labour market transformations and its challenges to health security
- Equity and equality in health and health care
- Public health care delivery systems and its impact
- Understanding access to health and health behaviour: caste, class, ethnicity and gender interfaces

Specific Research Issues of the Centre

- Health Insurance and its economic impact
- Role of social insurance in providing health protection.
- Inequities in access to health services and its effect on workers in the informal economy.
- Workplace health and patterns of morbidity
- Social a etiology of communicable diseases

Ongoing Projects

1. Impact of MGNREGA on the Living Conditions of the Unorganized Workers in Rural Areas

Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) aims at enhancing livelihood security of the people in rural areas by guaranteeing at least 100



days of wage employment. It simultaneously aims at strengthening natural resource management through works that address causes of poverty like drought, and so encourage sustainable development.

The present study is being carried out in two states Andhra Pradesh and West Bengal to assess the impact of MGNREGA on the living conditions of the unorganized workers in rural areas.

The specific objectives of the study are as follows:

- To analyse the impact of MGNREGA on the living conditions of the workers;
- To assess the impact of MGNREGS in bringing about positive changes in the labour market and creating financial strength among the workers.
- To understand the impact of MGNREGS on distress migration.
- To understand gender empowerment and changes in power relations through female participation and the difficulties faced by women workers.
- To suggest strategies for better and effective implementation of MGNREGA.

(Project Director: Dr. Ruma Ghosh, Fellow)

2. Evaluation Study of Rashtriya Swasthya Bima Yojana (RSBY)

India has a very poor record of financial protection against large expenditure on healthcare, as the bulk of it is paid out-of-pocket. This is particularly true for workers in the informal sector, who are without any kind of insurance. In order to provide health insurance coverage to unorganized sector workers who are Below Poverty Line (BPL), Ministry of Labour and Employment (MoLE), Government of India has launched Rashtriya Swasthya Bima Yojana (RSBY) in 2008. The scheme provides for payment of expenses incurred by the families of the workers in the unorganized sector during hospitalization of family members.

The present study which is being carried out in Jharkhand, Maharashtra and Punjab, centres around capturing the impact of RSBY on financial risk protection. The specific objectives of the study are:

- To understand the proportion of the BPL families enrolled in RSBY and reasons for non-enrolment.
- To assess the proportion of hospitalisations of BPL households that is getting covered by RSBY.
- To identify the variations in hospital rates across districts.



- To assess the quality of hospitals pre and post enrolment in RSBY.
- To understand the awareness rate of RSBY benefits by enrolled households.
- To understand the proportion of smart-card holders that received treatment.
- To assess the impact of RSBY on household health expenditure, household debt, type of diseases for which claims are made, claim source (government/private hospitals) satisfaction rate in terms of access and availability healthcare services, problems faced by households in availing RSBY benefits.

(Project Director: Dr. Ruma Ghosh, Fellow)

3. Workplace Health and Safety: A Study of Selected Industrial Units in Delhi

Key stakeholders of the manufacturing industry mainly the trade unions expressed the need to conduct a study on health and safety issues given the repeated incidents of fire accidents that have caused deaths of workers and damaged their livelihood from various industrial units of Delhi. A situational analysis of manufacturing units such as auto parts, leather, textile/garment and electronics would throw light on the existing realities that confront workers on a day to day basis. By highlighting their working conditions, enforcement of labour legislations, perceptions of injuries and accidents the study would attempt to provide and seek support from other major agencies of change for the workers. These include respective government departments and trade unions as important stakeholders.

Specific Objectives of the Study

- To document the extent and intensity of industrial injuries/accidents across various industrial units
- To document the conditions of work, safety measures taken/not taken and standards maintained/not maintained across such units
- To examine the extent of enforcement of various legislative provisions across such units in different sectors and difficulties/limitations therein
- To study the means taken by workers in handling industrial injuries/accidents, hazardous risks and employment risks
- To understand the nature of work organisation and labour relations in the industrial units
- To analyse the existing policies and outline few policy measures especially for workers in the smaller private industrial settings

(Project Director: Dr. Rinju Rasaily, Associate 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 characterized 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. Labour market gender gaps are more pronounced in developing countries, and often exacerbated by gendered patterns in occupational segregation, with the majority of women's work typically concentrated in a narrow range of sectors, many of which are vulnerable and insecure.

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 visualized 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.

Initiated & Completed Projects

1. Engendering Gender Statistics: An Analysis of Gender Differentiated Statistics in India

The project tried to analyse the role of gender statistics in exposing the widespread gender diversity in India. It is a fact, however, that the contribution of women to the



national economy is still subject to more under reporting and misrepresentation than the contribution of men. The statistics available are partial and contribute to maintaining a distorted perception of the nature of a country's economy and its human resources, and to perpetrating a vicious circle of inequality between men and women caused by inappropriate perceptions, policies and programmes. In the present study an attempt was made to find out the various possibilities of gender representation in statistical data to unmask the various obstacles deeply embedded in the social structure and how they are instrumental in ignoring various aspects of women's role and their participation in social, economic and political life of society.

Objectives

- To develop a conceptual understanding about gender and the importance of gender in statistics
- Explore the various concepts in gender statistics related to labour
- Identify the key areas in terms of employment (formal and informal) and analyzing their representation in statistics.
- To make comparative analysis of selected countries and explore the representation of gender in statistics.
- To identify the reasons for invisibility of gender in statistics with special reference to value added statistics in gender and its relevance in policy making.

The study was based on secondary data collected from several governmental sources like periodicals, official records, published governmental sources. Conceptual and theoretical understanding was developed from the extensive review of literature. For the present study Census, NSSO (National Sample Survey organization), NFHS (National Family Health Survey), NCEUS (National Commission for Enterprises in the Unorganised Sector) and Central Statistical Organisations (Time use survey) data were studied and interpreted subsequently. In order to compare the gender gaps existing in India, an index of dissimilarity was used to examine the male-female differentials over the years. Comparative analysis of select countries (Sweden, and some South Asian countries namely Bangladesh) were undertaken in order to capture the data adequately and locate the various loopholes in the representation of data on gender in India.

It was an endeavour to have a deeper understanding about gender issues in labour statistics. It had also tried to locate the various data gaps in capturing women's work in various statistical data sources. In order to have a relative and better understanding about gender statistics in various countries a cross-country analysis



of selected countries (Sweden and Bangladesh) was undertaken for the study. Subsequently, in the study considerable efforts were undertaken to explore the invisibility of gender issues in statistics and also to highlight on some value added statistics and its relevance in policy making.

(Project Directors: Dr. Ellina Samantroy, Associate Fellow & Dr. Dhanya M.B., Associate Fellow)

Ongoing Projects

1. Implementation of Maternity Benefit Act

Background

Protecting Maternity has been among the key initiatives 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 Indian 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? Seeing their actual implementation, one has to come to the conclusion that the women workers entitled are not receiving the proper benefits even according to the rules.

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. The reports of the study groups appointed by the Central Government and the various investigation committees on labour problem, talk about the inadequacies in the actual implementation of these protective laws. Within this context, the present study is projected to examine the prospects of Maternity Benefits Act, 1961 in terms of implementation and adaptation by the employers in the selected study area.



Objectives

The specific objectives of the present study are to:

- See the implication/ significance of the Indian legal provisions with reference to ILO standards on Maternity.
- Examine the issues raised before the Courts in relation to Maternity Benefits Act.
- Analyze the key aspects of Maternity leave provisions: the duration, the benefits and the source of the funding.
- Within the organization, other existing measures for maternity protection.
- Examine the issue of non-regular work among the workers due to maternity related issues.
- Examine the employers' & beneficiaries' perspective on Maternity Benefits Act.

(Project Director: Dr Shashi Bala, Fellow)



North-East Research and Training 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) 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. In Nagaland,



large number of children are being trafficked from Mon and Tuensang districts to towns like Dimapur, Kohima and Mokokchung, mainly for domestic work and for 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. 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.

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. 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,
Department of Labour, Government of Nagaland)**

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

This study focuses 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 focuses on the extent and nature of youth unemployment and various challenges and magnitude of pressure that the economy would face in future. The detail objectives of the study were as follows: (a) situating labour market scenario in NER in the backdrop of sectoral shifts with special emphasis on extent and quality of employment in various sectors; (b) analyzing correlations between youth unemployment and supply side factors; (c) understanding the significance of migration to urban centers as a distress option; (d) examining gender dimensions of youth unemployment; and (e) identifying differences in labour market conditions between plain and hilly regions. The study is based on both secondary and primary data and covers three states namely Assam, Nagaland and Manipur.

(Co-ordinator: Dr. B. Kilangla Jamir, Nagaland University)



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

The falling employment elasticity with respect to agricultural output, and high level of disguised unemployment and underemployment in rural agriculture, provides immense potential to the rural non-farm sector as a viable sector for solving the problems of rural unemployment and poverty. The review of literature suggests that most of the studies undertaken on RNFE relate to the country as a whole or various parts of it, except for the North-Eastern Region. In view of these reasons, the present study systematically attempted to understand the trends, nature, sectoral composition and determinants of RNFE in the North-East in general and Assam & Meghalaya in particular. The study was based on both secondary and primary data. Primary data for the study were collected from 1000 households spread over 10 villages in 5 districts of Assam and Meghalaya. Both quantitative and qualitative research methods were used for collection and analysis of data.

**(Co-ordinator: Dr. Bhagirathi Panda,
North-Eastern Hilly University, Shillong)**

(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. 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 market is perhaps the most important determinant of migration of youth from NER to urban centres. 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 were as follows: (a) understand the distinguishing patterns, processes and characteristics of migration from NER to the study region; (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, Indira Gandhi
Open University, New Delhi)**

On-going Projects

(i) 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 NABARD and (ii) Swarajayanti Gram Swarozgar Yojana (SGSY) poverty eradication programme of MoRD have adopted Self Help Group (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. 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 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. In this backdrop, the present study delves 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 structure in the pre and post programme implementation stage.

**(Co-ordinator: Dr. Shubranshu Tripathy, Entrepreneurship
Development Institute, Gujarat)**

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

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. Women's work is mostly for self consumption and invisible in nature, therefore much of their work is not recognized as 'work' in national income statistics. Their work also differs according to age, gender, income, occupational group, location, size and structure of family.

In the context of the above, the present study analyses 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 addresses these issues with the help of primary data generated by the socio-economic survey as well as time-use survey. The specific objectives of the study were as follows: (a) understanding inter-temporal changes and regional pattern of women's workforce participation in India and in Arunachal Pradesh since 1971; (b) examining the level and inter-district variations in the work force participation in Arunachal Pradesh (c) understanding the time spent on household work by men and women, in the surveyed villages of Arunachal Pradesh (d) investigating prevalence of division of labour (in SNA, extended SNA and Non-SNA work) according to sex among the different tribes of the state; and (e) examining the impact of background characteristics like age, education, socio- economic status etc on time-use pattern of women on various activities.

(Co-ordinator: Dr.Vandana Upadhyay, Rajeev Gandhi University, Itanagar)

(iii) 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 to 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. 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 macro 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 in 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 of the study were to (a) understand the impact of shift in cropping pattern on employment, real wages of agricultural labourers and net income of peasants across social groups and economic categories in Tripura (b) analysis 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 (c) 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, Institute of Development Studies, Jeypore)

Major Seminars and Training Programmes Conducted

The Centre organised a two-day National Seminar on “Labour and Employment Trends in North Eastern Region: Challenges and Opportunities” on 30-31 March, 2012 at the Institute’s campus. The National Seminar was inaugurated by Shri P.K. Padhy, Principal Labour and Employment Adviser, Ministry of Labour and Employment and Shri V. P. Yajurvedi, Director General, V. V. Giri National Labour Institute. Nearly 82 participants participated in the Seminar from various North-Eastern Universities/ Institutes and Organisations. Around 28 research papers were presented in five technical sessions namely employment trends and challenges, gender and work, migration and youth unemployment, livelihood strategies, MGNREGA and North East and sectoral analysis. Prof. Mahendra P. Lama, Vice-Chancellor, Sikkim University delivered the Valedictory Address in the Seminar.

The Centre in order to enhance the capacity of the Northeastern researchers on labour and related studies, also conducted a one week training programme on “Research Methods in Labour Studies” exclusively for research scholars from North Eastern States during 12-16 March, 2012 at Institute’s campus.



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 2011-12 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 MGNREGA 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.

Major Training Programmes Conducted

The Centre introduced for the first time a 3 day training programme on 'Climate Change and Livelihood Issues' during August 17-19, 2011. The major objective of the training programme was to understand the inter-linkages between Climate Change, Labour and Livelihood by focusing on how climate change impacts poor people's livelihoods, their coping mechanisms and alternative adaptation strategies. Nearly 17 participants from NGOs, Trade Unions and Universities attended the training programme.

The Centre also introduced a module on 'Climate Change and its Impact on Labour' in all its one week duration national training programmes for generating awareness.



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.

As a part of the collaboration with Korea Labour Institute (KLI), VVG NLI delegation comprising of Shri V.P. Yajurvedi, Director General and Dr. S.K.Sasikumar, Senior Fellow visited the KLI during December 7-8, 2011. During this visit, the delegation had a detailed discussion on strengthening the future collaborative activities. KLI and VVG NLI also organized jointly a Seminar on **Industrial Relations and Minimum Wages** during this period. Presentation was made by KLI & VVG NLI on the respective themes in order to discuss the findings of the recent study conducted by the Institute.

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. 7 International Programmes were organised during 2011-2012 on key areas like: Labour and Employment Relations in a Global Economy, Leadership Development, HIV/AIDS and Labour, Social Security, Research Methods, Skill Development & Employment Relations and Gender Issues. These programmes were attended by 185 participants from 52 countries.

The Institute in collaboration with Modern Indian Studies, University of Goettingen, Germany and IGK Work and Human Lifecycle in Global History, Humboldt University, Germany and Association of Indian Labour Historians organised a Summer Academy:



Working Lives in Global History during October 3-7, 2011. The Summer Academy was attended by 60 labour historians and research scholars from 10 countries around the world.

The Institute organised a Spécial Training Programme on Labour Administration & Leadership for Officials of Afghanistan during October 31-November 04, 2011 at Institute's campus on the request of Government of Islamic Republic of Afghanistan. This programme was attended by 26 senior officials.

For any further information, please contact:

Director General, VVGNI (directorgeneralvvgni@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 emphasize 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 issues.

During the year 2011- 2012, the Institute has conducted 132 training programmes and 3655 personnel participated in these programmes. Further, the Institute has undertaken following initiatives:



Labour Administration Programmes

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments and Union Territories. These programmes cover a wide range of subjects on labour administration, conciliation, labour welfare, enforcement, quasi judicial role, globalization and employment relations. 09 such programmes were organized in which 204 participants participated.

Industrial Relations Programmes

Under these programmes attempts are made to cover both the conceptual and practical areas of IR and disciplinary systems. They introduce senior managers, HR officers and trade union leaders from industries to participatory management for better interaction among the government, employers and the unions. 13 such programmes were organized in which 368 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. 47 such programmes were organized in which 1289 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, Students of Social Work, representative of Panchayati Raj Institutions etc. 06 such programmes were organized in which 164 participants participated.

Labour and Health Programmes

These programmes are designed to sensitise different target groups such as Labour Administrators, Trade Union Leaders, Employers, Health Officials and NGOs to understand the implication of globalisation and labour market transformations on the health security of workers. 09 such programmes were organized in which 266 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 organised 07 International Training Programmes on various subjects such as Health Issues, Labour Administration and Employment Relations, Leadership Development, Social Security, Skill Development and Employment Generation, Gender Issues in Labour, Research Methods in Labour Studies. In all 185 foreign nationals from 52 countries 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 300 personnel participated.

Research Methods Programmes

These programmes are designed to help young teachers and researchers in universities/ colleges and research institutions as well as professionals in government organisations to pursue their interests in labour research and policy. 04 such programmes were organized in which 80 participants 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 Mahatma Gandhi Labour Institute, Gujarat, Manonmaniam Sundaranar University, Tirunelveli, Tamil Nadu, Maharashtra Institute of Labour Studies, Mumbai, Kerala Institute of Labour Studies, Trivandrum, West Bengal State Labour Institute, Kolkata, Tamil Nadu Institute of Labour Studies, Chennai 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. 13 such programmes were organized in which 430 participants participated.

In-house 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 10 such programmes for Reserve Bank of India (RBI), Oil & Natural Gas Commission (ONGC), International Labour Organization (ILO), Food Corporation of India (FCI), Building and Wood Workers International (BWI) in which 283 participants participated.

Training Programmes held during April, 2011- March 2012

S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
LABOUR ADMINISTRATION PROGRAMMES (LAP)				
1.	Quasi Judicial Authorities: Role and Functions April 11-15, 2011	05	19	Sanjay Upadhyaya
2.	Making Conciliation Effective May 16-20, 2011	05	14	Onkar Sharma
3.	Enforcement of Labour Laws in Unorganised Sector June 20-24, 2011	05	28	Onkar Sharma
4.	Effective Labour Law Enforcement, August 1-5, 2011	5	21	Sanjay Upadhyaya
5.	Effective Enforcement of Welfare Laws August 23-26, 2011	4	7	Onkar Sharma
6.	Effective Enforcement for Building and other Construction Workers' Act August 16-19, 2011	4	34	P. Amitav Khuntia
7.	Effective Enforcement of Building and other Construction Workers Act at Srinagar October 13-14, 2011.	2	30	Onkar Sharma
8.	Awareness and Sensitization Programme on Problems of the Workers of Unorganized Sector October 31-November 04, 2011	5	26	Onkar Sharma
9.	Globalisation, Changing Employment Relations and Labour Administration December 19-22, 2011	4	25	S. K. Sasikumar
INDUSTRIAL RELATIONS PROGRAMMES (IRP)				
10.	Developing Positive Attitude for Excellence at Work April 18-21, 2011	04	21	Poonam S. Chauhan



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
11.	Empowering Trade Union Leaders May 16-21, 2011	06	25	Poonam S. Chauhan
12.	Workers' Participation in Management and their Role in the Emerging Globalizing Economy June 6-9, 2011	4	16	M.M. Rehman
13.	Empowering Trade Union Leaders July 4-9, 2011	06	19	Poonam S. Chauhan
14.	Managing Work Effectively: A Behavioural Approach, July 18-21, 2011	04	43	Poonam S. Chauhan
15.	Training Programme for Conducting Survey on Contract Labour July 14, 2011	01	50	Sanjay Upadhyaya
16.	Industrial Relations and Trade Unionism in a Globalising Economy September 5-8, 2011	4	30	S. K. Sasikumar
17.	Empowering Trade Union Leaders, September 26-Oct 01, 2011	6	09	Poonam S. Chauhan
18.	Behavioural Skills for Developing Effective Leadership November 28- December 02, 2011	5	48	Poonam S. Chauhan
19.	Prevention of HIV/AIDS in the World of Work: A Tripartite Response service (ILO) December 23, 2011	01	22	Ruma Ghosh
20.	Developing Positive Attitude for Excellence at Work January 9-12, 2012	4	19	P. Amitav Khuntia
21.	Industrial Relations and Trade Unionism in a Globalising Economy February 06- 09, 2012	4	36	S. K. Sasikumar
22.	Empowering Trade Union Leaders February 21-25, 2012	6	30	Poonam S. Chauhan
	CAPACITY BUILDING PROGRAMMES (CBP)			
23.	Leadership Development Programme for Rural Trade Union Leaders April 11-15, 2011	05	38	M.M. Rehman



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
24.	Empowering Rural Women Organizers April 11-15, 2011	05	21	Shashi Bala
25.	Organizing the Unorganised Towards Effective Leadership April 25-29, 2011	05	26	Anoop Satpathy
26.	Leadership Development Programme for Rural Trade Union Leaders May 9-13, 2011	05	28	M.M. Rehman
27.	Capacity Building Programme on for Trade Union Leaders (SC) May 9-13, 2011	05	26	M.M. Rehman
28.	Strengthening Leadership Skills for Beedi Workers May 23-27, 2011	05	31	M.M. Rehman
29.	Organizing the Unorganised Towards Effective Leadership May 30-June 03, 2011	05	24	Anoop Satpathy
30.	Developing Leadership Skills for Building & Construction Workers May 30-June 3, 2011	05	44	M.M. Rehman
31.	Leadership Development Programme for Rural Trade Union Leaders June 27-July 01, 2011	5	40	Sanjay Upadhayaya
32.	Empowering Rural Women Organizers June 20-24, 2011	5	25	Rinju Rasaily
33.	Developing Leadership Skills for Plantation Workers June 13-17, 2011	5	28	M.M. Rehman
34.	Developing Social Security June 29-July 01, 2011	03	25	M.M. Rehman
35.	Training Programme on Rural Labour Camp Bundelkhand under action Research on Quarry Mine Workers at Jhansi June 20, 2011	01	51	M.M. Rehman
36.	Training Programme on IBM SPSS Statistics June 30, 2011	01	20	Ellina Samantroy



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
37.	Leadership Development Programme for Rural Trade Union Leaders for ST July 18-22, 2011	05	29	Anoop Satpathy
38.	Leadership Development Programme for Rural Trade Union Leaders for SC July 4-8, 2011	05	07	Sanjay Upadhyaya
39.	Enhancing Leadership Skills of Transport Workers July 11-15, 2011	05	23	M.M. Rehman
40.	Strengthening Self Help Group July 25-29, 2011	05	23	M.M. Rehman
41.	Skill Development & Employment Generation July 4-8, 2011	05	15	Otojit Kshetrimayum
42.	Social Protection and Livelihood Security July 11-15, 2011	05	22	Ruma Ghosh
43.	Leadership Development Programme for HMS Trade Union Leaders, July 28-29, 2011	02	27	Sanjay Upadhyaya
44.	One day Orientation Programme on Social Security at Kolkata, West Bengal July 22, 2011	01	45	M.M. Rehman
45.	Leadership Development Programme for Rural Trade Union Leaders for (SC) August 8-12, 2011	5	23	Anoop Satpathy
46.	Sensitization Programme on Laws Pertaining to Women at Workplace Aug. 23-26, 2011	4	12	Shashi Bala
47.	Social Protection and Livelihood Security August 8-12, 2011	5	18	Otojit Kshetrimayum
48.	Climate Change and Livelihood Issues August 17-19, 2011	3	25	Anoop Satpathy & Rakhee Timothy
49.	Leadership Development for BMS Trade Union Leaders August 29- September 02, 2011	05	40	Poonam S. Chauhan



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
50.	Training Programme for Construction Workers and Leaders for AITUC August 1-5, 2011	05	40	M. M.Rehman, Helen R. Sekar
51.	One Day Rural Labour Camp at Orcha, Madhya Pradesh August 18, 2011	01	59	Dr. M.M.Rehman,
52.	Leadership Development Programme for Rural Trade Union Leaders September 26-30, 2011	5	33	Shashi Bala
53.	Developing Leadership Skills September 12-16, 2011	5	22	Rinju Rasaily
54.	Developing Social Security September 19-23, 2011	5	30	Otojit Kshetrimayum
55.	One Day Rural Labour Camp at Orcha, Madhya Pradesh, September 03, 2011	01	80	M. M.Rehman
56.	Leadership Development Programme for the Gramin Bank Officers and Employees, October 31-November 04, 2011	5	20	M. M. Rehman
57.	Leadership Development Programme for Rural Trade Union Leaders November 28-December 02, 2011	5	21	P. Amitav Khuntia
58.	Enhancing Leadership Skills of Transport Workers November 14-18, 2011	5	27	Poonam S. Chauhan
59.	Gender Issues in Labour November 21-25,2011	5	16	Shashi Bala
60.	Training Programme on Empowering the Unorganized Sector Workers engaged in Mining Activities at Bundelkhand at Jhansi November 09, 2011	01	10	M.M. Rehman
61.	Developing Social Security December 12-16, 2011	05	36	Otojit Kshetrimayum
62.	Gender Responsive Budgeting in India December 5-9, 2011	05	10	Shashi Bala



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
63.	Awareness/Training Programme for Panchayat Pradhans/Sarpanches of Bundelkhand at Jhansi December 10, 2011	01	30	M. M. Rehman
64.	Gender Issues in Labour January 23-27, 2012	05	23	Otojit Kshetrimayum
65.	Tackling Discrimination in the World of Work January 30 – February 03, 2012	05	18	Shashi Bala
66.	Gender, Poverty and Employment January 9-13, 2012	05	22	Shashi Bala
67.	Leadership Development for Trade Unions Leaders from Service Sector Jan 16-20, 2012	05	16	Sanjay Upadhayaya
68.	Developing Skill Development Strategies February 06-09, 2012	04	21	P. Amitav Khuntia
69.	Gender, Poverty and Employment March 19-23, 2012	05	18	Rinju Rasaily
70.	CHILD LABOUR PROGRAMME			
71.	Capacity Building Programme on Child Labour for Members of Teachers Associations April 5-8, 2011	04	24	Helen R. Sekar
72.	Convergence Programme on Child Labour, June-28-30, 2011	03	17	Helen R. Sekar
73.	Orientation Programme for NGOs on Child Labour September 20-23,2011	04	27	Helen R. Sekar
74.	Orientation Training Programme on Child Labour at Srinagar October 11-12, 2011	02	37	Helen R. Sekar
75.	Enhancing Competence of Youth in dealing with Child Labour December 12-15,2011	04	31	P. Amitav Khuntia



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
76.	Enhancing Competence of Elected Women Representatives of Panchayati Raj Institutions to tackle Child Labour Practice March 6-8,2012	04	28	Helen R. Sekar
RESEARCH METHODS PROGRAMMES				
77.	Course on Research Methods on Gender Issues in Labour July 25-29, 2011	05	26	Ellina Samantroy Dhanya M.B.
78.	Course on Research Methods on Gender Issues in Labour August 29- September 02, 2011	05	22	Ellina Samantroy Dhanya M.B.
79.	Course on Qualitative Methods in Labour Research January 16-27, 2012	12	16	Ruma Ghosh
80.	Course on Research Methods in Labour Economics February 21- March 12,2012	21	16	Anoop Satpathy Rakkee Timothy P. Amitav Khuntia
81.	Research Methods in Labour Studies March 12-16,2012	05	28	Otojit Kshetrimayum
82.	HEALTH ISSUE PROGRAMMES (HIP)			
83.	Emerging Health Concerns of Workers April 18-22, 2011	05	41	Ruma Ghosh
84.	Training of Trainers Programme on Prevention of HIV/AIDS in the World of Work May 23-27,2011	05	12	Ruma Ghosh
85.	Developing Health Security June 20-24, 2011	05	20	Ruma Ghosh
86.	Training Workshop on National Policy on HIV/AIDS in World of Work for Bharat Electronic Ltd. at Bangalore, Karnataka July 18, 2011	01	50	Ruma Ghosh



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
87.	Training Workshop on Prevention of HIV/AIDS in the World of Work for Ministry of Labour & Employment Officials July 21, 2011	01	38	Ruma Ghosh
88.	Training Workshop on Prevention of HIV/AIDS in the World of Work for Ministry of Labour & Employment Officials July 26, 2011	01	35	Ruma Ghosh
89.	Training of Trainers Programme on Prevention of HIV/AIDS in the world of work for Women Trade Union Leaders August 1-5, 2011	05	15	Ruma Ghosh
90.	Orientation Programme on Gender and Health Issues for Workers August 23-26, 2011	04	30	Rinju Rasaily
91.	Developing Health Security October 10-14,2011	05	25	P. Amitav Khuntia
INTERNATIONAL PROGRAMMES				
92.	Prevention of HIV/AIDS in the world of work September 5-23,2011	19	23	Ruma Ghosh
93.	Leadership Development October 10-28,2011	19	30	Poonam S. Chauhan
94.	Labour Administration and Leadership for Afghan officials October 31- November 04, 2011	05	26	Poonam S. Chauhan
95.	International Summer Academy: Working Lives (Germany) October 1-9, 2011	09	60	S.K. Sasikumar
96.	Labour and Employment Relations in a Global Economy November 7-25, 2011	19	27	S.K. Sasikumar
97.	Managing Development and Social Security Measures December 5-23, 2011	19	26	M. M. Rehman



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
98.	Skill Development and Employment Generation January 09-27, 2012	19	26	Anoop Satpathy
99.	Gender Issues in Labour February 6-24,2012	19	32	Shashi Bala
100.	Research Methods in Labour Studies March 5-23,2012	19	21	S. K. Sasikumar
COLLABORATIVE PROGRAMMES				
101.	Improving Quality of Life of Agate Workers (MGLI) August 08-09, 2011	02	46	Poonam S. Chauhan
102.	Training Programme for NSS and Youth Red Cross Volunteers in collaboration with Department of Youth Welfare, at Manonmaniam Sundaranar University, Tirunelveli, Tamil Nadu August 17-19, 2011	03	37	Dr. Ellina Samantroy & Dr. Dhanya M.B.
103.	Social Security for Workers in the Unorganised Sector (MILS), Mumbai September 21-23, 2011	03	40	M. M. Rehman
104.	Capacity Building For Elimination of Child Labour (MGLI), Gujarat September 14-16, 2011	03	30	Helen R. Seker
105.	Leadership Development Programme for Trade Union Leaders for Gujarat State (MGLI) September 12-13, 2011	02	30	Poonam S. Chauhan
106.	Training Programme on Labour Laws during September 21-23, 2011 at AILS, Mumbai	03	27	Onkar Sharma
107.	Industrial Relations and Challenges before labour Inspection Machinery (MILS) October 19-21, 2011	03	29	Onkar Sharma
108.	Leadership Development Programme for Women Trade Union Leaders at Trivandrum (KILE) October 19-21, 2011	03	30	Dhanya M.B.



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
109.	Training Need Assessment Programme, ILO October 17, 2011	01	15	Helen R. Sekar
110.	Organising the Un organised Towards Effective Leadership (WBSLI) November 14-16,2011	03	41	M.M. Rehman
111.	Leadership Development Programme for Trade Union Leaders of Karnataka KLI, Bangalore November 24-25,2011	02	40	M. M. Rehman Poonam S. Chauhan
112.	Enforcement of Labour Laws(TILS) January 10-13, 2012	04	35	Onkar Sharma
113.	Role of Conciliation and Quasi Judicial Officers (TILS) February 20-22, 2012	03	30	Onkar Sharma
NORTH-EAST STATES PROGRAMMES				
114.	Sensitisation Programme on Strengthening Awareness on Labour Issues April 4-8, 2011	05	08	Shashi Bala
115.	Fundamental of Labour Laws June 6-10, 2011	05	48	Sanjay Upadhaya
116.	Leadership Development Programme Trade Union Leaders June 13-17, 2011	05	34	Poonam S. Chauhan
117.	Leadership Development Programme for Plantation Workers August 29-Sep 02, 2011	05	8	M.M. Rehman
118.	Sensitisation Programme on Strengthening Awareness on Labour Issues August 8-12,2011	05	15	Shashi Bala
119.	Building and Other Construction Workers Act at Kohima for Labour Officials of Govt. of Nagaland September 8-9, 2011	02	30	Onkar Sharma



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
120.	Leadership Development Programme October 31-November 4,2011	05	24	Otojit Kshetrimayum
121.	Leadership Development Programme October 3-7,2011	05	19	M.M. Rehman
122.	Leadership Development Programme December 26-30, 2011	05	28	Otojit Kshetrimayum
123.	Fundamental of Labour Laws February 27-02, 2012	05	33	Sanjay Upadhaya
124.	Gender, Poverty and Employment March 12-16,2012	05	26	Rinju Rasily
125.	IN HOUSE PROGRAMMES			
126.	Behavioural Skills for Managing Work Effectively for RBI at Shimla April 4-8, 2011	05	29	Poonam S. Chauhan
127.	Training of RSBY State Nodal Agencies (DGLW) during September 26-28, 2011	3	25	Ruma Ghosh
128.	Prevention and Elimination of Child Labour through NCLP-Role of Trade Unions in collaboration with Building and Wood Workers International (BWI) October 19-21, 2011	03	20	Helen R. Sekar
129.	Management of Contract Labour for ONGC at Sivasagar, Assam – November 14-16, 2011	03	30	Onkar Sharma
130.	Management of Contract Labour at New Delhi (ONGC) December 28th, 2011	01	32	Onkar Sharma
131.	Training of Trainers Programme on Strengthening Law Enforcement System to Combat Child Labour (ILO) at ANSISS, Patna, Bihar, December 7-9,2011	03	28	Helen R. Seker
132.	Training of Trainers Programme on Strengthening Law Enforcement System to Combat Child Labour (ILO) at SKIPA, Ranchi, Jharkhand December 12-14,2011	03	26	Helen R. Seker



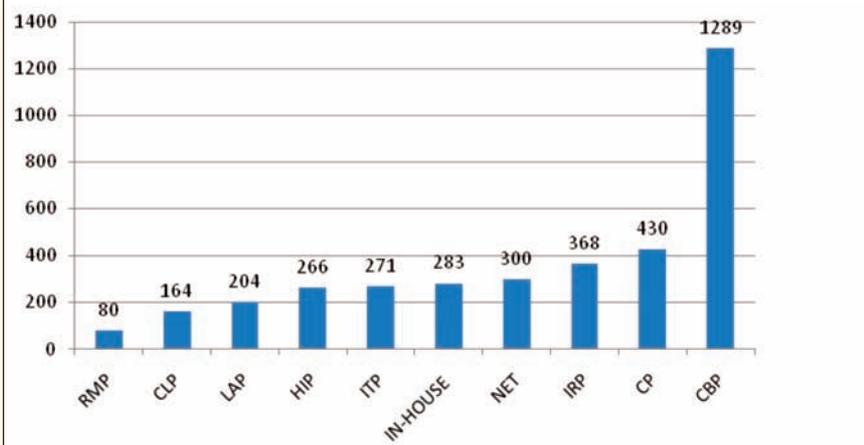
S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART	COURSE DIRECTOR
133.	Training of Trainers Programme on Strengthening Law Enforcement System to Combat Child Labour (ILO) at Chokidhani, Indore, Madhya Pradesh December 21-23, 2011h	03	28	Helen R. Seker
134.	Training Programme on Contract Labour Management for FCI January 4-6, 2012	03	25	Onkar Sharma
135.	Training of Trainers Programme on Strengthening Law Enforcement System to Combat Child Labour (ILO) at Bhubneshwar, Orissa January 17-19, 2012	03	40	Helen R. Seker

Training Programmes held during April 2011– March, 2012

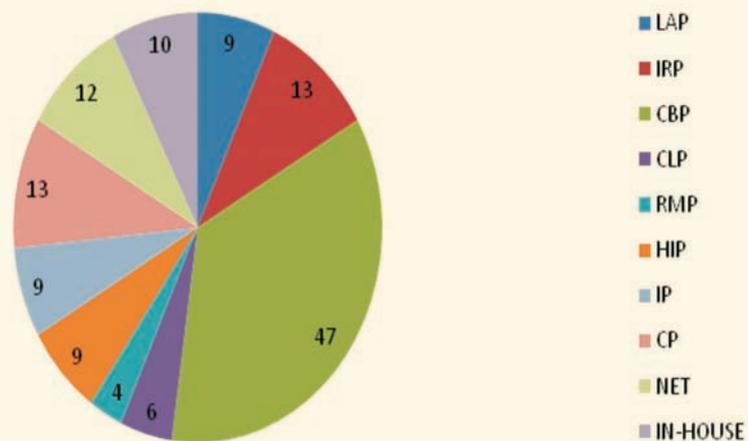
S.No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1	LABOUR ADMINISTRATION PROGRAMMES	09	39	204
2	INDUSTRIAL RELATIONS PROGRAMMES	13	55	368
3	CAPACITY BUILDING PROGRAMMES	47	205	1289
4	CHILD LABOUR PROGRAMMES	06	20	164
5	RESEARCH METHODS PROGRAMMES	04	43	80
6	HEALTH ISSUE PROGRAMMES	09	32	266
7	INTERNATIONAL PROGRAMMES	09	147	271
8	COLLABORATIVE PROGRAMMES	13	35	430
9	NORTH EAST PROGRAMMES	12	57	300
10	IN-HOUSE PROGRAMMES	10	30	283
	Total	132	663	3655



No. of Participants-2011-12



No. of Programmes - 2011-12

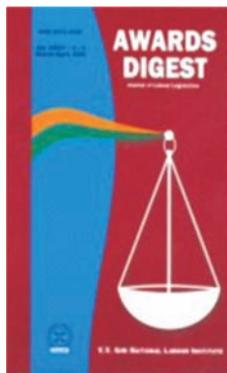


Publications

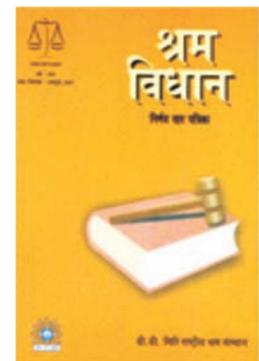
VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports. Some of the important periodicals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



- **Child Hope** is a quarterly newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out to different sections of society, mobilizing their efforts in this direction.



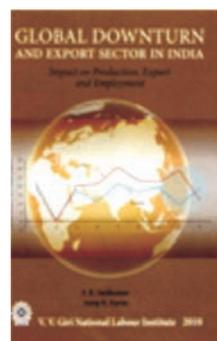
NLI Research Studies Series

The Institute is also publishing a series entitled, *NLI Research Studies Series*, to disseminate the findings of the research activities of the Institute. So far the Institute has published 93 research findings in this series, the latest one being 'Labour, Employment and Social Security Issues of Security Guards Engaged by Private Security Agencies: A Case Study of Okhla and NOIDA'.



Other Recent Publications

- Global Downturn and Export Sector in India
- Training of Trainers Manual on Prevention of HIV/AIDS in the World of Work for ITI Teachers
- List of Indian Delegates and Advisers to International Labour Conferences (1919-2011)
- Annual Report 2010-2011 (English & Hindi)
- Training Calendar 2012-2013 (English & Hindi)





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 various services and products to its users.

1. Physical Achievement

Books – The library has acquired 163 **books/reports/ bound volumes of journals** during April 2011 to March 2012, thereby enlarging the stock of books/reports/ bound volumes of journals etc. to 63934.

Journals – The library regularly subscribed to 194 professional journals, magazines in printed and electronic forms during period.

2. Services

The library is continuously maintaining the following services to users:

- 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 175 *selected journals / magazines*.
- Current Awareness Bulletin- Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Article Alert- Weekly publication providing bibliographical information of important articles in all subscribed Journals/Magazines.
- Current Content Service- Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service- This weekly service is hosted on the Institute's web site for public access.

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 meetings of the committee were held on 31.05.2011, 27.09.2011, 28.12.2011 and 29.3.2012 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 31.05.2011, 28.09.2011, 27.12.2011 and 28.3.2012. During the workshops, 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 on 31st March, 2011, 30th June, 2011, 30th September, 2011 and 31st December, 2011 were sent to the Ministry of Labour and Employment well before time on regular basis.

Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from September 14, 2011 to 28th September, 2011. During this Pakhwara, various competitions were organised which



include Noting-Drafting, Essay, Tatkal Wak Pratiyogita, Dictation & Good Handwriting and Hindi Kavya Path Pratiyogita. A large number of employees participated in these competitions and won the prizes. The valedictory session was addressed and prizes were distributed by Shri V.P. Yajurvedi, Director General of the Institute on 28.09.2011.

Training Programmes

Out of 132 programmes conducted during 2011-2012, 95 programmes were conducted in Hindi language, 7 programmes in English language and in 30 programmes both Hindi and English mixed languages were used to impart training to the participants.



Staff Strength (as on 31.3.2012)

Group	Sanctioned Strength	In Position
Director General	1	1
Faculty	15	14
Group A	5	3
Group B	8	6
Group C	31	18
Group D	25	23
Total	85	65



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 General
1.	S.K. Sasikumar, M.A., Ph.D.	Senior Fellow
2.	Poonam S. Chauhan, M.A., Ph. D.	Senior Fellow
3.	Helen R. Sekar, M.A., M. Phil., Ph. D.	Senior Fellow
4.	Sanjay Upadhayaya, L.L.M., Ph.D.	Fellow
5.	Ruma Ghosh, M.A., M. Phil., Ph.D.	Fellow
6.	Onkar Sharma, L.L.M., Ph.D.	Fellow
7.	Anoop K. Satpathy, M.A, M. Phil	Fellow
8.	Shashi Bala, M.A, Ph.D.	Fellow
9.	Rakkee Timothy, M.Phil, Ph.D	Associate Fellow
10.	Priyadarsan Amitav Khuntia, M.A.. M.Phil	Associate Fellow
11.	Otojit Kshetrimayum, M.A., M.Phil	Associate Fellow
12.	Rinju Rasaily, M.Phil, Ph.D.	Associate Fellow
13.	M.B. Dhanya, M.A., Ph.D.	Associate Fellow
14.	Ellina Samantroy, M.Phil, 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.	S.K. Verma, M.Sc., M.L.I.Sc.	Asstt. Library Information Officer



Audit Report and Audited Annual Accounts 2011-12



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 2012

S. No.	Audit Para	Reply of the Institute
A	Balance Sheet	
A.1	Reserve and Surplus (Schedule 3): Opening Balance in Project Fund was Rs. 54,08,375.16 whereas as per Schedule 8: Current Assets, Loans and Advances, Project account had an opening Balance of Rs. 45,05,434.54. The difference of Rs.9,02,940.62 needs reconciliation.	The difference was related to the previous year (2010-11) and the said difference was rectified during the current year (2011-12). In view of rectification of mistake during the year 2010-11 there is no overstatement of schedule 3 of Reserve and Surplus. Hence the para may kindly be dropped.
A.2	Reserves and Surplus (Schedule 3) Opening Balance in Revolving Computer Fund was Rs. 3,86,312.00 whereas as per Schedule 7 Investment Account Revolving Computer Fund showed closing balance of Rs. 3,43,576.00 as on 31.03.2011. The difference needs reconciliation.	The difference was related to the previous year (2010-11) and the said difference was rectified during the current year (2011-12). In view of rectification of mistake during the year 2010-11 there is no overstatement of schedule 3 of Reserve and Surplus. Hence the para may kindly be dropped.
B	Grants –in- Aid: Out of the Grants in Aid of Rs. 7.65 Crores (Rs. 4.5 Crore under Plan and Rs. 3.15 Crore under Non Plan) received during the year. The authority utilized the grant fully during the year.	Factual Position hence no comments to offer



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 2012

We have audited the attached Balance Sheet of V.V. Giri National Labour Institute (Institute), NOIDA (Gautam Buddha Nagar) as at 31 March 2012 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.

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:

A Balance sheet

A.1 Reserves and surplus (Schedule 3):

Opening balance in Project Fund was ₹ 54,08,375.16, where as per schedule 8: Current assets, loans and advances Project account had an opening balance of ₹ 45,05,434.54. The difference of ₹ 9,02,940.62 needs reconciliation.

A.2 Reserve and surplus (Schedule 3)

Opening balance in Revolving Computer Fund was ₹ 3,86,312.00 where as per schedule 7 Investment account revolving computer fund showed closing balance of ₹ 3,43,576.00 as on 31.3.11. The difference needs reconciliation.

B. Grants-in -Aid

Out of the Grants-in-Aid of ₹ 7.65 crore (₹ 4.50 crore under Plan and ₹ 3.15 Crore under Non-Plan) received during the year. The authority utilized the grant fully during the year.

C. Management Letter

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

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 2012; 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 : 5.10.2012**

**Sd/-
Principal Director of Audit
(Central), Lucknow**



ANNEXURE

1. Adequacy of Internal Audit

Internal Audit System is being conducted by Chartered Accountant according to auditing standard.

2. Adequacy of Internal Control System

No deficiency in Internal Control was noticed during the audit.

3. System of Physical Verification of Fixed Assets

Physical Verification of Fixed Assets for the year 2011-12 was conducted in May 2012.

4. System of Physical Verification of Inventory

Physical Verification of Inventory for the year 2011-12 was conducted in May 2012.

5. Regularity in payment of Statutory Dues

The Institute was regular in payment of statutory dues.

Sd/-
4.10.2012
Director Audit (Central)



ANK & ASSOCIATES
CHARTERED ACCOUNTANTS

Unit No. 6, IInd Floor Aravali Shopping Centre ,Alaknanda, New Delhi-110 019:Phone 26027120, 30827001

AUDITORS' REPORT

To
The Director General
V V Giri National Labour Institute NOIDA

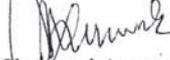
We have audited the attached Balance Sheet of ` V V Giri National Labour Institute NOIDA as at 31st. March 2012, the Income & Expenditure Account and also the Receipts and Payment Account for the year ended on that date. These financial statements are the responsibilities of the Society's management. Our responsibility is to express an opinion on these statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

We report that:

01. 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.
02. In our opinion proper books of accounts have been kept by the Institute so far as appears from our examination of these books.
03. In our opinion the Balance Sheet, Income & Expenditure Account and Receipts and Payment Account referred to in this report are in agreement with the books of accounts.
04. In our opinion and the best of our information and according to the explanations given to us the said accounts read together with the Notes on accounts thereon give a true and fair view in conformity with the accounting principles generally accepted in India:
 - i. In the case of Balance Sheet, of the state of affairs of the Institute as at 31st March 2012.
 - ii. In the case of Income and Expenditure account of Excess of Expenses over Income of the Institute for the year ended on that date and
 - iii. In the case of Receipts and Payments Account , of the receipt and payment for the year ended on that date

For ANK & ASSOCIATES (FRN 003652N)


Chartered Accountants
Neeraj Kumar
Mem No. 082901
Partner
Place: New Delhi
Dated: 24th May 2012





V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

BALANCE SHEET AS ON 31ST MARCH 2012

LIABILITIES	SCH.	Fig as at 31.03.2012	(₹) Fig as at 31.03.2011
CAPITAL FUND	1	76,780,694.25	95,165,894.06
DEVELOPMENT FUND	2	51,857,556.54	39,565,406.64
RESERVE & SURPLUS	3	12,883,265.90	8,287,072.00
EARMARKED FUND	4	42,225,908.00	28,208,196.00
CURRENT LIABILITIES & PROVISIONS	5	7,877,549.84	43,141,436.64
TOTAL		191,624,974.53	214,368,005.34
ASSETS			
FIXED ASSETS (NET BLOCK)	6	76,488,368.00	86,974,007.00
INVESTMENTS: EARMARKED FUNDS	7	57,520,899.61	82,871,242.85
CURRENT ASSETS LOANS & ADVANCES	8	57,615,706.92	44,522,755.49
TOTAL		191,624,974.53	214,368,005.34

**Significant Accounting Policies,
Contingent Liabilities & Notes to Accounts
Signed in terms of our Report even date
For ANK & ASSOCIATES**

Chartered Accountants (FRN 003652N)

18

Sd/-

Neeraj Kumar

Partner (Mem. No. 082901)

Sd/-

Harsh Singh Rawat

Accounts Officer

Sd/-

V.K. Sharma

Administrative Officer (I/C)

Sd/-

V.P. Yajurvedi

Director General

Place: New Delhi

Dated: 24th May 2012



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2012

PARTICULARS	SCH.	Fig as at 31.03.2012	Fig as at 31.03.2011
INCOME			
Grants in Aid	9	74,821,086.00	67,400,613.00
Fees and Subscription	10	16,039,478.00	10,842,206.00
Interest Earned	11	168,903.00	681.00
Other Income	12	8,137,494.00	7,703,958.00
Prior Period Income	13	4,301,542.00	498,106.00
TOTAL (A)		103,468,503.00	86,445,564.00
EXPENDITURE			
Establishment Expenses	14	38,602,963.00	30,244,922.00
Administrative Expenses	15	19,954,660.60	23,971,582.00
Prior Period Expenditure	16	12,419.00	1,560,869.00
Expenditure on Plan Grant & Subsidies	17	44,445,278.90	31,172,299.00
TOTAL (B)		103,015,321.50	86,949,672.00
EXCESS OF INCOME OVER EXPENDITURE BEFORE DEPRECIATION (A-B)			
		453,181.50	(504,108.00)
Less:			
Depreciation	6	12,167,053.00	13,685,496.00
BALANCE BEING DEFICIT CARRIED TO CAPITAL FUND			
		(11713871.50)	(14189604.00)
Significant Accounting Policies, Contingent Liabilities & Notes to Accounts	18		

Signed in terms of our Report even date

For ANK & ASSOCIATES

Chartered Accountants (FRN 003652N)

Sd/-
Neeraj Kumar
Partner (Mem. No. 082901)

Sd/-
Harsh Singh Rawat
Accounts Officer

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

Sd/-
V.P. Yajurvedi
Director General

Place: New Delhi
Dated: 24th May 2012



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2012

Previous Year 31.03.2011	RECEIPTS	AMOUNT (Rs.) 31.03.2012	Previous Year 31.03.2011	PAYMENTS	AMOUNT (Rs.) 31.03.2012
9,762.95	Opening Balance			Expenses	
	Cash in Hand	55,090.95	30,244,922.00	Establishment Expenses	34,929,949.00
	Bank Balances:		25,528,871.00	Administrative Expenses	19,141,705.60
17,927,321.00	Current Account	1,949,976.00	31,172,299.00	Utilisation of Plan Grant	32,853,042.90
4,438,977.47	Savings Account - Projects	4,505,434.54	-	Prior Period Expenditure	48,414.00
	- Revolving Funds	1,075,494.17	-	Prepaid Expenses	978,956.00
47,195,393.96	Deposit Account	45,286,064.40	-	Revolving Funds	1,075,494.17
	- Prior Period Deposit	2,810,480.00			
	Prior Period Current Account	605,012.20		Fixed Assets	1,693,411.00
36,217.00	Postage in hand	36,217.00	4,373,387.00	Payments made against	
	Grants Received			Fund for Various Projects	6,614,169.00
71,774,000.00	From Govt. of India (MOL&E)	76,500,000.00		Other Projects Expenses	1,929,296.40
2,698,026.00	From Other Agencies	9,893,725.00	21,969,352.56		
639,560.00	Receipts for outside Programmes	848,492.00	289,650.00		
	Interest Received			Advance to Staff	450,216.00
3,567,063.54	Bank Deposit	2,740,767.60			
681.00	Penal Interest	-		Remittance of Recovery	
	- Vehicle Advance	102,465.00		From Staff/Other Institutions	43,817.00
	- Interest: Project Accounts	184,107.13	658,189.00		
10,842,206.00	Fees/Subscription	13,810,059.00		Other Payments	
8,202,064.00	Other Income	8,137,494.00	9,053,273.00	Expenses Payable	1,159,412.00
	- Prior Period Income	2,299,241.00		Refund of Security Deposit	81,000.00
	Recovery of Advances			Advance to ESIC	17,824,297.00
9,451,627.00	From Staff	244,636.00	677,536.00	Imperest (Staff)	113,525.00
	Other Receipts		55,090.95	Closing Balance	
	- Bills Receivables	939,000.00		Cash in Hand	23,264.95
	- Refund from CPWD	7,824,297.00	1,949,976.00	Bank Balances	
92,857.00	Security Deposit	546,374.00	5,580,929.01	Current Account	2,618,181.30
	- Recovery of Library Books	11,997.00	45,286,064.40	Savings Account-Projects	7,969,097.67
			36,217.00	Deposit Account	50,837,312.00
				Postage in hand	21,863.00
176,875,756.92	TOTAL	180,406,423.99	176,875,756.92	TOTAL	180,406,423.99

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

Signed in terms of our Report even date

For ANK & ASSOCIATES

Chartered Accountants (FRN 003652N)

Sd/-
Neeraj Kumar
Partner (Mem. No. 082901)

Sd/-
Harsh Singh Rawat
Accounts Officer

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

Sd/-
V.P. Yajurvedi
Director General

Place: New Delhi
Dated: 24th May 2012



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Contributory Provident Fund
Receipts and Payments Accounts for the year ended 31st March 2012

Fig as at 31.03.2011	Receipts	Fig as at 31.03.2012	Fig as at 31.03.2011	Payments	Fig as at 31.03.2012
	Opening Balance		4,165,638.00	Withdrawn by Employees	1,115,871.24
38,626.00	IOB-S.B. Account	42,954.05	1,104,633.00	Withdrawals : Institute's Share by Employees	1,533,487.20
-	Corporation Bank-Flexi Account	698,207.79	336,371.00	Advance Paid to Staff	1,809,000.00
4,328.00	Interest Received-S B Account	48,682.00	-	Withdrawn by Employees Interest (CPF)	1,907,043.76
1,739,657.00	Interest Received-FDR	3,527,011.00	-	Withdrawn by Employees Interest (Institute)	1,145,483.80
3,773,687.00	Staff Subscription	3,736,357.00	-	Final Withdrawal by Employees	20,432,143.00
1,272,629.00	Institute's Contribution	1,226,304.00	-	NPS Contribution	22,231,432.00
906,858.00	Advance Recovery	695,736.00	40,243,797.00	Corporation Bank-FDR	-
38,504,140.00	IOB-FDR Encashed	40,243,797.00	-	Bank Charges	100.00
			42,954.00	Closing Balance	
			346,532.00	IOB-S.B. Account	82.05
				Corporation Bank-Flexi Account	44,405.79
46,239,925.00	Total	50,219,048.84	46,239,925.00	Total	50,219,048.84

Signed in terms of our Report even date
For ANK & ASSOCIATES
Chartered Accountants (FRN 003652N)

Sd/-
Neeraj Kumar
 Partner (Mem. No. 082901)

Sd/-
Harsh Singh Rawat
 Accounts Officer

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

Sd/-
V.P. Yajurvedi
 Director General

Place: New Delhi
 Dated: 24th May 2012



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2012

SCHEDULE 1- CAPITAL FUND

(Amount in Rs.)

		Fig as at 31.03.2012	Fig as at 31.03.2011
Balance at the beginning of the year		95,165,894.06	104,982,111.06
Previous year Adjustments		228,924.69	-
Add: Contributions towards Capital Fund		(8,579,167.00)	
From Plan Grants	1,678,914.00		
From Non-Plan Grants	-	1,678,914.00	4,373,387.00
Less: Excess of Expenditure over Income		(11,713,871.50)	(14,189,604.00)
TOTAL		76,780,694.25	95,165,894.06

SCHEDULE 2-DEVELOPMENT FUND

Balance at the beginning of the year		39,565,406.64	41,502,304.00
Add: Addition during the year		8,579,167.00	-
Add; Interest on Bank FDR		3,711,608.90	3,407,382.00
Add: Interest on S.B. Account		1,374.00	1,204.00
Less: Excess Provision for Interest during previous years adjusted		-	(5,345,483.36)
TOTAL		51,857,556.54	39,565,406.64

SCHEDULE 3- RESERVES & SURPLUS

REVOLVING FUND			
A- REVOLVING HBA FUND			
Balance at the beginning of the year		2,492,384.84	2,250,918.00
Add: Interest Earned from Bank- SB & FDR		85,445.00	35,575.00
Add: Interest on HBA from Staff		169,871.00	-
Add: Recovered from Staff		-	205,891.84
Add: Previous Year Transactions		1,760,918.09	-
TOTAL (A)		4,508,618.93	2,492,384.84
B-REVOLVING COMPUTER FUND			
Balance at the beginning of the year		386,312.00	332,941.00
Add: Interest Received from Bank		12,975.00	10,635.00
Add: Interest accrued from Staff		32,033.00	8,532.00



Add: Recovered from Staff	16,965.00	39,964.00
Less: Previous Year adjustments	(42,735.70)	(5,760.00)
TOTAL (B)	405,549.30	386,312.00

C-PROJECT FUND

Balance at the beginning of the year	5,408,375.16	4,533,385.16
Add: Received During The Year	9,891,725.00	2,663,879.00
Add: Interest Received from Bank	184,107.13	112,268.00
Previous Year Adjustments	(1,650,232.62)	-
Less: Expenditure During the Year, if any	(5,864,877.00)	(1,901,157.00)
TOTAL (C)	7,969,097.67	5,408,375.16
TOTAL (A+B+C)	12,883,265.90	8,287,072.00

SCHEDULE 4-EARMARKED FUND (work-in-progress)

Balance at the beginning of the year	28,208,196.00	32,225,908.00
Add: Previous Year Amount	4,017,712.00	-
Add: Amount advanced during the Year	10,000,000.00	-
	42,225,908.00	32,225,908.00
Less: Settled During the Year	-	4,017,712.00
TOTAL	42,225,908.00	28,208,196.00

SCHEDULE -5 -CURRENT LAIBILITIES AND PROVISIONS

A-CURRENT LAIBILITIES		
EMD and Security Deposit	414,935.00	737,330.00
Outstanding Liabilities including Sundry Creditors	7,257,400.00	1,682,755.00
TOTAL (A)	7,672,335.00	2,420,085.00
B-PROVISIONS		
Statutory Liabilities- Payable on Retirement	205,214.84	40,721,351.64
TOTAL (B)	205,214.84	40,721,351.64
TOTAL (A+B)	7,877,549.84	43,141,436.64



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2012

SCHEDULE 6- FIXED ASSETS

Particulars	Wdv as at 01.04.11		Additions		Deletion during the year	Total as at 31.03.12	Depreciation Amount	Wdv As At 31.03.12
			Upto 03.10.11	After 03.10.11				
Land *	0%	-	-	-	-	-	-	-
Building	10%	55,756,844	-	-	-	55,756,844	5,575,684	50,181,160
Furniture & Fittings	10%	6,146,325	2,500	-	-	6,148,825	614,883	5,533,942
Equipments	15%	13,545,174	-	-	-	13,545,174	2,031,776	11,513,398
Vehicles	15%	1,020,995	-	-	-	1,020,995	153,149	867,846
Library Books	25%	8,737,534	72,225	22,461	11,997	8,820,223	2,202,248	6,617,975
Computers	60%	1,767,135	871,216	21,009	-	2,659,360	1,589,313	1,070,047
Webcite Development (Work in Progress)	0%	-	-	704,000	-	704,000	-	704,000
		86,974,007	945,941	747,470	11,997	88,655,421	2,167,053	76,488,368

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

SCHEDULE 7- INVESTMENTS :EARMARKED FUNDS

	Fig as at 31.03.2012	Fig as at 31.03.2011
a. CONTRIBUTORY PROVIDENT FUND		
Indian Overseas Bank :FDR	-	32,991,648.00
Interest Accrued on FDRs	-	5,825,588.93
Indian Overseas Bank : S B Account	82.05	42,954.05
Corporation Bank SB Account	44,405.79	-
Amount Receivable from HBA Fund	160,727.00	-
Advance to Staff	-	1,861,161.30
TOTAL (a)	205,214.84	40,721,352.28



b. DEVELOPMENT FUND		
Fixed Deposit Accounts	42,258,145.00	39,530,290.40
Interest Accrued on FDRs (including TDS)	8,579,167.00 1,527,714.30	-
Indian Overseas Bank : SB Account	36,490.24	35,116.24
TOTAL (b)	52,401,516.54	39,565,406.64
c. REVOLVING HBA FUND		
Indian Overseas Bank :FDR	2,644,744.00	453,721.00
Interest Accrued on FDRs	1,118.00	-
Indian Overseas Bank : SB Account	36,655.93	865,997.93
Excess Amount Refundable	(10,679.00)	
Amount Payable to CPF Funds	(160,727.00)	-
HBA Advance to Staff	1,997,507.00	921,189.00
TOTAL (c)	4,508,618.93	2,240,907.93
d. REVOLVING COMPUTER FUND		
Indian Overseas Bank : SB Account	362,791.30	324,900.00
Computer Advance to Staff	42,758.00	18,676.00
TOTAL (d)	405,549.30	343,576.00
	57,520,899.61	82,871,242.85

SCHEDULE 8- CURRENT ASSETS, LOANS & ADVANCES

A-CURRENT ASSETS		
(a) CASH & BANK BALANCES		
Cash -in- Hand	23,264.95	55,090.95
Bank Balances		
In Current Accounts with Indian Overseas Bank	2,618,181.30	872,518.00
In FDR with Indian Overseas Bank	-	5,302,053.00
Postage Account	21,863.00	36,217.00
TOTAL (a)	2,663,309.25	6,265,878.95



SCHEDULE 8- CURRENT ASSETS, LOANS & ADVANCES contd....

(b) PROJECT ACCOUNT	Fig as at 31.03.2011	Received during the year	Bank Interest	Expenditure During the year	Fig as at 31.03.2012
In S B Accounts with Indian Overseas Bank					
NRCCCL Account-4475	8,428.46	528,000.00	4,572.00	404,067.00	136,933.46
FCNR Account -10500	68,659.00	2,148,103.00	24,581.00	1,277,548.00	963,795.00
ILO-Networking-11015	79,165.00	-	3,098.00	-	82,263.00
ILO- Pedagogical Material for Decent Work- 11959	118,646.00	-	4,643.00	-	123,289.00
ILO-INDUS Child Labour Project-12726	15,568.00	-	589.00	-	16,157.00
ILO-Prevention of HIV/AIDS (Part-IV) 12813	435,513.00	436,692.00	13,984.00	551,421.00	334,768.00
M O O A.-Skill Dev. System-13409	14,712.00	-	575.00	1,663.00	13,624.00
M O L&E-Evaluation of NCLP-13004	1,458,243.00	-	38,882.00	744,544.00	752,581.00
IOCL-Study on Labour Availability-13798	269,469.00	-	6,966.00	131,887.00	144,548.00
M O R D :NREGA Project-13613	153.00	-	(152.00)	-	1.00
M O L & E : Upgradation of 1396 Govt. IIT,s-14518	856,350.00	-	11,825.00	868,175.00	-
UNDP:Women Migrant Workers in South Asia -14517	888,100.00	-	25,456.00	829,699.00	83,857.00
M O L & E : Management Review VTIP World Bank-14684	-	1,367,100.00	14,097.00	1,035,384.00	345,813.00
Report to People on Employment-14685	0	1,350,000.00	21,600.00	719,781.00	651,819.00
S B ACCOUNT: SYNDICATE BANK					
UNDP- Social Security-8980	215,407.08	-	8,630.13	-	224,037.21
S B ACCOUNT: CORPN. BANK					
ILO Convergence -120004	-	411,000.00	-	-	411,000.00
VVG NLI Consultancy Project	-	1,000.00	-	-	1,000.00
VVG NLI Employee Welfare Fund	-	1,000.00	-	-	1,000.00
M O R D Rural Workers in India-120003	-	3,650,830.00	-	-	3,650,830.00
M O HUPA-Urban Poverty Alleviation-2663	77,021.00	-	4,761.00	50,000.00	31,782.00
TOTAL (b)	4,505,434.54	9,893,725	184,107.13	6,614,169.00	7,969,097.67
TOTAL (A) (a+b)	10,771,313.49				10,632,406.92



SCHEDULE 8- CURRENT ASSETS, LOANS & ADVANCES , contd....

	Fig as at 31.03.2011	Advances dur- ing the year	Recovery Dur- ing the year	Fig as at 31.03.2012
B: LOANS AND ADVANCES				
a. TO STAFF				
Festival Advance	57,300.00	75,000.00	86,400.00	45,900.00
Cycle Advance	4,100.00	3,000.00	4,800.00	2,300.00
Car Advance	553,000.00	150,298.00	314,400.00	388,898.00
Scooter Advance	45,233.00	58,168.00	46,912.00	56,489.00
LTC- Advance	2,144.00	743,553.00	391,337.00	354,360.00
TOTAL (a)	661,777.00	1,030,019.00	843,849.00	847,947.00
b. TO OTHER AGENCIES				
Advance to CPWD-Plan 1996-97	926,516	-	-	926,516
Advance to CPWD -Plan 1998-99	238,693	-	-	238,693
Advance to CPWD -Plan 1999-2000	100,000	-	-	100,000
Advance to CPWD -Plan 2000-01	3,376,213	-	-	3,376,213
Advance to CPWD-Plan 2003-04	1,000,000	-	1,000,000	-
Advance to CPWD-Plan 2004-05	580,010	-	580,010	-
Advance to CPWD-Plan 2005-06	10,000,000	-	6,244,287	3,755,713
Advance to CPWD-Plan 2009-10	1,527,750	-	-	1,527,750
Advance to ESIC-Plan 2010-11	14,142,712	-	-	14,142,712
Advance to ESIC-Plan 2011-12	-	17,824,297	-	17,824,297
TOTAL(b)	31,891,894	17,824,297	7,824,297	41,891,894
TOTAL (B) (a+b)	32,553,671	18,854,316	8,668,146	42,739,841
C. OTHER ADVANCES			31.3.2012	31.3.2011
Advance to Outside Agencies			199,992.00	270,833.00
Expenses (Receipts) : Misc Projects of Outside Agencies			(743,733.00)	926,938.00
TDS deducted at source			1,139,121.00	-
Departmental Advance (N.P.)			4,000.00	-
Departmental Advance (P)			109,525.00	-
Bills Receivables			2,555,598.00	-
Prepaid Expenses			978,956.00	-
TOTAL (C)			4,243,459.00	1,197,771.00
TOTAL (A+B+C)			57,615,706.92	44,522,755.49



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2012

SCHEDULE '9' GRANTS-IN-AID

	Fig as at 31.03.2012	Fig as at 31.03.2011
NON-PLAN		
From Govt. of India (MOL&E)	31,500,000.00	36,899,000.00
PLAN		
From Govt. of India (MOL&E)	40,500,000.00	30,375,000.00
From Govt. of India (MOL&E) N. E.	4,500,000.00	4,500,000.00
TOTAL	76,500,000.00	71,774,000.00
Less: Grants-in- Aid Capitalised	1,678,914.00	4,373,387.00
	1,678,914.00	4,373,387.00
Amounts shown to Income & Expenditure Account	74,821,086.00	67,400,613.00

SCHEDULE '10' FEES AND SUBSCRIPTION

Education Training Programme Fee	15,974,278.00	10,791,056.00
Subscription of Award Digest	21,400.00	21,085.00
Subscription of Labour & Development	15,125.00	10,750.00
Receipts from Sale of Glossary-Labour Laws	9,645.00	12,500.00
Subscription of Shram Vidhan	12,600.00	2,915.00
Receipts from Sale of Other Publications	6,430.00	3,900.00
	16,039,478.00	10,842,206.00

SCHEDULE '11' INTEREST EARNED

Interest on Scooter/Vehicle Advance	168,903.00	-
Penal Interest	-	681.00
	168,903.00	681.00

SCHEDULE '12' OTHER INCOME

Plan Income	2,950,425.00	2,820,985.00
Income from Hostel Utilisation	4,977,956.00	4,525,700.00
Sale of Tender Forms	51,050.00	43,400.00
Income from Photostat	90,027.00	93,484.00
Sale of Unusable Items	-	153,381.00
Rent from Staff Quarters-Licence Fee	68,036.00	67,008.00
TOTAL	8,137,494.00	7,703,958.00

**SCHEDULE '13' PRIOR PERIOD INCOME**

	Fig as at 31.03.2012	Fig as at 31.03.2011
Prior Period Income	4,301,542.00	498,106.00
	4,301,542.00	498,106.00

SCHEDULE '14' ESTABLISHMENT EXPENSES

Salaries to Staff	26,313,070.00	23,100,893.00
Allowances and Bonus	2,805,690.00	2,956,402.00
Contribution to C.P.F.	2,629,739.00	1,315,662.00
Contribution to NPS	2,118,065.00	-
Expenses on Employee Retirement & Terminal Benefits	3,350,553.00	1,887,738.00
Leave Salary For Staff on Deputation	855,047.00	234,222.00
Arrears of MACP (6th CPC)	530,799.00	750,005.00
TOTAL	38,602,963.00	30,244,922.00

SCHEDULE '15' ADMINISTRATIVE EXPENSES

Electricity and Power Charges	5,146,859.00	4,769,341.00
Water Charges	338,139.00	388,694.00
Insurance	77,209.00	86,692.00
REPAIR & MAINTENANCE		
a. Computer	35,270.00	34,730.00
b. Cooler/A.C.	263,440.00	267,314.00
c. Office Building and Allied	103,399.00	572,437.00
Vehicle Running and Maintenance Expenses	271,257.00	264,691.00
Postage, Telegram & Communication Charges	38,864.00	162,502.00
Printing & Stationery	14,943.10	493,195.00
Travelling and Conveyance Exp.	725,890.00	1,204,738.00
Staff Welfare Expenses	83,130.00	67,128.00
Advertisement & Publicity	123,356.00	131,621.00
Miscellaneous Expenses	176,447.50	148,549.00
Maintenance of Campus	2,935,388.00	4,171,334.00
Telephone, Fax & Internet Charges	504,672.00	717,166.00
Hindi Protsahan Expenses	59,409.00	48,800.00
Building Renovation & Upgradation	701,171.00	1,804,093.00
Paid Training Programme Expenses	7,803,248.00	6,970,951.00
Housekeeping Expenses of Hostel	-	1,552,763.00
Audit Fee (PAG UP)	177,300.00	-
Legal & Professional Charges	375,269.00	111,263.00
Total	19,954,660.60	23,968,002.00
Fixed Assets Written Off	-	3,580.00
Amounts Transfer to Income & Expenditure Account	19,954,660.60	23,971,582.00
Cost of Assets Capitalised	-	202,541.00
Grand Total	19,954,660.60	24,174,123.00



V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2012

SCHEDULE '16' PRIOR PERIOD EXPENDITURE

	Fig as at 31.03.2012	Fig as at 31.03.2011
Prior Period Expenditure	12,419.00	1,560,869.00
	12,419.00	1,560,869.00

SCHEDULE '17' EXPENDITURE ON PLAN GRANTS

A. RESEARCH, EDUCATION AND TRAINING		
Research Projects, Workshop & Publication	6,782,657.00	7,220,626.00
Education Programmes	10,594,484.00	10,016,284.00
Rural Programmes	3,063,644.90	3,278,032.00
Information Technology	2,389,011.00	1,682,033.00
Campus Services	7,527,815.00	3,962,286.00
TOTAL (A)	30,357,611.90	26,159,261.00
B. PROGRAMME/PROJECTS FOR N.E. STATES		
Education Programmes	2,897,806.00	2,566,603.00
Projects (Including Info.Tech./Infra/ Pub.)	1,563,929.00	1,942,470.00
TOTAL (B)	4,461,735.00	4,509,073.00
C. AUGMENTATION OF LIBRARY FACILITIES		
Subscription to Journals/Periodicals	1,284,307.00	1,954,599.00
Library Books	82,689.00	2,395,815.00
Library Augmentation/ Modernisation	882,670.00	115,383.00
	2,249,666.00	4,465,797.00
Less: Tfd to Prepaid Expenses	944,820.00	-
TOTAL (C)	1,304,846.00	4,465,797.00
D. INFRASTRUCTURE		
Sewer Work: Residential Block	-	209,014.00
Hostel Block : Renovation : Advance to ESIC	10,000,000.00	-
TOTAL (D)	10,000,000.00	209,014.00
TOTAL PLAN EXPENSES (A to D)	46,124,192.90	35,343,145.00
Less: Cost of Assets Capitalised	1,678,914.00	4,170,846.00
	1,678,914.00	4,170,846.00
Amounts Transfer to Income & Expenditure Account	44,445,278.90	31,172,299.00



V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2012

SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS

Schedule No. 18: Significant Accounting Policies and Notes on Accounts

A. SIGNIFICANT ACCOUNTING POLICIES

1 Standard of Financial Propriety

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

2 Financial Statements

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

3 Fixed Assets

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

4 Depreciation

Depreciation on Fixed Assets is being provided on written down value method as per following rates:

Category of Assets	Rate of Depreciation
Building	10%
Furniture & Fixtures	10%
Office Equipments	15%
Vehicles	15%
Library Books	25%
Computer & Accessories	60%

5 Prior Period Adjustments

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

6 Inventories

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



7 Employee Benefits

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

8 Prior Period Items

Prior Period Items pertaining to Income/Expenditure and Assets/ Liabilities have booked in the current year under the respective heads of account. A sum of Rs. 2,31,424.69 has been credited to Capital Fund being previous years adjustment.

9 Income Tax Returns

The Institute had filed its return of Income for the years ended on 31.03.10 and 31.03.2011 during the year under reference.

The Institute had filed its quarterly TDS return during the year under reference.

10 Carry Forward of Surplus

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

11 Contingent Liabilities

- a. The Institute is contingent liable for Rs. 2,50,082.00 in respect of interest and penalty under the provision of TDS of Income Tax Act, 1961. The matter is pending in Appeal before CIT (A) Ghaziabad.
- 12 The Institute has not made provision for Gratuity payable amounting to Rs. 167,46,411.00 for the period upto 31.03.2012.
- 13 The Institute has not made provision for Earned Leave payable amounting to Rs. 122,31,689.00 for the period upto 31.03.2012.
- 14 Previous Years figures have been reclassified/regrouped/rearranged wherever considered necessary to make them comparable.

Signatures to Schedule 1 to 18

For ANK & ASSOCIATES

Chartered Accountants (FRN 003652N)

Sd/-

Neeraj Kumar

Partner (Mem. No. 082901)

Sd/-

Harsh Singh Rawat

Accounts Officer

Sd/-

V.K. Sharma

Administrative Officer (I/C)

Sd/-

V.P. Yajurvedi

Director General

Place: New Delhi

Dated: 24th May 2012



B NOTES ON ACCOUNTS

1 Basis of Accounting

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

Form the Financial year 2010-11, the accounts of the Institute are being prepared an Accrual basis and provisions have been made accordingly except

- a. Salaries and allowances payable to employees on deputation from Central Government is accounted for on paid basis.
- b. Retirement Gratuity payable to employees is being accounted for on cash basis.
- c. Stationery and other items purchased are being accounted for on cash basis.

2 Grants in Aid

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

3 Capital and Revenue Accounts

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

4 Sundry Debtors and Sundry Creditors

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

5 Fixed Assets & Depreciation

- a. Fixed Assets were stated at historical less depreciation. The Institute is providing depreciation of Fixed at the rates specified in para 4 of Accounting Policies (supra) on Written Down Value Basis and the depreciation has been charged on opening W.D.V after adjusting addition and / or deletion to fixed assets during the accounting year.
- b. Depreciation has been charged at half rates of depreciation on the assets which were used for less than 180 days during the year. The assets costing less than Rs.10,000 has been charged to revenue account.

6 Physical Verification of Assets

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

7 Block of Government Money

The Institute had advanced a sum of Rs. 99,24,885.00 to the Executive Engineer, C.P.W.D Noida Division as advance during the years from 1996-97 to 2009-10 for construction/ renovation of various civil work and electrical works etc in the Institute. The utilisation of the said advance is still awaited from C.P.W.D. The Institute is advised to recover the said advance from C.P.W.D.

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



V.V. GIRI NATIONAL LABOUR INSTITUTE

SECTOR-24, NOIDA - 201 301

UTTAR PRADESH, INDIA

Website: www.vgnli.org