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V.V. Giri National Labour Institute

Annual Report 2012-13



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

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Major Achievements (2012-13)

- **V.V. Giri National Labour Institute is a premier institution involved with research, training, education, publication, and consultancy on labour and related issues.** The Institute, established in 1974, is an autonomous body of the Ministry of Labour and Employment, Government of India. The Institute was **renamed in 1995 in honour of Shri V.V. Giri, the former President of India** and a renowned trade union leader.
- **Emerging as a globally reputed institution:** The Institute continued its quest to emerge as a globally reputed institution and centre of excellence in labour research and training committed to enhancing quality of work and work relations.
- **Knowledge base for policy formulation:** The Institute completed 20 major research projects that provided the requisite knowledge base for policy formulation. These research studies highlight that employment growth along with equity and distributive justice can be a powerful instrument for achieving the national agenda of inclusive growth.
- **Preparing the social partners to respond to the challenges of change:** India is currently witnessing rapid transformations in the world of work which in turn is providing both opportunities and challenges. The Institute organised 114 training programmes attended by 3113 participants representing major stakeholders like labour administrators, industrial relations managers, trade union leaders, social activists and researchers, with a view to enhance their skills and capabilities to respond to the challenges of change.
- **Empowering unorganized workers:** The Institute organised 41 capacity building training programmes attended by 1205 leaders/trainers representing the unorganized sector. Such training interventions were primarily aimed at addressing the problems encountered by socially disadvantaged groups in the labour market and demonstrate how empowerment can be a powerful instrument of social inclusion.
- **Specialised training addressing concerns of North-East region:** The Institute organised 13 training programmes exclusively for social partners representing the North Eastern States.
- **Hub of organising international training programmes on labour issues:** The Institute is empanelled as a training institution under the ITEC/SCAAP of the Ministry of External Affairs, Government of India. The Institute organised 10 international



training programmes on key themes like globalisation and labour, leadership development, skill development, labour market and employment policies, social security, gender issues, health protection and security, and research methods attended by 249 senior level practitioners representing nearly 40 countries.

- **Forging and strengthening professional partnerships:** This is an era of networking. The Institute continued its commitment to establish and strengthen professional networking by formalizing collaborative arrangements with both national and international institutions. The Institute has established collaboration with seven State Labour Institutes and major international institutions like Korea Labour Institute, South Korea and National Institute of Labour Studies, Sri Lanka.

During this year, a Memorandum of Understanding (MOU) has been signed between V.V. Giri National Labour Institute (VVGNI) and International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy. The purpose of this MOU is to expand the collaboration between the two institutions in training activities to promote decent work for all. The two organisations will work together in areas of mutual interest for activities, *inter alia*, related to (i) organising collaborative training and education programmes; (ii) developing training modules; and (iii) faculty exchange. Such collaboration is expected to result in upgradation of technical capacities of both the institutions in responding to the challenges emanating from transformations in the world of work.

As part of MOU between Ministry of Labour and Employment, Government of India and Ministry of Labour, Social Affairs, Martyrs and Disabled, Government of Afghanistan, the Institute undertook the following assignments :

- The Institute organised three Spécial customized Training Programmes on Labour Administration & Leadership, Skill Development and Employment Generation and Labour Market and Employment Policies for Afghan Officials. In all 87 Afghan Officials had participated.
 - The Institute also provided professional expertise to the Government of Afghanistan for drafting the National Labour Policy of Afghanistan and International Labour Migration Policy of Afghanistan, GOIRA in collaboration with UNDP, Afghanistan
- **Forum for intense debates on policy issues and dissemination of major initiatives:** The Institute organised 5 major workshops/lectures on contemporary concerns related to labour with a view to facilitate constructive debates among concerned stake holders on themes like **Fundamental Principles and Rights at Work (IFPRW) and Informal Economy in India: Trends and Challenges**



and Ratification of ILO Convention No. 87 (Freedom of Association & Protection of the Right to Organize Convention, 1948) and Convention No. 98 (Right to Organize & Collective Bargaining Convention, 1949).

The Institute organized the **First T.S. Sankaran Memorial Lecture** on 'Recent Trends in Labour Jurisprudence' on 15th March, 2013.

- **Disseminating information and analysis on labour issues:** The Institute brings out four in-house publications: *Labour and Development* (a biannual journal), *Awards Digest* (a monthly journal), *Shram Vidhan* (a bi-monthly Hindi journal), and *VVGNI Indradhanush* (a bi-monthly newsletter). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. The Institute brought out 26 publications during 2012-13
- **Library and Information System:** The Institute's library, N.R. De Resource Centre on Labour Information, is one of the most endowed library in the area of labour studies in this country. Presently, the library has about 65,000 books/reports/bound volumes of journals and subscribes to 248 professional journals. The library also provides various professional services to its readers and also brings out different products to facilitate its usability.
- **Highlighting the role of labour in shaping modern India:** The Institute has set up a Digital Archive on Labour to serve as an apex repository of historical documents related to labour. It has around **172000 pages of important documents on labour history in digital form uploaded in the website of labour archives** (www.indialabourarchives.org). **25000 pages were additionally digitized and processed during 2012-13.**
- **Recognising the contribution to labour studies:** The V.V. Giri Memorial Award in Labour Studies was instituted in 2008 to recognise professional contributions in the area of labour studies. **V.V.Giri Memorial Award -2011** was conferred by Hon'ble Union Labour and Employment Minister on Prof. Utsa Patnaik, Jawaharlal Nehru University on 29th August, 2012.



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



Institute's Structure

The Institute is governed by a General Council, which is a tripartite body with representatives from Members of Parliament, Central Government, Employers' Organization, Workers' Organization, 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



COMPOSITION OF GENERAL COUNCIL

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

TWO WORKERS' REPRESENTATIVES

- | | | |
|----|---|--------|
| 8. | <p>Dr. Subhash Sharma
 President, Punjab Branch INTUC
 74-SF Saraswati Vihar, Kapurthala Road
 Jalandhar – 144 008 (Punjab)</p> | Member |
| 9. | <p>Shri B.Surendran
 All India Dy. Organising Secretary
 Bharatiya Mazdoor snagh
 Keshavar Kudil,
 5, Rangasayee Street
 Perambur,
 Chennai – 600 011</p> | 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
(J.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 at the V.V. Giri National Labour Institute are carried out under the aegis of different research centres. The Centre for Labour Market studies, one such research centres, is committed to undertake research analysing the ongoing transformations in the labour market. The research activities aim at providing policy directions for improving the labour market outcomes

The current research activities of the centre focus on the following core areas:

- Employment and Unemployment
- Migration and Development
- Skill Development
- Informal Sector and Decent Work

COMPLETED RESEARCH PROJECTS

1. Third Annual Report to the People on Employment

The Third Annual Report to the People on Employment has been prepared as per the direction of the Honourable President of India in order to generate interest and debate among the people on key issues related to labour and employment.

The report was prepared in continuity with the previous two *Annual Reports to the People on Employment*. The first report (2010) provided a framework for understanding the emerging issues in the Indian labour market in the context of rapid economic growth. It examined the synergy between economic growth and employment generation, and argued for using employment as a powerful tool for advancing the goal of faster and inclusive growth. The second report (2011) analyzed the emerging trends in the labour market and highlighted the role of service sector in generating quality employment. The third report (2012) addresses the following objectives: examine the recent trends in India's economic growth; analyse the emerging labour market characteristics; understand the youth employment and unemployment situation; provide an overview of initiatives taken by the Government of India's to promote employment, particularly among the youth; and identify the key strategies for ensuring faster and sustainable growth of quality employment.



This report has been finalised and submitted to Ministry of Labour & Employment, Government of India

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

2. Drafting of National Labour Policy of Afghanistan

As a part of MoU between Ministry of Labour and Employment (MoLE), Government of India and Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD), Government of Islamic Republic of Afghanistan (GoIRA), the V. V. Giri National Labour Institute prepared the first Afghan National Labour Policy. The aim of the policy was to outline the desired changes which the government intends to usher in the world of work by providing a framework of interaction between government, workers and employers organization. The policy identifies the main thrust areas and directions for labour welfare and lays down an overall policy framework which is geared to ensure living wages, humane labour process and decent conditions of labour in every respect with special emphasis on women workers and other vulnerable groups in the labour market.

The drafting of the policy was commissioned by Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD), Government of Islamic Republic of Afghanistan (GoIRA) and United Nations Development Programme (UNDP), Afghanistan.

Project Director: Dr. Anoop K. Satpathy, Fellow

3. Drafting of International Labour Migration Policy of Afghanistan

As a part of MoU between Ministry of Labour and Employment (MoLE), Government of India and Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD), Government of Islamic Republic of Afghanistan (GoIRA), the V. V. Giri National Labour Institute undertook the project and drafted the detailed policy on labour migration after taking into consideration all the issues of the Afghanistan and interacting with stakeholders i.e. various departments of the Government, employers' organizations, trade unions, civil societies and various international agencies working in Afghanistan. The draft International Labour Migration Policy focused on good governance system, bilateral and multilateral arrangements, pre-departure management of labour emigration, protection and welfare migrant remittances, reintegration of returnee emigrant workers, implementation and monitoring of the policy.



The drafting of the policy was commissioned by Ministry of Labour, Social Affairs, Martyrs and Disabled (MoLSAMD), Government of Islamic Republic of Afghanistan (GoIRA) and United Nations Development Programme (UNDP), Afghanistan.

Project Director: Dr. Onkar Sharma, Fellow

4. Assessment of Trainers Requirement for Skilling 500 million Persons by 2022

The Government of India (Ministry of Labour and Employment) announced the National Skill Development Policy (NSDP) in 2009. The policy seeks co-ordinated action by about 27 Central Ministries/Organizations to Skill 500 million persons by 2022. In scaling up the pace of delivery of vocational training services, many constraints have to be removed. One such constraint is the availability of instructors. It is in this context that this study was taken up to assess the future requirement of trainers, the expected availability of trainers and thereby the gap in trainer's availability should be bridged to attain the National Goal of training 500 million persons by 2022.

Initially the study was mandated to assess the trainer's requirement and availability of 27 Central Ministries/Organisations. However, due to resource constraint and non-availability of dis-aggregated scheme-wise data, in-depth analysis of 3 central Ministries/Organisations (namely, Ministry of Labour and Employment, Department of Information Technology and National Skill Development Corporation) and broad analysis of 17 Central Ministries could be made under the study.

Some of the Key Findings of this study are as follows:

Findings on Training Capacity for All Ministries

- The 17 Ministries which have a combined target of training 423 million by 2002 will be able to achieve training of 175 million by 2022 leaving a short fall of 248 million.
- Except for two or three Ministries/Organisation, not much has been done towards implementation of NSDP during its first four years. Vocational training industry of 2012 should expand tenfold by 2022 to fulfill the expectation of NSDP (2009) during the next ten year period.
- In respect of the remaining 10 Ministries, it appears that no action plan has been drawn up to achieve the training target of 107 million set by NSDP (2009) for them. A detailed exercise on the steps required to meet their 107 million training target by 2022, is required.



Findings on Requirement of Trainers for All Ministries

- The total requirement of trainers for NSDP target of 69 million training capacity in 2022, for the 17 Ministries is 1666 thousand, whereas the present availability of trainer is around 50 to 60 thousand. Thus, by the year 2022 stocks of trainers has to be increased by 1600 thousand. Trainers needed for 21 million training capacity of the remaining 10 Ministries will be additional to this.
- Except for the Ministry of Labour and Employment, no other Ministry has drawn up a decentralized system of training the faculty required to serve the vocational training establishments. This is a severe constraint on attaining the NSDP (2009) goal set for the period ending 2022.

The study was commissioned by Ministry of Labour & Employment.

Project Director: Dr. Anoop K. Satpathy, Fellow

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

OBJECTIVES

- Assess the skill composition of the labour force and the existing institutional mechanism for skill development and upgradation;
- Estimate current and future skill requirements;
- Examine existing mechanisms to match demand and supply of skilled manpower;
- Derive policy prescriptions to better match the demand and supply of manpower. It relied on both primary and secondary data sources to address the conceptual framework for undertaking skill mapping—contextual factors, supply of labour, demand for labour, matching and outcomes.

OUTCOME OF THE RESEARCH PROJECT

The study notes that the existing labour market indicators in ANI are not very encouraging: the region is characterised by a low Labour Force Participation Rate, low Work Force Participation Rate and high unemployment rate. It observes that while ANI has achieved a relatively impressive performance in human development, the provision of quality employment (and the resultant enhancement in income) is crucial to sustain it. Although the service sector and construction are identified as the region's major employment generating sectors, even the workers engaged in these sectors



possess low skills or qualifications that are not commensurate with their employment. Considering that a significant share of the youth prefer to live and work in the island, the report highlights the urgent need to strengthen and expand the institutional mechanisms pertaining to skill development in order to enhance the employability of the job seekers. There is an immediate need to enhance the outreach and efficiency of the institutional structures dealing with skills and education at different levels, ranging from improving the quality of education at the school level to introducing new courses and trades in the vocational training institutions and updating the curricula of existing trades.

Recommending the need for stimulating private investment, particularly in sectors that are employment-intensive and have strong growth inducing linkages, the report identifies some such key sectors for ANI: construction, transport, storage, communication, marine based activities and hotels and restaurants. It highlights the importance of developing more synergy between skill development institutions and industries as a means for improving labour market outcomes and achieving quantitative and qualitative improvement in skill development systems. The report also stresses the need for a comprehensive labour market information system to be updated at regular intervals. Emphasising the need to enhance the functional efficiency of the region's employment exchange, the report recommends developing it as a centre of excellence for the empowerment of youth.

The study was commissioned by Andaman & Nicobar Administration.

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

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

OBJECTIVES

The study was undertaken to evaluate the quality and effectiveness of various programmes run by the Coaching-cum-Guidance Centre for Scheduled Castes and Scheduled Tribes and to suggest various ways and means for making them more effective. The study covered all the existing 23 centres which have been set up with the following objectives: To channelize 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 carrier information at the appropriate stages.



OUTCOME OF THE RESEARCH PROJECT

The Study collated and analysed information at three levels – the guidance services and enrolment for CGC programmes, financial information and information on physical and teaching infrastructure. All these centres are working from areas, which have strong SC/ST concentration. The report makes several recommendations for improvement of the existing centres, mainly with respect to nature and quality of the services provided, financial resources and enhancing financial efficacy, and augmenting physical infrastructure.

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

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

7. Evaluation Study of Vocational Rehabilitation Centres for Handicapped

OBJECTIVES

This evaluation study assesses the performance of the Vocational Rehabilitation Centres (VRCs) for the Handicapped set up in different states by the Directorate General of Employment and Training (DGE&T), Ministry of Labour & Employment (MoLE), Government of India.

OUTCOME OF THE RESEARCH PROJECT

Considering that the 'rights based approach' is the basic premise of India's policy towards persons with disabilities (PWDs), the role of Vocational Rehabilitation Centres for Handicapped (VRCs) is critical as they are a unique institution in India providing evaluation and rehabilitation services for the differently abled. Such services are vital for improving the employment and livelihoods of the PWDs and thus facilitating their inclusion in the economic and social progress of the country.

The scheme of setting up VRCs has been in existence for over four decades and there are presently 20 centres located in 19 major states in India. Given that it is only through institutional approaches and interventions that issues relating to disadvantaged sections like PWDs can be tackled, there is a strong case for strengthening VRCs so that they can function more effectively and efficiently while providing evaluation and rehabilitation services to the PWDs. However, the strategies to strengthen such



institutions must also be based on a critical evaluation of their strengths as well as their weaknesses. In this evaluation exercise, which covered all the VRCs across the country, we have attempted to obtain as much information as possible on the working of these centres with a view to assessing their performance, particularly during 2001-02 to 2011-12.

The evaluation covered all the dimensions related to the functioning of the VRCs. The basic data for the evaluation exercise was collected by administering a structured questionnaire in all the VRCs. Apart from this, we also collected relevant data information through discussions with a variety of stakeholders such as Heads of VRCs, trainers/professional staff working in VRCs, PWDs currently enrolled as well as those who have passed out of the VRCs, parents of PWDs, NGOs dealing with disabled and concerned government functionaries.

The evaluation clearly highlights that VRCs are performing an extremely important function as they are dealing with one of the most disadvantaged categories of the people in the country. VRCs are engaged in a host of activities ranging from identifying PWDs to undertaking vocational evaluation and facilitating their economic rehabilitation. VRCs have been successful in providing direction and hope to the lives of thousands of PWDs.

The study also makes a set of recommendations for improving the functions of the VRCs.

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

Project Directors: Dr. S.K. Sasikumar, Senior Fellow & Dr. Rakhee Timothy, Associate 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/unorganized sectors.
- Studying the economics of labour laws.
- Undertaking comparative studies of labour legislations in similarly placed countries and situating it in the context of globalization.
- Examining and analyzing the trends in labour jurisprudence.

COMPLETED RESEARCH PROJECTS

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

OBJECTIVES

- To trace the evolution of minimum wage policy and legislation at international and inter country level
- To examine the conceptual domain of minimum wage in the countries selected under the study
- To make a comparative analysis of the methods for determination of minimum wage in the countries selected under the study



- To make a comparative analysis of the criteria/norms and considerations for determination of minimum wage
- Based on the analysis of such policies and practices to make appropriate policy recommendations.

KEY FINDINGS OF THE STUDY

- The issue of wages is perhaps the most vital issue for various categories of workers, especially those engaged in the informal and unorganized sector. In this context, formulation of an appropriate policy and rational criterion for determination of minimum wage assumes paramount importance.
- Though, the necessity and importance of regulation of minimum wage is seldom disputed, the method and criteria of its determination has always been a contentious issue.
- Various countries follow different practices, procedures and criteria in this regard, mainly based on their overall labour policy and labour market context.
- A comparative understanding of the evolution of minimum wage policy and legislation and that of the methods and criteria being followed in this regard by countries in v various regions of the world can be of great interest and relevance for drawing appropriate policy lessons.
- An analysis of the gradual evolution of the history of regulation of minimum wage in general and in an inter-country perspective in particular highlights the fact that there has been in this regard a general trend from protecting a very limited and vulnerable groups of workers to gradually cover as many categories of workers as possible within the scope of minimum wage regulation. In spite of this general trend still in many countries there are categories of employments, sectors and workers which are yet to be covered within the scope of such measures.
- Almost all the countries have adopted policies and legislative measures for regulation of minimum wages. However, as far as the efficacy of such measures is concerned there is substantial difference in this regard. The reasons for this difference are manifold which inter-alia include: the proportion of working population under the minimum wage legislation; relative strength of enforcement mechanism; proportion of the organized and unorganized workforce; effectiveness of compliance mechanism including awareness generation programs and penalties for violation of minimum wage legislation.
- An effective regulation of minimum wages, hence, requires different strategies and interventions at the level of policy and legislation depending upon the reason(s) responsible for non-respect of the legislation. The criteria for fixing



minimum wages specified in national legislation vary enormously from country to country from brief statements of general principles to quite lengthy listings of factors to be taken into account.

- The study which is based on a comparative analysis of the minimum wage policy and regulatory framework in China, India, Japan, Bangladesh, Philippines, South Korea and Sri Lanka from Asia, South Africa and Nigeria from Africa, United Kingdom from Europe and Sweden from Scandinavia also makes a number of recommendations.

Project Director: Dr. Sanjay Upadhyaya, Fellow

2. A Study to Evaluate Plan Schemes of the Office of Chief Labour Commissioner (Central)

The objective of the study is to evaluate the two Plan Schemes of the Office of Chief Labour Commissioner (Central) i.e., Scheme 1: Machinery for better conciliation and preventive mediation and more effective enforcement of labour laws and improving efficiency and effectiveness by providing better infrastructure facilities and construction of office complex for CLC(C) and RLC(C)s, and Scheme 2: Improvement and strengthening of training wing of Central Labour Service (CLS) Officers. The study has shown that the targets related to disposal of disputes and settlement brought about between the employers and workmen/unions under the Industrial Disputes Act are well achieved. There are significant settlements signed by the Conciliation Officers that have benefitted many workers. Based on the field visits to four regional offices of the Office of the Chief Labour Commissioner (Central) i.e., Bangalore, Mumbai, Bhubaneswar and New Delhi, it was observed that: the industrial disputes that are handled by the officers are on the increase from year to year; there is high disposal rate of disputes; settlement of industrial disputes is low; there is delay in completing conciliation proceedings and submission of Failure of Conciliation (FOC) reports to the Ministry; and huge requirement for modern office aids facilities and infrastructure. Moreover, considering the large number of establishments in the Central sphere, the number of inspections that could be conducted in a year is very low. It is, therefore, recommended that with the increasing workload and higher number of pending cases, the requirement of the posts of the officers and the support staff and providing better infrastructure facilities is of perennial nature.

Regarding training of the CLS and Enforcement officers, the study has highlighted that it has enhanced their skills and upgraded their knowledge in various areas for effective discharge of their duties; given them wider information on the subject; made them know the practical implications of theory in a better manner; clarified their doubts through interaction and experience sharing; developed competency and knowledge in



carrying out their professional duties; led them to know and understand a case properly like giving knowledge to conduct court cases and other inspections and helped them to update the recent developments and amendments related to different labour laws. Therefore, it is recommended that the duration of training for the CLS and Enforcement Officers should be extended and enhanced. For this purpose, V.V. Giri National Labour Institute should be considered as the Staff College for training CLS and Enforcement Officers as it is the only premier labour institute in the country under the Ministry of Labour & Employment with huge potential, adequate facilities and expertise for research and training in all labour related areas.

The Project was commissioned by the Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment.

Project Director: Mr. Otojit Kshetrimayum, Associate Fellow

ON-GOING RESEARCH PROJECTS

1. Conditions of Employment, Work and Service of Faculty in Private Engineering Colleges in India

OBJECTIVES

- To estimate the total faculty strength in private engineering colleges in India and the ratio of regular and temporary/ad-hoc/part time faculty.
- To compare and contrast the work load of faculty in private engineering colleges with that of the faculty in Government/Government aided colleges.
- To analyse the working and service conditions of faculty in private engineering colleges in terms of salary, allowances, leave structure, social security benefits and promotional avenues etc.
- To recommend measures for improving the working and service conditions of faculty in private engineering colleges

CURRENT STATUS OF THE STUDY

Secondary data for the purpose of the study has already been collected. The task of formulation of questionnaire for collecting the primary information has also been initiated.

Project Director: Dr. Sanjay Upadhyaya, Fellow



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

Ministry of Labour and Employment requested the Institute to undertake a comprehensive study on Participation of Workers' Management at Board/Apex level to ascertain the existing practices and to report whether the situation is ripe for meaningful participation of workers at the Apex/Board level in India. The study would also recommend a credible model of participation of workers in management in India delineating the purpose, modalities and mechanism of participation of workers. Institute has also been requested for redrafting of the Participation of Workers in Management Bill, 1990 in tune with existing scenario after considering the recommendations of the Parliamentary Standing Committees and the views evolved during tripartite consultations by the Ministry of Labour and Employment.

Project Director: Dr. Onkar Sharma, Fellow

3. ILO Convention 181: Issues and Challenges in the Context of Private Employment Agencies in India

The onset of globalization and international competition has led to significant changes in the labour market. Such changes have not only brought about a plethora of employment opportunities but at the same time they have also led to creation of new forms of employment. The flexibility in the labour market has brought about a spectacular growth in the Private employment Agencies. The rapid growth of private employment agencies has been due to a number of factors: a rapidly changing and flexible labour market; constraints in the operations of public employment services; and, the use of other networks for placement. There are few industries in the world that have changed their image as profoundly as the private recruitment industry. With companies increasingly seeking more Flexible and mobile staff, and with workers willing to move across borders under varied work arrangements, private recruiters have become even more important to the efficient functioning of labour markets. Against the backdrop of changing national and global labour markets, Private employment Agencies have steadily increased their market share and expanded their business activities. The present study endeavors to understand the peculiar labour market scenario of India with majority of workers engaged in the unorganized sector. The study would make an attempt to understand the kinds of employment provided by the private placement agencies and their mode of operation. Since there is no authentic data available about private placement agencies and no appropriate mechanism to collect information about



the operation of these agencies it becomes challenging to identify the exploitative practices prevalent in these placement agencies and bring them into a regulatory framework through legislative mechanism.

OBJECTIVES

- To develop an understanding about the various Private Employment agencies, their modes of operation and the kinds of employment opportunities they provide.
- To analyze the problems of temporary and contract workers recruited through Private employment agencies.
- To identify the legal status, licensing of private employment agencies and also explore the prospects for developing a regulatory framework.
- To examine the existing mechanism, measures, legal framework etc and find out if they are aligned with C 181.
- To understand cross country perspectives and examine the low ratification rate of C 181 among countries.
- To ascertain the need for new legislation by finding gaps in the existing legislations.

CURRENT STATUS OF THE STUDY:

The fieldwork for the study has been completed and presently it is in the stage of data analysis and interpretation.

Project Director: Dr. Ellina Samantroy, Associate 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.

ONGOING RESEARCH PROJECT

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

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.

OBJECTIVES

- To provide an overview of issues and challenges of rural labourers in the emerging scenario
- To develop/sharpen the skills of the participants to understand, study and analyse the process of implementation of the **Mahatma Gandhi National Rural Employment Guarantee Act, 2005**.
- To discuss various issues and aspects related to organization building and its management.
- To provide insights into dynamics of inter-personal and inter-group relationships.
- To create awareness about some important labour laws.



GENERAL ACTIVITIES

- (i) As per the project proposal, several institutions and organizations have been indentified in Bundelkhand, Bihar, Chhattisgarh, Jharkhand and Odisha for organizing 'Training of Trainers' programmes and 'Rural Labour Camps';
- (ii) Three manuals have been prepared by the Institute. The manuals are as below:
 - a) A Manual on Towards Conducting Training of Trainers Programme for Rural Educators;
 - b) A Manual on Towards Conducting Rural Labour Camps (Strategies & Techniques);
 - c) A Manual on Mahatma Gandhi National Rural Employment Guarantee Act, 2005 – A Question Answer Manual.
- (iii) Readings on different aspects of MGNREGA and rural labour and organizations have been collected for the purpose of the trainings and camps.

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



National Resource Centre on Child Labour (NRCCL)

National Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute has been set up as a Centre of eminence to work in partnership with UNICEF, ILO and Ministry of Labour. The objective was 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 objective is also to build up knowledge base and to undertake and promote research. The Centre supports the policy makers and legislators in their task of progressive elimination of child labour and contributes to the attainment of the objectives of policies of the Central and State Governments. The primary concern of the centre is also to provide technical advisory services and consultancy, disseminate information to highlight the problems of child labour and create greater awareness leading to change in the attitude of the masses. The centre has been continuously striving to develop the capabilities of individuals, groups and organizations working towards the 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 at various levels.

RESEARCH

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

1. Creating benchmark information on employment of children in select hazardous occupations and processes
2. Reviewing Research Studies for locating definitional aspects of child labour and studying socio-economic implications situating factors responsible for perpetuation of child labour
3. Evolving strategies to address Health, Rehabilitation and Nutritional aspects of child labour in overall development scenario.



4. Contextualizing Opportunity costs for withdrawal of child labour through Documenting Successful experiences.

The various aspects covered in these micro-level studies include magnitude of the problem, enforcement of legislation, impact of state and non-state interventions, status of education, living and working conditions, occupational health hazards, etc. NRCCL has completed several research studies and major evaluation studies.

COMPLETED RESEARCH PROJECTS

1. Equipping and Strengthening Needs of Stakeholders for effectively Addressing Child Labor issue in Select State of India: Training Needs Assessment and Developing Training Manuals for Training of Stakeholders

Training Needs Assessment and Developing Training Manuals for Training of Stakeholders intends 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. Strengthening of the law Enforcement System on child labour issues is a critical component in the development of a model for Elimination of Child Labour. Law Enforcement agencies are typically understaffed and have a plethora of legislation to deal with. A focus on child labour related legislation is therefore not necessarily a priority for enforcement agencies. This is an area which requires strong technical support for strengthening. The objective of the project is to provide support to strengthen the capacity of the Enforcement System to deal with Child Labour. This includes assessment of the training needs of the State enforcement agencies (including the Child Labour Task Forces, where in existence), with particular reference to the informal economy, trafficking, migration of children for labour, preparation of a training plan and updating and preparing training manuals, for use by State level training institutes. The major outputs of the project were: i) preparation of Training Needs Assessment (TNA) Report; ii) Developing Training Manual for identified agencies (key Government Department / Officers – Education, Rural Development, Urban Development, etc., Social Partners, Civil Society Partners; and iii) Imparting Training to minimum of twenty five Master Trainers from the 5 states namely Bihar (Katihar and Sitamarhi), Gujarat (Surat and Vadodara), Jharkhand (Ranchi and Sahibganj), Madhya Pradesh (Jabalpur and Ujjain), and Orissa (Cuttack and Kalahandi) using the manual.

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



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

Training Needs Assessment and Developing Training Manuals for Strengthening of the Law Enforcement System to combat child labour intends 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. Strengthening of the law Enforcement System on child labour issues is a critical component in the development of a model for Elimination of Child Labour. Law Enforcement agencies are typically understaffed and have a plethora of legislation to deal with. A focus on child labour related legislation is therefore not necessarily a priority for enforcement agencies. This is an area which requires strong technical support for strengthening. The objective of the project was to provide support to strengthen the capacity of the Enforcement System to deal with Child Labour. This includes assessment of the training needs of the State enforcement agencies (including the Child Labour Task Forces, where in existence), with particular reference to the informal economy, trafficking, migration of children for labour, preparation of a training plan and update ng and preparing training manuals, for use by State level training institutes. One of the major activities of the project was to train trainers to deliver trainings in each of the 5 States namely Bihar (Katihar and Sitamarhi), Gujarat (Surat and Vadodara), Jharkhand (Ranchi and Sahibganj), Madhya Pradesh (Jabalpur and Ujjain), and Orissa (Cuttack and Kalahandi) in which the Project works. As a part of this project, Training of Trainers Programmes for strengthening of law enforcement system on Child Labour was conducted in five different States at Patna (Bihar), in Ranchi (Jharkhand), in Indore (Madhya Pradesh), in Bhubaneswar (Orissa) and in Ahmedabad (Gujarat) during the months of December 2011 and January 2012. Developing Training Manual for Trainers of Enforcement Officials on strengthening child labour Enforcement is one of the major objectives of the project.

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

3. Reducing Vulnerability to Debt Bondage and Forced Labour

Under the project on “Reducing Vulnerability to Bondage in India”, a manual for building the capacities of the Trade Unions on the issue of Forced Labour/Bonded Labour has been developed. The manual is meant to be used by the Trade Union Educators and State Labour Training Institutes as well as Training Institutes/Organisations catering



to the training the trade unions field organizers, leaders and members. The aim of the manual is to provide Trade Unions with guidance on how to tackle bonded labour in general with an emphasis on reducing vulnerability to debt bondage in brick kilns. The tool is intended to be user friendly and contain simple pedagogical tools that can be applied in adult learning contexts by Trade Union Educators and Trainers from the Labour Training Institutes.

Project Directors: Dr. Helen R. Sekar, Senior Fellow & Dr. Onkar Sharma, Fellow

ON-GOING RESEARCH PROJECTS

1. Towards Building and Managing Sources of Knowledge on Child Labour for Situation Awareness and Elimination: Conceptualization, Collection, Digitization and Creation of Knowledge Bank for Converging against Child Labour

Recognizing the growing role knowledge generation and sharing is a prerequisite to achieving elimination of child labour. In the contemporary world, Child Labour is an issue that has emerged as a major concern for both developing and developed countries. Globally, there are Statistical Data, Research, Survey and Evaluation Reports, Education and Advocacy materials, Academic Working papers and Articles and other information on the issue of Child Labour are available in different forms. With the digitization of information, the herculean task of getting these materials in one place can now be accomplished with ease. However, information alone cannot create knowledge or promote awareness on Child labour.

A knowledge management framework is essential to enable capturing and disseminating information and knowledge on child labour issues that have strategic implications for academic and development thinking, and for policy formulation and capacity building of various National governments, Universities, Institutions, academicians, individual activists and other social partners and stakeholders dealing with Child Labour across different geographical regions.

OBJECTIVES

- To generate Formal Knowledge Products and Services and Knowledge by-products targeted at specific clientele and stakeholders in a particular geographical region;
- To manage and regulate the flow of this information on child labour;



- To customise information to suit the needs of specific target groups and direct it to respective end-users - social partners, stakeholders, beneficiaries.

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

2. Fundamental Principles and Rights at Work and Informal Economy in India: Trends, Initiatives and Challenges

Towards eliminating discrimination in respect of employment, occupation and remuneration to the workers and the elimination of all forms of forced or compulsory labour, India has ratified four ILO fundamental conventions (No. 29, 105, 100 and 111) out of the eight core Fundamental Principles and Rights at Work (FPRW) conventions. The other four of the eight core conventions (i.e, Convention No. 87, 98, 138 and 182) have not been ratified by India, but almost all provisions of these conventions have been given effect by various initiatives of the government. At this juncture it is crucial to examine the status of FPRW in the informal economy and locate the gaps and challenges coming in the way of ratifying the ILO conventions 138, 182, 87 and 98.

OBJECTIVES

- Examine the status of Fundamental Principles and Rights at Work (FPRW) in the informal economy
- To examine the existing National legislation in achieving Fundamental Principles and Rights at Work (FPRW)
- To identify various gaps in the existing data base of Fundamental Principles and Rights at Work (FPRW) in various sectors and give suggestions for further action.

The study will be based on secondary data which would be collected from several governmental sources like periodicals and published governmental sources. Conceptual understanding would be from the extensive review of literature. Recent data for the analysis would be used from various sources to interpret the progress and comparison over these years in terms of different variables for measuring the status of rights at work in the informal economy. Moreover, Census, NSSO and other data sources will be and interpreted subsequently.

Project Directors: Dr. Dhanya M.B, Associate Fellow & Dr. Helen R. Sekar, Senior Fellow



3. Sharp Decline in Child Employment in India: Mapping recent trends and Delineating key factors behind the decline

The official statistics on the magnitude of child labour in the age group of 5-14 years shows gradual and continuous decline since 1980s. As per the NSSO data, between 1983 to 2004/05 involving 20 years, the magnitude of child labour declined by 42%. In contrasts, between 2004/05 and 2009/10 involving 5 years, the magnitude of child labour declined sharply by 54%. The massive decline in the magnitude of child labour has evinced tremendous interest among the policy makers, academicians, civil society members and activists to understand the underlying factors behind such decline. It is in this context, the present study was formulated with three fold objectives namely:

- Understanding the recent trends and patterns of child employment and mapping the decline at dis-aggregate level;
- Identifying potential reasons for the decline in terms of education and income effect; and
- Understanding the impact of MGNREGA and migration on the decline of child employment.

The study will use three rounds of NSSO data sets namely: 61st (2004/05) and 66th (2009/10) employment and unemployment survey and 64th (2007/08) migration and employment and unemployment survey for analysis and preparing the report.

The study has been commissioned by Ministry of Labour & Employment.

Project Director: Dr. Anoop K. Satpathy, Fellow



Integrated Labour History Research Programme

The Integrated Labour History Research Programme (ILHRP) is a specialised research programme on labour history research, set up in collaboration with the Association of Indian Labour Historians (AILH), a body of professional historians and scholars interested in history of labour. The overall aim of the ILHRP is to initiate, integrate and revive historical research on labour in India and is the first of its kind in the country. The programme has three mutually reinforcing components such as digital archiving of Indian labour; writing labour history of India; and interdisciplinary research. The archive systematically collects and preserves various documents and material concerning the working class in digital form, through collaboration and networking with various stakeholders (such as trade unions, NGOs, governmental departments and business houses). Networking with similar agencies (national and international) involved in digital archiving is also a crucial aspect of the archive.

So far, the archive is the country's largest digital repository of labour documents, with more than 15 gigabytes of data on the World Wide Web (www.indialabourarchives.org), for public access. The collections for the archives are generated through commissioning and monitoring research and collection projects on prioritised areas of labour history, which involves negotiation and networking with experts and agencies, both within and outside the country. The programme also organises regular academic discussions, seminars and colloquia on the prioritised areas of labour history. The programme has so far more than 50 completed/ongoing research and collection projects. Since year 2000, the programme has published 18 working papers and organised around 85 seminars/discussions, including 9 international seminars on labour history.

COMPLETED PROJECTS

I. Digitisation Projects

1. Standardization and Transitioning of "Commissions on Labour 1931-2000"
2. Standardization and Transitioning of "Collection of AITUC Records"
3. Digitisation of audio components of "Oral History Documentation of Indian Labour Movement" – 250 tapes

These documents have been digitised and uploaded in the labour archives website: www.indialabourarchives.org



II. Metadata Preparation of:

- "Present and past of the community- based garment industry in 24 Parganas (South) of West Bengal"
- "Textile Labour History of Indore Town"
- "Bombay Textile Strike (1982)"
- "Documentation Project on Bharatiya Mazdoor Sangh"
- "Textile Labour in Ahmedabad"

ON-GOING PROJECTS

History of Dalit Movement and Labour Movement: A Research and Collection Project – Phase I

OBJECTIVES

The project aims to document and research the Dalit movement in India focusing specially on the movements interface with labour movement. The project will take into account the strong regional dimension of the Dalit movement in India and will focus its collection in different vernacular languages.

The project has two interlinked components: a) Archival Collection b) Research and dissemination.

Some of the questions which the research project would address are: What are the possibilities of exploring category of dalits in labour histories and of labour in dalit histories? In what ways can one unravel the underpinnings of caste and class in workers public sphere and dalit public sphere respectively? How could one analyze vernacularisation of 'modern' notion of class by exploring the issue of caste difference? What are the possibilities of exploring historical differences in terms of caste in working class movements?

The Archival Collection for the project aims to collect documents of all kinds that pertain to the broad rubric of interface of Dalit and Labour movement. The project will involve, *inter alia*, working on establishing a **Documentation Centre of Dalit Labour** within the Archives of Indian Labour at the institute. The broad aim of the project is to research on varied kinds of archival sources viz., 'popular' literature produced by dalits and non-dalits on the issue of labour, institutional records (caste associations, political parties, trade unions), records of industries where dalit labour



was recruited in 'good' numbers, records of state institutions (legislative assemblies, legislative council, army, police, judiciary, bureaucracy) etc. The project also aims take into account the strong regional dimension of dalit movements in India and focus its collection in different vernacular languages.

The project also seeks to preserve the legacy of Dr. B R Ambedkar and his vision of labour as a category with underpinnings of issues of caste difference. Ambedkar came out with a critique of caste system in his book, *Annihilation of caste* (1936) by arguing that what was implicit in the caste system was not merely division of labour but a division of labourers. He took the institutions of caste and class together by forming Independent Labour Party in 1936 and sought to highlight the double oppression of the Dalits (as Caste group and as workers).

The history of convergence and subsequent divergence between Caste and Labour movement forms the necessary backdrop to understanding the complexity of Dalit movement in India. As a Labour Member of Viceroy's Executive Council, he was instrumental in bringing about several labour reforms for instance, establishment of employment exchanges. The project attempts to study in detail this interface of categories of caste and class in Ambedkar's politics both in his thought and practice.

OUTCOME OF THE RESEARCH PROJECT

The activities completed during the First Phase were:

- Organising a Preparatory Workshop on "Exploring Entanglements of Caste and Class in Histories of Labour"
- Collection of basic writings of Ambedkar
- Collection of Ambedkar's speeches and correspondence on labour and related issues

ILHRP Centre Co-ordinator: 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 etiology of communicable diseases

COMPLETED RESEARCH PROJECTS

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

The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) was launched in February 2006 in order to ensure livelihood security to the households in



the rural areas. The programme by ensuring 100 days of wage employment to adult members in every financial year, aims to reduce rural poverty, stop migration from the rural areas and to create community assets for overall development of rural economy and society. It is in this context, the present study had been carried out in two states - Andhra Pradesh and West Bengal in order to assess the impact of MGNREGA on the living conditions of the unorganized workers in rural areas. The study is based on collection and analysis of both primary and secondary data which has been substantiated by understanding the perspective of local communities by using qualitative methods. Although a review of the scheme over the years shows that in terms of quantitative output the overall performance of MGNREGS has been quite significant, yet in-depth analysis shows that there are wide inter-state variations in the performance.

Project Director: Dr. Ruma Ghosh, Fellow

2. Changing Land Utilization Patterns in the Tea Plantation Sector in West Bengal: Few Policy Imperatives

This project is one of the outcomes of the NRPDD programme undertaken by Centre for Development Studies (CDS), Trivandrum, supported by the Ministry of Commerce and Industry, GOI. Land has been a deeply contested issue across all the tea growing states in India, especially in the contexts of the leasing processes, conflicts over revenue lands, land rights of the landless people, expansion of the small grower sectors and the recent permission granted by various state governments for converting parts of plantation land into non-plantation purposes. The present study, based on secondary data analysis from government sources, a systematic review of literature, and qualitative insights through personal interviews clearly points out that the change in land utilisation within the tea plantation sector has been made possible with state facilitation and legislative amendments, which also has its roots in the history of evolution and development of plantation sector in the pre and post-colonial India. An astounding shift in the area under tea cultivation from 2004-2008 was noted with an annual average growth of 7.76 per cent in the small holder sector and a negative growth rate of – 2.01 percent in the traditional estate sector.

However, questions around land remain central both for the estate and small holder sector, whereby the absence of title deeds of land for instance among the small growers, affected accessibility to various governmental subsidies and the issues of entitlements and right to shelter remains for tea estate workers. The study notes a decrease in the land man ratio that could be linked to the shrinkage in cultivable area and therefore a reduction in days of employment available for the workforce



along with increase in casualisation and family labour. It is suggested that legislative amendments such as those permitting other economic activity or through aspects such as tea tourism, eco-tourism must ensure securing employment and residence to the tea workers community. Stakeholders must initiate discussions towards pragmatic policy formulations for addressing issues of conversions, its socio-economic viabilities, impact on employment and livelihood to avert disengagement of labour.

Project Director: Dr. Rinju Rasaily, Associate Fellow

ON-GOING RESEARCH PROJECTS

1. 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 hospitalizations 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



2. Workplace Health and Safety: A Study of Select Small-Scale Industrial Units in Delhi

The overall objective of this study is to provide a situational analysis of the magnitude of industrial injuries and accidents, workplace conditions, compliance and non-compliance of regulatory standards; and various labour dimensions around workplace health and safety in different small-scale industrial units in Delhi. The felt-need by workers' representatives on the recurrent fire outbreaks in manufacturing units in Delhi was the rationale for conducting this study. It seeks to cover both the organised and unorganised manufacturing sectors of auto-parts, leather products, textile/garments and electronics. The report will be based on analysis of primary data corroborated with secondary literature.

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 gap in labour force participation rates and unemployment rates are persistent features 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 requires 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 envisage 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.

COMPLETED RESEARCH PROJECTS

1. Implementation of the Maternity Benefit Act

Protecting Maternity has been among the key initiative and Primary concerns of the ILO. It was during the first International Labour Conference (ILC) in 1919 that the first Convention on Maternity protection (Convention No. 3) was adopted. This Convention



METHODOLOGY

- In the first phase available secondary sources on Maternity Benefit Act was reviewed. Based on the analysis of secondary sources study area was identified and Comparative study was attempted in private sectors. (IT/ITES, Health and Education)
- Stratified sampling technique was used to select only private units (IT/ITES, Health and Education) employing more than 10 workers.
- Purposive sampling was attempted to select only those women who are beneficiaries and entitled to benefit from Maternity Benefit Act.
- Open ended questionnaire was prepared for pilot testing.
- Required information in the questionnaire was collected via conducting in-depth interviews on the beneficiaries, intended beneficiaries and employers.

Project Director: Dr Shashi Bala, Fellow

ON-GOING RESEARCH PROJECT

1. Gender and Social Security for Unorganized Sector

At present, we find legal provisions for social security in almost every country. At its 97th Session (2008), the International Conference adopted the ILO Declaration on Social Justice for fair Globalization. At its 304th session (March 2009), the Governing Body decided that the second recurrent discussion at the 100th session of the International Labour Conference in 2011 would be devoted to the strategic objective of social protection and specifically focuses on Social Security.

The low coverage of social security programme in developing countries is often attributed to the dual nature of their labour market. Workers are rationed out of social security against their will because they are unable to find formal jobs with benefits. Social security programmes have been introduced to ensure consumption in old age.

For salaried workers, participation in these programmes is linked to employment; employers are required by law to register workers and transfer a certain share of workers wages to pension administrators. In practice, however many employers have not enrolled their workers in these plans. Old age participation strongly increases with the education and the age of a worker. Women tend to contribute more than males.



was followed by two other conventions: Convention No. 103 in 1952 and Convention No.183 in 2000, which progressively expanded the scope and entitlements of Maternity protection at work.

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

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 problems, talk about the inadequacies in the actual implementation of these protective laws. Within this context, the study was 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

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



Individuals in households with higher share of non – earners are more likely to contribute.

The question now arises whether the main purpose for which these protective laws were made is observed or not? Whether women workers are benefited (by these various protective laws meant for her)? Seeing their actual implementation one has to come to the conclusion that the women worker entitled are not receiving the proper benefits even according to the rules.

OBJECTIVES

- Provide a clear understanding of what Social Security at work means
- Provide information on the Recent Trends, National and International Experiences, Good Practices.
- Offer a comprehensive resource repository in order to assist key stakeholders to design effective enforcement policy and raise awareness for implementation of various Social Security provisions.
- Train the Employers, Trade Union, N.G.O and Officials involved in above process.

The present Gender and Social Security module incorporates the following:

- Importance of Social Security
- Social Security at Work
- ILO on Social Security Legislation
- India on Social Security Legislation
- Awareness rising on Social Security Protection
- Capacity Building on Social Security

Project Director: Dr Shashi Bala, Fellow



Centre for North-East

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

NER constitutes 3.6 per cent of India's total workforce (2009–10). The labour scenario in the NER is quite unique compared to other regions of the country owing to a multitude of factors (including geographical, socio-economic and political). The region is marked by lower rate of industrialization and limited spread of modern service sector. The agricultural operations are also distinct (with the presence of unique systems like *jhuming*). Cultural ethos governing labour market participation is also different, which *inter alia* reflects on the distinctive composition of the labour force – across gender and social categories. Yet another important aspect is migration, which gets complicated due to several socio-political considerations – both in terms of internal migration of population (from within and outside the region) as well as in terms of influx of labourers across national boundaries.

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

CORE RESEARCH AREAS OF THE CENTRE

- Employment and Unemployment Trends and Challenges
- Gender and Labour
- Migration and Development
- Social Security
- Health and Labour
- Livelihood Strategies
- Sectoral Analysis



- Skill Gap Studies
- Industrial Relations & Regulations
- Sociology of Labour & Workers' Movement

CORE TRAINING AREAS OF THE CENTRE

The target groups of the training programmes are labour officials, women workers and representatives from Central Trade Union Organisations, NGOs/Civil Societies, university students and researchers. Some of the themes of the training programmes of the Centre are indicated below:

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

COMPLETED RESEARCH PROJECTS

1. 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 recognised 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.

Project Director: Dr. Vandana Upadhyay, Rajiv Gandhi University, Itanagar

2. 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 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 analysed, 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. 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 the people in Tripura.

Project Director: Dr. Mohana Kumar, Institute of Development Studies, Jaipur

ON-GOING RESEARCH PROJECTS

1. SHGs Formation and Change in Occupational Structure & Pattern Among Women in North East Region

In the country, two prominent poverty eradication programmes of MoRD (i) SHG-Bank Linkage programme of NABARD and (ii) Swarnajayanti Gram Swarozgar Yojana (SGSY) 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 NER. The studies conducted so far in NER 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 NER by using published data; and (b) micro-level analysis of impact of SHG-Bank linkage programme on change in occupational structure in the pre and post programme implementation stage.

**Project Coordinator: Dr. Shubranshu Tripathy,
Entrepreneurship development Institute, Gujarat**



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 2012-13 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 ACTIVITIES OF THE CENTRE

The Centre conducts regular training programme on the subject of 'Climate Change and Livelihood Issues'. The major objective of these training programmes were 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 adaption strategies. These programmes are attended by participants from NGOs, Trade Unions and research scholars.

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



Centre for International Networking

V.V. Giri National Labour Institute is mandated to forge professional collaborations with major international institutions involved with labour and related issues. Accordingly, the Institute has over the years forged collaborations with institutions like International Labour Organisation (ILO), United Nations Children's Fund (UNICEF), World Health Organisation (WHO), United Nations Development Programme (UNDP), 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, Sri Lanka Institute of Labour & Employment, UN Women, IGK Work and Human Lifecycle in Global History, Humboldt University, Germany and Centre for Modern Indian Studies, University of Gottingen, Germany. The major areas of collaborations include: Child Labour, Labour Migration, Social Security, Gender Issues, Skill Development, Labour History, Decent Work and Training Interventions related to Labour.

The Institute is also 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. During year 2012-2013, the Institute organized seven international training programmes on major themes like Leadership Development, Labour and Employment Relations in a Globalising Economy, Social Security, Health Protection and Security, Skill Development and Employment Generation, Gender Issues in Labour and Research Methods in Labour Studies.

Memorandum of Understanding (MOU) between V.V. Giri National Labour Institute (VVG NLI) and International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy for professional collaboration was signed on October 30, 2012. The purpose of this MOU is to expand the collaboration between the two institutions in training activities to promote decent work for all. The two organisations will work together in areas of mutual interest for activities, *inter alia*, related to (i) organising collaborative training and education programmes; (ii) developing training modules; and (iii) faculty exchange. Such a collaboration is expected to result in upgradation of technical capacities of both the institutions in responding to the challenges



emanating from transformations in the world of work. The collaboration will also aim to evolve V.V. Giri National Labour Institute as a training institution for the SAARC region to begin with and developing it further as an internationally acclaimed centre of excellence in training on labour and related issues.

The Institute is committed to sustain international networking and hopes to forge more long term collaborations with leading international institutions, especially in relation to undertaking collaborative research and training activities, promoting faculty exchange programmes, and organizing international/regional workshops and seminars.



Shri V.P. Yajurvedi, Director General, VVGNI and Ms. Patricia O'Donovan, Director, ITC-ILO, Turin exchanging the MOU

The following delegations visited the Institute during this period:

- As a part of MOU signed with Korea Labour Institute(KLI), South Korea for cooperation Exchange of Information and Consultation on Labour Policy Issues and Studies, a high level KLI delegation headed by Dr. Sung-teak Kim Acting President, Korea Labour Institute visited the VVGNI during 23-24 April, 2012. A Seminar on Social Security was also organized during this visit. Three papers were presented and discussed during the seminar:
 - Social Security in Korea: An Overview
 - Social Security System in India
 - Social Security for International Workers



- A delegation from Tajikistan consisting of 5 members headed by Mr. Emin Sanginov, First Deputy Minister of Labour and Social Protection, Tajikistan visited the Institute on 25th April, 2012
- A delegation from Afghanistan consisting of 4 members led by Mr. Mohammad Salim Mastoor, Director General of Policy and Planning, Ministry of Labour, Social Affairs, Martyrs & Disabled, Government of Afghanistan visited the Institute on 26th April, 2012
- A delegation consisting of 6 members from Central Institute for Economic Management (CIEM), Ministry of Planning and Investment, Government of Vietnam headed by Dr. Le Xuan Ba, President (CIEM), visited the Institute on 30th July, 2012.
- A delegation from Afghanistan consisting of 5 members headed by Mr. Wasel Noor, Dy. Minister, Ministry of Labour, Social Affairs, Martyrs and Disabled, Government of Afghanistan visited the Institute on 21.1.2013.



Mr. Emin Sanginov, First Deputy Ministry of Labour and Social Protection, Tajikistan interacting with the officials of the Institute.

Shri V.P. Yajurvedi, Director General, VVGNI welcoming the Afghanistan delegation headed by Mr. Mohammad Salim Mastoor, Director General of Policy and Planning, Ministry of Labour, Social Affairs, Martyrs & Disabled, Government of Afghanistan





Training and Education (2012-13)

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

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

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

The Institute offers education and training to the following groups:

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

During the year 2012-2013, the Institute has conducted 114 training programmes and 3113 personnel participated in these programmes. Further, the Institute has undertaken following initiatives:

The Labour Administration Programmes

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments 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. 08 such programmes were organized in which 184 participants participated.

The Industrial Relations Programmes

Under these programmes attempts are made to cover both the conceptual and practical areas of IR and disciplinary systems. They introduce senior managers, HR officers and trade union leaders from industries to participatory management for better interaction among the government, employers and the unions. 08 such programmes were organized in which 192 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. 41 such programmes were organized in which 1205 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.. 09 such programmes were organized in which 273 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. 03 such programmes were organized in which 108 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 under ITEC/SCAAP programme on various subjects such as Gender Issues, Labour Administration and Employment Relations, Leadership Development,



Social Security, Skill Development Employment Generation and Research Methods in Labour Studies and Health Protection and Security. In all 162 foreign nationals from 62 countries participated.

As part of MOU between Ministry of Labour and Employment, Government of India and Ministry of Labour, Social Affairs, Martyrs and Disabled, Government of Afghanistan. The Institute organised three Special Training Programmes on Labour Administration & Leadership during July 02-13, 2012, Skill Development and Employment Generation during August 27- September 07, 2012 and Labour Market and Employment Policies during September 17-28, 2012 for Afghan Officials. In all 87 Afghan Officials had participated.

North Eastern States 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 14 training programmes on the subject in which 293 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. 05 such programmes were organized in which 110 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 Tamil Nadu Institute of Labour Studies, Chennai, Maharashtra Institute of Labour Studies, Mumbai, Kerala Institute of Labour Studies, Kerala, West Bengal State Labour Institute, Kolkata, Mahatma Gandhi Labour Institute, Ahmedabad, Karnataka Labour Institute, Bangalore, Karnataka, Ambedkar Institute of Labour Studies, Mumbai, Nabakrushna Choudhury Centre for Development Studies, Bhubaneswar, Odisha has been conducting training programmes on subjects like Social protection and livelihood, contract labour,



leadership development, trade unionism, gender issues, social security, effective enforcement of labour laws, making effective conciliation, and empowering women organisers etc. In all 12 such programmes were organized in which 414 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 05 such programmes for Oil & Natural Gas Commission (ONGC), NTPC, Talcher, Odisha, O/o CLC(C), in which 112 participants participated.

Training Programmes held during April 2012- March 2013

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 16-19, 2012	05	21	Sanjay Upadhyaya
2.	Globalisation, Changing Employment Relations and Labour Administration May 08-11, 2012	04	21	S.K.Sasikumar
3.	Effective Enforcement of BOCW(RE&CS) Act and BOCW Welfare Cess Act May 28-29, 2012	02	23	Onkar Sharma
4.	Effective Labour Law Enforcement June 04-08, 2012	05	15	Sanjay Upadhyaya
5.	Making Conciliation Effective July 09-12, 2012	04	21	Onkar Sharma
6.	Enforcement of Labour Laws in Unorganised Sector February 25- 28, 2013	04	38	Sanjay Upadhyaya
7.	Recent Trends in Labour Jurisprudence, March 18, 2013	01	25	S. K. Sasikumar
8.	Exploring and Entanglements of Cast and Class in Histories of Labour (ILHRP) March 21, 2013	01	20	S.K.Sasikumar
INDUSTRIAL RELATIONS PROGRAMMES (IRP)				
9.	Empowering Trade Union Leaders April 23-28, 2012	06	24	Poonam S. Chauhan



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
10.	Behavioural Skills for Developing Effective Leadership May 21-25, 2012	05	21	Poonam S. Chauhan
11.	Developing Positive Attitude for Excellence at Work, July 16-19, 2012	04	21	Poonam S. Chauhan
12.	Making Works Committee Effective July 30 – August 02, 2012	04	31	Onkar Sharma
13.	Conducting Disciplinary Enquiry at Darjeeling August 27-31, 2012	05	14	Onkar Sharma
14.	Empowering Trade Union Leaders November 26 – December 01, 2012	06	41	Poonam S. Chauhan
15.	Behavioural Skills for Developing Effective Leadership January 28 – February 01, 2013	05	18	Poonam S. Chauhan
16.	Empowering Trade Union Leaders February 25- March 02, 2013	06	22	Poonam S. Chauhan
CAPACITY BUILDING PROGRAMMES(CBP)				
17.	Leadership Development Programme for Rural Trade Union Leaders April 09-13, 2012	05	27	Anoop Satpathy
18.	Empowering Rural Women Organizers April 09-13, 2012	05	21	Shashi Bala
19.	Promoting Decent Work in the Construction Industry April 23-27,2012	05	52	Amitav Khuntia
20.	Leadership Development Programme for Rural Trade Union Leaders May 7-11,2012	05	32	Anoop Satpathy
21.	Enhancing Leadership Skills for Transport Workers May 14-18,2012	05	18	Poonam S. Chauhan
22.	Leadership Development for Trade Unions Leaders from Service Sector May 21-25, 2012	05	24	Sanjay Upadhyaya
23.	Social Protection and Livelihood Security May 14-18,2012	05	13	Dhanya M.B.
24.	Leadership Development Programme for Rural Trade Union Leaders June 11-15, 2012	05	17	Anoop Satpathy



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
25.	Peer Review of Stake Holders June 15, 2012	01	15	Helen R. Sekar
26.	Leadership Development Programme for Rural Trade Union Leaders June 25-29, 2012	05	19	Amitav Khuntia
27.	Training of Trainers Programme for Rural Educators, June 14-21, 2012	08	37	Poonam S. Chauhan
28.	Orientation cum Training Camp for Rural Workers in Patna, Bihar June 27-30, 2012	04	40	Poonam S. Chauhan
29.	Organizing the Unorganised Towards Effective Leadership July 23-27, 2012	05	36	Anoop Satpathy
30.	Empowering Rural Women Organizers July 23-27, 2012	05	29	Shashi Bala
31.	Developing Leadership Skills July 30 – August 03, 2012	05	09	Rinju Rasaily
32.	Migration and Development Issues and Perspectives July 02-05, 2012	04	19	S. K. Sasikumar & Rakkee Timothy
33.	Strengthening Leadership Skills for Beedi Workers July 31 – August 03, 2012	04	31	Poonam S. Chauhan
34.	Leadership Development Programme for Rural Trade Union Leaders August 13-17, 2012	05	37	P. Amitav Khuntia
35.	Rural Labour Camp at Datiya, Madhya Pradesh August 23-26, 2012	04	42	Poonam S. Chauhan
36.	Developing Skill Development Strategies for Women Workers in the Informal Economy August 27-30, 2012	04	16	Shashi Bala
37.	Enhancing Leadership Skills for Transport Workers August 27-31, 2012	05	14	Poonam S. Chauhan
38.	Gender, Poverty and Employment August 06-10, 2012	05	27	Shashi Bala
39.	Training of Trainers Programme for Rural Educators at Bhubaneswar, Orissa September 18-22, 2012	05	40	Poonam S. Chauhan



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
40.	Labour Issues in Post Globalisation Era for International Participants of IAMR October 05, 2012	01	30	S.K.Sasikumar
41.	Awareness Programme on Labour Issues for MLW students of Saurashtra Uni. Rajkot - October 10, 2012	01	25	Onkar Sharma
42.	Developing Skill Development Strategies for Women Workers in the Informal Economy November 26 – 30, 2012	05	30	P. Amitav Khuntia
43.	TOT for Rural Educators November 26 – 30, 2012	05	25	Poonam S. Chauhan
44.	Empowering Women Organisers December 17-20, 2012	05	30	Ellina Samantroy
45.	Developing Effective Strategies and Techniques for Creating Awareness and Organisation for Development of Rural Workers in Bundelkhand for MGNREGA December 6-8, 2012	03	45	Poonam S. Chauhan
46.	Orientation Programme on Labour Issues and Trade Unionism for Diploma Students of MILS, Mumbai, Maharashtra December 10, 2012	01	18	Sanjay Upadhyaya
47.	Gender, Poverty and Employment December 24-28,2012	05	27	Rinju Rasaily
48.	Empowering Women Organizers January 28 – February 01, 2013	05	17	Ellina Samantroy
49.	Training of Trainers Programme for Rural Educators January 28-February 01, 2013	05	47	Poonam S. Chauhan
50.	Rural Labour Camp for MGNREGA Workers and Rural Workers in Sambalpur, Orissa January 21-23, 2013	04	45	Poonam S. Chauhan
51.	Labour Camp for MGNREGA Rural Workers and Rural Workers in Bhubaneswar, Orissa January 21-23, 2013	04	45	Poonam S. Chauhan
52.	Women Welfare Issues at Workplace February 04-08,2013	05	30	Shashi Bala
53.	Gender Issues in Labour, March 11-15, 2013	05	19	Ellina Samantroy



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
54.	Leadership Development Programme for BKMU Union Leaders from Punjab at Chandigarh March 08-10, 2013	03	44	Poonam S. Chauhan
55.	Leadership Development Programme for Trade Union Leaders of BMS activists from Port Blair Islands March 11-15, 2013	05	35	Poonam S. Chauhan
56.	Social Security for Workers in the Unorganised Sector March 18-22, 2013	05	48	Poonam S. Chauhan
57.	Empowering Rural Women Organisers March 18-22, 2013	05	30	Rinju Rasaily
CHILD LABOUR PROGRAMMES(CLP)				
58.	Capacity Building Programme on Child Labour April 16-19,2012	04	34	Helen R. Sekar
59.	Training Needs Assessment and Developing Training Manuals Training Stake Holders (ILO) April 3, 2012	01	24	Helen R. Sekar
60.	Enhancing Competence of Youth in Dealing with Child Labour May 21-25,2012	05	36	P. Amitav Khuntia
61.	TOT on Child Labour for Stake Holders (ILO) May 28-June 01, 2012	05	10	Helen R. Sekar
62.	Orientation Programme on Child Labour for International Participants of IAMR August 09, 2012	1	30	Helen R. Sekar
63.	Orientation Programme on Child Labour, Bonded Labour (for UP officials) August 23-24, 2012	2	19	Helen R. Sekar
64.	Orientation Programme on Child Labour for International Participants of IAMR September 14, 2012	01	42	Helen R. Sekar
65.	Making National Child Labour Projects Effective October 29-31,2012	04	40	Helen R. Sekar
66.	Enhancing Competence of Youth in Dealing with Child Labour February 04-08,2013	04	38	P.Amitav Khuntia



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
HEALTH ISSUE PROGRAMMES (HIP)				
67.	Gender, Work and Health in a Globalised Economy June 04-08,2012	05	43	Ruma Ghosh
68.	Health Security of Informal Sector Workers June 18-22,2012	05	24	Rinju Rasaily
69.	Developing Health Security January 14-18,2013	05	41	P. Amitav Khuntia
RESEARCH METHODS PROGRAMMES		00	00	
70.	Course on Qualitative Methods in Labour Research, July 02-13, 2012	12	18	Ruma Ghosh
71.	Course on Research Methods in Labour Economics August 06-24, 2012	21	22	Anoop Satpathy & Rakkee Timothy
72.	Course on Various Methods in Microfinance Research October 29 – 02 November, 2012	05	26	Dhanya M. B.
73.	Course on Research Methods on Gender Issues February 25-March 01, 2013	05	26	Ellina Samantroy
74.	Course on Quantitative Methods in Labour Research March 04-08,2013	21	18	Anoop Satpathy & Rakkee Timothy
INTERNATIONAL TRAINING PROGRAMMES (ITP)				
75.	Leadership Development and Labour Administration for Officials of Government of Afghanistan, July 02-13,2012	12	30	Poonam S. Chauhan Sanjay Upadhyaya
76.	Skill Development and Employment Generation for the Officials of Afghanistan August 27- September 07, 2012	12	29	Anoop K. Satpathy Otojit Kshetrimayum
77.	Gender Issues in Labour September 03-21, 2012	19	23	Shashi Bala
78.	Labour Market and Employment Policies for the Officials of Afghanistan September 17-28, 2012	12	28	S.K. Sasikumar Rakkee Timothy
79.	Leadership Development October 01-19, 2012	19	31	Poonam S. Chauhan



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
80.	Labour and Employment Relations in a Global Economy November 05-23,2012	19	25	S.K. Sasikumar
81.	Managing Development and Social Security Measures December 3-21,2012	19	15	Otojit Kshetrimayum
82.	Skill Development and Employment Generation January 07-25,2013	19	22	Anoop Satpathy
83.	Research Methods in Labour Studies February 04-22, 2013	19	20	S. K. Sasikumar
84.	Health Protection and Security March 04-22,2013	19	26	Ruma Ghosh
NORTH-EAST STATES PROGRAMME (NEP)				
85.	Skill Development & Employment Generation May 14-18, 2012	04	13	Otojit Kshetrimayum
86.	Fundamental of Labour Laws June 25-29, 2012	05	44	Sanjay Upadhyaya
87.	Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers June 25-29, 2012	05	14	Shashi Bala
88.	Research Methods in Labour Studies July 16-20, 2012	05	13	Otojit Kshetrimayum
89.	Quasi Judicial Functions & Techniques of Inspection, Kohima, Nagaland July-17-18, 2012	02	25	Onkar Sharma
90.	Filing & Presentation of cases in the Court of Law including drafting of speaking orders at Kohima, Nagaland July-19-20, 2012	02	25	Onkar Sharma
91.	Leadership Development Programme for Trade Union Leaders December 24-28,2012	05	28	Poonam S. Chauhan
92.	Social Protection and Livelihood Security January 14-17,2013	05	21	Otojit Kshetrimayum
93.	Effective Enforcement of Labour Laws in Unorganised Sector January 07-11,2013	05	09	Sanjay Upadhyaya
94.	Fundamental of Labour Laws February 11-14,2013	04	17	Sanjay updhayaya



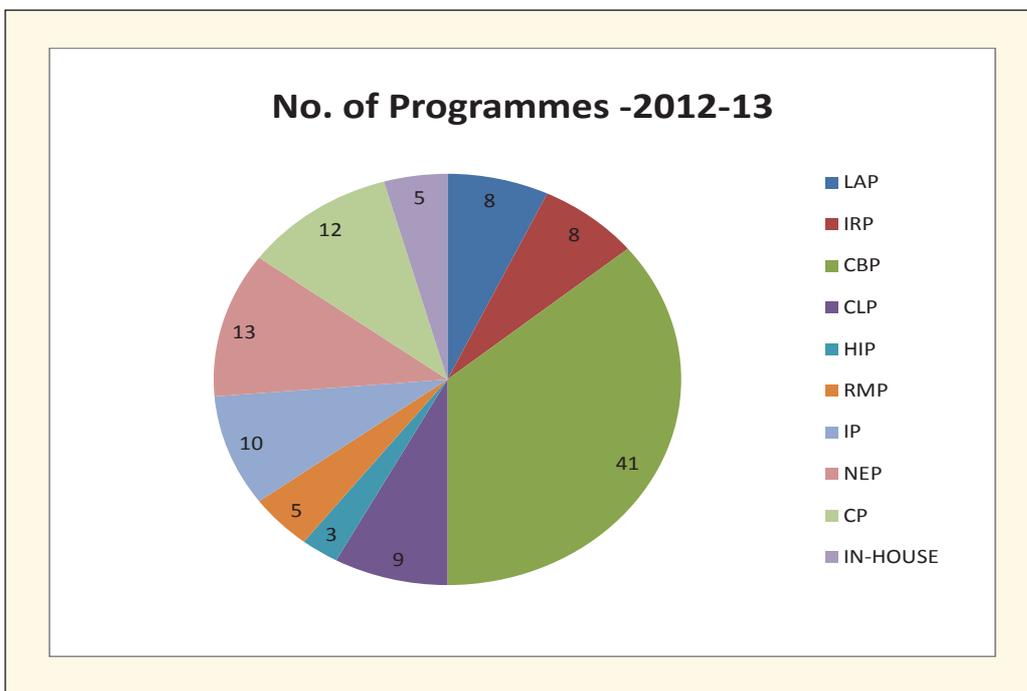
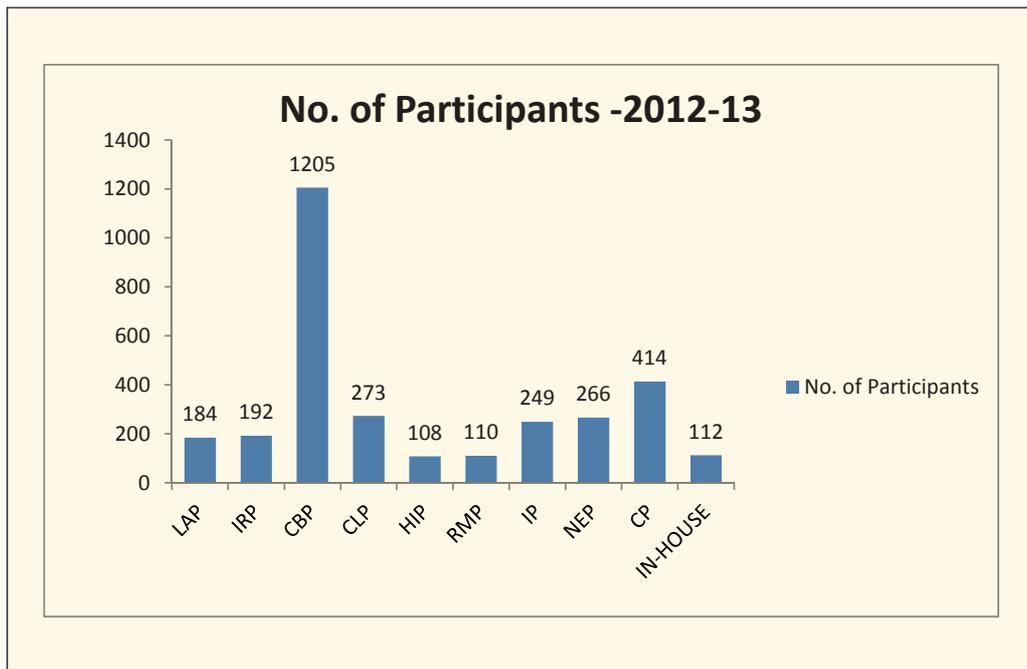
S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
95.	Research Methods in Labour Studies February 18-22,2013	05	16	Otojit Khestrimayum
96.	Labour Market, Employment and Social Protection: Trends and Challenges at Imphal, Manipur February 26-28, 2013	3	30	Otojit Khestrimayum
97.	Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers for North Eastern States March 04-08, 2013	05	11	Shashi Bala
COLLABORATIVE PROGRAMMES (CTP)				
98.	Social Protection & Livelihood (TILS) June 25-27, 2012	03	40	Dhanya M.B.
99.	Contract Labour and Trade Unions at AILS, Mumbai August 6-8, 2012	03	30	Onkar Sharma
100.	Leadership Development Programme for Trade Union Leaders - September 24-26, 2012- MILS, Mumbai	03	30	Sanjay Upadhyay
101.	Trade Unionism in Globalising Economy at Trivandrum (KILE) October 10-12, 2012	03	40	S.K. Sasikumar
102.	Gender Issues in Labour October 03-05, 2012-TILS, Chennai	03	40	Dhanya M. B.
103.	Social Security for unorganised Workers at Mumbai (MILS) November 21-23,2012	03	35	Otojit Kshetrimayum
104.	Gender Issues in Labour Trade Union Leaders at Ahmedabad (MGLI) December 26-28, 2012	03	30	Shashi Bala
105.	Effective Enforcement of Labour Laws in the Unorganised Sector at Bangalore (KLI) December 18-20, 2012	03	30	Onkar Sharma
106.	Social Security for Unorganised Workers in collaboration (AILS) at Mumbai . December 19-21, 2012	03	30	Poonam S. Chauhan
107.	Making Effective Conciliation (TILS) at Chennai January 22-24, 2013	03	30	Onkar Sharma



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
108.	Social Security at Siliguri (SLI, WestBengal) February 28-March 01, 2013	03	35	Ruma Ghosh
109.	Empowering Women Organisers at Bhubaneswar, (NCDS), Odisha March 21-23, 2013	03	30	Amitav Khuntia
IN HOUSE PROGRAMMES				
110.	Management of Contract Labour for ONGC at Dehradun – January 08-10, 2013	03	24	Onkar Sharma
111.	Participative Management, Leadership Development for NTPC at Talcher, Odisha February 26-28, 2013	03	30	Onkar Sharma
112.	Effective Implementation of Labour Laws/Schemes in Factories/Estts & Social Dialogue March 04-08, 2013	05	20	Onkar Sharma
113.	Effective Implementation of Welfare Funds/Cess and Financial Management, March 18-22, 2013	05	19	Onkar Sharma
114.	Effective Enforcement of Labour Laws – March 11-15, 2013 –	05	19	Sanjay Upadhyaya

Training Programmes held during April 2012–March 2013

S.No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1	LABOUR ADMINISTRATION PROGRAMMES	08	26	184
2	INDUSTRIAL RELATIONS PROGRAMMES	08	41	192
3	CAPACITY BUILDING PROGRAMMES	41	181	1205
4	CHILD LABOUR PROGRAMMES	09	27	273
5	HEALTH ISSUE PROGRAMMES	03	15	108
6	RESEARCH METHODS PROGRAMMES	05	64	110
7	INTERNATIONAL PROGRAMMES	10	169	249
8	NORTH EAST PROGRAMMES	13	55	266
9	COLLABORATIVE PROGRAMMES	12	36	414
10	INHOUSE PROGRAMMES	05	21	112
11	TOTAL	114	635	3113





N.R. De Resource Centre on Labour Information

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

1. Physical Achievement

Books—The library has acquired 303 books/reports/bound volumes of journals during April 2012 to March 2013, thereby enlarging the stock of books/reports/bound volume of journals etc. to 64237.

Journals—The library regularly subscribed to 193 professional journals, magazines and newspapers in printed and electronic forms during period.

2. Service

The library is constitutionally maintaining the following services to users populations

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



3. Products

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

- Guide to periodical literature–Quarterly in-house publication providing bibliographical information of articles from over 175 selected journals/magazine
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI,
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines,
- Current Content Service - Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute’s web site for public access.

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



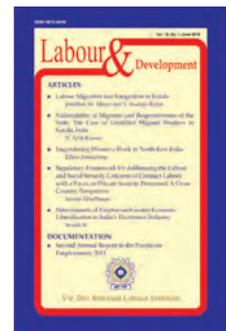
Publications

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.

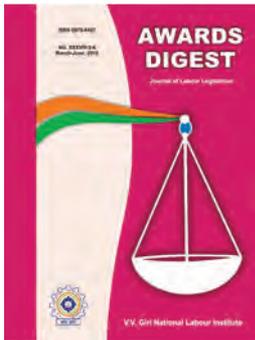
Journals/Periodicals

Labour & Development

Labour & Development is a bi-annual academic 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.



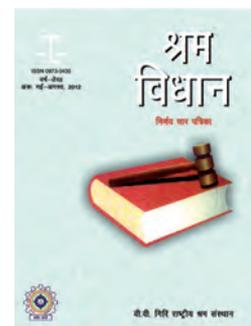
Awards Digest: Journal of Labour Legislation



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

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.

Indradhanush

It is bi-monthly Newsletter brought out by the Institute which captures Institute's multifarious activities in the area of research, training and education, workshop, seminar etc. The Newsletter also brings out brief details about different events organized by the Institute. It also highlights academic activities of the faculty and officers along with profiling the visits of the distinguished persons who visit the Institute.



Child Hope

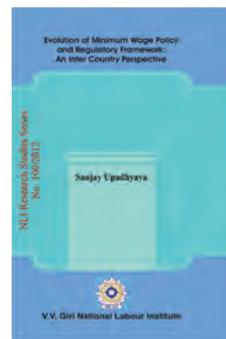
Child Hope is a quarterly Newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out to different sections of society, mobilizing their efforts in this direction.



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 101 research findings in this series. The research Studies brought out as *NLI Research Studies Series* in 2012 include:

- 094/2012 Migration from North-East to Urban Centres: A Study of Delhi Region
- 095/2012 Valuing Life in a Regulated Labour Market: A Study on Tea Plantations in Assam, India
- 096/2012 Employment Situation in North Eastern Region of India: Recent Trends and Emerging Challenges
- 097/2012 Growth, Composition and Determinants of Rural Non-Farm Employment in North East India
- 098/2012 Labour Market Participation of Working Women Post Maternity: A Case of Private Sector
- 099/2012 Implementation of Maternity Benefit Act



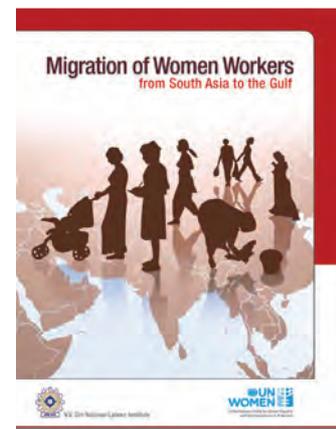
- 100/2012 Evolution of Minimum Wage Policy and Regulatory Framework: An Inter Country Perspective
- 101/2012 Engendering Gender Statistics: An Analysis of Gender Differentiated Statistics in India

Occasional Publications

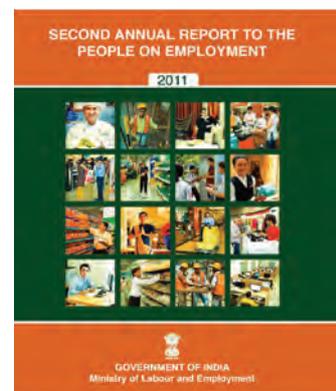
The Institute also brings out occasional publications based on its research and training interventions.

The major publications brought out were:

- औद्योगिक प्रशिक्षण संस्थानों (आईटीआई) के अध्यापकों के लिए कार्य की दुनिया में एचआईवी/एड्स की रोकथाम पर प्रशिक्षकों का प्रशिक्षण मैनुअल
- Migration of Women Workers from South Asia to the Gulf
- Second Annual Report to the People on Employment, 2011
- रोजगार पर लोगों के लिए दूसरी वार्षिक रिपोर्ट, 2011



The Second Annual Report to the People on Employment is presented with the objective of generating a public debate on the issue of creating quality employment with distributive justice. The Report reiterates the vision of the Government of India in conceiving the quality employment as an important tool to promote faster, inclusive and sustainable growth.



The report identifies the emerging trends in the labour market and analyses the role of different sectors, particularly those within the service sector, in generating quality employment. It also examines the existing inequalities in the labour market in order to advance the objective of inclusive growth. The Report highlights the contribution made by Government Schemes and programme in addressing issues of employment, social security and skill development of the labour force in general and those of the poor and disadvantaged sections in particular.



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 27.06.2012, 28.09.2012, 20.12.2012 and 06.02.2013 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 26.06.2012, 28.09.2012, 27.12.2012 and 06.02.2013. 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 31st March, 2012, 30th June, 2012, 30th September, 2012 and 31st December, 2012 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 14th September 2012 to 28th



September 2012. During this Pakhwara, various competitions were organised which include Nibandh evam Patra Lekhan, Tippan evam Alekhan, Tatkal Wak, Sulekh evam Shrutlekh, Hindi Kavya Path and Hindi Tankan evam Varg Paheli 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 28.09.2012.

Training Programmes

Out of 114 programmes conducted during 2012-2013, 10 programmes were conducted in English language and in 104 programmes both Hindi and English mixed languages were used to impart training to the participants.



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, Ph.D.	Fellow
8.	Shashi Bala, M.A, M.Phil. 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.	Ellina Samantroy, M.Phil, Ph.D	Associate Fellow
14.	M.B. Dhanya, M.A., 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 2012-13



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 31st March 2013

S. No.	Audit Para	Reply of the Institute
(A)	Grants-In-aid	
	Out of the Grants-in-Aid of Rs.1105.00 lakh (Rs.812.00 lakh under Plan and Rs.293.00 lakh under Non-Plan) received during the year the Institute utilized Rs.1105.00 lakh leaving a nil balance as on 31st March 2013.	Factual Position, hence no comments to offer.
(B)	Management Letter	
(A) (A.1)	Balance Sheet The Institute had provided an advance of Rs.718.92 lakh to CPWD, NOIDA and ESIC during the year from 1996-97 to 2012-13 for construction/renovation of various civil work and electrical works etc in the Institute. Although all the works had been completed, they were not Capitalized due to non-receipt of completion certificate from the competent authority. This resulted in understatement of Work-in-progress and overstatement of Advances by Rs.718.92 lakh.	The institute is in the Process of obtaining completion and Utilization Certificates from these agencies and same will be capitalized on receipts of these certificates. The concerned agencies are being expedited regularly. Hence the para may kindly be dropped.



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 31st March 2013

We have audited the attached Balance Sheet of V.V. Giri National Labour Institute We have audited the attached Balance Sheet of V.V. Giri National Labour Institute (Institute), NOIDA (Gautam Buddha Nagar) as at 31 March 2013, the Income & Expenditure Account and Receipts & Payments Account for the year ended on that 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 Reports/CAG's Audit Reports separately.

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

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

4. Based on our audit, we report that :

- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit;
- (ii) The Balance Sheet, Income & Expenditure Account and Receipts & Payments Account dealt with by this report have been drawn up in the common format of account 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) Grants-in-aid

Out of the Grants-in-Aid of 1105.00 lakh (₹ 812.00 lakh under Plan and ₹293.00 lakh under Non-Plan) received during the year the Institute utilised ₹1105.00 lakh leaving a nil balance as on 31st March 2013.

(B) Management letter: Deficiencies which have not been included in the Audit Report have been brought to the notice of the 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, Income & Expenditure Account and 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 to this Audit Report 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, NOMA (Gautam Buddha Nagar) as at 31 March 2013; and
- b. In so far as it relates to Income & Expenditure Account of the 'deficit' for the year ended on that date.

For and on behalf of the C&AG of India

**Place: Allahabad
Date : 4.02.2014**

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



ANNEXURE

1. Adequacy of Internal Audit System

Internal Audit of the Institute for the year 2012-13 was carried out by a Chartered Accountant firm. Internal Audit Manua has not been prepared by the Institute

2. Adequacy of Internal Control System

Internal Control mechanism is put in place by the Institute in order to provide a reasonable assurance regarding achievement of the objectives like compliance with prescribed rules and regulations, efficiency and effectiveness of operations as ON well as sound financial reporting.

Internal control mechanism in the Institute reflected the deficiencies such as non- issue of Completion Certificates in respect of the completed works and non-adjustment of advances provided to CPWD, ESIC and UPPCL.

3. System of Physical verification of fixed assets

Physical verification of fixed assets has been conducted up to the year 2012-13.

4. System of Physical verification of inventory

Physical Verification of inventory has been conducted up to the year 2012-13.

5. Regularity in payment of statutory dues

The Institute was regular in payment of statutory dues except ₹2.50 lakh in respect of interest and penalty under the provision of TDS of Income Tax Act, 1961.

Sd/-
Dy. Director of Audit



MANAGEMENT LETTER

(A) Balance Sheet

(A.1) The institute had provided an advance of ₹718.92 lakh CPWD. NOIDA and ESIC during the year from 1996-97 to 2012-13 for construction/renovation of various civil works and electrical works in the Institute. Although all the works had been completed, they were not capitalised due to non-receipt of completion certificate from the competent authority. This resulted in understatement of Work-in-progress and overstatement of advances by ₹718.92 lakh.

Sd/-
Dy. Director of Audit



**ANK & ASSOCIATES
CHARTERED ACCOUNTANTS**

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

INTERNAL AUDITORS' REPORT

To
**The Director General
V V Giri National Labour Institute NOIDA**

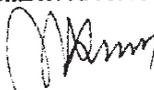
We have audited the attached Balance Sheet of ` V V Giri National Labour Institute NOIDA as at 31st. March 2013, the Income & Expenditure Account and also the Receipts and Payment Account for the year ended on that date. These financial statements are the responsibilities of the Society's management. 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 2013.
 - 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: 2nd July 2013



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

BALANCE SHEET AS ON 31ST MARCH 2013

LIABILITIES	SCH.	Fig as at 31.03.2013	Fig as at 31.03.2012
CAPITAL FUND	1	49,098,004.34	76,780,694.25
DEVELOPMENT FUND	2	58,286,549.54	51,857,556.54
RESERVE & SURPLUS	3	11,526,658.27	12,883,265.90
EARMARKED FUND	4	71,891,894.00	42,225,908.00
CURRENT LIABILITIES & PROVISIONS	5	35,889,761.00	7,877,549.84
TOTAL		226,692,867.15	191,624,974.53
ASSETS			
FIXED ASSETS (NET BLOCK)	6	68,589,257.00	76,488,368.00
INVESTMENTS: EARMARKED FUNDS	7	63,621,462.77	57,520,899.61
CURRENT ASSETS LOANS & ADVANCES	8	94,482,147.38	57,615,706.92
TOTAL		226,692,867.15	191,624,974.53

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

18

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: 2nd July 2013



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2013

PARTICULARS	SCH.	Fig as at 31.03.2013	Fig as at 31.03.2012
INCOME			
Grants in Aid	9	108,288,484.00	74,821,086.00
Fees and Subscription	10	20,007,621.00	16,039,478.00
Interest Earned	11	62,906.47	168,903.00
Other Income	12	15,076,063.78	8,137,494.00
Prior Period Income	13	-	4,301,542.00
TOTAL (A)		143,435,075.25	103,468,503.00
EXPENDITURE			
Establishment Expenses	14	64,484,318.00	38,602,963.00
Administrative Expenses	15	18,171,455.00	19,954,660.60
Prior Period Expenditure	16	1,405,516.16	12,419.00
Expenditure on Plan Grant & Subsidies	17	78,988,616.00	44,445,278.90
TOTAL (B)		163,049,905.16	103,015,321.50
EXCESS OF INCOME OVER EXPENDITURE BEFORE DEPRECIATION (A-B)		(19,614,829.91)	453,181.50
Less:			
Depreciation	6	10,305,784.00	12,167,053.00
BALANCE BEING DEFICIT CARRIED TO CAPITAL FUND		(29920613.91)	(11713871.50)
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: 2nd July 2013



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2013

Previous Year 31.03.2012	RECEIPTS	AMOUNT (Rs.) 31.03.2013	Previous Year 31.03.2012	PAYMENTS	AMOUNT (Rs.) 31.03.2013
55,090.95	Opening Balance	23,264.95	34,929,949.00	Expenses	
	Cash in Hand			Establishment Expenses	34,795,148.00
	Bank Balances:		19,141,705.60	Administrative Expenses	17,623,501.00
1,949,976.00	Current Account	2,618,181.30	32,853,042.90	Utilisation of Plan Grant	45,013,879.00
4,505,434.54	Savings Account - Projects	7,969,097.67	48,414.00	Prior Period Expenditure	1,419,366.16
1,075,494.17	Revolving Funds	-	978,956.00	Prepaid Expenses	-
45,286,064.40	Deposit Account	50,837,312.00	1,075,494.17	Revolving Funds	-
2,810,480.00	Prior Period Deposit	-			
605,012.20	Prior Period Current Account	-	1,693,411.00	Fixed Assets	2,379,727.00
36,217.00	Postage in hand	21,863.00		Payments made against	
	Grants Received		6,614,169.00	Fund for Various Projects	8,941,144.28
76,500,000.00	From Govt. of India (MOL&E)	110,500,000.00	1,929,296.40	Other Projects Expenses	1,008,981.00
9,893,725.00	From Other Agencies	6,687,991.00			
848,492.00	Receipts from Other Projects	779,292.00	450,216.00	Advance to Staff	423,060.00
	Interest Received				
2,740,767.60	Development Fund	5,885,033.00		Remittance of Recovery	
-	- Acerued Interest (P Year)	1,564,204.54	43,817.00	From Staff/Other Institutions	54,750.00
102,465.00	Vehicle Advance	21,471.00			
	Savings Account	28,692.47		Other Payments	
184,107.13	Interest: Project Accounts	475,800.65	1,159,412.00	Expenses Payable	5,996,735.00
13,810,059.00	Fees/Subscription	15,831,968.00	81,000.00	Refund of Security Deposit	409,935.00
8,137,494.00	Other Income	14,776,063.78	17,824,297.00	Advance to ESIC	30,000,000.00
2,299,241.00	Prior Period Income	-	113,525.00	Imperest (Staff)	
244,636.00	Recovery of Advances			Closing Balance	
	From Staff	173,170.00	23,264.95	Cash in Hand	58,477.95
	Other Receipts			Bank Balances	
-	- Income Tax Refund	75,040.00	2,618,181.30	Current Account	6,025,789.08
939,000.00	Bills Receivables	-		Savings Account - IOB	260,229.05
7,824,297.00	Refund from CPWD	-		Savings Account - Corp Bank	63,922.26
546,374.00	Security Deposit	522,000.00	21,863.00	Postage in hand	39,430.00
	- Receivie from HBA FUND	160,727.00	50,837,312.00	Deposit : Development Fund	58,286,549.54
			7,969,097.67	Savings Account - Projects	6,191,745.04
11,997.00	Recovery of Library Books	11,997.00			
-	- Sale of Vehicle	29,200.00			
180,406,423.99	TOTAL	218,992,369.36	180,406,423.99	TOTAL	218,992,369.36

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

**Signed Accounting Policies,
Contingent Liabilities % Notes to Accounts
Signed in terms of our Report even date
For ANK & ASSOCIATES** 18
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: 2nd July 2013

**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA****Schedules forming part of Accounts for the year ended on 31.03.2013****SCHEDULE 1- CAPITAL FUND****(Amount in Rs.)**

		Fig as at 31.03.2013	Fig as at 31.03.2012
Balance at the beginning of the year		76,780,694.25	95,165,894.06
Previous year Adjustments		-	228,924.69
Transferred to Development fund		-	(8,579,167.00)
Add: Contributions towards Capital Fund			
From Plan Grants	2,211,516.00		
From Non-Plan Grants	53,637.00		
From External Projects	182,717.00	2,447,870.00	1,678,914.00
Previous years adjustments		(209,946.00)	-
Less: Excess of Expenditure over Income		(29,920,613.91)	(11,713,871.50)
TOTAL		49,098,004.34	76,780,694.25

SCHEDULE 2-DEVELOPMENT FUND

Balance at the beginning of the year		51,587,556.54	39,565,406.64
Add: Addition during the year		-	8,579,167.00
Add: Interest on Bank FDR		5,883,575.00	3,711,608.90
Add: Interest on S.B. Account		1,458.00	1,374.00
Add: Provision for Interest during previous years adjusted		543,960.00	-
TOTAL		58,286,549.54	51,857,556.54

SCHEDULE 3- RESERVES & SURPLUS

REVOLVING FUND			
A- REVOLVING HBA FUND			
Balance at the beginning of the year		4,508,618.93	2,492,384.84
Add: Interest Earned from Bank- SB & FDR		277,242.00	85,445.00
Add: Interest on HBA from Staff		104,420.00	169,871.00
Add: Previous Year Transactions		-	1,760,918.09
TOTAL (A)		4,890,280.93	4,508,618.93



B-REVOLVING COMPUTER FUND		
Balance at the beginning of the year	405,549.30	386,312.00
Add: Interest Received from Bank	14,794.00	12,975.00
Add: Interest accrued from Staff	2,228.00	32,033.00
Add: Recovered from Staff	36,806.00	16,965.00
Less: Previous Year adjustments	(14,745.00)	(42,735.70)
TOTAL (B)	444,632.30	405,549.30

C-PROJECT FUND

Balance at the beginning of the year	7,969,097.67	5,408,375.16
Add: Received During The Year	7,024,171.00	9,891,725.00
Add: Interest Received from Bank	475,800.65	184,107.13
Previous Year Adjustments	-	(1,650,232.62)
Less: Tax Deducted at source	(336,180.00)	-
Less: Expenditure During the Year, if any	(8,941,144.28)	(5,864,877.00)
TOTAL (C)	6,191,745.04	7,969,097.67
TOTAL (A+B+C)	11,526,658.27	12,883,265.90

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

	Fig as at 31.03.2013	Fig as at 31.03.2012
Balance at the beginning of the year	42,225,908.00	28,208,196.00
Add: Previous Year Amount	(334,014.00)	4,017,712.00
Add: Amount advanced during the Year	30,000,000.00	10,000,000.00
TOTAL	71,891,894.00	42,225,908.00

SCHEDULE -5 CURRENT LAIBILITIES AND PROVISIONS

	Fig as at 31.03.2013	Fig as at 31.03.2012
A-CURRENT LAIBILITIES		
EMD and Security Deposit	1,303,330.00	414,935.00
Outstanding Liabilities including Sundry Creditors	34,586,431.00	7,257,400.00
TOTAL (A)	35,889,761.00	7,672,335.00
B-PROVISIONS		
Statutory Liabilities- Payable on Retirement	-	205,214.84
TOTAL (B)	-	205,214.84
TOTAL (A+B)	35,889,761.00	7,877,549.84



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2013

SCHEDULE 6- FIXED ASSETS

Particulars	Wdv as at 01.04.11		Additions		Deletion during the year	Total as at 31.03.13	Depreciation Amount	Wdv As At 31.03.13
			Upto 03.10.12	After 03.10.12				
Land *	0%	-	-	-	-	-	-	-
Building	10%	50,181,160	-	-	-	50,181,160	5,018,116	45,163,044
Furniture & Fittings	10%	5,533,942	-	-	-	5,533,942	553,394	4,980,548
Equipments	15%	11,513,398	822,893	610,949	-	12,947,240	1,896,265	11,050,975
Vehicles	15%	867,846	-	-	29,200	838,646	125,797	712,849
Library Books	25%	6,617,975	106,705	243,130	11,997	6,955,813	1,708,562	5,247,251
Computers	60%	1,070,047	277,212	210,981	-	1,558,240	871,650	686,590
Webcite	15%	704,000	176,000	-	-	880,000	132,000	748,000
		76,488,368	1,382,810	1,065,060	41,197	78,895,041	10,305,784	68,589,257

* 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 31.03.2013	Fig as at 31.03.2012
a. CONTRIBUTORY PROVIDENT FUND		
Indian Overseas Bank : S B Account	-	82.05
Corporation Bank SB Account	-	44,405.79
Amount Receivable from HBA Fund	-	160,727.00
TOTAL (a)	-	205,214.84
b. DEVELOPMENT FUND		
Fixed Deposit Accounts	55,265,856.00	42,258,145.00
FDR: Deprectation Fund	-	8,579,167.00
Interest Accrued on FDRs (including TDS)	2,982,745.30	1,527,714.30
Indian Overseas Bank : SB Account	37,948.24	36,490.24
TOTAL (b)	58,286,549.54	52,401,516.54



c. REVOLVING HBA FUND		
Indian Overseas Bank : FDR	2,905,060.00	2,644,744.00
Interest Accrued on FDRs	609.00	1,118.00
Indian Overseas Bank : SB Account	144,296.93	36,655.93
Excess Amount Refundable	-	(10,679.00)
Amount Payable to CPF Funds	-	(160,727.00)
HBA Advance to Staff	1,840,315.00	1,997,507.00
TOTAL (c)	4,890,280.93	4,508,618.93
d. REVOLVING COMPUTER FUND		
Indian Overseas Bank : SB Account	432,091.30	362,791.30
Computer Advance to Staff	21,541.00	42,758.00
TOTAL (d)	444,632.30	405,549.30
TOTAL (a+b+c+d)	63,621,462.77	57,520,899.61

SCHEDULE 8- CURRENT ASSETS, LOANS & ADVANCES

A-CURRENT ASSETS	Fig as at 31.03.2013	Fig as at 31.03.2012
(a) CASH & BANK BALANCES		
Cash -in- Hand	58,477.95	23,264.95
Bank Balances		-
In Current Accounts with Indian Overseas Bank	6,025,789.08	2,618,181.30
Indian Overseas Bank : S B Account	260,229.05	-
Corporation Bank S B Account	63,922.26	-
Postage Account	39,430.00	21,863.00
TOTAL (a)	6,447,848.34	2,663,309.25



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

(b) PROJECT ACCOUNT	Fig as at 31.03.2012	Received during the year	Tax Deducted at Source	Bank Interest	Expenditure During the year	Fig as at 31.03.2013
In S B Accounts with Indian Overseas Bank						
NRCCL Account-4475	136,933.46	528,000.00		25,208.00	24,650.00	665,491.46
FCNR Account -10500	963,795.00	-		26,473.00	924,700.50	65,567.50
ILO-Networking-11015	82,263.00	-		1,241.00	83,504.00	-
ILO- Pedagogical Material for Decent Work-11959	123,289.00	-		1,897.00	125,186.00	-
ILO-INDUS Child Labour Project-12726	16,157.00	-		634.00	20.00	16,771.00
ILO-Prevention of HIV/AIDS (Part-IV) 12813	334,768.00	-		15,017.00	192,354.00	157,431.00
M O O A.-Skill Dev. System-13409	13,624.00	-		142.00	13,766.00	-
M O L&E-Evaluation of NCLP-13004	752,581.00	-		23,162.00	211,955.00	563,788.00
IOCL-Study on Labour Availability-13798	144,548.00	-		1,877.00	146,425.00	-
M O R D :NREGA Project-13613	1.00	-		-	1.00	-
M O L & E : Upgradation of 1396 Govt. IIT,s-14518	-	951,500.00	95,150.00	19,816.00	357,355.00	518,811.00
UNDP:Women Migrant Workers in South Asia -14517	83,857.00	-		3,759.00	17,648.00	69,968.00
M O L & E : Management Review VTIP World Bank-14684	345,813.00	1,519,035.00	151,904.00	42,168.00	1,273,836.00	481,276.00
Report to People on Employment-14685	651,819.00	-		32,238.00	105,342.00	578,715.00
S B ACCOUNT: SYNDICATE BANK						
UNDP- Social Security-8980	224,037.21	-		2,160.57	226,197.78	0.00
S B ACCOUNT: CORPN. BANK						
ILO Convergence -120004	411,000.00	735,982.00		42,616.91	480,944.00	708,654.91
VVG NLI Consultancy Project	1,000.00	891,254.00	89,126.00	22,541.00	723,817.00	101,852.00
VVG NLI Employee Welfare Fund-4098	1,000.00	-		85.00	-	1,085.00
M O R D Rural Workers in India-120003	3,650,830.00	-		181,497.17	2,759,754.00	1,072,573.17
M O HUPA-Urban Poverty Alleviation- 2663	31,782.00	-		2,167.00	-	33,949.00
ILO Knowledge Centre 4548		2,398,400.00		31,101.00	1,273,689.00	1,155,812.00
TOTAL (b)	7,969,097.67	7,024,171.00	336,180.00	475,800.65	8,941,144.28	6,191,745.04
TOTAL (A) (a+b)	10,632,406.92					12,639,593.38



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

	Fig as at 31.03.2012	Advances during the year	Recovery During the year	Fig as at 31.03.2013
A. OTHER ADVANCES			Fig as at 31.3.2013	Fig as at 31.3.2012
Advance to Outside Agencies			368,117.00	284,992.00
Expenses (Receipts) : Misc Projects of Outside Agencies			451,265.00	(743,733.00)
TDS deducted at source			1,314,140.00	1,139,121.00
Departmental Advance (N.P.)			150.00	4,000.00
Departmental Advance (P)			-	24,525.00
Bills Receivables			5,484,451.00	2,555,598.00
Prepaid Expenses			1,226,346.00	978,956.00
TOTAL (a)			8,844,469.00	4,243,459.00
B: LOANS AND ADVANCES				
TO STAFF				
Festival Advance	45,900.00	105,000.00	89,475.00	61,425.00
Cycle Advance	2,300.00	-	1,600.00	700.00
Car Advance	388,898.00	171,760.00	36,653.00	524,005.00
Scooter Advance	56,489.00	120,000.00	37,088.00	139,401.00
LTC- Advance	354,360.00	697,883.00	1,038,243.00	14,000.00
Medical Advance	-	771,715.00	405,055.00	366,660.00
TOTAL (b)	847,947.00	1,866,358	1,608,114.00	1,106,191.00
C: 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 2005-06	3,755,713	-	-	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
Advance to UPPCL-Plan 2012-13	-	30,000,000		30,000,000
TOTAL(c)	41,891,894	30,000,000	-	71,891,894
TOTAL (A+B+C)			94,482,147.38	57,615,706.92

**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA****Schedules forming part of Accounts for the year ended on 31.03.2013****SCHEDULE '9' GRANTS-IN-AID**

	Fig as at 31.03.2013	Fig as at 31.03.2012
NON-PLAN		
From Govt. of India (MOL&E)	29,300,000.00	31,500,000.00
PLAN		
From Govt. of India (MOL&E)	75,700,000.00	40,500,000.00
From Govt. of India (MOL&E) N. E.	5,500,000.00	4,500,000.00
TOTAL	110,500,000.00	76,500,000.00
Less: Grants-in- Aid Capitalised	2,211,516.00	1,678,914.00
	2,211,516.00	1,678,914.00
Amounts shown to Income & Expenditure Account	108,288,484.00	74,821,086.00

SCHEDULE '10' FEES AND SUBSCRIPTION

Education Training Programme Fee	19,943,946.00	15,974,278.00
Subscription of Award Digest	27,950.00	21,400.00
Subscription of Labour & Development	12,525.00	15,125.00
Receipts from Sale of Glossary-Labour Laws	14,500.00	9,645.00
Subscription of Shram Vidhan	6,100.00	12,600.00
Receipts from Sale of Other Publications	2,600.00	6,430.00
	20,007,621.00	16,039,478.00

SCHEDULE '11' INTEREST EARNED

Interest on Scooter/Vehicle Advance	29,470.00	168,903.00
Penal Interest	33,436.00	-
	62,906.47	168,903.00

SCHEDULE '12' OTHER INCOME

Non Plan Income	3,100,848.00	2,950,425.00
Income from Hostel Utilisation	7,525,900.00	4,977,956.00
Sale of Tender Forms	68,500.00	51,050.00
Income from Photostat	269,885.00	90,027.00
Sale of Unusable Items	923,311.00	-
Rent from Staff Quarters-Licence Fee	154,396.00	68,036.00
Income from External Projects (closed)	872,466.78	
Other Receipts	28,500.00	
Consultancy Faculty Charges	1,682,257.00	
Income From Use of Premises	450,000.00	
TOTAL	15,076,063.78	8,137,494.00



SCHEDULE '13' PRIOR PERIOD INCOME

	Fig as at 31.03.2013	Fig as at 31.03.2012
Prior Period Income	-	4,301,542.00
Total	-	4,301,542.00

SCHEDULE '14' ESTABLISHMENT EXPENSES

Salaries to Staff	27,873,514.00	26,313,070.00
Allowances and Bonus	3,972,177.00	2,805,690.00
Contribution to C.P.F.	40,973.00	2,629,739.00
Contribution to NPS	2,120,410.00	2,118,065.00
Expenses on Employee Retirement & Terminal Benefits	29,426,200.00	3,350,553.00
Leave Salary Pension Contribution For Staff on Deputation	463,683.00	855,047.00
Arrears of MACP (6th CPC)	587,361.00	530,799.00
TOTAL	64,484,318.00	38,602,963.00

SCHEDULE '15' ADMINISTRATIVE EXPENSES

Electricity and Power Charges	4,206,630.00	5,146,859.00
Water Charges	338,107.00	338,139.00
Insurance	89,605.00	77,209.00
REPAIR & MAINTENANCE		
a. Computer	63,051.00	35,270.00
b. Cooler/A.C.	160,400.00	263,440.00
c. Office Building and Allied	557,289.00	103,399.00
Vehicle Running and Maintenance Expenses	297,998.00	271,257.00
Postage, Telegram & Communication Charges	104,503.00	38,864.00
Printing & Stationery	604,498.00	14,943.10
Photostat Expenses	455,110.00	-
Travelling and Conveyance Exp.	1,196,213.00	725,890.00
Staff Welfare Expenses	131,765.00	83,130.00
Advertisement & Publicity	112,876.00	123,356.00
Miscellaneous Expenses	120,058.00	176,447.50
Maintenance of Campus	-	2,935,388.00
Telephone, Fax & Internet Charges	577,491.00	504,672.00
Hindi Protsahan Expenses	152,794.00	59,409.00
Building Renovation & Upgradation	1,028,729.00	701,171.00
Paid Training Programme Expenses	7,591,113.00	7,803,248.00
Audit Fee (CAG UP)	-	177,300.00
Internal Audit Fee	84,270.00	-
Legal & Professional Charges	244,318.00	375,269.00
Purchase of New Assets	53,637.00	-
Amounts Transfer to Income & Expenditure Account	18,171,455.00	19,954,660.60
Cost of Assets Capitalised	53,637.00	-
Grand Total	18,117,818.00	19,954,660.60

**V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA****Schedules forming part of Accounts for the year ended on 31.03.2013****SCHEDULE '16' PRIOR PERIOD EXPENDITURE**

	Fig as at 31.03.2013	Fig as at 31.03.2012
Prior Period Expenditure	1,405,516.16	12,419.00
	1,405,516.16	12,419.00

SCHEDULE '17' EXPENDITURE ON PLAN GRANTS

A. RESEARCH, EDUCATION AND TRAINING		
Research Projects, Workshop & Publication	9,118,458.00	6,782,657.00
Education Programmes	13,086,097.00	10,594,484.00
Rural Programmes	1,930,232.00	3,063,644.90
Information Technology	1,086,266.00	2,389,011.00
Campus Services	184,25,890.00	7,527,815.00
TOTAL (A)	43646,943.00	30,357,611.90
B. PROGRAMME/PROJECTS FOR N.E. STATES		
Education Programmes	4,365,263.00	2,897,806.00
Projects (Including Info.Tech./Infra/ Pub.)	1096,587.00	1,563,929.00
TOTAL (B)	5,461,850.00	4,461,735.00
C. AUGMENTATION OF LIBRARY FACILITIES		
Subscription to Journals/Periodicals	1,452,901.55	1,284,307.00
Library Books	344,795.00	82,689.00
Library Augmentation/ Modernisation	293,642.00	882,670.00
	2,091,339.00	2,249,666.00
Less: Tfd to Prepaid Expenses	-	944,820.00
TOTAL (C)	2,091,339.00	1,304,846.00
D. INFRASTRUCTURE		
Hostel Block : Renovation : Advance to ESIC	-	10,000,000.00
Hostel Block : Renovation : Advance to UPPCI	30,000,000.00	
TOTAL (D)	30,000,000.00	10,000,000.00
TOTAL PLAN EXPENSES (A to D)	81,200,132.00	46,124,192.90
Less: Cost of Assets Capitalised	2,211,516.00	1,678,914.00
	2,211,516.00	1,678,914.00
Amounts Transfer to Income & Expenditure Account	78,988,616.00	44,445,278.90



V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2013

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.

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.

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 existence 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.

8. The Institute has made provision during the current year for Gratuity and Earned Leave Payable on actuarial basis upto the the period ended on 31.03.2013. as no provision was made in the earlier years. A sum of Rs. 2,89,78,100.00 was shown as contingent liability of the institute as on 31.03.2012 and the same has been fully provided for during the year.

Particulars		Provision Upto 31.03.2103	Contingent Liability Upto 31.03.2102
Gratuity	Plan	1,855,656.00	2,221,861.00
Gratuity	Non Plan	16,979,535.00	14,524,550.00
Earned Leave	Plan	1,632,570.00	1,784,395.00
Earned Leave	Non Plan	12,001,747.00	10,447,294.00
		32,469,508.00	28,978,100.00

9 Income Tax Returns

The Institute had filed its return of Income for the years ended on 31.03.12 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 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: 2nd July 2013

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

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UTTAR PRADESH, INDIA

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