



# Annual Report

2013-14

V.V. GIRI NATIONAL LABOUR INSTITUTE

# Annual Report 2013-14

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

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## Major Achievements (2013-14)

- **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 23 major research projects that provided the requisite knowledge base for policy formulation on key areas like employment, skill development, child labour, informal sector, migration, social security, gender issues, health & labour and labour issues.
- **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 123 training programmes attended by 3975 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 50 capacity building training programmes attended by 1751 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 12 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 371 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 International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy. The basic objective of this MOU is to expand the collaboration between the two institutions in training activities to promote decent work for all.
- As a part of this MOU, the ITC, Turin and VVGNI jointly organized a training programme on '*Social Dialogue, Labour Law and Labour Administration* for Officials of Islamic Republic of Afghanistan' at V.V. Giri National Labour Institute, Noida which was attended by 21 Afghan Officials.
- Some of the major international training/workshop/conference organized by the Institute are:
  - One Spécial Training Programmes on *Skill Development* for Officials of the TVET Department, Ministry of Education, Islamic Republic of Afghanistan was organized on request of Afghanistan Government which was attended by 24 Afghan Officials.
  - Second SAARC Regional Workshop on Child Labour to share experiences and to draw lessons from the successful experiences of different countries in the SAARC region was organised by Ministry of Labour & Employment, Government of India, V.V.Giri National Labour Institute (VVGNI) and the ILO. The Workshop was attended by 60 senior government officials, representatives from Employers' Federations and Workers' organisations from the SAARC countries.
  - The X<sup>th</sup> International Conference on Labour History was organized with the Association of Indian Labour Historians at V.V. Giri National Labour Institute. The theme of the conference was Labour History – A Return to Politics? The conference was inaugurated by Smt. Gauri Kumar, Secretary (Labour & Employment), Ministry of Labour & Employment. Two books viz., *Towards a New History of Work* edited by Prof. Sabyasachi Bhattacharya and *Working Lives and Worker Militancy: The Politics of Labour in Colonial India*, edited by Prof. Ravi Ahuja were released during the conference.



- **Forum for intense debates on policy issues and dissemination of major initiatives** : The Institute organised 3 major workshops/panel discussion on contemporary concerns on key themes like ***Unorganised Labour, Labour Laws, Social Security, Unionisation and Recent Judicial pronouncements; ILO Convention 181 : Issues and Challenges in the context of Private Placement Agencies in India; and Human Bondage: Tracing its Roots in India.***
- **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 30 publications during 2013-14.
- **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 207 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 **190000 pages of important documents on labour history in digital form uploaded in the website of labour archives** ([www.indialabourarchives.org](http://www.indialabourarchives.org)). **30000 pages were additionally digitized and processed during 2013-14.**



## *Institute's Vision and Mission*

### **Vision**

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

### **Mission**

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

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



## Institute's Mandate

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

### OBJECTIVES AND MANDATE

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

- (i) to undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- (ii) to undertake and assist in 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 Central Government, Employers' Organization, Workers' Organization, Members of Parliament, eminent persons who have made noteworthy contributions in the field of labour and research Institutions. Union Minister of Labour and Employment is the President of the General Council. 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 Oscar Fernandes President  
Union Minister for Labour & Employment  
Shram Shakti Bhawan  
New Delhi – 110 001
2. Shri. Kodikunnil Suresh Vice-President  
Minister of State for Labour & Employment  
Ministry of Labour & Employment  
Shram Shakti Bhawan  
New Delhi – 110 001

### Six Central Government Representatives

3. Smt. Gauri Kumar Vice-President  
Secretary (Labour & Employment)  
Ministry of Labour & Employment  
Shram Shakti Bhawan  
New Delhi
4. Shri A.K. Sinha Member  
Additional Secretary  
Ministry of Labour & Employment  
Shram Shakti Bhawan  
New Delhi



- |    |   |        |
|----|---|--------|
| 5. | Joint Secretary<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi  | Member |
| 6. | Ms. Meenakshi Gupta<br>Joint Secretary & Financial Adviser<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi – 110 001 | Member |
| 7. | Shri Ashok Thakur<br>Secretary<br>Deptt. of Secondary & Higher Education<br>Ministry of HRD<br>Shastri Bhawan<br>New Delhi – 110 001        | Member |
| 8. | Shri K.N. Pathak<br>Jt. Adviser (LEM)<br>Adviser (Labour & Employment)<br>Planning Commission<br>Yojana Bhawan<br>New Delhi – 110 001       | Member |

### **Two Workers' Representatives**

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|-----|--|--------|
| 9.  | Dr. Subhash Sharma<br>Indian National Trade Union Congress( INTUC)<br>74-SF Saraswati Vihar, Kapurthala Road<br>Jalandhar – 144 008 (Punjab)                   | Member |
| 10. | Shri B.Surendran<br>All India Dy. Organising Secretary<br>Bharatiya Mazdoor snagh<br>Keshavar Kudil,<br>5, Rangasayee Street<br>Perambur,<br>Chennai – 600 011 | Member |



### Two Employers' Representatives

- |   |        |
|---|--------|
| 11. Shri K.E.Raghunathan<br>National General Secretary,<br>All India Manufacturers' Organization (AIMO)<br>Jeevan Sahakar, 4 <sup>th</sup> Floor<br>Sir P.M. Road, Fort<br>Mumbai – 400 001 | Member |
| 12. Shri B.P.Pant<br>Secretary<br>Council of Indian Employers (CIE)<br>Federation House, Tansen Marg<br>New Delhi – 110 001   | Member |

### Four Eminent Persons who have Made Noteworthy Contribution in the field of Labour or Related Fields

- |   |        |
|---|--------|
| 13. Shri Suryakant Singla<br>S/o Shri P.L. Singla<br>R/o A-109, Madhuban, Vikas Marg<br>Delhi – 110 092   | Member |
| 14. Shri Rajeev Gupta<br>S/o Late Shri Bharat Bhushan Gupta<br>9/13, Mahant Quarters, Idgah<br>Chakrata Road, Dehradun – 248 001<br>Uttarakhand | Member |
| 15. Shri Deepak Tatia<br>16-K-1, Jyoti Nagar<br>Sahkar Marg, Jaipur<br>Rajasthan  | Member |
| 16. Shri Raghavendra V.Nadagouda<br>Advocate<br>H.No. 11-109/7-A<br>Raghvendra Colony<br>Gulbarga (Karnataka)                                   | Member |



### Two Members of Parliament (One Each From Lok Sabha and Rajya Sabha)

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|--|--------|
| 17. Dr. Vinay Kumar Pandey<br>Member of Parliament (Lok Sabha)<br>9, North Avenue,<br>New Delhi – 110 001      | Member |
| 18. Shri Rama Chandra Khuntia<br>Member of Parliament (Rajya Sabha)<br>26, Dr. R.P.Road<br>New Delhi – 110 001 | Member |

### Research Institution

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

### Representative From V.V. Giri National Labour Institute, Noida

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



## Research

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

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

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

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

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

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



## Centre for Labour Market Studies

The research activities 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 PROJECTS

#### 1. Employment and Social Protection of Cashew Workers in India with Special Reference to Kerala

##### Objectives of The Study

The specific objectives of the study were:

- Examine the socio-economic profile of cashew workers and their households;
- Analyse employment and working conditions of cashew workers, and particularly to examine working hours, employment contract, wage payments, provision of social security, health hazards, etc.;
- Assess the efficacy of existing social security and welfare measures for workers in cashew processing;
- Suggest suitable measures to strengthen social protection for cashew workers.

##### Date of Initiation and Date of Completion

The study was initiated in September 2013 and completed in February 2014.

##### Outcome of the Research Study

The **approach** of the study was premised on two fundamental requirements: one, protecting the interests of cashew workers; and two, ensuring sustainability of the



cashew industry. The **basic information** for the study was generated through a primary survey conducted in those districts in Kerala which have a high concentration of cashew processing units. The primary survey involved administering of detailed structured questionnaires among workers and various stakeholders such as owners of cashew processing units, trade union leaders and officials concerned with the cashew sector.

The **key results** of the study are given below:

The main characteristics of workers and work in the cashew industry are follows: (a) women constitute the majority of the cashew workers (94 per cent); (b) significant share of workers belong to socially and economically disadvantaged sections—31 per cent of the workers belong to the SC community and 35 per cent are from OBC; (c) relatively low presence of the younger workforce (below 30 years) in the cashew sector; (d) 81.6 per cent of workers are engaged in private cashew processing units; (e) while SC category workers are predominantly engaged in shelling and cutting (59 per cent and 50 per cent respectively) their share is less in peeling and grading (14.6 per cent and 17.6 per cent). Incidentally among the various activities in cashew processing, the average daily earnings is the lowest for shelling; (f) the majority of the workers in the cashew processing industry are paid wages on a piece rate basis; and (g) economic condition of workers seems to be poor, with 76 per cent of surveyed workers reporting indebtedness. This is not surprising given the fact that one-fourth of the workers in cashew sector are single earners in the family.

Results from the study indicate that even after significant improvement in the functioning of the industry on several fronts, four-fifths of the workers in cashew processing are still sitting/squatting on the ground and performing their tasks for long hours without making use of rest intervals. This can have long-term consequences on the health of the workers. Other factors that are a matter of concern include not using gloves while handling the nuts, lack of tables and chairs to perform tasks at work, absence of clean toilets and rest rooms, and need for exhaust fans.

Exposure to smoke from the furnace, contact with the cashew nut shell liquid, unhealthy sitting posture, avoidance of rest intervals to maximise output, unhygienic environment in a section of the factories and the chances of accidents make the workers in the cashew sector vulnerable to health risks. Results from the field survey indicates that more than four-fifths of the workers reported health related problems due to their work in the sector while 3 per cent of the workers met with some accident in the workplace during the last five years.

The Employees State Insurance (ESI) Scheme acts as the main provider of health facilities. But not all workers are eligible for benefits under ESI scheme; further,



certain problems need to be addressed on the functioning of the scheme. As far as the functioning of other social security schemes are concerned, a section of the workers raised complaints about the lack of transparency in the payment of PF contributions by the employer, while a strong concern was expressed to improve the functioning of the Kerala Cashew Workers' Relief and Welfare Fund Board.

**Major suggestions/recommendations** emerging from the study are grouped under short-term and medium-term measures.

### Short-Term Measures

- There is an urgent need to strengthen the functioning of ESI dispensaries and hospitals.
- There is a need for GIS mapping to understand the gaps in the ESI network. New health facilities under ESI should be started taking into consideration the gaps. Periodic health camps may also be organised at the factories so that there is no loss of working days and hence wages for the workers.
- The cash benefits under the ESI scheme are now disbursed only through the State Bank of India (SBI). It is suggested that the benefits should be made available through all nationalised and scheduled banks.
- Given the precarious financial position of the workers in traditional industries like cashew, zero balance account facility in the banks should be extended to cashew workers as well.
- There is much scope to improve working conditions in cashew factories to encourage young workers from joining the industry.
  - a. There is a need to provide benches/chairs for the workers so as to discontinue the current unhealthy practice.
  - b. There is a need to provide proper orientation to the workers to use gloves especially as there exists apprehension about reduction in output if gloves are used.
  - c. Another improvement possible in the workspace is to install exhaust fans. Uniforms, caps, masks, etc. can also be introduced.
  - d. There is a need to provide clean toilets, washing spaces and places for resting and eating to the workers.

To improve working conditions the government may provide a one-time grant/soft loans to the employer as an incentive to shift to good practices and also for modernising working sheds.



- The computerisation of ESI and PF has enabled a better environment for monitoring the enrolment and regularity of payments by both the employer and the worker. It is felt that there is much scope than presently made use of.
- Training and orientation programmes should be organised for workers, employers and the representatives of trade unions working at different levels. Available institutional structures like the Central Board for Workers' Education (CBWE), VVGNI and the Kerala Institute for Labour and Employment should collaborate with employers' associations and trade unions to provide requisite training.

### Medium-Term Measures

- To ensure that the workers in the cashew processing industry obtain adequate wages, an income support scheme may be initiated as followed in coir industry.
- There is a widely held complaint among the workers on the late payment of gratuity not only in the private sector but also in the government and cooperative sectors. There were also complaints regarding the calculation of gratuity. In view of the above, it is suggested that a separate fund is created and the annual contributions of the employer towards the gratuity of each employee is paid to this fund.
- It is suggested that a Central Welfare Fund similar to that of Building and Construction Workers' Welfare Board or Beedi Workers' Welfare Fund should be established for cashew workers.
- Possibilities should be explored to establish Mahila Banks in selected centres to enhance women's empowerment.
- Improve the functioning of the Cashew Workers' Relief and Welfare Board, including the scholarship offered to the children of cashew workers as the prevailing amount is not at all attractive and it hardly acts as an incentive given the high cost of education.
- There is also a demand for increasing the pension amount under the Welfare Fund.
- It is suggested that the benefits of the welfare schemes available to local workers are extended to the migrant workers engaged in the cashew industry.
- Ensuring sustainability of the cashew industry is a way to improve conditions for the workers. Here, a few measures are suggested to improve the situation:
  - a. Market research on the demand of cashew kernels should be initiated to understand changing customer preferences.



- b. Most other cashew processing countries are increasingly adopting the steaming method of processing, which is considered to be more hygienic. There is a need to properly train the existing workforce to undertake such activities so as to equip them to do the new job.
  - c. It is equally important to develop a market for cashew highlighting the geographical location in which cashew has been produced and processed.
- It is suggested that a detailed study on the functioning of KSCDC as well as CAPEX needs to be undertaken to suggest measures to improve its performance.
  - Promote scientific research to develop better varieties of cashew so as to improve production as well as productivity.

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

## **2. Fourth Annual Report to the People on Employment, 2013**

### **Objectives of The Report**

The specific issues addressed by the report include:

- Emerging global economic situation and the recent macro economic developments in India;
- The labour market and employment trends in India by focusing on aspects like labour force participation rate, workforce participation rate, structural transformation in employment, nature of employment, unemployment (particularly youth unemployment) and wages; details of the initiatives undertaken by the Ministry of Labour & Employment for enhancing skills and employability; initiatives taken by the Government of India for providing social security, particularly to those engaged in unorganised sector activities, and for enhancing employment and livelihood security; and strategies for effectively addressing the emerging labour market and employment challenges and opportunities.

### **Date of Initiation and Date of Completion**

The study was initiated in June 2013 and completed in December 2013.

### **Outcome of the Research Study**

The report clearly highlights that creation of quality employment can be a powerful instrument for achieving the national objective of inclusive growth. Meeting the emerging



challenges pertaining to the generation of productive and sustainable employment along with distributive justice requires well planned and co-ordinated efforts involving all concerned stakeholders. Some of the key strategies which could serve as indicators for such co-ordinated action could, *inter alia*, include : Ensuring Macro Economic Stability; Strengthening Public Employment Generation Programmes; Create Incentives and Eliminate Barriers to Investment in Job Creation; Promoting Growth of Micro, Small and Medium Enterprises ; Dealing with Informality and Labour Market Insecurities ;Expanding Skill Base and Evolving Skill Qualification Framework ; Tackling Issues Related to Youth Employment/ Unemployment

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

### **3. Youth Employment in India**

#### **Objectives of The Study**

- Examine the labour market characteristics of the youth in terms of gender, social groups and rural urban differentials.
- The specific issues addressed include: labour force participation rate of youth; share of youth in working population; work status of youth, sectoral share of youth employment, education attainment in youth, youth unemployment.

#### **Date of Initiation and Date of Completion**

The study was initiated in August 2013 and completed in December 2013.

#### **Outcome of the Research Study**

Some of the key policy perspectives evolving from the study are highlighted below:

- In order to tackle youth unemployment both the demand and supply side issues must be addressed together. Education attainment and skills training can create an effective labour supply, but it will become effective only in an overall growth-promoting environment. Therefore, there is an urgent need to design policies that enhance income and employment levels in general.
- In terms of policy directives, public works and employment subsidies serve an important purpose and may even be more effective than expensive programmes containing a substantial off-the-job training component. In any case, programmes must comprise both off-the-job training and work placements in enterprises. This balance is crucial and it is worth stressing that of skills training alone does not



create jobs and in fact sometimes very high level skills training may actually create unrealistic job expectations which the system will be unable to sustain during recession. Skills training must be directed towards the existence and creation of effective market opportunities.

- Policies must include educational support, training, subsidised work, job search assistance and career advice. Policies must create conditions to give the young and the inexperienced some foothold in the labour market. Self-employment initiatives are extremely crucial and policies must ensure that there are no obstacles when unemployed young people want to set up enterprises on their own. As has been mentioned earlier, self-employment should not become synonymous with under-employment, and should be able to sustain 'decent work' levels.
- Moreover, programmes must be devised keeping in mind the various target groups, even among the youth. The level at which skills training is to be pitched will depend on the already existing levels of skill. The youth groups with specific physical disabilities or low level of skills will require very different levels of skill from the groups who have access to better education and higher levels of skills.
- Special attention may be given to design programmes for the disadvantaged groups such as those belonging to ethnic/social minorities and the youth with special needs. Very often, targeted programmes are not created to address special needs of these groups and well-meaning programmes lose their efficacy due to the lack of targeted approach.
- The collection and dissemination of information about various labour market indicators must be done on a regular basis and the information must be put to maximum use. This is crucial to design any effective employment programme. Proactive policy intervention should never replace individual or other societal initiatives, and should only complement all efforts at all levels.

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

## ON-GOING PROJECTS

### 1. Labour Migration Structures & Financing in Asia

Considering the significant changes in the characteristics of international labour migrants and the direction of labour movements witnessed during the last one decade, it is critical to understand intricacies of migration governance in terms of three domains—administrative apparatus, migrant services they offer and its financing. It is in this context that this study focusing on three major labour sending countries, namely India, The Philippines and Sri Lanka addresses the following objectives: .



- Trace administrative structures, manpower requirements and new responses to facilitate labour mobility;
- Examine the various migrant services extended by the government agencies; and
- Assess the financial efficiency of managing migration

### Time Frame

August, 2013 to July 2014

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

## 2. International Labour Migration : Emerging Challenges and Policy Contours

Considering that migration policies in sending and receiving countries plays a critical role in determining and modulating labour movements the study intend to look at policies regarding admission, employment and rights of migrant workers (civil and political, economic, social, residency and family reunion rights) separately for high and low skilled workers. The research will be carried out with a comparative perspective, drawing on data at two levels: India—EU migration vis-à-vis India—Gulf migration, and secondly, a comparison of India with major labour sending countries in South Asia (Sri Lanka and Bangladesh).

### Key Objectives

- What are the prominent features of the current immigration policies in the major destination countries of Indian labour?
- To what extent India and other major labour sending countries in South Asia were successful to build coherence between policies of major migrant receiving countries?
- What comparisons could we draw on immigration policies of Persian Gulf and European Union countries, transcending between promotion, regulation and restriction of labour flows?
- How have changes in migration policies shaped the current labour flows?

### Time Frame

December 2013 to November 2014



## Methodology

Apart from the use of secondary literature and official documents, key interviews will be conducted with major stakeholders to understand the labour flow from the 1990s. The research will commence with a detailed analysis of the trends, pattern and characteristics of labour flows in the India–EU and India–Gulf corridors across gender, regions, occupations and regional characteristics for the period 1990–2012. In the second stage, relevant pathways will be identified for further analysis to understand debates surrounding changes in policies and, its impact on modulating labour flows.

**(Project Director: Dr. Rakhee Timothy, Associate Fellow)**



## Centre for Employment Relations and Regulations

The issue of employment relations and its regulation has always been and continue to be one of the major contentious and fascinating issues in the area of labour. Employment relations are undergoing drastic transformations especially since 1991. Accordingly, the Institute giving due priority to this issue set up a specific research centre for studying these transformations and other related issues i.e. the Centre for Employment Relations and Regulations, way back in the year 2001. The Centre aims at developing understanding of the changing employment relations so as to help in the formulation of appropriate legal regulation framework and evolving appropriate social protection measures. The research activities of the centre primarily focus on: Trade unions and their role in the emerging socio-economic scenario; Emerging employment relations in the informal and the unorganized sector; Limitations of the existing legal framework in the regulation of employment relations in the unorganized and informal sector; Changes in judicial trend; Regulation minimum wages and Social protection to labour etc. . The Research Advisory Group (RAG) of the Centre comprises of academicians and senior representatives from trade unions as well as employers' organizations. Some of the studies recently completed by the Centre include: Contract Labour and Judicial Interventions; Labour, Employment and Social Security Issues of Security Guards Engaged by Private Security Agencies: A Case Study of Okhla and Noida; Evolution of Minimum Wage Policy and Regulation Framework: An Inter-Country Perspective and ILO Convention 181: Issues and Challenges in the context of Private Placement Agencies in India.

### COMPLETED RESEARCH PROJECTS

#### 1. ILO Convention 181: Issues and Challenges in the Context of Private Placement Agencies in India

The study was commissioned by the Ministry of Labour and Employment, Government of India to understand the recruitment practices of private placement agencies in India. The study was initiated with the objective of developing an understanding about the functioning of private placement agencies, their modes of operation and the employment opportunities provided by them. It examined the existing mechanism, measures, legal framework, etc. in India and analyzed whether they were aligned with ILO Convention 181, concerning private placement agencies. The study has also looked at the legislations of countries that have ratified the ILO convention 181 as well as others who have not ratified it, but made separate regulatory provisions concerning private placement agencies. The findings of the study were disseminated in two workshops organized by



V.V. Giri National Labour Institute and International Labour Organization (ILO), New Delhi.

### **OBJECTIVES OF THE RESEARCH STUDY:**

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

### **DATE OF INITIATION AND COMPLETION**

The project was initiated on 5<sup>th</sup> December, 2012 and completed on 26<sup>th</sup> July, 2013.

### **OUTCOME OF THE RESEARCH PROJECT:**

The study also came out with certain policy recommendations like formulation of draft national legislation for regulation of private placement agencies, amendment of existing labour legislations, revival of employment exchanges, strengthening of enforcement mechanism etc. This report has been published and submitted to Ministry of Labour & Employment, Government of India.

**(Project Director: Dr. Ellina Samantroy, Associate Fellow)**



## ON-GOING RESEARCH PROJECT

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

#### Objectives

- To trace the historical evolution and recent trends in growth of private engineering institutions in India.
- To provide an overview of the regulatory framework at the National level for issues concerning employment, work and service of faculty in private engineering colleges.
- To make an analysis of the working and service conditions of faculty especially in terms of salary & allowances, provision of various kinds of leaves, opportunities for career development and promotional avenues etc.
- To make an assessment of various sort of social security benefits including Provident Fund, Health Insurance and Gratuity extended to faculty members by private engineering colleges.
- To recommend suitable and feasible measures for improving the working and service conditions of faculty in private engineering colleges

#### Time Frame

July, 2013 - June, 2014.

#### Outcome of the Research Project:

The draft report is about to be completed.

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



## Centre for Agrarian Relations and Rural Labour

With growing complexity of agrarian relations and rural labour market, it was felt that more specialization would be needed to look into the agrarian situation and to analyze it more scientifically and systematically so that policy and programmes could be formulated to suit the needs of the rural labourers for their development.

Apart from this, the experience of over two and a half decades also underlines the need for an integrated approach for the various problems. This is the main rationale behind the creation of the Centre.

The research activities of the Centre focus on the following themes:

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

### COMPLETED PROJECT

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

##### 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 Mahatma Gandhi National Rural Employment Guarantee (MGNREG) Act, 2005;
- To discuss various issues and aspects related to organization building and its management;
- To provide insight into dynamics of inter-personal and inter-group relationships;
- To create awareness about some important labour laws;



- To impart skills for organizing rural labour camps for encouraging rural workers to develop organizations for implementation of MGNREGA.

## TIME FRAME

March, 2012 to March 2014.

## OUTPUT

The main focus is to create awareness about MGNREGA and also to foster organization among them. These programmes and camps have resulted in certain positive results, which are as follows:

1. The first RLC was conducted in Patna, Bihar. After a week, we received a telephone call from Buxar. One of the RLC participants intimated that 50 rural workers had demanded for work under MGNREGA, and applied for job cards. All 50 workers collectively marched to the Panchayat Office to submit their applications. The Sarpanch initially refused to accept their applications. The workers quite frequently put pressure on the Sarpanch.
2. In Vaishali district of Bihar one participant went from door to door, to create awareness about MGNREGA and also helped a sizable number of rural workers getting them their job cards and employment under the scheme. He is also fostering organization among the workers.
3. Similar activities are being reported in districts Sitamarhi, Jehanabad. For example, in district Sitamarhi, one activist named Mr. Banslal Prasad organized meetings in several places and also formed an organization named "Adarsh Gramin Kisan Majdur Bichar Manch". The purpose was to create awareness about MGNREGA.
4. In Bundelkhand Region, mass awareness about MGNREGA is being generated. The activists from TOT and RLC met in Jhansi and formed "**All Bundelkhand (UP & MP) Mazdoor Sangthan**". They also discussed and formed "**Maharani Laxmibai Mahila Union**". There are repeated requests from Bundelkhand Region for more number of RLCs and TOTs. They have also requested whether they could be given some financial assistance, so that they can organize camps on their own. Several camps have already been conducted by them on their own.
5. It has also been reported that after the RLC in Baldevgarh, some rural labourers from village panchayat Naurpara, in Khargapur Tehsil, demanded for job cards and also received that successfully.
6. In Sambalpur district of Odisha, seven committees/groups have been constituted under MGNREGA. The Self-Help-Groups are also demanding for job cards and



employment under MGNREGA. Now, rural labour are conscious about the wages and entitlements under MGNREGA. Some of the existing unions in rural areas have become more active and few unions have been formed after the intervention.

7. The “Rural Educators” who attended the TOT Programme in Odisha conducted one Rural Labour Camp for three-day duration also conducted a five-day leadership development programme for rural activists in Sambalpur, Odisha on their own.
8. In nutshell, it can be said that rural labour has, in some areas become aware of their existing reality and exploitation process. They have understood that their condition is not because of the god or destiny, or because of the deed of their previous birth.

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

## ON-GOING PROJECT

### 1. Social Security Measure for Informal Sector Workers: A Study of Some Selected Programmes/Schemes in Maharashtra and West Bengal

#### OBJECTIVES

The main objective of the study will be to study social security programmes and schemes in India in terms of their coverage, conditions and implementation mechanism, etc. The specific objectives are given as below:

- To collect and compile comprehensive information about different social security schemes and programmes currently in operation in India;
- To study the implementation process of some selected social security programmes and schemes run by state governments;
- To conduct some case studies relating to some social security programmes focusing on their administrative process, benefit packages and impact on the lives of beneficiaries.

#### Time Frame

August, 2013 to March, 2015

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



## National Resource Centre on Child Labour (NRCCL)

**N**ational 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 occupies one of the significant activities of the NRCCL. The focus of research projects revolves around:

1. Creating benchmark information on employment of children in select hazardous occupations and processes
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 for Rehabilitation of child labour
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 PROJECTS

### 1. **Abolition of Bonded Labour and Reducing Vulnerability to Forced Labour through promotion of Decent Work through an Integrated Approach**

The project aimed at prevention of vulnerability to forced labour by reducing the conditions that perpetrate bondage like situations through promotion of decent work. The objective is also to generate awareness for improving the conditions of vulnerable workers and also by building capacity for removing possible elements of bondage and coercion in the labour relationship. The purpose of the project was also to strengthen the inter-state coordination mechanisms for migrant workers including work place improvements, organization and unionization of workers, and linking them to social security schemes. The broad objectives were also to enhance the understanding of the Social Partners on the International Labour Standards and their Application; and to facilitate experience sharing among the participants and discuss the good practices.

#### Date of Initiation and Date of Completion

The project was initiated on 2<sup>nd</sup> March, 2013 and completed on 16<sup>th</sup> July, 2013

**Outcome of the project:** Capacity building of participants on Fundamental Principles and Rights at Work, sharing of good practices and lessons learned among the participants. Inter-state coordination mechanisms for migrant workers strengthened; improvements in work place of different organizations; and unionization of workers, and linking vulnerable workers to social security schemes. Significant reduction in household vulnerability to bondage in different parts of the country was also one of the outcomes of the project.

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

### 2. **Orienting and Sensitizing Trade Union Leaders for Abolition of Bonded Labour and Reducing Vulnerability to Forced Labour through promotion of Decent Work**

The Bonded labour system has existed in India since time immemorial in different forms. Poverty, demanding social customs such as dowry, festive rituals and other customs



make the weaker sections of society extremely vulnerable to debt bondage and other forms of forced labour. In such cases families who are already struggling to make ends meet are forced to incur expenditure for these added social pressures. In other cases due to a poor standard of living such families are susceptible to major illnesses in the event of which they have no other choice than to borrow money. This money although readily provided by the rich money lenders, carries with an intergenerational phenomenon of working in bondage.

The broad objectives of the project were:

- To enhance understanding on the issue of Bonded Labour and Forced Labour including children in enslaved forms of labour
- To impart skills, methods and techniques for identification and release of Forced/ Bonded Labour
- To equip for contributing effectively towards rehabilitation of the released bonded labour; and
- to develop skills for empowering the workers by imparting rights-based awareness education and thereby enabling them to organize themselves and engage in collective bargaining to prevent influx of workers into bondage

### **Date of Initiation and Date of Completion**

The project was initiated on 13<sup>th</sup> March, 2013 and completed on 16<sup>th</sup> July, 2013

**Outcome of the project:** Enhanced understanding of the participants on the concept, definitions, origin, evolution, various forms, magnitude, geographical spread, and other issues relating to bonded labour. Trade Unions were imparted knowledge on various strategies to address human bondage including judicial interventions; and meaning and scope of the various provisions of the Bonded Labour Abolition Act. The trade unions were equipped with skills for releasing those who are in bondage; for contributing effectively towards rehabilitation of the released bonded labour; and to prevent influx of workers into bondage.

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

### **3. Equipping Labour Enforcement Machinery and other Social Partners for addressing Bonded Labour and Forced Labour**

The project dealt mainly with the concept of convergence and the impact it can have when the labour enforcement machinery initiate convergence approach and effect



convergence with other social partners for ending the system of Bonded Labour in India.

The broad objectives of the project were:

- i) to equip the labour enforcement machinery to ensure social protection for workers and their family members, through convergence of existing government schemes and services, both at source and destination areas, to reduce their family indebtedness and poverty; ii) to motivate the labour officials for implementing legislative provisions relating to workplace improvement by persuading the employers and their organizations for compliance; and iii) to explore the improvements in recruitment systems and working conditions regulation of payment of wages and advances through active social dialogue process among tripartite partners.

### **Date of Initiation and Date of Completion**

The project was initiated on 18<sup>th</sup> March, 2013 and completed on 16<sup>th</sup> July, 2013

**Outcome of the project:** The participants were made aware of legal provisions and international instruments pertaining to bonded labour and forced labour. The officials understanding and knowledge were enhanced on existing convergence mechanisms that can be used to address the issue of Bonded / Forced Labour and their application thereof. The participants were inculcated on the know-how of mobilization and utilization of available resources including that of the manpower.

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

## **4. Establishment of a Knowledge Centre at VVG National Labour Institute under the project Converging Against Child Labour: Support for India's Model**

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 digitisation 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.

The broad objectives of the project were:

- 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.

### **Date of Initiation and Date of Completion**

The project was initiated on 6<sup>th</sup> March, 2012 and completed on 30<sup>th</sup> May, 2013.

**Outcome:** Knowledge Centre on Child Labour established as a part of N.R.De Resource Centre on Labour Information (NRDRCLI) at the V. V. G. National Labour Institute under the project Converging Against Child Labour

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

## **5. Fundamental Principles and Rights at Work (FPRW) and Informal Economy in India: Review of Literature**

Over the past few decades since the wake of economic reforms in India and globalization, informal employment has been extensive and continues to be growing phenomenon. The magnitude is demonstrated by the fact that nearly 93 percent of the workforce are in the informal sector. A substantial proportion of the informal sector workers are deprived of employment-based benefits or protection. This is more so in the case of those who are engaged in Informal employment. Though perspectives on what constitutes Informal employment vary, the general view comprises that of those who are engaged in self-employment, urban Small Scale Enterprises and various manufacturing processes. These processes are carried out in household units with minimal or no capital, using traditional and primitive technology, depending on intensive labour and surviving on subsistence wages. Increasing vulnerabilities



and insecurities of workforce due to absence of social security measures and social protection, weakening of collective bargaining mechanisms and deterioration in the quality of employment are some of the reflections of such micro-realities. Such a situation which involves a large number of workers, substantial quantum of production and geographical spread, calls for the governments to be concerned about this emerging issue. The concern and focus is needed on large informal sector especially in the light of the negative consequences for growth and competitiveness and other adverse effects it may have on the economy. Fundamental principles in rights at work (FPRW) in the informal economy is significant as the threshold to decent work since it gives fair income, security in the workplace, equal opportunities and treatment, freedom to organize and participation in decision-making and therefore the relevance of FPRW in this context cannot be undermined. Extensive literature review was undertaken and a Workshop was also conducted as a part of the project. The output was published as an edited volume with the title “Worker’s Rights and Practices in the Contemporary Scenario”.

### **Date of Initiation and Date of Completion**

The project was initiated in January, 2013 and completed in April, 2013.

**Outcome:** Extensive Literature Review carried out in this project formed input to the preparation various papers, Power Point Presentations and other Documents on the subject for the International Labour Conference held in the year.

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

## **6. Formation of Web Resource on Child Labour**

In the age of digitisation a web resource on child labour (Knowledge bank) is of utmost importance and serves as a potent research tool for academia, organisations and individuals researching in the field of Child Labour, providing access to a large amount of information at the click of a button. As part of this project material and data on Child Labour (Bibliographic material on Child Labour, Articles, Journals, Case Laws and other actual and digital content) were collected organised, edited and were uploaded on the existing web portal of the V. V. Giri National Labour Institute. The purpose was to establish Child labour Knowledge Bank for easy user interface. Data is being made accessible so as to cater to all stakeholders and in turn facilitate Knowledge-sharing and dissemination.



## Date of Initiation and Date of Completion

The project was initiated on 6<sup>th</sup> March, 2012 and completed on 30<sup>th</sup> May, 2013.

**Outcome:** Varied literature, Statistical Data, Documentaries, Bibliographic material on Child Labour were developed, generated, mobilized and were uploaded on the existing web portal of the V. V. Giri National Labour Institute to form a Web Resource on Child Labour to enable world-wide access for action towards ending child labour.

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

## 7. Creation of Child Labour Information and Documentation System (CHILDOS)

Child Labour Information and Documentation System (CHILDOS) is a repository of information on Child Labour that has been placed together and organized so as to facilitate easy access to seekers of this information such as the Policy makers and Planners in Government of India and the State Governments, members of Trade Unions, Employers' Federations and other organisations working on the issue of Child Labour, Research and Training Institutions, Individual Researchers and Academia, Social Workers and other social partners, stakeholders and individuals keen on the issue. Material procured for the Child Labour Information and Documentation System comprises a variety of documents, both physical and digital on the issue of Child Labour in the form of Books on Child Labour, Gazettes, Research Reports, Case Studies, Government Reports, Workshop Reports and Dissertations. In addition to text, Audio Visual Material in the form of Original video cassettes, Documentaries depicting children working in different industries and the resultant Health hazards, CDs (Compact Disks), News Paper Clippings and Photographs form a part of this collection.

## Date of Initiation and Date of Completion

The project was initiated on 6<sup>th</sup> March, 2012 and completed on 30<sup>th</sup> May, 2013.

**Outcome:** Digital Catalogue of information on child work that are available in different forms in the National Knowledge Centre on Child Labour and also developed Digital Catalogue of the material on child work that are not available with the Centre for reference and for archive.

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



## 8. Convergence of Social Security Schemes for Elimination of Child Labour

The Convergence of Social Security Schemes for Elimination of Child Labour is a compilation of social security programmes of different State Governments and those of the Central Government which have the potential for elimination of child labour through economic rehabilitation of the child labour families and those which are in vulnerable situation to send children to work for supplementing family income.

### Date of Initiation and Date of Completion

The project was initiated in April, 2013 and completed on 3<sup>rd</sup> December, 2013.

**Outcome:** Published as a Document and Disseminated Nationwide

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

## 9. Child Labour and Health Hazards

The objective was to generate awareness on the dangers faced by children at the workplace through various training and other interventions leading to sensitization of different sections of populace. The project covered child labour in all the three major economic sectors agriculture, manufacturing and the service sector. The project made an attempt to highlight working conditions and the resultant health hazards and occupational risks particularly in occupations and industrial processes where there is concentration of child labour. Occupational hazards at the ground-level, underground and under water were given specific focus.

### Date of Initiation and Date of Completion

The project was initiated in April 2013 and completed on 11<sup>th</sup> December, 2013.

**Outcome:** Published as a Document and Disseminated Nation-wide for sensitization and awareness generation towards combating child labour

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

### Child Labour and Legislative framework

'Child Labour and Legislative Framework' dealt with significant aspects of legislative initiatives aimed at prevention and elimination of child labour. The objective was to make available basic information on the legal provisions across different countries for



comparison and for analysis of the status of implementation locating country-specific challenges.

### **Date of Initiation and Date of Completion**

The project was initiated in April 2013 and completed on 19<sup>th</sup> December, 2013.

**Outcome:** Published as a Document and Disseminated Nation-wide for sensitization and awareness among the Labour Enforcement Officials and other social partners across the country.

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

## **11. Comprehending Child Labour**

The objective was to provide analytical understanding on the concept, magnitude and forms of child labour. The definitional aspects of child labour is discussed in the perspectives of legislation, policy, judicial intervention and other initiatives, aimed at prevention and elimination.

### **Date of Initiation and Date of Completion**

The project was initiated in April 2013 and completed on 27<sup>th</sup> December 2013.

**Outcome:** Published as a Document and Disseminated Nation-wide for enhancing understanding, sensitization and awareness generation towards elimination of child labour

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

## **ON-GOING RESEARCH PROJECTS**

### **1. Developing Sustaining Knowledge Framework on Child Labour and Dissemination of Formal Knowledge Products, by products and Services**

The project aims to undertake the work of documenting the challenges, success and achievements of various programmes addressing the issue of child labour and periodically disseminate the knowledge products and information on a range of issue relating to child labour to different sections of population thereby creating greater awareness leading to change in the attitude of masses and mobilization of action for ending child



labour. The objectives are: i) to build-up institutional capacities and enhancing existing capacities across the country to address the issue of child labour; ii) to collect, classify, organize, retrieve, collate information on child labour; iii) to provide technical support for effective implementation of various projects aiming at elimination of child labour across the country by various social partners; iv) to disseminate variety of interventions aimed at combating child labour to Governments, Legislators, policy-makers, Trade Unions, NGOs, CBOs and other social groups involved in the task of containing, eradicating and eliminating child labour; and v) to bring out the News letter 'Child Hope'; vi) to share 'Good Practices' for their replicability.

### Time Frame

May, 2013 to June, 2014

**Outcome:** Developed Knowledge Framework on Child Labour and sustained. Disseminated Formal Knowledge Products, by-products and provided extensive Technical Support and Services to a wide range of policy-makers, planners, programme Implementers, Opinion Makers and other stakeholders.

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

## 1. Dynamics of Employment of Children and Socio-Economic Reality: A Study of Children in hazardous occupations in West Jaintia Hills Districts of Meghalaya

Coal mining in particular has been a growing industry since the Supreme Court's ban on the sale of timber for commercial purposes in 1981, which had been an important source of income for many farmers. Tertiary coal deposits with an estimated 640 million tons in reserves accounts for approximately 1.1 per cent of the total coal reserves in India. The mining industry contributes 8-10 per cent of GDP in the state of Meghalaya. It is reported about 40 million tons of coal could be found in Jaintia Hills, a district in Meghalaya, partially bordering Bangladesh. Coal Mines of Jaintia Hills adopt a crude form of excavation locally called as 'Rat-hole Mines' which are the narrow shafts dug to approximately 1 meter in diameter, and scaling between 50 to 100 meters in depth. Coal is lifted out in small wooden barrels and then head-shifted to the roadside where they are loaded in the Trucks. In Jaintia Hills alone around 2 million tons of coal per annum is extracted through this type of extraction. The objectives of this research project are i) to study the socio-economic and demographic profile of the workers in the coal mines; ii) to study the pattern of employment, working and living conditions of the coal mine workers; iii) to examine the prevalence, forms and



extent of child workers in the coal mines and allied economic activities; iv) to suggest appropriate modifications in the existing protocol and action, legal frameworks and law enforcement.

### **Time Frame**

9<sup>th</sup> October, 2013 to July 2014

**Expected Outcome:** Survey Report facilitating Identification and location of Children in various forms of work for rescue and rehabilitation.

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



# Integrated Labour History Research Programme (ILHRP)

## Introduction

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, integrated 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 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](http://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.

## OBJECTIVES OF THE ILHRP

- **Research & Collection:** Undertaking collection of documents and data on Indian labour now and in the past which are being irretrievably lost and combining and further enriching the collection through research on the collected material.
- **Digital Archiving:** Creation of a full-fledged digital structure through integrated Multimedia Storage and Retrieval System for a specialized repository of records and voices of the workers.



- **Integration of Historical and Contemporary records:** Enabling access to records of both historical and contemporary periods organized around special collections viz., commissions on Labour, strikes, trade unions, records of unorganized sector labour.
- **Public Interface and Dissemination:** Seminars, Working papers, film shows and Publications for disseminating information generated by the research projects of ILHRP.

Projects Undertaken by ILHRP during 2013-14

S. No.	Projects	Date of Initiation	Date of Completion
1.	Redesigning of the Digital Archives	April, 2013	November 2013
2.	Digitisation of Documents on Trade Union Movement	June 2013	December 2013
3.	History of Dalit Movement & Labour Movement (HDMLM): A Research & Collection Project – Phase II	June 2013	March 2014

## MAJOR OUTCOMES

### Digitization Projects

#### Completed Projects

##### 1. Redesigning of the Digital Archives

This project focused on the up-gradation of the website of Archives of Indian Labour: [www.indialabourarchives.org](http://www.indialabourarchives.org). The major activities included:

- Installation of the digital archival platform on the On-site server
- Identification of target collection images/asset for the front-end
- Creation of fedora object storage repository base for system design and software prototyping
- Installation of search engine “solr” and the front end “islandora”
- Front-end package identification for selecting a theme for the user-facing
- Creation of data storage in Tower-server
- Ingestion of collection in server



## 2. Digitisation of Documents on Trade Union Movement

This activity involved image processing of 5310 pages of wide variety of documents (newspapers, journals, weeklies) such as *Awami Daur Weekly*, *Congress Socialist*, *Hunkar*, *India Today*, *Janjug*, *Kranti* acquired from Bombay Office of the CPI. The processed images have been preserved and would soon be available for wider public access on the website of the Archives of Indian Labour. In addition, metadata and indexes of these materials have been made.

## 3. Digitisation of writings and speeches of Dr. B.R. Ambedkar on Labour

This project undertook scanning and image processing of 4730 pages of Dr. B.R. Ambedkar's writings and speeches from the volumes as published by the Education Department, Government of Maharashtra. The processed images have been preserved and would soon be available for wider public access on the website of the Archives of Indian Labour.

## Research & Collection Project

### COMPLETED PROJECT

#### History of Dalit Movement & Labour Movement: A Research & Collection Project–Phase II

The Project seeks to examine the categories of caste and class in dalit histories and histories of labour in India. The emergence of the conceptions of caste and class was coeval, the convergence and divergence going together. The study of varied historical junctures which produces different implications of ties of caste and class is central to this project. An understanding of legality of doing work and taking to situational labour is relevant to studying entanglements of caste and class at varied historical junctures. The need is to study the changes from illegality to legality of certain castes and the changing meaning of work associated with it. Historicizing association of untouchability with work and how the former produces latter and vice versa needs to be studied. In addition, study of ambivalences in experiences of one's location in a caste and class owing to migration needs to be explored. The use of violence deployed by various caste groups to not only assert caste hierarchy but sustain it is relevant in studying entanglements of caste and class.

The research under this project would explore *inter alia* as to how to address caste sensibilities and affiliations when writing about the working class. There had been repeated attempts to understand society through a model that emphasizes the class



and mode of production. This does not leave space for identity and experience. Focus should therefore be on social processes that interface with social realities. The need is to place caste within capitalist modernity and to explore labour processes within caste itself and moreover historicize different forms of exploitation as categories change through labour processes.

In the second phase of the Project, **the archival collection** for the project included collections of records from National Archives of India, Nehru Memorial Museum & Library, Jagjivan Vidya Bhawan. Based on the archival sources, the Project undertook **research work** on writings and speeches of Dr. B R Ambedkar on labour. The Project also undertook collection of secondary sources for the Project from different libraries in Delhi/NCR and Bangalore.

**Publication** of the paper, "Against 'Feudalism' and 'Brahmanism'": The Anti-Khoti Movement in the Konkan, c. 1920-1949 was published in the form of NLI Research Studies Series No. 106/2013.

## **TENTH INTERNATIONAL CONFERENCE ON LABOUR HISTORY, 2014**

V.V. Giri National Labour Institute in collaboration with the Association of Indian Labour Historians organised the Tenth International Conference on Labour History during March 22- 24, 2014 at the V.V. Giri National Labour Institute. The Conference was attended by 100 renowned scholars from 15 countries, who are working in the area of labour history. Nearly 50 research papers were presented and discussed during the Conference. Ms. Gauri Kumar, Secretary (Labour & Employment), Government of India and Chairperson, Executive Council, V.V. Giri National Labour Institute inaugurated the Conference.

The broad theme of the Conference was 'Work and Non-Work: Histories in the Long Term'. The deliberations focused on division between paid and unpaid work, the work outside as opposed to inside households, or simply put the work of men and that of women. It addressed related questions like: Have not the home and the domestic sphere always been the sites for evolving the regimes of discipline and deployment of labour? Are these divisions that are being invented, abolished and resurrected regularly only of recent vintage? Another theme that was discussed related to social regulation of work. Here the multiple ways in which State law and other regulatory regimes define work, and make it an object of regulation were discussed. Some of the specific questions addressed were: Why have social regulations changed over time and under what pressures? How are welfare and social control mutually related? Do all social regulations emanate from the State? What are the ways in which the State and non-state modes of regulation articulated? It noted that a comparative and long-term history of social regulation is very much needed to answer these and related questions. The Conference also deliberated on different dimensions of archives. The emphasis was on reinvigorating the efforts not just to preserve the decaying archives devoted to work and labour, but also to notice and bring into public the many archives of work that remain hidden from public eye.



In that sense it highlighted the continuing endeavours to make labour and work and its many splendored histories visible.

In her Inaugural Address, Ms. Gauri Kumar detailed out how a proper understanding of labour history is important for contemporary research and policy making. She said that rapid integration of the world economy and greater reliance on market forces has altered the earlier paradigms governing labour relations. Rhythms of world economy, its booms and busts, now affect all the countries - the Great Recession of 2008 and its worldwide impact is the clearest indication of this phenomenon, she noted. She said that in developing countries millions are moving from low productivity occupations in subsistence agriculture, from rural areas to cities and this has had a very strong impact on the poverty trends. Though this is very encouraging, the capacity of the countries to sustain this trend as well as to push the working families to higher income trajectories will mainly be dependent on the nature of jobs being generated and the quality of social protection systems. She noted that the trends in this regard pose grave challenges. For instance, an overwhelming majority of new jobs being generated are in the informal sector, characterised by low incomes and limited access to social security. Decline of formal sector and increase in insecure and unprotected temporary jobs is a worldwide phenomenon, giving rise to what eminent labour specialist Guy Standing has recently called "the rise of the precariat". Globalisation and informalisation have led to a massive social churn. On the one hand rising aspirations of millions of young persons who seek a better life can only be partially met by the burgeoning informal sector. The implication it has for social conflict and cohesion can be well imagined. This, she said, highlights a clear need for improvements in productivity, sustainable structural transformation and expansion of social protection systems to improve the condition of the poor and the vulnerable.

Two books were also released during the Inaugural Session:

*Towards a New History of Work* edited by Prof. Sabyasachi Bhattacharya, (New Delhi: Tulika Books, 2014 - a volume based on papers presented at the earlier international conferences on labour history)

*Working Lives and Worker Militancy: The Politics of Labour in Colonial India*, edited by Ravi Ahuja, (New Delhi: Tulika Books, 2013)



## Centre for Labour and Health Studies

In India where a large number of people are poor and dependent on the informal sector for their livelihood, providing horizontal equity in terms of health benefits as well as health insurance is extremely important. This is more so taking in to consideration the fact that the workers in the informal economy lack recognition and protection under formal legal or regulatory frameworks. The Centre for Labour and Health Studies was therefore set up with an aim to enhance understanding and address the challenges on health security and protection of workers. The research activities of the Centre focus on the following themes:

- New forms of employment and emerging health risks
- Labour market transformations and its challenges to health security
- Inequities in access to health services and its effect on workers in the informal sector.
- Health protection and security.

### COMPLETED RESEARCH PROJECT

#### 1. Evaluation Study of Rashtriya Swasthya Bima Yojana in Jharkhand, Maharashtra and Punjab

The study has been carried out in Ranchi and Garhwa districts of Jharkhand, Kolhapur and Nandurbar districts of Maharashtra and Amritsar and Ferozepur districts of Punjab. The objectives of the study are:

- To understand the proportion of the BPL families enrolled in RSBY and reasons for non-enrolment.
- To assess the proportion of hospitalisations of BPL households that is getting covered by RSBY.
- To identify the variations in hospital rates across districts.
- To assess the quality of hospitals pre and post enrolment in RSBY.
- To understand the awareness rate of RSBY benefits by enrolled households.
- To understand the proportion of smart-card holders that received treatment.
- To assess the impact of RSBY on household health expenditure, household debt, type of diseases for which claims are made, claim source (government/private



hospitals) satisfaction rate in terms of access and availability healthcare services, problems faced by households in availing RSBY benefits.

### **Date of Initiation and Date of Completion**

The project was initiated in January, 2013 and completed in February, 2014.

### **OUTCOME OF THE RESEARCH PROJECT**

The findings of the study revealed that a major cause for non-enrolment was lack of awareness of the programme as well as awareness about the date of enrolment in advance. Most of the enrolled households had come to know about the enrolment through word of mouth of Panchayat members, ASHAs, relatives and friends. Even after the enrolment many households could not avail treatment as they had not received their smart cards or were not aware about the empanelled hospitals. There were several instances when the hospitals refused to treat RSBY card holders because of the delay in getting their payments. It was seen that almost half of the beneficiaries had to travel around 10 kms to reach an empanelled hospital and two-third of the beneficiaries were not reimbursed with the travel charges of Rs.100 per trip. Many patients also had to spend substantial amount of money during the hospitalisation period for pathological tests and medicines, which they were not made aware of during admission of the patient. Moreover, there were also problems in terms of receiving back of the smart card at the time of discharge which was reported by 15% beneficiaries. However, the card helped households to reduce out-of-pocket expenditure on treatment. This was specially for households who had major health problems requiring hospitalisation. As a result majority of the beneficiaries as well as those who had not enrolled currently expressed interest to enroll in the scheme and avail the benefits.

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

## **2. Women's Labour in the Tea Sector: Changing Trajectories and Emerging Challenges**

The Objectives of the Study were:

- Examine women's labour in three different spheres - that of as an estate worker, as a worker in a small tea garden and as a tea grower and argue how women as an agency for labour negotiate power and authority given their own spaces at work and the household.
- Understand how these elements get differently negotiated, across each sphere of work through narratives of women's lived realities in order to visualise their life trajectories.



### **Date of Initiation and Date of Completion**

The project was initiated in December, 2013 and completed in March, 2014.

### **OUTCOME OF THE RESEARCH PROJECT**

Secondary and primary data established the contribution of women's labour in cultivation and production of this cash crop. It is within this understanding of women's labour that this study seeks to draw out its nuances vis-à-vis the changed context of the industry. The reasons for change in Women's Work Participation and in forms of employment (from permanent to casual, from paid to family labour in STG), other questions like entitlements that compel women to move from regular employment are established through this study. This study also raises an important question of why there should be the need to incentivise and reorganise women's labour for the industry.

**(Project Director: Dr. Rinju Rasaily, Associate Fellow)**

### **ON-GOING PROJECTS**

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

The overall objective of this study was 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.

### **Date of Initiation and Date of Completion**

The project was initiated in November, 2011 and is expected to be completed in 2014.

**(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. Women suffer multiple disadvantages in terms of access to labour markets, and often do not have the same level of freedom as compared to men to opt for employment opportunities. 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. 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. Further the contribution of women to the national economy is still subject to underreporting and misrepresentation than the contribution of men. Given the constraints women are facing, promoting gender equality and empowering women is pivotal to achieving the new target on full and productive employment and decent work for all. Such issues need to be addressed to ensure gender equality in the labour market, which requires concerted efforts both at academic and policy levels.

For achieving inclusive growth and substantive equality awareness on policies, skill development, capacity building, social dialogue and empowerment through training and research would be some of efforts of the Centre. Within this framework the activities of the centre are envisaged to upgrade the status of the institute to a leading institute in the area of research, education, training and advocacy on gender and women's labour in particular. Further, the centre is visualized to act as an apex repository of documents and data on women labour and as an interactive forum for experts and activists in the field to enhance the understanding of gender and women labour issues.

### CORE RESEARCH AREAS

- **Recent Trends in Women's Employment**
  - Women's Labour Force Participation
  - Gender Gap in Employment
  - Wage Differentials between Men and Women Workers



- **Women and Work in the Informal Economy**  
Nature and Conditions of Work  
Skill Training and Development  
Micro Credit institutions and self-help groups
- **Gender Statistics**  
Gender issues in labour statistics  
Women's unpaid work and care work  
Time Use Surveys  
Work and Family life balance
- **Changing Gender relations in the rural labour markets**  
Changing agrarian relations and its impact on women's employment  
Women in Non- farm rural employment
- **Globalization and Gender**  
Emerging trends in the new economy  
Decent work  
Social Dialogue  
Domestic workers: Issues and Concerns
- **Gender, Work and IT (Information Technology) Sector**  
Women and Work in the IT/ITIs Sector  
Skill composition of IT sector
- **Gender and Law**  
Labour laws pertaining to women workers.
- Gender and Social Security  
Gender Issues in livelihood  
Social Security Schemes for women workers

### **Specific Research Themes**

- Implementation of Maternity Benefit Act
- Work Participation of women post-maternity in IT sector
- Empowering Rural Women through Action Research (Rural Camps)
- Gender Dimensions of Employment Specific Schemes (with focus on MGNREGA)
- Impact of Skill Training on Women Workers in the Informal Sector
- Gender Budgeting
- Gender Statistics
- Women's Time Use patterns and reconciliation of work-life balance



- Gender & Social Security concerns in the globalised era
- Labour Economics

## COMPLETED PROJECT

### 1. Module on Gender & Social Security for the Unorganised Sector

Gender and Social Security Module is being prepared for conducting Training Programme on Gender and Social Security at the Workplace for the activist working for the unorganized sector.

#### Date of Initiation and Date of Completion

The project was initiated in August, 2013 and submitted in February, 2014.

#### Main Findings

The module provides the following information:

Module 1: Concept of Social Security

Module 2: Social Security Practices at International & National Level

Module 3: Trends at International & National Level

Module 4: Good Practices at International & National Level

Module 5: Capacity Building & Awareness Rising

#### Policy Recommendations:

1. The present module is designed, keeping in view the concept of social security, the importance of the social security in present era, challenges of the Indian economy for providing social security and the role of the implementing agencies in addressing the challenges.
2. VVGNI has initiated training programme on gender and social security for the unorganised sector. The module is being used in the training to train the trainers

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



## ON-GOING PROJECT

### 1. Reconciliation of Work and Family Life: An Exploration of Time Use Patterns of Working Women in Delhi & NCR

#### Objectives

- To develop a conceptual understanding of work and family life balance.
- To understand the dynamics of employment, unpaid care work and family life within the context of household division of labour and cultural practices, exploring the role of social norms, caste affiliations, etc. in allocation of household tasks.
- To explore part-time work, temporary work and flexi-work patterns among women workers in India.
- To understand the time allocation pattern of various activities undertaken by working women and assess the impact of caring responsibilities on work and family life balance and also examine the conflicting situations while reconciling work and family life
- To explore various cross country perspective about work and family life and also examine various policy initiatives.
- To assess the impact of equal opportunity policies in the workplace for ensuring work and family life balance in India.

#### Time Frame

February, 2014 - March, 2015

**(Project Director: Dr. Ellina Samantroy, Associate Fellow)**

### 2. Training Module on Gender and Social Security for Corporate Sector

#### Objectives

Globally, providing Social Security to workers is a central policy issue for the policy makers. It is a challenge for policy makers, especially in the context of demographic transition and emerging complex labour market characteristics. The module aims to train the H.R. Managers in Corporate Sectors towards gender and emerging Social Security Issues.



The Module provides the following **added** Information's to **Training Module on Gender & Social Security for the Unorganised Sector:**

**Module 1: Concept of Social Security**

- Gender & Social Protection

**Module 2: Social Security Practices at International & National Level**

- Laws Governing Corporate Sector/Private Sector
- The Companies Act, 1956
- The Companies Bill, 2012
- The Industrial Disputes Act, 1947

**Module 3: Trends at International & National Level**

- Social Security Initiatives under Corporate Social Responsibility
- Corporate Social Responsibility Practices in India

**Module 4: Good Practices at International & National Level**

**Module 5: Capacity Building & Awareness Rising**

**Time Frame**

The project was initiated in March, 2013 and is expected to be completed by July, 2014

**POLICY RECOMMENDATIONS**

- **TRAINING MODULE ON GENDER AND SOCIAL SECURITY FOR CORPORATE SECTOR**

The module will be developed and utilized for the future paid training programme on gender and social security for corporate sector organized at the Institute.

**(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.

### ONGOING PROJECTS

#### 1. Dynamics of Employment and Social Reality: A Study of Children at Work in East Jaintia Hills Districts of Meghalaya

##### Objective:

- To examine the socio-economic and demographic profile of the people in the coal mining prevalent villages of East Jaintia Hills District (56 villages) and West Jaintia Hills District (44 villages) of Meghalaya,



- To explore the schooling and employment status of children (below the age of 18 years) of these villages, and
- To highlight the prevalence, forms and extent of child workers in these villages, specifically in mining and related activities.

### **Date of Initiation and Completion/to be completed**

The project was initiated on 9<sup>th</sup> October, 2013 and is expected to be completed by April, 2015.

The project is a collaborative study of V.V. Giri National Labour Institute and Department of Labour, Government of Meghalaya.

**(Project Directors : Mr. Otojit Kshetrimayum, Associate Fellow & Dr. Helen R. Sekar, Senior Fellow)**



## 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 2013-14 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.



## 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 2013-2014, the Institute organised seven international training programmes on major themes like Gender Issues in Labour, Leadership Development, Labour and Employment Relations in a Globalising Economy, Managing Development and Social Security Measures, Skill Development and Employment Generation, Research Methods in Labour Studies, and Health Protection and Security.

Memorandum of Understanding (MOU) between V.V. Giri National Labour Institute (VVGNI) and International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy for professional collaboration was signed. 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. 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 organising international/regional workshops and seminars.



## Training and Education (2013-14)

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 2013- 2014, the Institute has conducted 123 training programmes and 3975 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. 06 such programmes were organized in which 124 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. 11 such programmes were organized in which 322 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. 50 such programmes were organized in which 1751 participants participated.

## **Child Labour Programmes**

These programmes are conducted to develop capabilities of individuals, groups and organisations working towards the elimination of child labour. These groups include officials of various Government Departments, Employers, Trade Unions, NCLP Officials, Students of Social Work, representative of Panchayati Raj Institutions etc.. 06 such programmes were organized in which 234 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. 05 such programmes were organized in which 116 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 and Employment Generation, Research Methods in Labour Studies and Health Protection and Security. In all 184 foreign nationals from 62 countries participated.

The Institute organised one Spécial Training Programmes on Skill Development for Officials of the TVET Department, Ministry of Education, Islamic Republic of Afghanistan from April 1-12, 2013. In all 24 Afghan Officials had participated.

Second SAARC Regional Workshop on Child Labour was organised during May 29-31, 2013 in New Delhi to share experiences and to draw lessons from the successful experiences of different countries in the SAARC region. The Workshop was organised by Ministry of Labour & Employment, Government of India, V.V. Giri National Labour Institute (VVGNI) and the ILO. Participants of the workshop comprised of senior government officials, representatives from Employers' Federations and Workers' organisations from the SAARC countries. In all 60 Officials participated in the Workshop.

10<sup>th</sup> International Conference on Labour History was jointly organised by VVGNI and Association of Indian Labour Historians during March 22-24, 2014 at V.V.Giri National Labour Institute (VVGNI) Campus, Noida. The broad theme of the conference was "Labour History: A Return to Politics. The conference was attended by 100 scholars and researchers from India and Abroad.

ILO's International Training Centre, Turin conducted a Training Programme on *Social Dialogue, Labour Law and Labour Administration* for Officials of Islamic Republic of Afghanistan at V.V.Giri National Labour Institute (VVGNI) Campus, Noida, during December 2-6, 2013. The programme was attended by 21 Afgan Officials.

## North Eastern States Programmes

The Institute lays great emphasis on programmes specially designed for Labour Administrators, Trade Union Leaders, NGOs and other stakeholders to address key issues related to labour & employment in the North Eastern Region. To fill this gap, the



Institute has decided to include these programmes every year in the training schedule. During the period the Institute has organised 12 training programmes on the subject in which 404 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. 06 such programmes were organized in which 150 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 Maharashtra Institute of Labour Studies, Mumbai, Tamil Nadu Institute of Labour Studies, Ambedkar Institute of Labour Studies, Mumbai has been conducting training programmes on subjects like Social Security for Un-Organised Workers, Social Protection and Livelihood, Research Methods in Labour Studies, Capacity Building Programme for Rural Organisers etc. In all 07 such programmes were organized in which 251 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. In all the Institute organised 09 inhouse programmes. For Reserve Bank of India, 05 training programmes were organised and one each for NTPC Ltd., Talcher, THDC, Tehri, National Institute of Defence Estates Management (IDES), Ministry of Defence and CLS officers, MoLE in which 230 participants participated.

**FACULTY- WISE TRAINING PROGRAMMES HELD DURING 2013-2014**

<b>S. NO.</b>	<b>NAME OF THE PROGRAMME</b>	<b>NO. OF DAYS</b>	<b>NO. OF PART.</b>	<b>COURSE DIRECTOR</b>
1.	Industrial Relations Trade Unionism in a Globalising Economy September 23-26, 2013	05	29	S. K. Sasikumar
2.	Migration and Development : Issues and Perspectives October 28-31, 2013	04	28	S. K. Sasikumar
3.	Industrial Relations, Trade Unionism and Labour Laws for Cabin Crew Members of Air India Express November 6-8, 2013	03	13	S. K. Sasikumar
4.	International Training Programme on Labour and Employment Relations in a Global Economy under ITEC/SCAAP programme November 11-29, 2013	19	30	S. K. Sasikumar
5.	Labour Issues in Post Globalisation Era for International Participants of IAMR September 27, 2013	1	40	S.K. Sasikumar
6.	Labour Issues in Post Globalisation Era for International Participants of IAMR October 25, 2013	1	30	S.K. Sasikumar
7.	International Conference on Labour History March 22-24, 2014	3	103	S.K. Sasikumar
8.	Training programme for the tripartite partners of Afghanistan by ITC, Turin December 2-6, 2013	03	22	S.K. Sasikumar
9.	Labour Issues in Post Globalisation Era for International Participants of IAMR August 16, 2013	1	24	S.K.Sasikumar
10.	Labour Issues Programme for NASA, December 24, 2013	1	25	S.K.Sasikumar
11.	International Training Programme on Research Methods in Labour Studies under ITEC/SCAAP programme February 03-21,2014	19	26	S.K.Sasikumar



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
12.	Training of Trainers Programme for Rural Educators at Ranchi, Jharkhand, May 27-31, 2013	05	45	Poonam S. Chauhan
13.	Empowering Trade Union Leaders December 9-14, 2013	06	25	Poonam S.chauhan
14.	Behavioural Skills for Developing Effective Leadership January 20-24, 2014	05	60	Poonam S. Chauhan
15.	Capacity Building Programme for Rural Organisers (ALLS) Mumbai January 23-25, 2014	03	27	Poonam S. Chauhan
16.	Managing Work Effectively: A Behavioural Approach April 08-11, 2013	04	30	Poonam S. Chauhan
17.	Empowering Trade Union Leaders July 01-06, 2013	05	36	Poonam S. Chauhan
18.	Behavioural Skill For Developing Effective Leadership August 19-23, 2013	05	25	Poonam S. Chauhan
19.	Empowering Trade Union Leaders November 18-23, 2013	06	28	Poonam S. Chauhan
20.	Empowering Trade Union Leaders February 10-15,2014	06	45	Poonam S. Chauhan
21.	Enhancing Leadership Skills for Transport Workers May 20-24, 2013	05	16	Poonam S. Chauhan
22.	Organisational Management & Capacity Building for BMS Union Leaders September 30-October 04, 2013	05	32	Poonam S. Chauhan
23.	Gender Issues In Labour October 07-11, 2013	5	19	Poonam S. Chauhan
24.	Capacity Building Programme for Rural Organisers November 25-29, 2013	5	26	Poonam S. Chauhan



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
25.	Capacity Building Programme for Rural Organisers December 9-13, 2013	05	52	Poonam S. Chauhan
26.	Training of Trainers Programme for Organisers of Rural Workers from BMS (Chalo Gao Ki Ore) December 16-20, 2013	5	31	Poonam S. Chauhan
27.	Capacity Building Programme for Rural Organisers February 3-7, 2014	05	44	Poonam S. Chauhan
28.	Capacity Building Programme for Rural Organisers February 10-14, 2014	05	27	Poonam S. Chauhan
29.	International Training Programme on Leadership Development under ITEC/SCAAP Programme, October 07-25, 2013	19	30	Poonam S. Chauhan
30.	Leadership Development Programme May 06-10, 2013	05	27	Poonam S. Chauhan
31.	Training on Unorganised Labour, Labour Laws, Social Security, Unionisation and Recent Judicial Pronouncements June 22-23, 2013	02	50	Poonam S. Chauhan
32.	Social Securities for Unorganised Workers at AILS, Mumbai, July 4-6, 2013	03	36	Poonam S. Chauhan
33.	Social Securities and Welfare Schemes for Mathadi Workers at AILS, Mumbai, September 27 – 28, 2013.	2	30	Poonam S. Chauhan
34.	Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai . November 25-29, 2013	05	30	Poonam S. Chauhan
35.	<b>Behavioural Skills for Managing Work Effectively for RBI Personnel</b> January 27-31, 2014	05	29	Poonam S. Chauhan
36.	Behavioural Skills for Managing Work Effectively for RBI Personnel, February 3-7, 2014	05	28	Poonam S. Chauhan



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
37.	Behavioural Skills for Managing Work Effectively for RBI Personnel, February 17-21, 2014	05	27	Poonam S. Chauhan
38.	Behavioural Skills for Managing Work Effectively for RBI Personnel, March 3-7, 2014	5	29	Poonam S. Chauhan
39.	Empowering Trade Union Leaders for NTPC, Talcher-Kaniha, Odisha March 24-26, 2014	3	25	Poonam S. Chauhan
40.	Developing Positive Attitude for Excellence at Work at THDC, Tehri. from March 10-12, 2014	3	25	Poonam S. Chauhan
41.	Making National Child Labour Projects Effective April 15-18, 2013	04	34	Helen R. Sekar
42.	Towards Ending Vulnerability to Bondage (ILO sponsored) September 04-06, 2013	3	31	Helen R. Sekar
43.	Orientation and Sensitization Training on Forced/Bonded Labour for Officials of Labour Department (ILO sponsored) September 11 – 13, 2013	3	37	Helen R. Sekar
44.	Orientation and Sensitization Training on Forced/Bonded Labour for Civil Society Partners (ILO sponsored) October 3-5, 2013	03	50	Helen R. Sekar
45.	Conducting Child Labour Survey in West Jaintia Hills District of Meghalaya November 25 <sup>th</sup> , 2013	01	289	Helen R. Sekar Otojit Kehetrimayum
46.	Orientation Programme for Field Investigators on Conducting Child Labour Survey in East Jaintia Hills District of Meghalaya November 26, 2013	01	146	Helen R. Sekar Otojit Kehetrimayum



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
47.	Orientation Programme for Field Investigators on Conducting Child Labour Survey in East Jaintia Hills District of Meghalaya November 27 , 2013	01	86	Helen R. Sekar Otojit Kehetrimayum
48.	Orientation Programme on Dealing with Children Rescued from Hazardous Work January 28-31, 2014	4	45	Helen R. Sekar
49.	Second SAARC Regional Workshop on Child Labour jointly organised by MoLE, ILO, VVGNNLI at New Delhi May 29-31, 2013	03	60	Helen R. Sekar
50.	Quasi Judicial Authorities: Role and Functions April 08-12, 2013	05	17	Sanjay Upadhyaya
51.	Effective Labour Law Enforcement July 08-12, 2013	05	23	Sanjay Upadhyaya
52.	Effective Enforcement Of Labour Laws In Unorganised Sector August 05-08, 2013	04	30	Sanjay Upadhyaya
53.	Fundamental of Labour Laws May 06-10, 2013	05	22	Sanjay Upadhyaya
54.	Management of Industrial Relations and Sound Labour Management for Executives at VVGNNLI, Noida, February 17-21, 2014	05	11	Sanjay Upadhyaya
55.	Leadership Development Programme for Rural Trade Union Leaders from Service Sector September 23-27, 2013	05	12	Sanjay Upadhyaya
56.	Fundamental of Labour Laws April 22-26, 2013	05	39	Sanjay Upadhyaya
57.	Effective Labour Law Enforcement for Labour Enforcement Officers, May 27-31, 2013	05	21	Sanjay Upadhyaya
58.	Effective Enforcement of Labour Laws In Unorganised Sector September 02-06, 2013	05	23	Sanjay Upadhyaya



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
59.	Fundamental of Labour Laws November 11-15, 2013	05	55	Sanjay Upadhyaya
60.	Labour Laws for IDES Officers June 12-14, 2013	03	20	Sanjay Upadhyaya
61.	Induction Training Programme for Grade V Officers of CLS, February 24- April 04, 2014	40	17	Sanjay Upadhyaya & Ellina Samantroy
62.	Effective Enforcement of Laws of Health September 16-20, 2013	05	17	Ruma Ghosh
63.	Social Protection and Livelihood Security May 27-31, 2013	05	26	Ruma Ghosh
64.	Social Security for Workers in the Unorganised Sector February 24-28, 2014	05	26	Ruma Ghosh
65.	Health Security for Workers in the Unorganised Sector: Issue & Challenges August 19-23, 2013	05	20	Ruma Ghosh
66.	Gender, Work and Health and Safety: Issues and Challenges September 30-October 04, 2013	05	14	Ruma Ghosh
67.	Gender, Work and Health in a Globalizing Economy, December 23-27,2013	05	18	Ruma Ghosh
68.	International Training Programme on Health Protection and Security under ITEC/SCAAP Programme March 03-21, 2014	19	23	Ruma Ghosh
69.	Research Methods in Labour Studies ( MILS, Mumbai), January 13-17, 2014	05	22	Ruma Ghosh
70.	Skill Development for the Officials of Afghanistan April 1-12, 2013	12	24	Anoop K. Satpathy
71.	Skill Development & Employment Generation April 22-26, 2013	05	27	Anoop K.Satpathy



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
72.	Course on Research Methods in Labour Economics November 18-29, 2013	12	22	Anoop K.Satpathy
73.	International Training Programme on Skill Development and Employment Generation under ITEC/SCAAP Programme January 06-24, 2014	19	28	Anoop K.Satpathy
74.	Effective Enforcement of Laws Pertaining to Women Employees May 06-10, 2013	05	23	Shashi Bala
75.	Empowering Rural Women Organisers July 08-12, 2013	05	32	Shashi Bala
76.	Developing Skill Development Strategies For Women Workers In The Informal Economy August 05-08, 2013	05	23	Shashi Bala
77.	Women Welfare Issues at Workplace August 19-23, 2013	05	21	Shashi Bala
78.	Gender Responsive Budgeting in India December 02-06, 2013	05	11	Shashi Bala
79.	Gender and Social Security December 16-20, 2013	05	18	Shashi Bala
80.	Women Welfare Issues at Workplace January 20-24,2014	05	35	Shashi Bala
81.	International Training Programme on Gender Issues in Labour under ITEC/SCAAP Programme September 02-20, 2013	19	19	Shashi Bala
82.	Strengthening Awareness on Labour Issues and Laws pertaining to Women Workers April 22-26, 2013	05	29	Shashi Bala
83.	Globalisation, Changing Employment Relation and Labour Administration December 09-12,2013	05	14	Rakkee Timothy



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
84.	Labour Market and Employment Policies May 20-24, 2013	05	14	Rakkee Timothy
85.	Methods and Approaches in Labour Research January 06-17, 2014	12	22	Rakkee Timothy
86.	Leadership Development Programme for Rural Trade Union Leaders July 22-26, 2013	05	33	Amitav Khuntia
87.	Orientation Programme on Labour Issues August 12-16, 2013	05	18	Amitav Khuntia
88.	Developing Health Security July 01-05, 2013	05	32	Amitav Khuntia
89.	Leadership Development Programme for Rural Trade Union Leaders April 15-19, 2013	05	27	Amitav Khuntia
90.	Managing Livelihood and Social Protection in the Mountain Regions May 20-24, 2013	05	17	Amitav Khuntia
91.	Developing Skill Development Strategies for women Workers in the informal Economy February 24-28, 2014	05	20	Amitav Khuntia
92.	Developing Positive Attitude For Excellence at Work October 21-24, 2013	04	11	Amitav Khuntia
93.	Promoting Decent Work in the Construction Industry August 26-30, 2013	05	52	Amitav Khuntia
94.	Leadership Development Programme for Gramin Bank Officers and Employees November 11-15, 2013	05	16	Amitav Khuntia
95.	Enhancing Competence of Youth in dealing with Child Labour, December 23-27, 2013	05	37	Amitav Khuntia
96.	Leadership Development Programme September 23-27, 2013	05	43	Amitav Khuntia



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
97.	Course on Sociology of Labour and Globalisation March 10-21,2014	12	27	Otojit Kshetrimayum
98.	International Training Programme on Managing Development and Social Security Measures under ITEC/SCAAP Programme, December 02-20, 2013	19	28	Otojit Kshetrimayum
99.	Social Protection and Livelihood Security August 26-30, 2013	05	49	Otojit Kshetrimayum
100.	Social Security For Unorganised Workers(MILS) October 17-19, 2013	03	45	Otojit Kshetrimayum
101.	Capacity Building Programme on Leadership for Informal Sector Leaders of TUCC, West Bengal May 13-17, 2013.	05	28	Otojit Kshetrimayum
102.	Skill Development & Employment Generation July 22-26, 2013	05	26	Otojit Kshetrimayum
103.	Gender, Poverty and Employment April 15-19, 2013	05	20	Rinju Rasaily
104.	Developing Leadership Skills for Plantation Industry Workers May 13-17, 2013	05	16	Rinju Rasaily
105.	Labour, Productivity and Livelihood July 15-19, 2013	05	24	Rinju Rasaily
106.	Empowering Rural Women Organizers August 26-30, 2013	05	36	Rinju Rasaily
107.	Course on Research Methods in Work, Gender and Health March 03-14, 2014	12	27	Rinju Rasaily
108.	Workplace Health and Safety: Issues and Challenges, December 02-06,2013	05	32	Rinju Rasaily



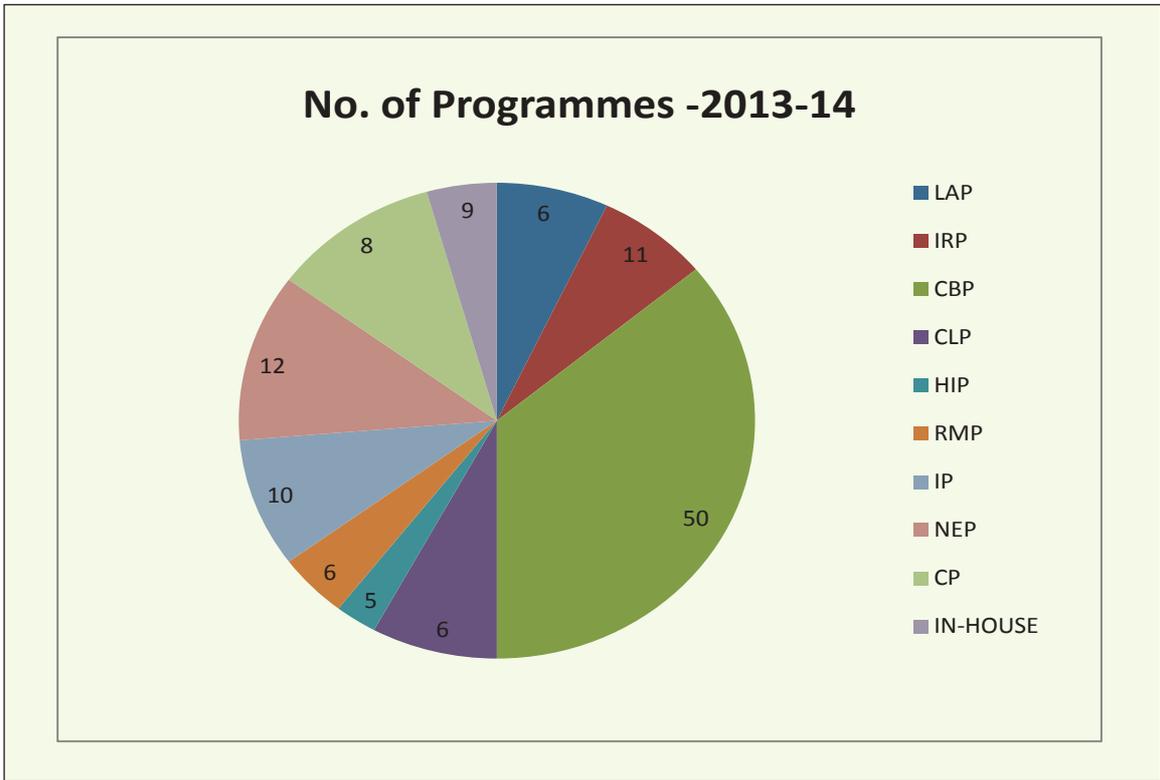
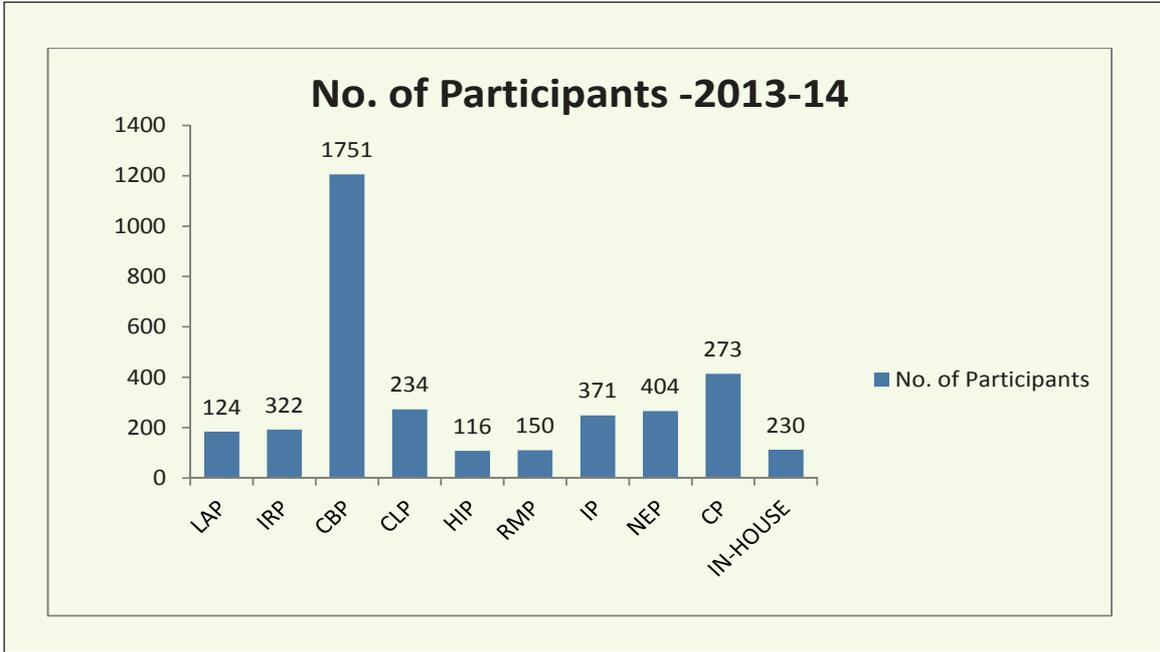
S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
109.	Gender, Poverty and Employment June 24-28, 2013	05	32	Rinju Rasaily
110.	Leadership Development Programme for Rural Trade Union Leaders June 03-07, 2013	05	26	Ellina Samantroy
111.	Gender, Poverty and Employment July 15-19, 2013	05	25	Ellina Samantroy
112.	Training Workshop on ILO Convention 181: Issues & Challenges in the Context of Private Placement Agencies in India July 22, 2013	01	25	Ellina Samantroy
113.	Empowering Rural Women Organisers October 28-November 01, 2013	05	34	Ellina Samantroy
114.	Research Methods on Gender Issues August 05-16, 2013	12	31	Ellina Samantroy
115.	Strengthening Awareness on Labour Issues for Women Workers, June 17-21, 2013	05	21	Ellina Samantroy
116.	Enhancing Competence of Youth Employability Skills September 16-20, 2013	05	35	Dhanya M. B.
117.	Course on Various Methods in Microfinance Research October 07-18, 2013	12	21	Dhanya M. B.
118.	Social Protection & Livelihood (TILS, Tamilnadu) November 18-20, 2013	03	41	Dhanya M. B.
119.	Social Protection and Livelihood Security July 8-12, 2013	05	35	Dhanya M.B
120.	Developing Leadership Skills for Women Trade Union Leaders May 13-17, 2013	05	13	Dhanya M.B.
121.	Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers February 24-28,2014	05	21	Dhanya M.B.



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF COURSE PART.	COURSE DIRECTOR
122.	Labour Issues in Post Globalisation Era for International Participants of IAMR July 26, 2013	1	21	Onkar Sharma
123.	Inter State Migration for Govt. of Meghalaya at Shillong, June 25-27, 2013	03	30	Onkar Sharma
		722	3975	

### Training Programmes held during April 2013– March, 2014

S. No.	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1	LABOUR ADMINISTRATION PROGRAMMES (LAP)	06	29	124
2	INDUSTRIAL RELATIONS PROGRAMMES (IRP)	11	56	322
3	CAPACITY BUILDING PROGRAMMES (CBP)	50	211	1751
4	CHILD LABOUR PROGRAMMES (CLP)	6	22	234
5	HEALTH ISSUE PROGRAMMES (HIP)	5	25	116
6	RESEARCH METHODS PROGRAMMES (RMP)	6	72	150
7	INTERNATIONAL PROGRAMMES (IP)	10	151	371
8	NORTH EAST PROGRAMMES (NEP)	12	58	404
9	COLLABORATIVE PROGRAMMES (CP)	8	24	273
10	INHOUSE PROGRAMME	9	74	230
	TOTAL	123	722	3975





## 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 207 books/reports/bound volumes of journals during April 2013 to March 2014, thereby enlarging the stock of books/reports/bound volume of journals etc. to 64444.

**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 Service** – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines,
- **Current Content of Journals** - Monthly publications. It is the compilation of content pages of subscribed journals.
- **Article Alert** – This weekly service hosted on the Institute’s web site for public access.

### 4. Maintenance of specialize resource centre

The following three specialized resource centre 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.

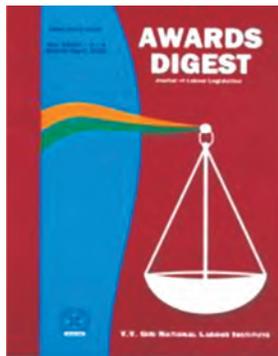
### Journals/Periodicals

#### *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.



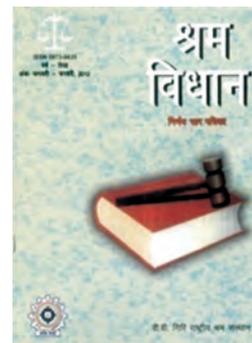
#### *Awards Digest: Journal of Labour Legislation*



***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 109 research findings in this series. The research Studies brought out as *NLI Research Studies Series* in 2013 include:

- 102//2013 MGNREGS in Tripura: A Study on Efficiency & Equity – Indraneel Bhowmik
- 103/2013 Migrant and Trafficked Children in hazardous Employment: The Case of Nagaland – T. Chubayanger
- 104/2013 Social Security for International Labour Migrants: Issues and Policy Options – Rakkee Timothy
- 105/2013 Fundamental Principles and Rights at Work and Informal Economy in India: Trends, Initiatives and Challenges – Dhanya M.B.
- 106/2013 The Anti-*khoti* Movement in the Konkan, C. 1920- 1942 – Santosh Pandhari Suradkar
- 107/2013 Expansion of Natural Rubber Cultivation in Tripura: Impact on Landholding, Employment and Income – S. Mohanakumar



108/2013 Work Participation and Time-Use Pattern of Women in Rural Arunachal Pradesh – Vandana Upadhyay

109/2013 ILO Convention 181: Issues and Challenges in the Context of Private Placement Agencies in India – Ellina Samantroy

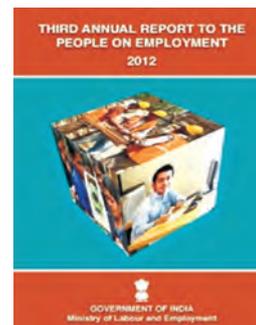
### Occasional publications

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

- **Third Annual Report to the People on Employment (English & Hindi)**

The Third Annual Report to the People on Employment has been prepared according to the directions of the Hon'ble President of India to initiate, inform and stimulate public discussion on employment and related issues. This report is prepared in continuity with the previous two Annual Reports to the People on Employment.

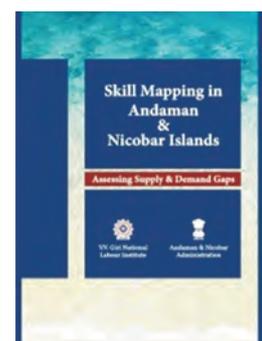
The main focus of this report is to understand the nuances of youth employment and unemployment, and to situate the economy's potential to address the issues of youth employment. The report notes that in order to tackle youth unemployment, both demand and supply side issues need to be addressed in a coherent manner. Educational attainment and skill training can create an effective labour supply, but these will become meaningful only in a overall growth-promoting environment. With the Government launching a number of innovative schemes to empower the youth workforce, the primary challenge lies in the effective implementation of the schemes at the grass-roots level, with the active participation of the stakeholders concerned.



- **Skill Mapping in Andaman & Nicobar Islands: Assessing Supply & Demand Gaps**

Skill development and upgradation are among the key prerequisites for achieving faster, more inclusive and sustainable growth in any economy. It is in this context that this study attempts to map the supply and demand of skills in the Andaman & Nicobar Islands, a fragmented island economy experiencing geographical and climatic adversities.

The study addresses vital issues: tracing the skill composition of the labour force, evaluating the institutional structures to develop and upgrade skills, estimating current and future skill needs, analysing the effectiveness of existing mechanisms to

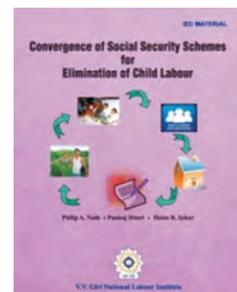


match the supply of and demand for skills, and deriving policy prescriptions for more effective matching of skill supply and demand.

Urging the stimulation of private investment, particularly in sectors that are employment-intensive and have strong growth inducing linkages, the report identifies some such key sectors for the Andaman & Nicobar Islands: construction, transport, storage, communication, marine based activities, and hotels and restaurants. It recommends more synergy between skill development institutions and industries in order to improve labour market outcomes, and achieve quantitative and qualitative improvement in skill development systems.

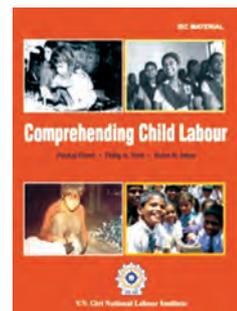
- **Convergence of Social Security Schemes for Elimination of Child Labour**

The Convergence of Social Security Schemes for Elimination of Child Labour is a compilation of social security programmes of different State Governments and those of the Central Government. This document has been prepared as a part of the project 'Establishment of National Knowledge Centre on Child Labour', a component of ILO-Convergence Child Labour Project.



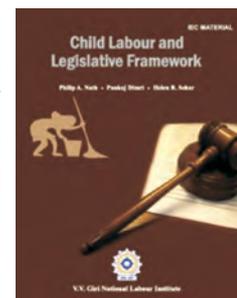
- **Comprehending Child Labour**

'Comprehending Child Labour' has been developed with the objective of making basic information on child labour available at one place so that they are used by all those who are dealing with the issue of child labour in different capabilities. The aim is also to enhance the understanding on the concept, magnitude and forms of child labour, legislation and policy, judicial intervention and other initiatives, aimed at prevention and elimination.



- **Child Labour and Legislative Framework**

'Child Labour and Legislative Framework' is a compilation and collection of useful information on significant aspects of legislative initiatives aimed at prevention and elimination of child labour. The idea is to make available basic information on child labour at one place, which would be useful for all those who are working towards combating child labour.



- **Child Labour and Health Hazards**

'Child Labour and Health Hazards' has been prepared with the objective to generate awareness on the dangers faced by children at the workplace through various

training and other interventions leading to sensitization of different sections of populace. It covers the agriculture sector, manufacturing sector and the service sector and attempts to highlight working conditions and the associated health hazards and risks for select occupations in these sectors where there is concentration of child labour. Occupational hazards at the ground-level, underground and under water have formed a part of this document.

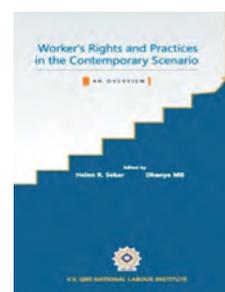
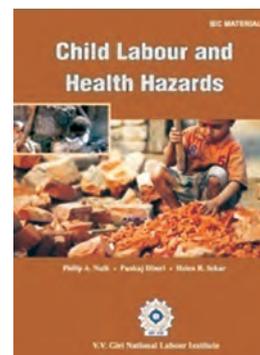
- **Worker's Rights and Practices in the Contemporary Scenario: An Overview**

This book offers a careful summary of the rights and practices of work in the Indian labour market. In specific, it deals with rights deficiency of workers in different sectors especially on agriculture workers, casual workers, industrial workers as well as bonded and child labour, health and safety at workplace, maternity protection at work and politics of rights deficiencies in the informal economy. The present edited book contains eight papers.

- **Employment and Social Protection of Cashew Workers in India with Special Reference to Kerala**

Cashew processing, a highly labour intensive industry, engages an overwhelmingly large share of women workers belonging to the economically and socially disadvantaged strata of society. The state of Kerala has the highest proportion of cashew workers in India. Though the working conditions of cashew workers have been the object of scholarly and policy concerns for long, many of the insecurities affecting the lives of cashew workers, ranging from health hazards to lack of effective social protection, seem to have persisted till date. It is important that these problems and insecurities encountered by the workers are rigorously analysed and relevant policy measures adopted so that the working conditions and lives of cashew workers are improved.

It is in this context that the Ministry of Labour and Employment had entrusted the V.V. Giri National Labour Institute with the responsibility of undertaking a research study on 'Employment and Social Protection of Cashew Workers in India with Special Reference to Kerala'. The study suggests several measures to be adopted, in the short term and medium term, for improving the employment conditions and social protection of cashew workers, and for ensuring sustainability of employment in the cashew processing industry.





## 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 27.05.2013, 23.09.2013, 17.12.2013 and 12.03.2014 respectively in each quarter. During the meetings, important decisions with regard to progressive use of official language were taken and implemented accordingly.

### Hindi Workshop

The Institute organised four Hindi Workshops to orient the officers and staff of the Institute to work originally in Hindi instead of depending upon the translation. The workshops were held on 31.05.2013, 09.09.2013, 13.12.2013 and 25.03.2014. 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 31<sup>st</sup> March, 2013, 30<sup>th</sup> June, 2013, 30<sup>th</sup> September, 2013 and 31<sup>st</sup> December, 2013 were uploaded on Rajbhasha Vibhag's Website on regular basis.

### Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from 16<sup>th</sup> September 2013 to 30<sup>th</sup> September 2013. During this Pakhwara, various competitions were organised which include Nibandh evam Patra Lekhan, Tippan evam Alekhan, Sulekh evam Shrutlekh, Hindi Kavya Path, Hindi Tankan athwa Hindi Vartani evam Varg Paheli, Rajbhasha evam Samanya Gyan and Vaad-Vivaad 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 30.09.2013.



# 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

	P.P.Mitra, L.L.B, M,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.	Anoop K. Satpathy, M.A, M. Phil, Ph.D.	Fellow
7.	Shashi Bala, M.A, M.Phil. Ph.D.	Fellow
8.	Rakkee Timothy, M.Phil, Ph.D	Associate Fellow
9.	Priyadarsan Amitav Khuntia, M.A.. M.Phil	Associate Fellow
10.	Otojit Kshetrimayum, M.A., M.Phil	Associate Fellow
11.	Rinju Rasaily, M.Phil, Ph.D.	Associate Fellow
12.	Ellina Samantroy, M.Phil, Ph.D	Associate Fellow
13.	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 2013-14**



## **Separate Audit Report of the Comptroller and Auditor General of India on the Accounts of V.V. Giri National Labour Institute, NOIDA for the year ended 31 March 2014.**

We have audited the attached Balance Sheet of V.V. Giri National Labour Institute (Institute), NOIDA as at 31 March 2014, the Income and Expenditure Account and Receipts and Payment Account for the year ended on that date under Section 20(1) of the Comptroller and Auditor General's (Duties, Powers and Conditions of Service) Act, 1971. The audit has been entrusted for the period up to 2013-14. 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 and 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 and 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 and Expenditure Account and Receipts and Payment Account dealt with by this report have been drawn up in the common format of account approved by the Government of India, Ministry of Finance.
- (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 925.00 lakh (Plan ₹ 600.00 lakh, Non-Plan ₹ 325.00 lakh) received during the year the Institute utilized ₹ 805.00 lakh (Plan ₹ 480.00 lakh, Non-Plan ₹ 325.00 lakh) leaving a balance of ₹ 120.00 lakh as on 31 March 2014.

**(B) Management Letter**

Deficiencies which have not been included in the Audit Report has been brought to the notice 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 and Expenditure Account and Receipts and Payment 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:
- In so far as it relates to the Balance Sheet of the state of affairs of the V.V. Giri National Labour Institute, NOIDA (Gautam Buddha Nagar) as at 31 March 2014; and
  - In so far as it relates to Income and Expenditure Account of the 'deficit' for the year ended on that date.

**For and on behalf of the C&AG of India**

**Place: Lucknow**

**Sd/-**

**Date : 11.12.2014**

**Principal Director of Audit (Central)**



## ANNEXURE

### 1. Adequacy of Internal Audit System

Internal Audit of the Institute for the year 2013-14 has been carried out by a Chartered Accountant.

### 2. Adequacy of Internal Control System

Internal Control System in the Institute is characterised by deficiencies such as non-adjustment of advances etc.

### 3. System of Physical verification of fixed assets

Physical verification of Fixed Assets has been conducted by the Institute for the year 2013-14.

### 4. System of physical verification of inventory

Physical verification of inventory has been conducted by the Institute for the year 2013-14.

### 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 Income Tax Act, 1961, the matter was reportedly pending before CIT(A) Ghaziabad.

Sd/-

**Dy. Director of Audit  
(Central Expenditure)**



**ANK & ASSOCIATES**  
**CHARTERED ACCOUNTANTS**

Unit No. 6, 1<sup>st</sup> 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 31<sup>st</sup> March 2014, 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.

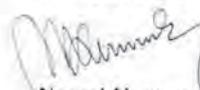
We conducted our audit in accordance with auditing standards generally accepted in India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence 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 31<sup>st</sup> March 2014.
  - 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: 12<sup>th</sup> June 2014





## V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

### BALANCE SHEET AS ON 31ST MARCH 2014

LIABILITIES	SCH.	Fig as at 31.03.2014	Fig as at 31.03.2013
CAPITAL FUND	1	78,554,287.07	49,098,004.34
DEVELOPMENT FUND	2	63,902,343.24	58,286,549.54
RESERVE & SURPLUS	3	12,477,555.83	11,526,658.27
EARMARKED FUND	4	41,891,894.00	71,891,894.00
CURRENT LIABILITIES & PROVISIONS	5	54,363,479.00	35,889,761.00
<b>TOTAL</b>		<b>251,189,559.14</b>	<b>226,692,867.15</b>
<b>ASSETS</b>			
FIXED ASSETS (NET BLOCK)	6	90,861,027.00	68,589,257.00
INVESTMENTS: EARMARKED FUNDS	7	69,632,348.47	63,621,462.77
CURRENT ASSETS LOANS & ADVANCES	8	90,696,183.67	94,482,147.38
<b>TOTAL</b>		<b>251,189,559.14</b>	<b>226,692,867.15</b>

**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)

Place: New Delhi

Dated: 12 June, 2014

Sd/-

**Harsh Singh Rawat**

Accounts Officer

Sd/-

**V.K. Sharma**

Administrative Officer (I/C)

Sd/-

**Partha Pratim Mitra**

Director General



**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA**  
**INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED**  
**31ST MARCH 2014**

PARTICULARS	SCH.	Fig as at 31.03.2014	Fig as at 31.03.2013
<b>INCOME</b>			
Grants in Aid	9	78,095,888.00	108,288,484.00
Fees and Subscription	10	21,209,680.10	20,007,621.00
Interest Earned	11	361,082.01	62,906.47
Other Income	12	16,026,133.62	15,076,063.78
Prior Period Income	13	1,934,241.00	-
<b>TOTAL (A)</b>		<b>117,627,024.73</b>	<b>143,435,075.25</b>
<b>EXPENDITURE</b>			
Establishment Expenses	14	43,976,070.00	64,484,318.00
Administrative Expenses	15	20,606,922.00	18,171,455.00
Prior Period Expenditure	16	263,632.00	1,405,516.16
Expenditure on Plan Grant & Subsidies	17	45,595,888.00	78,988,616.00
<b>TOTAL (B)</b>		<b>110,442,512.00</b>	<b>163,049,905.16</b>
EXCESS OF INCOME OVER EXPENDITURE BEFORE DEPRECIATION (A-B)		7,184,512.73	(19,614,829.91)
Less:			
Depreciation	6	10,399,626.00	10,305,784.00
BALANCE BEING DEFICIT CARRIED TO CAPITAL FUND		<b>(3,215,113.27)</b>	<b>(29,920,613.91)</b>

**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)

Place: New Delhi

Dated:

Sd/-

**Harsh Singh Rawat**

Accounts Officer

Sd/-

**V.K. Sharma**

Administrative Officer (I/C)

Sd/-

**Partha Pratim Mitra**

Director General



## V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

### RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2014

Previous Year 31.03.2013	RECEIPTS	AMOUNT (Rs.) 31.03.2014	Previous Year 31.03.2013	PAYMENTS	AMOUNT (Rs.) 31.03.2014
	<b>Opening Balance</b>			<b>Expenses</b>	
23,264.95	Cash in Hand	58,477.95	34,795,148.00	Establishment Expenses	41,390,448.00
	Bank Balances:		17,623,501.00	Administrative Expenses	20,458,021.00
2,618,181.30	Current Account	6,025,789.08	45,013,879.00	Utilisation of Plan Grant	44,472,886.00
7,969,097.67	Savings Account - Projects	6,191,745.04	1,419,366.16	Prior Period Expenditure	268,912.00
	Savings Account- IOB	260,229.05			
	Savings Account- Corp Bank	63,922.26			
50,837,312.00	Deposit : Development Fund	58,286,549.54			
-			2,379,727.00	<b>Fixed Assets</b>	2,666,897.00
21,863.00	Postage in hand	39,430.00		Payments made against	
	<b>Grants Received</b>		8,941,144.28	Fund for Various Projects	3,480,218.00
110,500,000.00	From Govt. of India (MOL&E)	92,500,000.00	1,008,981.00	Other Agencies : Expenses	2,257,918.10
6,687,991.00	From Other Agencies	2,223,700.00			
779,292.00	Receipts from Other Projects	3,655,274.50	423,060.00	<b>Advance to Staff</b>	215,257.00
	<b>Interest Received</b>		-	Departmental Advance	988,140.00
5,885,033.00	Development Fund	5,615,793.70		<b>Remittance or Recovery</b>	
1,564,204.54	Accrued Interest (P Year)	-	54,750.00	<b>From Staff/Other Institutions</b>	-
21,471.00	Vehicle Advance	44,356.00			
28,692.47	Savings Account	316,726.01		<b>Other Payments</b>	
475,800.65	Interest: Project Accounts	321,396.06	5,996,735.00	Expenses Payable	-
15,831,968.00	<b>Fees/Subscription</b>	22,936,521.10	409,935.00	Refund of Security Deposit	1,216,625.00
14,776,063.78	<b>Other Income</b>	16,026,133.62	30,000,000.00	Advance to ESIC/UPPCL	-
-	<b>Prior Period Income</b>	1,861,521.00			
-	Departmental Advance	830,230.00		<b>Closing Balance</b>	
	<b>Recovery of Advances</b>			Cash in Hand	14,197.95
173,170.00	From Staff	697,876.00	58,477.95		
	<b>Other Receipts</b>			<b>Bank Balances</b>	
75,040.00	Income Tax Refund	276,720.00	6,025,789.08	Current Account	27,633,763.70
			260,229.05	Savings Account- IOB	268,173.05
			63,922.26	Savings Account- Corp Bank	68,908.27
522,000.00	Security Deposit	2,673,253.00		Gratuity Account - 1130025	3,010,673.00
160,727.00	Received from HBA FUND	-	39,430.00	Leave Encashment - 1130026	1,820,591.00
			58,286,549.54	Postage in hand	24,121.00
11,997.00	Recovery of Library Books	-	6,191,745.04	Deposit : Development Fund	63,902,343.24
29,200	Sale of Vehicle	-		Savings Account - Projects	6,747,550.60
<b>218,992,369.36</b>	<b>TOTAL</b>	<b>220,905,643.91</b>	<b>218,992,369.36</b>	<b>TOTAL</b>	<b>220,905,643.91</b>

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

**Significant Accounting Policies,**

**Contingent Liabilities & Notes to Accounts**

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/-

**Partha Pratim Mitra**

Director General

Place: New Delhi

Dated: 12 June, 2014



## V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

### Schedules forming part of Accounts for the year ended on 31.03.2014

#### SCHEDULE 1- CAPITAL FUND

(Amount in Rs.)

		Fig as at 31.03.2014	Fig as at 31.03.2013
Balance at the beginning of the year		49,098,004.34	76,780,694.25
Add: Contributions towards Capital Fund			
From Plan Grants	32,423,163		
From Non Plan Grants	14,805		
From External Projects	233,428	32,671,396.00	2,447,870.00
Previous years adjustments		-	(209,946.00)
Excess of Income over Expenditure		(3,215,113.27)	(29,920,613.91)
<b>TOTAL</b>		<b>78,554,287.07</b>	<b>49,098,004.34</b>

#### SCHEDULE 2- DEVELOPMENT FUND

Balance at the beginning of the year		58,286,549.54	51,857,556.54
Add; Interest on Bank FDR		5,614,300.70	5,883,575.00
Add: Interest on S. B. Account		1,533.00	1,458.00
Add: Provision for Interest during previous years adjusted		-	543,960.00
Less: Bank Charges		(40.00)	-
	<b>TOTAL</b>	<b>63,902,343.24</b>	<b>58,286,549.54</b>

#### SCHEDULE 3- RESERVES & SURPLUS

<b>REVOLVING FUND</b>			
<b>A- REVOLVING HBA FUND</b>			
Balance at the beginning of the year		4,890,280.93	4,508,618.93
Add: Interest Earned from Bank- SB & FDR		282,054.00	277,242.00
Add: Interest on HBA from Staff		94,627.00	104,420.00
<b>TOTAL (A)</b>		<b>5,266,961.93</b>	<b>4,890,280.93</b>



<b>B- REVOLVING COMPUTER FUND</b>		
Balance at the beginning of the year	444,632.30	405,549.30
Add: Interest Received from Bank	17,002.00	14,794.00
Add: Interest accrued from Staff	1,409.00	2,228.00
Add: Recovered from Staff	-	36,806.00
Less: Previous Year adjustments	-	(14,745.00)
<b>TOTAL (B)</b>	<b>463,043.30</b>	<b>444,632.30</b>

**C-PROJECT FUND**

Balance at the beginning of the year	6,191,745.04	7,969,097.67
Add: Received During The Year	3,655,274.50	7,024,171.00
Add: Interest Received from Bank	321,396.06	475,800.65
Less: Tax Deducted at source	-	(336,180.00)
Less: Expenditure During the Year, if any	(3,420,865.00)	(8,941,144.28)
<b>TOTAL (C)</b>	<b>6,747,550.60</b>	<b>6,191,745.04</b>
<b>TOTAL (A+B+C)</b>	<b>12,477,555.83</b>	<b>11,526,658.27</b>

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

Balance at the beginning of the year	71,891,894.00	42,225,908.00
Add: Previous Year Amount	-	(334,014.00)
Add (Less): Amount advanced (capitalised) during the Year	(30,000,000.00)	30,000,000.00
<b>TOTAL</b>	<b>41,891,894.00</b>	<b>71,891,894.00</b>

**SCHEDULE - 5 CURRENT LAIBILITIES AND PROVISIONS**

	<b>Fig as at 31.03.2013</b>	<b>Fig as at 31.03.2012</b>
<b>A-CURRENT LAIBILITIES</b>		
EMD and Security Deposit	2,759,958.00	1,303,330.00
Grants in Aid -Plan (Unutilised)	11,980,949.00	
Outstanding Liabilities including Sundry Creditors	4,491,608.00	2,116,923.00
<b>TOTAL (A)</b>	<b>19,232,515.00</b>	<b>3,420,253.00</b>
<b>B-PROVISIONS</b>		
Provision for Gratuity & Earned Leave Encashment	35,130,964.00	32,469,508.00
<b>TOTAL (B)</b>	<b>35,130,964.00</b>	<b>32,469,508.00</b>
<b>TOTAL (A+B)</b>	<b>54,363,479.00</b>	<b>35,889,761.00</b>



## V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

### Schedules forming part of Accounts for the year ended on 31.03.2014

#### SCHEDULE 6- FIXED ASSETS

Particulars		Wdv as at 01.04-2013	Additions		Deletion during the year	Total as at 31.03.14	Depreciation Amount	Wdv As At 31.03.14
			Upto 03.10.13	After 03.10.13				
Land *	0%	-	-	-	-	-	-	-
Building	10%	45,163,044	-	31,824,723	-	76,987,767	6,107,541	70,880,226
Furniture & Fittings	10%	4,980,548	-	-	-	4,980,548	498,055	4,482,493
Equipments	15%	11,050,975	-	14,805	-	11,065,780	1,658,757	9,407,023
Vehicles	15%	712,849	-	-	-	712,849	106,927	605,922
Library Books	25%	5,247,251	6,950	324,761	-	5,578,962	1,354,145	4,224,817
Computers	60%	686,590	-	500,157	-	1,186,747	562,001	624,746
Webcite	15%	748,000	-	-	-	748,000	112,200	635,800
		<b>68,589,257</b>	<b>6,950</b>	<b>32,664,446</b>	<b>-</b>	<b>101,260,653</b>	<b>10,399,626</b>	<b>90,861,027</b>

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

#### SCHEDULE 7- INVESTMENTS :EARMARKED FUNDS

<b>a. DEVELOPMENT FUND</b>		
Fixed Deposit Accounts	61,527,259.00	55,265,856.00
Interest Accrued on FDRs (including TDS)	2,335,643.00	2,982,745.30
Indian Overseas Bank : SB Account	39,441.24	37,948.24
<b>TOTAL (a)</b>	<b>63,902,343.24</b>	<b>58,286,549.54</b>
<b>b. DEVELOPMENT FUND</b>		
Indian Overseas Bank :FDR	3,175,474.00	2,905,060.00
Interest Accrued on FDRs	1,316.00	609.00
Indian Overseas Bank : SB Account	267,534.93	144,296.93
HBA Advance to Staff	1,822,637.00	1,840,315.00
<b>TOTAL (b)</b>	<b>5,266,961.93</b>	<b>4,890,280.93</b>



<b>c. REVOLVING COMPUTER FUND</b>		
Indian Overseas Bank : SB Account	446,093.30	423,091.30
Computer Advance to Staff	16,950.00	21,541.00
<b>TOTAL (c)</b>	<b>463,043.30</b>	<b>444,632.30</b>
<b>TOTAL (a+b+c)</b>	<b>69,632,348.47</b>	<b>63,621,462.77</b>

### **SCHEDULE 8- CURRENT ASSETS, LOANS & ADVANCES**

<b>A - CURRENT ASSETS</b>		
<b>(a) CASH &amp; BANK BALANCES</b>	14,197.95	58,477.95
Cash -in- Hand		
Bank Balances		
In Current Accounts with Indian Overseas Bank	27,633,763.70	6,025,789.08
Indian Overseas Bank :S B Account	268,173.05	260,229.05
Corporation Bank SB Account	68,908.27	63,922.26
Gratuity Account - 1130025	3,010,673.00	-
Leave Encashment - 1130026	1,820,591.00	-
Postage Account	24,121.00	39,430.00
<b>TOTAL (a)</b>	<b>32,840,427.97</b>	<b>6,447,848.34</b>



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

(b) PROJECT ACCOUNT	Fig as at 31.03.13	Received during the year	Bank Interest	Expenditure During the year	Fig as at 31.03.14
<b>In S B Accounts with Indian Overseas Bank</b>					
NRCCL Account-4475	665,491.46	-	24,209.00	-	689,700.46
FCNR Account -10500	65,567.50	798,959.50	5,987.00	90,000.00	780,514.00
ILO-INDUS Child Labour Project-12726	16,771.00	-	656.00	40.00	17,387.00
ILO-Prevention of HIV/AIDS(Part-IV)12813	157,431.00	-	6,380.00	-	163,811.00
M O L&E-Evaluation of NCLP-13004	563,788.00	-	17,688.00	175,000.00	406,476.00
M O L & E :Upgradation of 1396 Govt. IIT,s- 14518	518,811.00	-	20,960.00	-	539,771.00
UNDP:Women Migrant Workers in South Asia -14517	69,968.00	-	3,030.00	-	72,998.00
M O L & E : Management Review VTIP World Bank-14684	481,276.00	-	19,443.00	-	500,719.00
Report to People on Employment -14685	578,715.00	-	24,345.00	-	603,060.00
<b>S B ACCOUNT: CORPN. BANK</b>					-
ILO Convergence -120004	708,654.91	2,000.00	64,681.00	-	775,335.91
VVGNLI Consultancy (Skill Mapping A&N) 4099	101,852.00	802,128.00	8,132.00	617,795.00	294,317.00
VVGNLI Employee Welfare Fund-4098	1,085.00	-	44.00	-	1,129.00
M O R D Rural Workers in India-120003	1,072,573.17	1,472,305.00	70,066.06	2,073,986.00	540,958.23
M O HUPA- Urban Poverty Alleviation-2663	33,949.00	-	790.00	(4,035.00)	38,774.00
ILO Knowledge Centre 4548	1,155,812.00	579,882.00	54,985.00	468,079.00	1,322,600.00
<b>TOTAL (b)</b>	<b>6,191,745.04</b>	<b>3,655,274.50</b>	<b>321,396.06</b>	<b>3,420,865.00</b>	<b>6,747,550.60</b>
<b>TOTAL (A) (a+b)</b>	<b>12,639,593.38</b>				<b>39,587,978.57</b>

### B: LOANS AND ADVANCES

	Fig as at 31.03.2013	Advances during the year	Recovery / adjusted During the year	Fig as at 31.03.2014
<b>a. TO STAFF</b>				
Festival Advance	61,425.00	82,500.00	101,175.00	42,750.00
Cycle Advance	700.00	-	700.00	-
Car Advance	524,005.00	-	77,209.00	446,796.00
Scooter Advance	139,401.00	30,000.00	70,375.00	99,026.00
LTC- Advance	14,000.00	102,757.00	81,757.00	35,000.00
Medical Advance	366,660.00	-	366,660.00	-
<b>TOTAL (a)</b>	<b>1,106,191.00</b>	<b>215,257</b>	<b>697,876.00</b>	<b>623,572.00</b>



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

<b>b. TO OTHER AGENCIES</b>				
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	-
<b>TOTAL (c)</b>	<b>71,891,894</b>	<b>-</b>	<b>30,000,000</b>	<b>41,891,894</b>

	<b>Fig as at 31.03.2014</b>	<b>Fig as at 31.03.2013</b>
<b>c. OTHER ADVANCES</b>		
Advance to Outside Agencies	218,588.00	368,117.00
Expenses (Receipts) :Misc Projects of Outside Agencies	630,517.10	451,265.00
TDS deducted at source	1,500,300.00	1,314,140.00
Departmental Advance (N.P.)	143,260.00	150.00
Departmental Advance (P)	14,800.00	-
Bills Receivables	4,289,002.00	5,484,451.00
Prepaid Expenses	1,796,272.00	1,226,346.00
<b>TOTAL (c)</b>	<b>8,592,739.10</b>	<b>8,844,469.00</b>
<b>TOTAL (A+B)</b>	<b>90,696,183.67</b>	<b>94,482,147.38</b>



## V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2014

### SCHEDULE '9' GRANTS-IN-AID

	Fig as at 31.03.2014	Fig as at 31.03.2013
<b>NON-PLAN</b>		
From Govt. of India (MOL&E)	32,500,000.00	29,300,000.00
<b>PLAN</b>		
From Govt. of India (MOL&E)	54,000,000.00	75,700,000.00
From Govt. of India (MOL&E) N. E.	6,000,000.00	5,500,000.00
<b>TOTAL</b>	<b>92,500,000.00</b>	<b>110,500,000.00</b>
<b>Less: Grants-in- Aid Capitalised</b>	2,423,163.00	
<b>Less: Grants-in- Aid (Unutilised)</b>	11,980,949.00	2,211,516.00
<b>TOTAL</b>	14,404,112.00	2,211,516.00
<b>Amounts shown to Income &amp; Expenditure Account</b>	78,095,888.00	108,288,484.00

### SCHEDULE '10' FEES AND SUBSCRIPTION

Education Training Programme Fee	21,154,655.10	19,943,946.00
Subscription of Award Digest	18,500.00	27,950.00
Subscription of Labour & Development	17,225.00	12,525.00
Receipts from Sale of Glossary-Labour Laws	6,500.00	14,500.00
Subscription of Shram Vidhan	10,600.00	6,100.00
Receipts from Sale of Other Publications	2,200.00	2,600.00
<b>TOTAL</b>	<b>21,209,680.10</b>	<b>20,007,621.00</b>

### SCHEDULE '11' INTEREST EARNED

Interest on Scooter/Vehicle Advance	44,356.00	29,470.00
Interest Received	316,726.01	33,436.47
<b>TOTAL</b>	<b>361,082.01</b>	<b>62,906.47</b>

### SCHEDULE '12' OTHER INCOME

Non Plan Income	4,126,976.00	3,100,848.00
Income from Hostel Utilisation	10,462,269.00	7,525,900.00
Sale of Tender Forms	40,350.00	68,500.00
Income from Photostat	491,283.00	269,885.00
Sale of Unusable Items	123,251.00	923,311.00
Rent from Staff Quarters- Licence Fee	120,210.00	154,396.00
Income from External Projects (closed)	-	872,466.78
Other Receipts	352.00	28,500.00
Consultancy Faculty Charges	236,442.62	1,682,257.00
Income From Use of Premises	425,000.00	450,000.00
<b>TOTAL</b>	<b>16,026,133.62</b>	<b>15,076,063.78</b>

**SCHEDULE '13 PRIOR PERIOD INCOME**

	<b>Fig as at 31.03.2014</b>	<b>Fig as at 31.03.2013</b>
Prior Period Income	1,934,241.00	-
<b>Total</b>	<b>1,934,241.00</b>	<b>-</b>

**SCHEDULE '14 ESTABLISHMENT EXPENSES**

Salaries to Staff	34,654,698.00	27,873,514.00
Allowances and Bonus	3,001,222.00	3,972,177.00
Contribution to C.P.F.	-	40,973.00
Contribution to NPS	2,623,186.00	2,120,410.00
Expenses on Employee Retirement & Terminal Benefits	3,275,289.00	29,426,200.00
Leave Salary & Pension Contribution For Staff on Deputation	421,675.00	463,683.00
Arrears of MACP (6th CPC)		587,361.00
<b>TOTAL</b>	<b>43,976,070.00</b>	<b>64,484,318.00</b>

**SCHEDULE '15' ADMINISTRATIVE EXPENSES**

Advertisement & Publicity	27,800.00	112,876.00
Building Renovation & Upgradation	1,232,944.00	1,028,729.00
Electricity and Power Charges	4,782,516.00	4,206,630.00
<b>Hindi Protsahan Expenses</b>	221,792.00	153,794.00
Insurance	93,050.00	89,605.00
Internal Audit Fee	100,000.00	84,270.00
Legal & Professional Charges	229,860.00	244,318.00
Miscellaneous Expenses	84,095.00	120,058.00
Paid Training Programme Expenses	10,599,621.00	7,591,113.00
Photostat Expenses	227,982.00	455,110.00
Postage, Telegram & Communication Charges	17,044.00	104,503.00
Printing & Stationery	497,267.00	604,498.00
Purchase of New Assets	14,805.00	53,637.00
<b>REPAIR &amp; MAINTENANCE</b>		
a. Computer	9,700.00	63,051.00
b. Cooler/ A.C.	166,375.00	160,400.00
c. Office Building and Allied	359,373.00	557,289.00
Staff Welfare Expenses	150,805.00	131,765.00
Telephone, Fax & Internet Charges	547,277.00	577,491.00
Travelling and Conveyance Exp.	560,861.00	1,196,213.00
Vehicle Running and Maintenance Expenses	345,588.00	297,998.00
Water Charges	338,167.00	338,107.00
<b>Amounts Transfer to Income &amp; Expenditure Account</b>	<b>20,606,922.00</b>	<b>18,171,455.00</b>
Cost of Assets Capitalised	14,805.00	53,637.00
<b>Total</b>	<b>20,592,117.00</b>	<b>18,117,818.00</b>



## V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2014

### SCHEDULE '16' PRIOR PERIOD EXPENDITURE

	Fig as at 31.03.2014	Fig as at 31.03.2013
Prior Period Expenditure	263,632.00	1,405,516.16
	<b>263,632.00</b>	<b>1,405,516.16</b>

### SCHEDULE '17' EXPENDITURE ON PLAN GRANTS

<b>A. RESEARCH, EDUCATION AND TRAINING</b>		
Research Projects, Workshop & Publication	8,657,176.00	9,118,458.00
Education Programmes	14,044,524.00	13,086,097.00
Rural Programmes	3,252,312.00	1,930,232.00
Information Technology	818,668.00	1,086,266.00
Campus Services	10,596,315.00	18,425,890.00
<b>TOTAL(A)</b>	<b>37,368,995.00</b>	<b>43,646,943.00</b>
<b>B. PROGRAMME/PROJECTS FOR N.E. STATES</b>		
Education Programmes	5,316,642.00	4,365,263.00
Projects (Including Info.Tech./Infra/ Pub.)	1,313,062.00	1,096,587.00
<b>TOTAL (B)</b>	<b>6,629,704.00</b>	<b>5,461,850.00</b>
<b>C. AUGMENTATION OF LIBRARY FACILITIES</b>		
Subscription to Journals/Periodicals	1,885,509.00	1,452,901.55
Library Books	98,283.00	344,795.45
Library Augmentation/ Modernisation	211,837.00	293,642.00
<b>TOTAL (C)</b>	<b>2,195,629.00</b>	<b>2,091,339.00</b>
<b>D. INFRASTRUCTURE</b>		
Hostel Block : Renovation	1,824,723.00	30,000,000.00
<b>TOTAL (D)</b>	<b>1,824,723.00</b>	<b>30,000,000.00</b>
<b>TOTAL PLAN EXPENSES (A to D)</b>	<b>48,019,051.00</b>	<b>81,200,132.00</b>
Less: Cost of Assets Capitalised	2,423,163.00	2,211,516.00
	2,423,163.00	2,211,516.00
Amounts Transfer to Income & Expenditure Account	<b>45,595,888.00</b>	<b>78,988,616.00</b>



## V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

### Schedules forming part of Accounts for the year ended on 31.03.2014

#### 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 Uttar Pradesh and hence the same has been shown in the Balance Sheet at Nil value.

##### 4 Depreciation

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

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 preaped an Ac-crual basis and provisions have been made accordingly except

- a. Salaries and allowances payable to employess on deputation from Central Govern-ment is accounted for on paid basis.
- b. Stationery and other items purchased are being accounted for on cash basis.

### **2 Grants in Aid**

The Institute receives Grant-in Aid ( Plan & Non Plan) from Ministry of Labour & Employ-ment every year and Utilization certificate is being submitted to the Ministry of Labour & Employments every year. The Institute has received Plan Grant of Rs. 600 Lacs out of which Rs. 60 Lacs marked for North East States, Rs. 49 Lacs of TSC ( Tribal Sub Plan ) and Rs. 98 Lacs for SCSP ( Schedule Caste Sub Plan ) during the year 2013-14. The Institute has not bifurcated the expenses incurred for TSP and SCSP Plan Sub Heads. The utilised Plan Grant of Rs. 1,19,80,849.00 is to be refunded/ adjusted by Ministry of Labour & Employment.

### **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**

Institute carries out professional activities and educational training programmes, which are sponsored by other Institutions , Ministry and Department etc.and incurrs expenditure on behalf of such agencies. The advances from these agencies or reimbursement of expend-iture 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 (other than Library Books) cost- ing less than Rs.10,000 has been charged to the revenue account.

### **6 Physical Verification of Assets**

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

### **7 Block of Government Money**

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



the said advance is still awaited from C.P.W.D. The Institute is advised to recover the said advance from C.P.W.D.

During the year the Institute has paid and /or adjusted, a sum of Rs, 3,17,23,599.00 out of Earmarked Fund for Infrastructure Work to M/s UPPCL. The Management has obtained an opinion from a Chartered Accountant Firm who has suggested a deduction of Rs. 16,58,649.59 on account of shortage ( as per physical verification report of the Management ) and rate differences. The Management after reverifying the short comings and discrepancies pointed out by the Chartered Accountant Firm, had deducted a sum of Rs. 11,09,553.85 from the bill of UPPCL.

- 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 31.03.2014. A sum of Rs. 2,89,78,100.00 was shown as liability of the institute as on 31.03.2014 and the same has been fully provided for during the year.

Particulars	Provision Upto 31.03.2104	Provision Upto 31.03.2103
Gratuity	20,646,113.00	18,835,191.00
Earned Leave	14,484,851.00	13,634,317.00
	<b>35,130,964.00</b>	<b>32,469,508.00</b>

## 9 Income Tax Returns

The Institute had filed its return of Income for the year ended on 31.03.12.

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/-

**Partha Pratim Mitra**

Director General

Place: New Delhi

Dated: 12 June, 2014

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

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



**V.V. GIRI NATIONAL LABOUR INSTITUTE**

**SECTOR-24, NOIDA - 201 301**

**UTTAR PRADESH, INDIA**

Website: [www.vgnli.org](http://www.vgnli.org)