



ANNUAL REPORT

2022-2023

V.V. GIRI NATIONAL LABOUR INSTITUTE

ANNUAL REPORT 2022-2023



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

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Contents

○ Major Achievements	1
○ Institute's Vision and Mission	13
○ Institute's Mandate	14
○ Institute's Structure	15
○ Research	19
Centre for Employment Relations and Regulations	20
Centre for Labour and Health Studies	31
Centre for Gender and Labour Studies	37
Centre for Agrarian Relations, Rural and Behavioural Studies	44
Centre for North East India	47
Centre for Labour Market Studies	50
National Resource Centre on Child Labour (NRCCL)	55
Integrated Labour History Research Programme	58
Centre for Climate Change and Labour	60
Centre for International Networking	63
○ Training and Education	69
○ N.R. De Resource Centre on Labour Information	90
○ Implementation of Official Language Policy	91
○ Publications	93
○ Advocacy and Dissemination	97
○ Upgrading e-Governance and Digital Infrastructure of the Institute	100
○ Staff Strength	101
○ Faculty	102
○ Audit Report and Audited Annual Accounts 2022-2023	104



Major Achievements (2022-2023)

- ❖ **V.V. Giri National Labour Institute is a premier institution involved with research, training, education, publication, and consultancy on labour and related issues.** The Institute, established in 1974, is an autonomous body of the Ministry of Labour and Employment, Government of India. The Institute was renamed in 1995 in honour of Shri V.V. Giri, the former President of India and a renowned trade union leader. It continues its quest to emerge as a globally reputed institution and centre of excellence in labour research and training committed to enhancing quality of work and work relations.
- ❖ **Preparing the social partners to respond to the challenges of change:** India is currently witnessing rapid transformations in the world of work which in turn has been providing opportunities as well as policy challenges. The Institute organised **171** offline/online training programmes attended by **5388** participants from the length and breadth of the country representing different stakeholders and social partners like labour administrators, industrial relations managers, trade union leaders, social activists and researchers, with a view to enhance their skills and capabilities to respond to the challenges of change. The Institute also organised **17** Webinars/workshops attended by **1128** participants.
- ❖ **Knowledge base for policy formulation:** The Institute initiated 22 research projects/case studies/Papers and completed 17 (12 research projects and 05 case studies) on various facets of labour that provided the requisite knowledge base to various stakeholders & social partners.
- ❖ **Think Tank Services:** The Institute has been providing necessary inputs from time to time that would be of relevance in policy making to the Ministry of Labour and Employment (MoLE) and other Ministries/Organisations like the Ministry of Skill Development & Entrepreneurship, Niti Aayog, National Human Rights Commission, Indian Institute for Public Administration etc. through MoLE. These inputs are based on research and discussions with the various stakeholders viz. academia, experts, trade union officials, civil society members, employers and employee organisations, etc.
- ❖ **Empowering unorganized workers:** The Institute organised **67** Capacity Building training programmes attended by **1816** participants on various dimensions of unorganized sector. Such training interventions were primarily aimed at addressing the problems encountered by socially disadvantaged groups and grass-root level

functionaries in the labour market and demonstrate how empowerment can be a powerful instrument of social and economic inclusion.

- ❖ **Specialised training for addressing concerns of North-East Region:** The Institute organised **10** training programmes exclusively for labour administrators, trade union leaders, NGOs and other social partners representing the North Eastern States. These training programmes were attended by **260** personnel of the north eastern region. These programmes have been appreciated by the north eastern states.
- ❖ **Hub of organising international training programmes on labour issues:** The Institute is empanelled as a training institution under the Indian Technical Economic and Cooperation (ITEC) of the Ministry of External Affairs, Government of India. During the year 2022-23, two training programmes had been organised under ITEC which were attended by 53 participants representing 33 countries.
- ❖ **Disseminating information and analysis on labour issues:** The Institute brings out seven in-house publications: *Labour and Development* (a biannual journal), *Awards Digest* (quarterly journal), *Shram Vidhan* (quarterly Hindi journal), *VVGNI Indradhanush* (a bi-monthly newsletter), *Child Hope* (Quarterly Newsletter) and *Shram Sangam* (biannual Hindi Magazine). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. Apart from these, other publications from time to time like the 'VVGNI Case Studies Series' highlighting some case studies/interventions were published. The Institute brought out 42 publications during 2022-23.
- ❖ The Institute brought out two *Occasional* Publications during 2022-23:
 - Evolution of Trade Unions in India
 - सामयिक श्रमिक मुद्दे: कुछ चयनित आलेख
- ❖ **Forging and strengthening professional partnerships:** This is an era of networking. The Institute continued its commitment to establish and strengthen professional networking by formalizing collaborative arrangements with both national and international institutions.

International

- ☞ The Institute has signed a MoU with International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy on 28th November, 2018 at

Turin, Italy for a period of 05 years. The purpose of this MoU is to facilitate collaboration between two institutions in training and education that results in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile.

- During the year 2022-23, faculty members from VVGNI and MoLE have attended the following training programmes organised by ITC-ILO, Turin :

⇒ A faculty member from VVGNI was nominated to attend the Online Training Programme on '*Climate Change Adaption through Green Works*' during 25 April to 20 May 2022.

⇒ A faculty member from VVGNI attended the online Training Programme on '*Creating Jobs through Inclusive Infrastructure Investment*' during 09 May 09 – 10 June 2022.

⇒ ITC-ILO organised a '*Global South-South Co-operation Forum: Livelihoods, Employment and Inclusion of Vulnerable Groups*' during 10-13 October 2022. Eight (08) officials from VVGNI and Ministry of Labour and Employment participated in the event.

☞ VVGNI has been recognized by the Government of India as the Nodal Labour Research Institute to network with other Labour Institutions of **BRICS** countries.

- VVGNI represented and delivered the presentation at the BRICS country Labour Research Institute Network's online seminar on '*Employment and Income Policies in the context of the post-pandemic period*' hosted by the Chinese Academy of Labour and Social Security, China on September 15, 2022.
- During BRICS Summit 2023 under South African Presidency, VVGNI made a presentation on '*Brief Country Overview of Social Protection*' on 21st February, 2023 in the Research Network Meeting held during 21-24 February 2023 at Johannesburg, South Africa on the sidelines of BRICS 1st Employment Working Group Meeting (EWG). The presentation provided an overview of Employment-Unemployment Trends in India, Social Security situation in India : An Overview, Benefits and Schemes, Gender and Social Security, New Initiatives (e-Shram) and Initiatives under New Labour Codes.

☞ VVGNI is representing as a national level knowledge partner for the G20 Employment Working Group (EWG), Ministry of Labour & Employment.

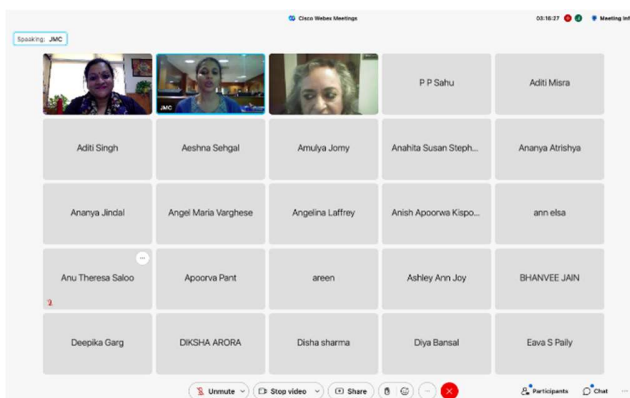
National

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

- ⇒ Signed an MoU with 'National Law University', Odisha, Cuttack on 17th October 2022.
- ⇒ Memorandum of Understanding (MOU) between VVGNI & Doon University, Dehradun was signed on 17th October 2022.
- ⇒ Memorandum of Understanding (MOU) was signed between VVGNI & Indian Institute of Technology- Indian School of Mines, Dhanbad on 1st November 2022
- ⇒ Signed an MoU with Loyola College, Chennai on 22nd December 2022
- ⇒ Signed an MoU with Associated Chambers of Commerce and Industry of India (ASSOCHAM) on 17th March 2023

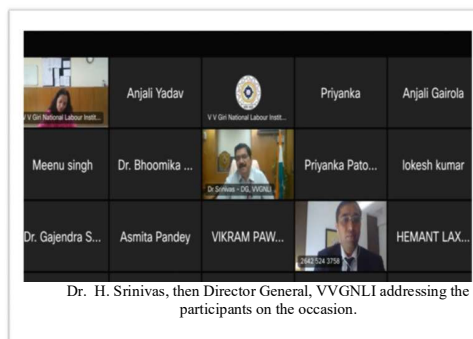
❖ **Forum for intense debates on policy issues and dissemination of major initiatives:** Some of the workshops organised by this Institute relating to contemporary issues and policy making are:

- ⇒ The Institute organised a training workshop Workshop on '**Women Workers in the MSME Section and Home based Employment**'. in collaboration with Jesus and Mary College, University of Delhi during 08 – 10 June 2023. The specific objectives of the programme were to: (i) provide an insight into the prominent trends in the employment of women in manufacturing; (ii) provide an overview of the key gender concerns emerging from the average conditions of women workers in MSMEs and home-based work; (iii) discuss the impact of recent labour law amendments and the pandemic on the female workforce; (iv) provide an outline of important data and required research strategies on women workers of MSMEs. Dr. Maya John, Assistant Professor & Convenor, Women's Studies Centre, Jesus and Mary College, New Delhi welcomed the participants. Dr. H. Srinivas, Director General, V.V Giri National Labour Institute inaugurated the collaborative training workshop. The



programme was attended by eighty six participants from University of Delhi. The workshop was Co-ordinated by Dr. Ellina Samantroy, Fellow, VVGNI and Dr. Maya John, Assistant Professor & Convener, Women's Studies Centre, Jesus and Mary College, University of Delhi.

- ⇒ V.V. Giri Institute of Labour organised an online one-day workshop on '**Empowering Women through Digital Marketing**' on 28th June 2022. The aim of the workshop was to raise knowledge about digital marketing, which is a valuable option for women seeking a better future. The major objectives of the workshop were : i) to



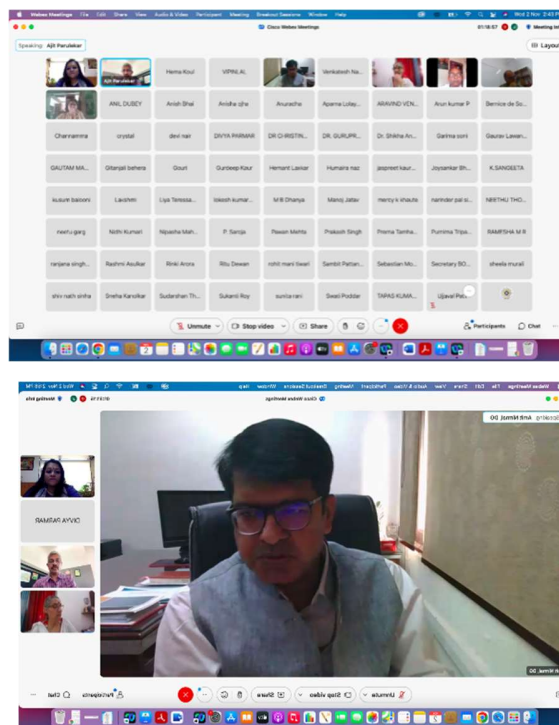
provide an introduction to digital marketing and e-commerce; ii) to provide an introduction to an e-commerce online e-learning course; iii) to provide practical instruction on how to register their business and connect it to an e-commerce platform; iv) to create a network of female entrepreneurs and giving them the opportunity to show off their wares and services to other attendees ; and v) to legislations pertaining to digitization. Eighteen participants attended the programme. Dr Shashi Bala, Fellow was the Course Director of the Workshop. The Inaugural address was delivered by Dr. H. Srinivas, then Director General, VVGNI.

- ⇒ The Institute organised a '**Capacity Building Training Programme for Tea Plantation and Bamboo Workers**' from North Eastern States during 29-30 July 2022 on the request of the office of the Hon'ble Minister of State for Labour & Employment, Government of India. The specific objective of the programme was to acquaint the participants with skill development and labour codes related to tea and bamboo sectors. **Shri Rameswar Teli, Hon'ble Minister of State for Labour & Employment and Petroleum & Natural Gas** attended the valedictory function of the programme. The latest issues of the institute's publications - Awards Digest and Child Hope were also released by the Hon'ble Minister. He also delivered the Valedictory Address and distributed certificates to the participants along with the Director General of the Institute, Dr. H. Srinivas. The training programme was attended by twenty five participants. Dr. Otojit Kshetrimayum, Fellow was the Course Director.



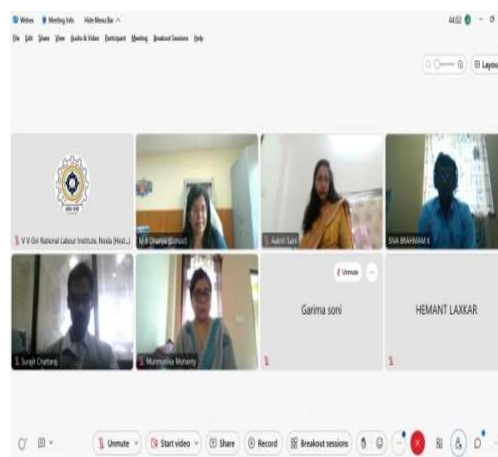
Shri Rameswar Teli, Hon'ble Minister of State for Labour & Employment and Petroleum & Natural Gas, Govt. Of India Dr. H.Srinivas, Director General and others releasing the publications

- ⇒ The V.V. Giri National Labour Institute in collaboration with the Goa Institute of Management organised a Half-day Webinar on ***'Female Labour Force Participation: Challenges and Way Out'*** on 2nd November 2022. The objective of the webinar was to understand the phenomenon of the low labour force participation of women in India and the factors responsible for the same. The webinar also deliberated on the prevailing legislations pertaining to women workers and understand the impact of the legislations on women workers. It also included a discussion on policy recommendations for improving female labour force participation in the country. Shri Amit Nirmal, Director General, VVGNI delivered the inaugural address. Prof. Ajit Parulekar, Director, Goa Institute of Management delivered a special address. Prof Sebastian Morris, Goa Institute of Management, Prof Ritu Dewan, Vice President, ISLE, Ms Amarjeet Kaur, AITUC and Shri Ankur Dalal, RLC, Ministry of Labour & Employment were panelists in the Panel on Female Labour Force: Trends and Issues. Shri Barun Ray, IAS, Principal Secretary, Government of West Bengal; Dr Shikha Anand, Director, DGE, MoLE;

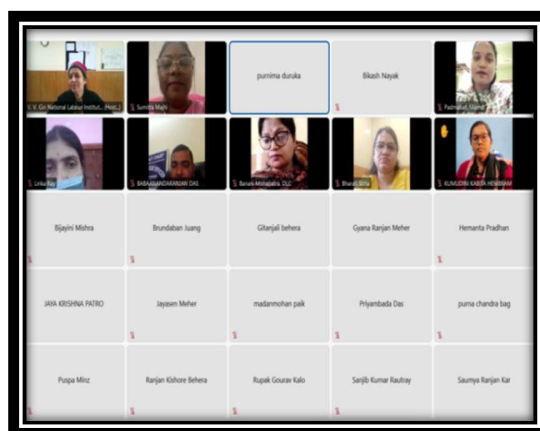


Dr. Maya John, Asst Prof., Delhi University and Prof. Santosh Mehrotra, Former Professor, JNU, New Delhi were panelists in the panel on Improving Female Labour Force Participation: Policy Implications. The webinar was attended by one hundred twenty academia, government officials, civil society representatives, trade union representatives, employers representatives etc. from all over the country. Dr Ellina Samantroy, Fellow, VVGNI and Dr. Kingshuk Sarkar, Associate Professor, Goa Institute of Management, Goa co-ordinated the webinar.

- ⇒ A Webinar on ***'Future of Work: Navigating Transformations Effectively'*** was organized by the Integrated Labour History Research Programme, VVGNI during 13-14 December 2022. Major objectives of the workshop include: a) Analyse the major contours of the future of work. b) Trace technological changes and their impacts on and implications for work and work relations. c) Examine the major labour market implications of COVID-19 and assess the responses of various stakeholders. d) Delineate the components of the major pathways to ensure a brighter and equitable future of work. The Workshop was attended by fifteen participants representing all concerned stakeholders. Dr. Dhanya M. B., Fellow coordinated the Workshop.



- ⇒ A one-day Workshop on ***'Enhancing Capacity in Preventing Sexual Harassment at the Workplace'*** was organised on 19 January 2023. The specific objective of the programme was to enhance the capacity of the participants in preventing sexual harassment in the workplace. The workshop was attended by thirty two participants. Dr. Shashi Bala, Fellow was the Course Director of the workshop.



- ⇒ A Collaborative Workshop on '**Youth & Employment in North East India**' was organized with North East Cell, Dr. Bhim Rao Ambedkar College, University of Delhi on 25 January 2023. The specific objectives of the programme were to: (i) explore historical and cultural perspective of work; (ii) understand issues related to youth, employment, social security, migration, skill, entrepreneurship etc. in the context of North East India; (iii) make the participants acquainted with recent initiatives and developments in the field of labour and employment in India in general and North East India in particular; (iv) encourage the participants to take up labour and employment issues as a research theme. The workshop was attended by forty five participants. Dr. Otojit Kshetrimayum, Fellow was the Workshop Coordinator.



- ⇒ A Workshop on '**Labour Force Data**' was organised in collaboration with Shyam Lal College (Evening), University of Delhi on 27 January 2023. The Workshop aimed to enhance data-handling skills among stakeholders engaged in labour research and those engaged in planning, implementing and monitoring the flagship programmes pertaining to the issue of labour. It provided hands-on skills to the stakeholders in data management, quantitative sample survey methods, etc., for instance, unit-level data (such as PLFS) handling which includes data extraction, cleaning, validation, codification, and analysis. The workshop was attended by thirty five researchers, NGO professionals and labour officers. Dr. Manoj Jatav, Associate Fellow, was the coordinator.



- ⇒ A Workshop on '**Gender, Unpaid Work and Care in India: Challenges and Policy**' was organised on 17 February 2023. The specific objectives of the workshop were to: (i) understand women's employment in India in the context of emerging analyses around the declining labour force participation of women in India; (ii) understand the key concerns related to gender, unpaid work and care in India; (iii) draw on policy, practice and research, in

unpacking the question of women's work; (iv) widen the discourse beyond the realm of productive labour markets and employment. The workshop was attended by forty participants. The workshop was inaugurated by Shri Amit Nirmal, Director General, V.V.Giri National Labour Institute, Noida. Dr. Soumya Kapoor Mehta, Senior Social Specialist, Social Sustainability and Inclusion (SSI), World Bank, New Delhi delivered a special address at the workshop. Ms Subhalakshmi Nandi, Former Deputy Director ICRW delivered the vote of thanks. The workshop was divided into two sessions namely; (i) Women's Paid and Unpaid Work: Challenges and Policy; and (ii) Book Discussion on the book 'Gender, Unpaid Work and Care' published by Routledge 2022. Dr. Dipa Sinha, Assistant Professor, Ambedkar University, Delhi; Dr. Sonia George, General Secretary, Self Employed Women's Association (SEWA), Dr Ellina Samantroy, VVG NLI and Dr. Sona Mitra, Principal Economist, (IWWAGE), KREA University were panelists in the workshop. The panel discussion was followed by a book release titled "**Gender, Unpaid Work and Care in India**" edited by Dr. Ellina Samantroy and Ms. Subhalakshmi Nandi. The workshop was attended by forty participants. Dr. Ellina Samantroy was the Coordinator of the workshop.



(R to L) Dr. Manoj Jatav, Ms. Deepika Jajoria, Ms. Mubashira Zaidi, Dr. Sona Mitra, Dr. Ellina Samantroy, Shri Amit Nirmal, DG, VVG NLI, Ms Subhalakshmi Nandi, Former Deputy Director, ICRW and Dr. Dipa Sinha releasing the book

- ⇒ The Institute organised a workshop on '**Role of Women in Freedom Struggle of India**' on the occasion of International Women's Day on 07 March 2023. The special guest for the workshop was Dr. Rachna Bimal, Associate Professor, Delhi University. Dr. Ellina Samantroy, Fellow, VVG NLI introduced the theme of the workshop. Dr. Ruma Ghosh, Senior Fellow, VVG NLI delivered the welcome address and felicitated the guests.

Shri B.S. Rawat, Senior Translation Officer, VVGNI introduced the special guest. The discussion was followed by poetry recitation on the theme by the employees of VVGNI. Dr.Otojit Kshetrimayum, Fellow, VVGNI delivered the Vote of Thanks. The workshop was attended by faculty members, officers and staff of the Institute. The workshop was coordinated by Dr. Ellina Samantroy, Fellow, VVGNI and Shri B.S. Rawat, Senior Translation Officer, VVGNI.



- ⇒ A Workshop on **‘Leaving No One Behind - Towards Universal Social Protection System’** was organised during 27-28 March 2023. The specific objectives of this Workshop were to: (i) highlight the critical role of universal social protection, a human right and socio-economic necessity; (ii) discuss the challenges in the present system of social protection and the need to accelerate progress towards achieving SDG 1.3 (building social protection systems including social protection floors); (iii) identify good practices in countries and the extent to which these learnings can be implemented in the Indian context. The Key Note Address of the workshop was delivered by Prof.



Prof. Ravi Srivastava, Director, Centre for Employment Studies, Institute for Human Development and Former Faculty, CSRD/School of Social Sciences, Jawaharlal Nehru University, New Delhi and a Special Address was delivered by Ms. Mariko Ouchi, Senior Technical Specialist on Social Protection, Decent Work Team- South Asia, ILO, New Delhi. Prof. Santosh Mehrotra, Visiting Professor of Econ, Centre for Development Studies, University of Bath, UK; Professorial Fellow, Nehru Memorial Museum and Library, New Delhi; and Adjunct Prof, Public Health Foundation of India delivered the Valedictory Address. Technical Session I on Universalising Health and Old Age Protection was chaired by Dr. Sanjay Upadhyaya, Senior Fellow, VVGNI and the Panelists were

Dr. Shailendra Kumar Hooda, Associate Professor, ISID, Delhi, Shri Priyaranjan Sinha, Deputy Director, ESIC Head Office, New Delhi, Shri Nilendu Mishra, Regional Provident Fund Commissioner & Faculty, PDUNASS, EPFO, Delhi and Dr. Renuka Sane, Former Faculty, NIPFP and Research Director, TrustBridge. Technical Session II on Building Social Protection Floors -- Universalising Income and Child Protection was chaired Ms. Mridula Ghai, Director, PDUNASS, MoLE and the Panelists were Dr. Anoop Satpathy, Wage Specialist Decent Work Team - South Asia, ILO, New Delhi, Dr. Satyaki Roy, ISID, New Delhi, Dr. Bhaswati Das, Associate Professor, JNU Technical Session III on Strengthening Social Protection System for Reaching The Missing Middle was chaired by Shri Virjesh Upadhaya, Director, Dattopant Thengadi Foundation, Delhi and the panelists were Dr. Otojit Khetrimayum, Fellow, VVGNI, Shri. Amitav Khuntia, Associate Fellow, VVGNI and Dr. Manoj Jatav, Associate Fellow, VVGNI. Technical Session IV on Shaping the Future of Social Protection was chaired by Shri S.P. Tiwari, General Secretary, TUCC and the Panelists for Technical Session I on were Dr. Ruma Ghosh, Senior Fellow, VVGNI, Dr. Ellina Samantroy, Fellow, VVGNI, Dr. Dhanya M.B, Fellow, VVGNI and Dr. Kingshuk Sarkar, Associate Professor and Chair, General Management & Economics, Goa Institute of Management, Goa A total of twenty eight participants representing academics, Employers' Organisation, Central Trade Unions, and research scholars from University/Research Institutions participated in the Workshop. The Workshop was coordinated by Dr. Ruma Ghosh, Senior Fellow, VVGNI.

- ❖ **Library and Information System:** The Institute's library, N.R. De Resource Centre on Labour Information, is one of the most endowed libraries in the area of labour studies in this country. Presently, the library has about 65675 books/reports/bound volumes of journals and subscribed to 108 professional journals. The library also provides various professional services to its readers and also brings out different products to facilitate its usability. The Institute has been registered with National Library Network and has become **Institutional Member of DELNET** (Developing Library Network), New Delhi

❖ Promoting Official Language

- The Institute was conferred with the Third and Consolation Prize respectively for the year 2020-21 and 2021-22 respectively by the Town Official Language Implementation Committee (Office), Noida in its 44th meeting held on 01.02.2023 at Navodaya Vidyalaya Samiti, Sector – 62, Noida for outstanding performance in the implementation of Official Language Policy.



Dr. Sanjay Upadhyaya, Sr. Fellow, Sh. Harsh Singh Rawat, Administrative Officer and Shri B.S. Rawat, Senior Translation Officer receiving the Award for the year 2020-21

Institute's Vision and Mission

Vision

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

Mission

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

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

Institute's Mandate

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

Objectives and Mandate

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

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

Institute's Structure

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

Composition of General Council

- | | | |
|----|---|----------------|
| 1. | Shri Bhupender Yadav
Hon'ble Union Minister for
Labour & Employment
Ministry of Labour & Employment
Shram Shakti Bhawan
<u>New Delhi</u> – 110 001 | President |
| 2. | Shri Rameswar Teli,
Hon'ble Minister of State for Labour &
Employment
Ministry of Labour & Employment
Shram Shakti Bhawan
<u>New Delhi</u> – 110 001 | Vice President |

Six Central Government Representatives

- | | | |
|----|---|----------------|
| 3. | Smt. Arti Ahuja, IAS
Secretary (Labour & Employment)
Ministry of Labour & Employment
Shram Shakti Bhawan
<u>New Delhi</u> – 110 001 | Vice President |
|----|---|----------------|



- | | | |
|----|---|--------|
| 4. | Shri Shashank Goel
Additional Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
<u>New Delhi</u> – 110 001 | Member |
| 5. | Ms. G. Madhumita Das, IPoS
Joint Secretary/Financial Advisor
Ministry of Labour & Employment
Shram Shakti Bhawan
<u>New Delhi</u> – 110 001 | Member |
| 6. | Sh. Kamal Kishore Soan, IAS
Joint Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
<u>New Delhi</u> – 110 001 | Member |
| 7. | Shri K. Sanjay Murthy, IAS
Secretary
Department of Higher Education
Ministry of Education
127 C, Shastri Bhawan
<u>New Delhi</u> | Member |
| 8. | Shri K.S. Rejimon
Joint Secretary (Labour and Skill Vertical)
Room No. 225
NITI Aayog, Sansad Marg
<u>New Delhi</u> – 110 001 | Member |

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

- | | | |
|----|---|--------|
| 9. | Shri Satish Kumar Gautam
Member of Parliament (Lok Sabha)
4, Windsor Place, Ashoka Road
<u>New Delhi</u> – 110 001 | Member |
|----|---|--------|



10. Shri Kamakhya Prasad Tasa Member
Hon'ble Member of Parliament, Rajya Sabha
157, South Avenue,
New Delhi – 110 001

Two Representatives from Worker's Organization

11. Mrs. Nilima Chimote Member
All India Secretary,
Bhartiya Mazdoor Sangh (BMS)
A-403, Viral Apptt., Nana Shakarshet Road,
Vishun Nagar,
Dombivali (W)-421202 (Maharashtra)

12. Mrs. Amarjeet Kaur Member
General Secretary
All India Trade Union Congress (AITUC)
AITUC Bhavan, 35-36, DDU Marg
Rouse Avenue
New Delhi

Two Representatives from Employer's Organization

13. Mr. Arvind Francis Member
Assistant Secretary General
Council of Indian Employers
Federation House, Tansen Marg
New Delhi 110 001

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

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

15. Sh. C.K. Sajinarayanan Member
Former President,
Bhartiya Mazdoor Sangh
48/6, Link Road
Ayyanthole
Thrissur, Kerala



- | | | |
|-----|---|--------|
| 16. | Prof. Sunil Maheshwari
Indian Institute of Management
Vastrapur
<u>Ahmedabad</u> - 380015 (Gujarat) | Member |
| 17. | Shri Uday Kumar Varma, IAS (Retd.)
Former Secretary (I&B) &
Member CAT/Delhi Branch
D-603, Prateek Stylome
Sector 45
<u>Noida</u> - 201 301
Distt. Gautam Budh Nagar (UP) | Member |
| 18. | Dr. Arup Mitra
Professor
South Asian University
Akbar Bhawan, Satya Marg
Chankyapuri
<u>New Delhi</u> - 110 021 | Member |

One Important Institution

- | | | |
|-----|---|--------|
| 19. | Shri Sanjay Nandan, IAS
Director General
Mahatma Gandhi Labour Institute
Drive-in-Road, Near Manav Mandir, Memnagar
<u>Ahmedabad</u> - 380054 (Gujarat) | Member |
|-----|---|--------|

Representative of VVGNI

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

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

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

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

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

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

Centre for Employment Relations and Regulations

The issue of employment relations and its regulation has always been and continues 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 and Regulation of minimum wages etc. The Research Advisory Group (RAG) of the Centre comprises of academicians and senior representatives from trade unions as well as employers' organizations.

Completed Research Project

1. Analysis of State Rules viz-a-viz Central Rules under various Labour Codes.

This project was undertaken as per the behest from the Ministry of Labour and Employment

Objectives:

- To make a comparative Code wise analysis of the Draft Rules of the various States and the Centre with a focus on the major areas and aspects covered by these codes.
- To delineate the code-wise powers of the appropriate and state governments to frame rules concerning various aspects.
- Identification of the Code-wise divergence in the State Rules viz-a-viz the Central Rules and the rationale for the same.
- To suggest the required modifications in the Central and the State Rules in order to bring uniformity to the extent possible as well as fulfilment of the basic objective of the Codes.
- To identify and suggest the steps to be undertaken by the State Governments for effective implementation of the Labour Codes.

Area and Scope

The study makes a comprehensive analysis of the State Rules under various labour Codes (i.e. The Code on Wages, 2019, The Code on Industrial Relations, 2020, The Code on Social Security, 2020 and The Code on Occupational Safety, Health and Working Conditions, 2020.) viz-a-viz the Labour Codes and the Central Rules.

Methodology

The methodology adopted for the study primarily consists of a comprehensive review and analytical assessment of the State Rules viz-a-viz Central Rules under various Labour Codes. In addition, detailed discussions with the Labour Department Officials also form the part of the methodology adopted (primarily to gather the perspective of the concerned State Governments regarding the State Rules) in order to have a holistic view.

Conclusion and Recommendations

- Recognizing the long-felt need of industry and the workers and in order to duly meet the changing requirements of the employers and workers, the present government initiated a comprehensive process of labour law reforms.
- This process involved codification of large number of labour legislations in 4 Labour Codes by way of amalgamation and rationalization of core features of the these legislations in 4 codes namely: (i) The Code on Wages, 2019; (ii) The Code on Industrial Relations, 2020; (iii) The Code on Social Security, 2020; and (iv) The Code on Occupational Safety, Health and Working Conditions, 2020.
- These codes contain the substantive provisions concerning the various aspects covered therein. As regards, the procedural aspects, the same are taken care of by the rules concerning these codes.
- The exercise of framing of the rules by the central government has already been carried out. Similar exercise has also been carried by most of the States and UTs by way of drafting of the rules as per their state specific requirements.
- However, there should not be too much of divergence in these rules so as to go against the fundamentals and ethos of the codes and the rules need to be analyzed and modified accordingly.
- For this purpose, there was a need to make an analytical assessment of these rules in order to offer suggestions to various State Governments for their consideration in making appropriate amendments in the draft rules.
- In this background and as per the directives of the MoL&E, VVGNI undertook this analytical study. It is worth mentioning in this context that the analysis is based on the state rules published up to November 2022 i.e. till the time the study was

processed for publication. The study has been published in the form of NLI Research Studies Series (No.158/2023).

Key Areas under the Rules on Code on Wages

Deposit of undisbursed dues (Section 44(1)(b), Rule 47(1))

- Where any amount payable to an employee under this Code remains undisbursed because either no nomination has been made by such employee or for any other reason, such amounts could not be paid to the nominee of employee until the expiry of six months from the date, the amount had become payable, all such amounts shall be **deposited by the employer with the authority** before the expiry of the fifteenth day after the last day of the said period of six months.
- *There is not much difference in the Central and State rules in this regard with the only exception in case of the state of Chhattisgarh which additionally provides for the time limit (2 months) for disbursement of the amount by the authority to whom the amount has been deposited. Ideally, there has to be a time limit like this in Central as well as in all State/UT rules.*

Fixing hours of work for normal working day (Section 13(1)(a), Rule 6)

- The central rule provides for the spread over of 12 hours a day while the states like Assam and Kerala restrict the same to ten and a half hours a day. States like Chhattisgarh and Maharashtra, have the provision of the spread over of ten and a half hours in case of employees working in an establishment with six days of working in a week and twelve hours in case of an establishments working five days.
- In this context, it is worth mentioning that in many areas, especially in Metropolitan Towns, the employees/workers have to spend substantial time on commuting to the place of work. Therefore, the spread over of 12 hours seems to be too long and require reconsideration.

Manner of payment of dues in the absence of nomination (Section 44(1) (b), Rule 48)

- The Central Rule pertaining to the manner of payment of dues when no nomination has been made (amount to be deposited with Dy. CLC who has to make all possible efforts up to 7 years after which the same shall be dealt in the manner as directed by the Central government from time to time), seems to be too idealistic from the view point of providing relief to the worker.
- *However, from the practical point of view, a period of three to five years seems to be reasonable. The state of Haryana, doesn't have any rule in this regard. Since the unclaimed amount belongs to the labourers/employees, this amount should logically and as a matter of policy be deposited with Labour Welfare Fund of respective states.*

Time Interval for revision of Dearness Allowance (Rule 5)

- The Central Rules as well as the State Rules of most of the states provide for revision of DA twice in a year. *The State of Andhra Pradesh provides for the same only once a year and the State of Uttar Pradesh does not have any rule in this regard.*

Spread Over and Hours of work in special specified conditions (Section 13(2), Rule 9)

- *The spread over of 16 hours seems to be on higher side and the Central and State Rules having this limit in this regard needs reconsideration. The situations contemplated under Section 13(2) of the Code on Wages, 2019 are not confined to any particular state. The States of Maharashtra and Haryana do not have any provision to take care of such situations.*

Key Areas under the Rules on Code on Industrial Relations

Facilities to be provided to Negotiating Union (Section 14(2), Rule 9)

- This is one of the vital aspects affecting industrial relations. However, states like Goa, Himachal Pradesh, Kerala, Puducherry and Punjab have not framed any rule in this regard. The Central Rule and State Rules of some states provide that the employer having three hundred or more workers has to provide office space/accommodation to the Negotiating Union/Council. Rules in the States/UTs like Assam, Bihar, Chandigarh, Haryana, Jammu & Kashmir, Jharkhand, Ladakh, Tripura and Uttarakhand have no such threshold for this purpose
- The rules in the State of Karnataka, Madhya Pradesh and Maharashtra, though give the right to workers to hold discussions on the premises but are silent about office space/accommodation even though the number of workers may be three hundred or more. The rules in the state of Andhra Pradesh and Gujarat provide that the facilities to be provided would be mutually decided by the employers and workers. The rules in the state of Uttar Pradesh in this regard are too general in nature and provide that the employer would be bound to provide such facilities to the Negotiating union/council as required by the State Government by general or special order.

Manner of choosing workers' representatives where no trade union is operating for the purpose of seeking comments on Standing Orders (Section 30(5), Rule 8)

- Central rule does not provide for any time limit for choosing the representatives, while the states like Andhra Pradesh, Chhattisgarh and M.P. provide for a time limit of 10-15 days. Further, the relevant rule in the state of U.P. mentions that the representatives would be elected through Inspector-cum-facilitator.
- The Central rule and rule in most of the States/UTs provides for a time limit of fifteen days to the workers' representatives for submitting their objections to the

Standing Orders to the Certifying Officer, while relevant rule in the states like Chhattisgarh and M.P. provide for the time limit of 10 days and that of the state of Assam, 30 days. *Ideally, there has to be a time-limit for choosing the representatives by the workers for the purpose of giving comments on the Standing Orders as well as a reasonable time limit for the purpose of raising objections/giving comments.*

Prescribed manner for the intended Layoff of workers from an establishment where not less than 300 workers are employed (Section 78, Rule 28):

- The rule in this regard is almost similar in almost all the states. However, in the State of Andhra Pradesh there is no stipulated time period mentioned for the purpose of advance submission of application to the government. The State rule in Chhattisgarh, Karnataka, Madhya Pradesh and Tamil Nadu also additionally put the requirement of serving the copy of application of the intended lay-off to the Conciliation Officer of the area.
- Further, the rule in the State of Tamil Nadu, in addition also puts the requirement of submitting the copy of the application to the Trade Union. The rule in the State of Uttar Pradesh also mentions about the requirement of any measures taken to avoid lay-off by the employer. The Central and the State governments may also consider incorporating this aspect in their respective rule.

Matters on which Trade Union can negotiate with employer(Section 14(1), Rule 3(1))

- The central rule contains a long list of 10 items on which trade union can negotiate. The State Rule in most of the states are quite similar to central rule. The scope of the rule in the states of Maharashtra (any matter w.r.t. demands, counter demands, disputes or disagreement over any industrial matter or any other matter deemed fit by the State Government) and Uttar Pradesh(any matter of industrial dispute affecting more than 1 worker) is quite wide.
- *Uttarakhand rule is slightly restrictive in nature as it puts the requirement of charter of demands of workers to have been signed by at least 20% of the total workforce. The states of Goa, Himachal Pradesh, Punjab and the Union Territory of Puducherry have no rule in this regard.*

Notice for change (Section 40, Rule 16(1))

- The rule in this regard in the Centre and most of the States and UTs is almost similar with the exception in case of the states of Andhra Pradesh, Gujarat, Haryana and Odisha where there is no requirement of serving copy of the notice to the Labour Department. *Ideally, the provision has to be there for serving the copy of notice of change simultaneously to the Labour Department also.*

Recognition of a single trade union as sole negotiating union of workers (Section 14(2), Rule 4)

- The minimum requirement of membership for the purpose of recognition in the states of Chhattisgarh, Manipur, Tamil Nadu, and Telangana is at par with Central Rule i.e. 30%. *In many states and UTs the condition in this regard is quite liberal in the sense of having lower proportion (Assam-20%, Bihar-25%, Jammu and Kashmir-10%, Karnataka-20%, Madhya Pradesh-20% and Tripura-25%) in the range of 10% - 25%. In the state of Kerala the requirement is one-third.*
- *There are some states like Chandigarh, Ladakh and Maharashtra in which the requirement is 51%, which seems to be quite stringent. There is one more category of states including Andhra Pradesh, Gujarat, Haryana, Jharkhand, Uttar Pradesh and Uttarakhand having the rule stipulating that by and large the employer shall recognize trade union as a sole negotiating union after being satisfied that concerned union has been functioning in accordance with the rules of the union. Thus, this rule leaves scope for the employer to recognize or not to recognize the union. The states of Goa, Himachal Pradesh, Punjab and the UT of Puducherry have not framed any rule in this regard as yet.*
- *This particular aspect is one of the vital aspects concerning collective bargaining which is one of the fundamental and basic labour rights. Hence, needs a re-look by all the concerned governments in order to ensure that the same is not diluted.*

Manner of giving opportunity for employment to the retrenched workers (Section 72, Rule 26)

- In most of the states, the rule in this regard is quite similar to the Central Rule (which provides that the employer shall offer an opportunity by giving notice to the retrenched workers of at least 10 days before filling up the vacancy). The rule in the state of Uttar Pradesh provides for 30 days advance notice. In the states of Karnataka and Madhya Pradesh, the rule in this regard provides for giving a copy of the intimation to the concerned Conciliation Officer/ Labour Department also. In Kerala, the employer is required to also inform the trade unions connected with the industrial establishment of the number of vacancies to be filled and names of the retrenched workmen to whom intimation has been sent. *The rule of Kerala seems to be more worker centric and may be considered to be incorporated by other governments also.*

Key Areas under the Rules on Code on OSH &WC

Annual health check- up (Section 6(1)(c), Rule 6)

- The central rule and state rules of Haryana, Manipur and Odisha prescribe that every worker with 40 years of age and above, working in an establishment and drawing wages equal to or less than the ceiling specified under the Social

Security Code, 2020 to become the member of ESIC shall be eligible to get free annual health check-up. The rule in the state of Uttar Pradesh additionally also requires conducting medical check-up before employing any person. The state rule in Madhya Pradesh mandates conducting of medical examination for every worker above 30 years of age and is slightly more employee centric as compared to the Central rule and state rules.

- The rule in the states of Chhattisgarh, Kerala and Punjab does not have any such limit in terms of minimum age and seems to be quite progressive and welfare centric as it would help in detecting any serious health problem at its initial stage itself.
- On the contrary, the rule in the States/UTs of Assam, Bihar, Chandigarh, Gujarat, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Ladakh, Tamil Nadu, Telangana and Uttarakhand prescribes the age limit of 45 years, which seems to be slightly on higher side and requires reconsideration by the respective States/UTs.
- The state of Maharashtra does not seem to have any rule in this regard and therefore need to cover this important aspect.

Special Conditions and facilities for women employees (Consent, CCTV Surveillance, Dedicated telephone numbers) (Section 43(1), Rule 67(a), Rule 67(e), Rule 67(g))

- The rules in the states of Manipur, Odisha and Telangana are similar to the Central rules. Majority of the States/UTs (Assam, Chandigarh, Gujarat, Himachal Pradesh, Jammu & Kashmir, Karnataka, Kerala, Ladakh, Madhya Pradesh, Punjab, Tamil Nadu, Uttar Pradesh and Uttarakhand) do not specify the manner of taking consent.
- The rule in Haryana, seems to be quite stringent and unreasonable as it puts the requirement of taking consent for employing women for any type of work in all establishments irrespective of the fact whether they are going to be engaged during day or night. The state rule further obligates the employer to provide transportation facility to the women workers from their residence and back (for the night shift) and security guards (including female security guard) and each transportation vehicle shall also be equipped with CCTV cameras.
- The state of Maharashtra does not have any rules in this regard.

Journey Allowance to Inter-state migrant worker (Section 61, rule 85)

- The provision in most of the states/UTs in this regard is similar to the Central Rule (providing for payment of a lump sum amount on account of fare for to and fro journey to the ISM worker having completed 180 days, once in 12 months). The rule in the states of Chandigarh and Tamil Nadu and UT of Ladakh along with the journey allowance also provides for the payment of a lump sum amount of Rs. 100 per family member per day for the period of travel of the worker for food during the journey by the employer.

- The rule in the state of Haryana provides for the payment of journey allowance even if the worker has worked only for 60 days in the establishment and is thus quite worker centric. The rule in the state of Chhattisgarh is all the more liberal, as there is no minimum time period required to claim journey allowance.
- The rule in Uttar Pradesh and Uttarakhand also makes the provision for payment of return fare to workman on expiry of employment and also in case of termination of employment before the term of employment due to any reason or on account of illness or injury, or cessation of work not due to fault of worker or worker resigned.

Minimum number of women to be employed (Section 43, Rule 67)

- The rule in the States/UTs of Chandigarh, Jammu & Kashmir, Jharkhand, Ladakh, Manipur and Telangana is similar to the Central rule which puts the requirement of employing at least 3 women in a below ground mine.
- The rule in the States/UTs of Assam, Chhattisgarh, Gujarat, Himachal Pradesh, Karnataka, Madhya Pradesh, Odisha, Tamil Nadu, Uttar Pradesh and Uttarakhand have either no provision or prescribed no threshold limit.
- The rule in the states of Bihar and Punjab mandates the employer to ensure that the women workers are employed in a batch of not less than ten and the total number of women workers employed in a night shift shall not be less than 2/3rd of the total strength. While in the state of Kerala, the employer has to ensure that the women workers are employed in a batch of not less than five.

Qualification of contractor & conditions of licence (Section 47(1), Rule 69 & Rule 70)

- The rule in the state of Manipur regarding the qualification and criteria of the contractor is similar to the Central rule. The Central rule (R.69) debars a person convicted any time during the last two years, of an offence liable for punishment for more than three months of imprisonment and is thus quite broad in its scope.
- The rule in the state of Haryana additionally debars a person from obtaining licence if s/he is a minor or having been convicted of an offence, in the last five years, involving moral turpitude.
- While the provision in some states such as Chhattisgarh, Karnataka, Madhya Pradesh and Telangana is quite restricted in its scope as it debars only those persons from obtaining the licence who have been engaged in offence of criminal nature only.
- A majority of the States/UTs having framed the rules under this code, including Andhra Pradesh, Assam, Bihar, Chandigarh, Gujarat, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Kerala, Ladakh, Odisha, Punjab, Tamil Nadu, Uttar Pradesh and Uttarakhand do not have any rule in this regard.
- As regards the rule concerning the conditions of licence, the states/UTs of Andhra Pradesh, Assam, Bihar, Chandigarh, Chhattisgarh, Gujarat, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Ladakh, Madhya

Pradesh, Manipur, Odisha, Tamil Nadu and Telangana have the provision quite similar to the Central rule (R.70), while the state of Uttarakhand does not have any rule in this regard.

Revocation or suspension of licence (Section 51, Rule 79)

- The rule in states of Andhra Pradesh, Chhattisgarh, Haryana, Karnataka, Madhya Pradesh, Manipur and Telangana is similar to the rule in Centre in this regard (obtaining licence by misrepresentation or suppression of any material fact or failure to comply with the conditions for licence or contravention of any of the provisions dealing with contract labour issues under the OSH & WC Code and the rules made thereunder).
- Some states and UTs including Bihar, Chandigarh, Gujarat, Himachal Pradesh, Jharkhand, Kerala, Ladakh, Odisha, Punjab, Tamil Nadu, Uttar Pradesh and Uttarakhand do not have rule in this regard.
- The rule in the state of Assam and Union Territory of Jammu & Kashmir prescribes the time limit of 30 days for issuing of the notice and reply as compared to the limit of 15 days in case of Centre.

Spread over in each day (Section 25(1)(b), Rule 28(2))

- The states of Andhra Pradesh, Haryana, Himachal Pradesh, Karnataka, Kerala, Manipur, Odisha and Uttarakhand provide for the maximum spread over of ten and a half hours in a day, which is similar to Central Rule.
- The remaining states provide for the maximum spread over of twelve and a half hours in a day, except the states of Gujarat and Uttar Pradesh which do not have any rule in this regard.

Key Areas under the Rules on Code on Social Security

Funeral expenses (Section 76(7))

- The Central law provides for an amount of Rs. 15000 by way of expenditure towards the funeral of such employee however in several other states the amount ranges from Rs. 20000 to 25000.
- The state of Telangana provides for additional payment of transport charges to be calculated by competent authority within twelve hours and paid to the dependent of the employee by the employer.

Time limit for disposal of application to pay compensation in case of accident (Section 93(4))

- Under Section 93(4) of the SS Code, 2020 the power to prescribe the time limit for this purpose has been given to the States/UTs. The rules framed by most of the States/UTs, have provided for a time-limit in the range of 3 to 12 months.
- The states/UTs including Andaman & Nicobar, Gujarat, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Telangana, Uttar Pradesh and

Uttarakhand have formulated no rule in this regard. Ideally, there has to be a time limit and reasonably the maximum time limit may be six months.

Time limit to pay the amount of cess and rate of interest (Section 101, Rule 44)

- The Cess on building and construction work levied by the State Governments/UTs in exercise of their powers under the BOCW Welfare Cess Act, 1996, is one of the important sources of fund for extending various social security benefits to millions of workers engaged in the construction sector. This provision has now also been incorporated in the Social Security Code and the State Rules. The states and UTs of Haryana, Odisha, Puducherry, Telangana and Uttarakhand have rule similar to Central rule in this regard.
- It is important to mention in this context that the provision under most of the state rules with regard to the time period for payment of the cess is similar. Further, the rules of most of the states/UTs also provide for payment of interest by way of penalty to ensure the timely payment of cess. However, Andaman & Nicobar, Bihar, Chandigarh, Goa, Gujarat, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Ladakh, Maharashtra, Manipur, Punjab and Uttar Pradesh have no penal provision to ensure timely payment of cess.

Manner of compounding of offences (Section 138, Rule 56)

- The provision in most of the states/UTs is by and large similar to the central provision, which also contains the stipulation with regard to the time limit within which the composition fees has to be deposited as well as for issuing the composition certificate.
- Further, the state rule of Manipur in this regard also provides the maximum time-limit (within one month of receipt of the memorandum of inspection of the Inspector-cum-Facilitator alleging the offence) for making application for composition.

Date of Initiate and Date of Completion

The project was initiated on May 25, 2022 and completed on November 15, 2022

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

Workshop

- **Orientation Workshop on Labour & Employment Issues for ISEC Participants of the Training Programme on 'Official Statistics and Related Methodology'**

The Institute conducted a one day '*Orientation Workshop on Labour & Employment Issues for ISEC Participants of the Training Programme on 'Official Statistics and Related Methodology'*' organized by National Statistical Services Training Academy (NSSTA) and International Statistical Education Centre (ISEC) on 15 March 2023. The programme

was attended by fifteen participants from five countries namely; Liberia, Mongolia, Myanmar, Russia & Tajikistan. The sessions were delivered by Shri Rohit Mani Tiwari, Deputy Director (IR) Ministry of Labour & Employment, Shram Shakti Bhavan, New Delhi, Dr. Manoj Jatav, Associate Fellow, VVGNI, Noida and Dr. Ellina Samantroy, Fellow, VVGNI. The programme was coordinated by Dr. Ellina Samantroy, Fellow.



Centre for Labour and Health Studies

Aim and Objectives

There has been a growing informalisation of work over the years and more so in the developing countries. This has led to precarious and insecure forms of work on the one hand and on the other hand safety and protection systems designed for formal workplaces and workers are often inaccessible to informal workers. Thus, greater social and health risks without any safety net are a growing concern. Moreover, a rise in non-standard work, in many developing countries, has led to growing non-contributory social assistance programmes which are not always adequate for the workers. This has further led to increased vulnerability for majority of the workers in the developing countries.

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

Core Research Areas

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

Completed Research Projects

1. Research Study on Social Security for All – Way Forward

The project intends to study the key aspects of effective enforcement of the Social Security benefits to the workers of the unorganised sector. Here the issue of

implementation is crucial and the project titled, 'Social Security for All – Way Forward' is an attempt to understand the issues in the implementation of the Unorganised Workers' Social Security Act, 2008 (through the state unorganised workers board and the facilitation centres at the district levels), its enabling factors and the major deterrents and thereby suggest way forward with regard to the implementation of the Code on Social Security, 2020.

Objectives

The major objectives of the study were as follows:

- To study the various provisions of the Unorganised Workers' Social Security Act, 2008 and the Code on Social Security 2020 in detail
- To identify issues if any in the implementation of the Unorganised Workers' Social Security Act, 2008
- To understand the role of different social partners in the implementation of the Unorganised Workers' Social Security Act, 2008
- Experiences from the Unorganised Workers' Social Security Act, 2008 and way forward for implementing the Code on Social Security 2020

Major Outcomes

- The Unorganised Workers' Social Security Act, 2008 was not implemented in the study states as the Act did not have clear guidelines on the setting up of the State Social Security Boards as well as a clear mandate for the states in terms of implementation of the social security programmes by the State governments.
- It was seen that inspite of having a Social Security Act, social security was implemented at the state levels by different departments randomly without taking in to consideration whether there are similar social security programmes being implemented by other departments or by the central government.
- There was lack of uniformity and coherence in terms of implementing social security programmes. Moreover the study saw duplication of social security programmes.

2. ILO Social Security (Minimum Standards) Convention, 1952 (No. 102)

India has a long history of protecting the rights of the workers. Based on the recommendations of different commissions and committees, several policy initiatives and legislations have been formulated from time to time to protect the workers. Infact, the country has several legislations which take in to consideration the nine social security benefits proposed by the ILO Social Security (Minimum Standards) Convention, 1952. However, most of these legislations have a threshold in terms of their applicability, thereby leaving out the workers in the informal and home based sector. However, the country has several social security programmes which are being implemented both by the central and state governments for the workers in the informal

sector. The present study is an evaluation based on different secondary sources for identifying and mapping the different social security provisions for workers in the informal sector based on the nine branches of social security as per ILO Convention 102.

Objectives

- Identify the social security programmes covering the nine branches of social security as per ILO Convention 102 which are being implemented both by the centre and state governments for the workers in the informal sector
- Identify the additional social security programmes which are outside the nine branches of social security as per ILO Convention 102 for the workers in the informal sector
- Identify some of the centre and state specific best practices on social security in India.

Outcome

The study carried out a mapping of the social security programmes for the workers in the informal sector that are being implemented by the centre and state governments. It was seen that there were programmes covering all the nine branches of social security as per ILO Convention 102 for the workers in the informal sector. Infact the study observed that at times there were duplication of programmes and there were additional programmes other than the nine kinds of benefits mentioned in ILO C-102. However, the social security programmes were not been operated in an uniform manner by the states. Therefore, it was felt that there should be some uniformity in running the different social security and welfare programmes.

Date of Initiation and Date of Completion

The project was initiated in April 2022 and completed in January 2023.

**(Project Directors: Dr. Ruma Ghosh, Senior Fellow &
Dr. Otojit Kshetrimayum, Fellow)**

3. Issue Paper on 'Universal Social Security' prepared for L20 under India's G20 Presidency

Objectives:

- To discuss the need for fostering an inclusive, sustainable and resilient social protection systems by taking into account the Social Protection Floors Recommendation, 2012 (No. 202) of the International Labour Organization (ILO)
- To assess adequate social protection for all in a changing world of work

- To analyse the need to strengthen institutional capacities, improving the accessibility of contributory systems and ensuring effective benefits and services to eligible people
- Understand the need to develop a sustainable social security system based on contributory systems and develop social protection floors having adequate, inclusive, sustainable, effective, portability features for all.

Outcome

This study contributed to meaningful discussion and enabled identifying innovative practices on universal social security in the L-20 meeting at Amritsar

Date of Initiation and Date of Completion

The paper was initiated in December 2022 and completed in January 2023.

(Project Directors: Dr. Ruma Ghosh, Senior Fellow⁰)

Ongoing Research Projects

1. Internal Migrants and Portability of Social Security Benefits

Internal migrants in India, particularly seasonal and circular migrants, have weak civic entitlements not only at destination but also at source. They are hard to reach in most development and social protection programmes. As social protection is mostly in the concurrent domain of centre, states, and local governments, this makes it particularly harder to reach inter-state seasonal and circular migrants. The focus of this study is therefore on strengthening social protection measures for them.

Objectives

The major objective of this analysis is the situation of internal migrants who are no longer subject to the same social security system, which therefore gives rise to many of the challenges of covering such workers. Therefore the study makes an attempt to:

- Understand the constraints faced by short term migrants in accessing social protection measures
- Understand the institutional structure of social protection schemes in India which creates difficulties in designing suitable schemes for migrants
- Highlight the recent initiatives of the government which can facilitate portability of social security programmes for temporary migrants

- Suggest suitable policy measures for portability of social security schemes for the migrant workers.

Date of Initiation and Date of Completion

The project was initiated in January 2023 and is expected to be completed by December, 2023

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

Workshops/Webinars

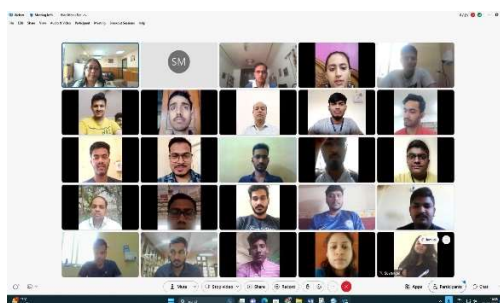
- **Workshop on ‘Leaving No One Behind –Towards Universal Social Protection System’ March 27-28, 2023**

V.V. Giri National Labour Institute (VVGNI) organised a Two Day Workshop on “*Leaving No One Behind –Towards Universal Social Protection System*” during 27-28 March 2023 at the Institute’s campus. The Key Note Address of the workshop was delivered by Prof. Ravi Srivastava, Director, Centre for Employment Studies, Institute for Human Development and Former Faculty, CSRD/School of Social Sciences, Jawaharlal Nehru University, New Delhi and a Special Address was delivered by Ms. Mariko Ouchi, Senior Technical Specialist on Social Protection, Decent Work Team- South Asia, ILO, New Delhi. Prof. Santosh Mehrotra, Visiting Professor of Econ, Centre for Development Studies, University of Bath, UK; Professorial Fellow, Nehru Memorial Museum and Library, New Delhi; and Adjunct Prof, Public Health Foundation of India delivered the Valedictory Address. Technical Session I on Universalising Health and Old Age Protection was chaired by Dr. Sanjay Upadhyaya, Senior Fellow, VVGNI and the Panelists were Dr. Shailendra Kumar Hooda, Associate Professor, ISID, Delhi, Shri Priyaranjan Sinha, Deputy Director, ESIC Head Office, New Delhi, Shri Nilendu Mishra, Regional Provident Fund Commissioner & Faculty, PDUNASS, EPFO, Delhi and Dr. Renuka Sane, Former Faculty, NIPFP and Research Director, TrustBridge. Technical Session II on Building Social Protection Floors -- Universalising Income and Child Protection was chaired Ms. MridulaGhai, Director, PDUNASS, MoLE and the Panelists were Dr. Anoop Satpathy, Wage Specialist Decent Work Team - South Asia, ILO, New Delhi, Dr. Satyaki Roy, ISID, New Delhi, Dr. Bhaswati Das, Associate Professor, JNU Technical Session III on Strengthening Social Protection System for Reaching The Missing Middle was chaired by Shri Virjesh Upadhaya, Director, Dattopant Thengadi Foundation, Delhi and the panelists were Dr. Otojit Khetrimayum, Fellow, VVGNI, Shri Amitav Khuntia, Associate Fellow, VVGNI and Dr. Manoj Jatav, Associate Fellow, VVGNI. Technical Session IV on Shaping the Future of Social Protection was chaired by Shri S.P. Tiwari, General Secretary, TUCC and the Panelists for Technical Session I on were Dr. Ruma Ghosh, Senior Fellow, VVGNI, Dr. Ellina Samantroy, Fellow, VVGNI,

Dr. Dhanya M.B, Fellow, VVGNI and Dr. Kingshuk Sarkar, Associate Professor and Chair, General Management & Economics, Goa Institute of Management, Goa. A total of twenty eight participants representing academics, Employers' Organisation, Central Trade Unions, and research scholars from University/Research Institutions participated in the Workshop. The Workshop was coordinated by Dr. Ruma Ghosh, Senior Fellow, VVGNI.

- **Online Two Day Training Workshop on 'New Labour Codes' (Jointly organised by V. V. Giri National Labour Institute, Noida & Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies, Mumbai) March 29-30, 2023**

V. V. Giri National Labour Institute in collaboration with Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies, Mumbai organised an Online Two Day Training Programme on New Labour Codes during 29-30 March 2023. A total of fifty three participants comprising of students from Maharashtra Institute of Labour Studies, Regional Labour Institute, Nagpur and Officers and HR managers of corporates attended the Online Training Programme. The Training Programme was coordinated by Dr. Ruma Ghosh, Senior Fellow, V.V. Giri National Labour Institute and Dr. P.M. Kadukar, Deputy Director, Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies, Mumbai.



Centre for Gender and Labour Studies

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

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

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

Completed Research Projects/Papers

1. G20 India 2023 – Issue Paper on ‘Women and Future of Work’ prepared for L20 under India’s G20 Presidency

Gender equality and promoting women’s economic empowerment has remained central to policy discourses in G20 countries. The global labour market participation of women has been low in comparison to men which reflect on high inequality and labour market challenges. Over the years, the G20 summits and other collective agreements have tried to address the issue of labour market inequalities through several commonly agreed policy initiatives. In addition to these challenges, the onslaught of digital technology and technological transformation has led to unprecedented changes in the world of work leading to the rise in new forms of employment, digitalisation, gig economy, skill challenges and inequalities which disproportionately affect different sections of workers including women workers. Alongside the issue of reducing the gender gap in labour market participation, the G20 countries also identified the need to address the challenges due to digitization, automation, globalisation etc and the need to focus on new skills, new forms of work and promotion of innovative institutional frameworks for building an inclusive future of work. Several G20 nations, particularly those with an informal labour market including India have several challenges to overcome in the labour market.

In this context, the issue paper was prepared for discussion in the L20 forum under India’s G20 presidency. VVGNI had been entrusted with the responsibility of finalizing the Issue Paper on ‘Women and Future of Work’. The paper discusses gender gaps in labour market participation and the impact of COVID-19 on women’s work in G20 countries. It also discusses the impact of rapid technological transformation, digitization, automation and its impact on women’s work. The challenges faced by women with regard to their concentration in non-standard employment that include lack of skills, education, increased burden of unpaid and care work, sectoral segregation etc are discussed in the paper. The potential role of digital technology in providing employment opportunities for women workers and the challenges that needs to be identified and addressed in the context of G20 nations to work collectively towards promotion of gender equality in the labour market are also discussed in the paper. The issue paper aims at providing insights to engage in a meaningful discussion on women and future of work. The paper aims at identifying innovative practices for developing policy framework to enable greater participation of women in the emerging world of work.

Date of Initiation and Date of Completion

The work relating to this research paper was initiated in December, 2022 and completed by 4th January, 2023

(Project Director: Dr. Ellina Samantroy, Fellow)

2. **G20 India 2023 – Issue Paper on ‘Women and Skills in G20’ prepared on the sidelines of Employment Working Group (EWG) under India’s G20 Presidency**

The G20 summits and other collective agreements have tried to address the issue of labour market inequalities through several commonly agreed policy initiatives. The onslaught of digital technology and technological transformation has led to unprecedented changes in the world of work leading to the rise in new forms of employment, digitalisation, gig economy, skill challenges and inequalities which disproportionately affects different sections of workers including women workers. Alongside the issue of reducing the gender gap in labour market participation, the G20 countries also identified the need to address the challenges due to digitization, automation, globalisation etc and the need to focus on new skills, new forms of work, promotion of innovative institutional frameworks for building an inclusive future of work. In the Pittsburgh Summit in 2009, G20 leaders had pledged to support robust training efforts in their growth strategies and investments for a strong, sustainable and balanced growth. Further, the emerging transitions in the labour market necessitate the need to revisit the employment promotion strategies in nations, particularly the availability of opportunities for skilling and up-skilling for helping workers to adapt to the changing labour market. For promoting decent work and advancement of gender equality, it is imperative to invest on skills of young women and provide them adequate access to such opportunities.

In this context, the Institute had prepared an Issue Paper on ‘Women and Skills in G20’ on the sidelines of EWG under India’s G20 Presidency. The paper has discussed the Labour Market Participation of Women in G20 Countries with a focus on identifying the gender gaps in labour market participation. The paper also analyses the challenges faced by women due to Covid-19 pandemic. At the same time, the paper discusses the emerging employment opportunities for women workers due to technological transformation (gig work, platform work etc.). The paper highlights the need to invest in people’s capabilities, particularly, re-skilling and up-skilling for promoting lifelong learning and enabling women to participate in the labour market. It discusses women’s access to employment, education and training in G20 countries. The various good practices/government initiatives on STEM opportunities, skill development (including digital skills), education and entrepreneurship promotion are discussed in the paper.

The issue paper aims at providing insights to engage in a meaningful discussion on women skills in G20 countries for identifying targeted interventions and innovative solutions for promoting decent employment in the future of work scenario.

Date of Initiation and Date of Completion

The work relating to this research paper was initiated in September, 2022 and completed on 25th October, 2022

(Project Director: Dr. Ellina Samantroy, Fellow)

3. Labour Force Participation: Measuring the Global Gender Gap Trends

objectives

- to compare the developed and developing countries' gender gap index;
- to explore the methodology adopted globally to measure the gender gap index;
- to explore the current status of the gender gap in India aligned with Sustainable Development Goals; and
- to compare the developed and developing countries gender gap index.

Outcome

The study found that although female labour force participation is a growth driver, participation rates suggest a country's potential for faster growth. The research outcome was constituted in finding the link between women's labour market participation and larger development results, especially for G20 nations. It was found that women's labour force participation varies greatly among developing countries and emerging economies, substantially more than it does for men. The study also went into detail about the methodology adopted by the global gender gap report published by the world economic forum and found limitations in the methodology for collecting country-specific data on women's political participation.

Date of Initiation and Date of Completion

The project was initiated in August 2022 and completed in November 2022.

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

4. Contract Labour: A Case Study

Objective

- To analyze the condition of contract labor

Outcome

Many Organisations make their own system and rules for contract labour about the paying salary, leave rules and working hours for unskilled, skilled, and highly skilled contract workers. There is a need for uniformity in this.

Date of Initiation and Date of Completion

The Case Study was initiated in August 2022 and completed in November 2022.

(Dr. Shashi Bala, Senior Fellow)

5. 'Gig Workers' – A Case Study

Objective

- To understand the challenges associated with GIG workers in context to the income and Government assistance.

Outcome

- Most gig workers are independent contractors who can set their own hours and compensation Rates.
- They have the option of setting their own working hours or opting for a typical nine-to-five week-days (concept of flexible working hours)
- Additionally, it has generated major concerns about worker rights and job security(guidelines need to be framed for flexible working hours)

Date of Initiation and Date of Completion

The Case Study was initiated in November 2022 and completed in January 20223

(Dr. Shashi Bala, Senior Fellow)

6. Case Study on 'Street Vendors'

Objective

- To capture the experience of street vendors during covid.

Outcome

- An understanding of the challenges faced by street vendors will help in better policy-making.
- Street vendors' understanding of laws will help policymakers understand the level of awareness amongst street vendors.

Date of Initiation and Date of Completion

The Case Study was initiated in November 2022 and completed in January 2023.

(Dr. Shashi Bala, Senior Fellow)

Ongoing Research Projects

1. Paid and Unpaid Work of Urban Working Women in the Organized Manufacturing Sector: A Study of Time Use Patterns in the National Capital Region.

Objectives

- To understand the urban employment scenario of women workers with specific focus on manufacturing sector.
- To understand the relationship between paid and unpaid work for women workers in the manufacturing sector.
- To explore time use patterns of women in NCR through an analysis of time spent in various activities and its intersection with education, marital status, number of children etc.
- To explore women's engagement in multiple and simultaneous activity and its implications on well-being.
- To understand the occupational, safety, health and working conditions of women workers.
- To explore their access to social security coverage under labour legislations.

Date of Initiation and Date of Completion

The project was initiated in April 2022 and is expected to be completed by May 2023.

(Project Director: Dr. Ellina Samantroy, Fellow)

Workshops

- **Workshop on 'Gender, Unpaid Work and Care in India: Challenges and Policy'**

A Workshop on '*Gender, Unpaid Work and Care in India: Challenges and Policy*' was organised on 17 February 2023. The specific objectives of the workshop were to: (i) understand women's employment in India in the context of emerging analyses around the declining labour force participation of women in India; (ii) understand the key concerns related to gender, unpaid work and care in India; (iii) draw on policy, practice and research, in unpacking the question of women's work; (iv) widen the discourse beyond the realm of productive labour markets and employment. The workshop was inaugurated by Shri Amit Nirmal, Director General, V.V. Giri National Labour Institute, Noida. Dr Soumya Kapoor Mehta, Senior Social Specialist, Social Sustainability and Inclusion (SSI), World Bank, New Delhi delivered a Special Address at the workshop. Ms Subhalakshmi Nandi, Former Deputy Director, ICRW, delivered the Vote of Thanks. The workshop was divided into two sessions namely; (i) Women's Paid and Unpaid Work: Challenges and Policy; and (ii) Book Discussion on the book '*Gender,*

Unpaid Work and Care' published by Routledge 2022. Dr. Dipa Sinha, Assistant Professor, Ambedkar University, Delhi; Dr. Sonia George, General Secretary, Self Employed Women's Association (SEWA), Dr Ellina Samantroy, Fellow, VVGNI and Dr. Sona Mitra, Principal Economist, (IWWAGE), KREA University were panellists in the workshop. The panel discussion was followed by a book release titled "Gender, Unpaid Work and Care in India" edited by Dr. Ellina Samantroy and Ms. Subhalakshmi Nandi. The workshop was attended by seventeen participants. Dr. Ellina Samantroy was the Coordinator of the workshop.

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

A Workshop on '*Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*' was organised on 22 March 2023. The specific objective of the programme was to generate awareness among the employees of the Institute on the Act.



Ms. Ankita Sharma, Guest Faculty delivering the lecture in the Workshop

▪ **Workshop on Women in the Changing World of Work: Issues and Prospects (March 07, 2023)**

A Workshop on '*Women in the Changing World of Work: Issues and Prospects*' was organized to celebrate International Women's Day (March 08) as a part of the Training Workshop on Gender, Work and Development (March 06-07, 2023). The major objectives were to: (i) develop conceptual understanding about Gender, Work and Development and its linkages, (ii) sensitise the participants against gender discrimination, acquainting them with gender sensitive policies programmes for gender equality, equity, agency building of women, decent employment, inclusive growth, Green and Sustainable Development, (iii) enable participants to contribute in their professional and academic work. About Forty Faculties, Research Scholars from Universities, Representatives from Corporate Sector, Civil Societies and Trade Unions participated in this online Programme. Ms. Shobha Mishra Ghosh, Director and Head, GE Healthcare and Former Assistant Secretary General, FICCI, Dr. Ellina Samantroy, Fellow and Ms. Vishista Sam, National Project Coordination, ILO Country Office, India joined as panelists. Mr. P. Amitav Khuntia, Associate Fellow and Course Director moderated the discussions and open forum.



Centre for Agrarian Relations, Rural and Behavioural Studies

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

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

Importance of Behaviour Studies

Today we stare at a technological revolution that could fundamentally alter the way we live, work and relate to one another. In its scale and scope, these trans-formations which are happening would not have been imagined by the human kind.

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

The centre aims at addressing the behavioral and attitudinal skill requirements of various stakeholders and social partners i.e. trade Union leaders and workers; members of the employers' organizations; managers and staff of the public sector undertakings; central and state government officials of various departments, researchers, trainers, members of civil society organizations, panchayati raj institutions, members of grass-root level organizations of both rural and urban areas, etc. The centre has been enhancing the capacities of managers and staff of various organizations like all Nationalised Banks, Reserve Bank of India, Oil India Limited, National Fertilizers Limited, NALCO, NTPC, BHEL, etc.

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

Completed Research Projects

1. Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges in Rural Agriculture

Objectives

The objectives of the study were:

- to study the existing production process in Agriculture;
- to study the employment pattern and productivity in Agriculture;
- to study the effect of price and market mechanism; (Terms of Trade),
- to study the risk management framework, to study the Government policies and programs along with the access and their impact; to investigate the resource utilization process in Agriculture. It was found that minimizing the issue of unemployment and migration for work can generate new employment opportunities.

Outcome

- It was found that minimizing the issue of unemployment and migration for work can generate new employment opportunities.
- Establishing new educational institutions for higher education in villages and towns can help reduce migration and increase the literacy rate.

Date of Initiation and Date of Completion

The project was initiated in November 2021 and completed in June 2022.

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

2. Green Jobs in India: Present and Future Prospects –Phase I

The objectives of this study were:

- to study the sectors where green jobs are existing; to study the areas where Green Jobs can replace the existing jobs;

- to examine the green jobs potential in India by 2025, 2030, 2047, and 2070.

Outcome

India has the potential to create millions of green jobs in industries such as renewable energy, waste management, and sustainable agriculture. However, there are still several challenges that need to be addressed, such as a lack of policies and funding. Policies that support the growth of green jobs can include incentives for renewable energy development, funding for research and development, and tax credits for companies that adopt sustainable practices. MGNREGA can help achieve sustainable development goals while also providing employment opportunities to rural communities. MSMEs can contribute to economic growth while also reducing their carbon footprint. Additionally, the shift towards more sustainable and environmentally-friendly practices can also lead to greater gender balance in traditionally male-dominated industries.

Date of Initiation and Date of Completion

The project was initiated in August 2022 and completed in November 2022.

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

Workshops/Conferences

- **National Collaborative Workshop on Exploring the Impact of New Labour Codes in the Indian Labour Market**

A collaborative workshop on '*Exploring the Impact of New Labour Codes in the Indian Labour Market*' was organised with Loyola College during 27-28 March, 2023 which was attended by one hundred forty three participants. The specific objective of the program was to (i) The specific objective of the workshop was to discuss Labour Codes and their likely impact on the Labour Market. One hundred forty participants attended the program. Dr. Shashi Bala, Senior Fellow, VVGNI & Dr. D. John Paul, Assistant Professor, Loyola College, Chennai were the Course Director of the program.

- **Workshop on Stress Management**

A one-day Workshop on '*Stress Management*' was organized on January 20, 2023 with the specific objective of enhancing stress management capacity of the participants. The workshop was attended by fourteen participants. Dr. Shashi Bala, Fellow was the Course Director of the Workshop.

Centre for North East India

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

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

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

Core Research Areas of the Centre

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

Core Training Areas of the Centre

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

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

Ongoing Research Project

1. Sustainable Financing of Social Security

According to ILO's World Social Protection Report 2020-2022, only 46.9 per cent of the global population is effectively covered by at least one social security benefit, while the remaining 53.1 per cent as many as 4 billion people are unprotected. Besides, the social security coverage remains particularly low for vulnerable groups such as children, persons with disabilities, women and men who work in the informal economy and migrants. Therefore, extending social security coverage is a matter of urgency in order to eradicate poverty, reduce inequality, facilitate access to health care and education, promote gender equality and achieve decent work for all. Adequate financing of social security systems is fundamental to achieve the SDGs and other international agreed goals. That is why closing the social security gap lies at the heart of the 2030 Agenda for Sustainable Development. The Indian Presidency's choice to discuss the issue of sustainable financing of social security systems and the analysis of financing models and fiscal space options across G20 countries is timely. Indeed, the topic of financing social security has been discussed in the G20 EWG in the past, but not in great detail. The issue of sustainable financing of social security to extend it to unorganized/informal economy workers has never been addressed explicitly in the form of policy principles or policy recommendations in the G20 EWG.

The purpose of this study is to highlight and identify an appropriate sustainable financial mechanism and budgeting for social security in India learning from the experience of other G20 countries. Ensuring financial sustainability of various social security schemes

require a well-functioning financing model. Such a model will help in building better policies and robust governance to effectively implement the sustainable financing of the social security system in the country.

Date of Initiation

The Project was initiated in November 2022 and is expected to be completed by June, 2023.

(Project Director: Dr. Otojit Kshetrimayum, Fellow)

Major Seminar

- **National Seminar on Development Experiences of Uttarakhand : Achievements, Challenges and Way Ahead**

A National Seminar on '**Development Experiences of Uttarakhand: Achievements, Challenges and Way Ahead**' was organised during 22-24 September 2022 by Doon University, Dehradun in partnership with V. V. Giri National Labour Institute, Noida. Prof. Ramesh Chand, Hon'ble Member of Niti Aayog and Prof. Surekha Dangwal, Hon'ble Vice Chancellor of Doon University inaugurated the seminar. Dr. S.S. Sandhu, IAS Chief Secretary, Government of Uttarakhand delivered the valedictory address. 320 delegates participated in the seminar. Prof. R.P. Mangain, Head, Department of Economics, Doon University and Dr. Otojit Kshetrimayum, Fellow, VVGNI were the Coordinators of the Seminar.



Prof. R.P. Mangain, Head, Department of Economics, Doon University welcoming the delegates of the National Seminar.

Centre for Labour Market Studies

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

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

Completed Research Projects/Papers/Case Studies

1. Strategy Paper on the Use of Drone Technology

As per the decision in the Ministry of Labour & Employment, Senior Officers Meeting held on 30th June 2022 chaired by Secretary, MoLE directed to prepare a 'Strategy Paper' on the use of '*Drone Technology*' in the various organisations of the MoLE.

Objective

This strategic paper is the consolidation of the concept notes on the possible use of Drone Technology in the MoLE Organisations as a result of the online workshop chaired by the Senior Labour & Employment Advisor with the Nodal Officers of the various Organisations of MoLE. It discusses the role of Drone Technology and the possible areas of its deployment in the working of the various organisations of the Ministry of Labour & Employment. Moreover, this strategic paper analyzed the experimental basis pilot study on drone technology in two different organisations of the Ministry of Labour & Employment.

Outcome

Various possibilities of the technologies are identified and during the pilot study, it has been experienced that the drone facility can be utilised to identify safety and health compliances and it can cover vast premises of a factory or construction site with precision to ascertain the level of compliance on safety and health. Further, it is seen

that the drones can be effectively utilised for open spaces on the premises of establishments than the closed rooms which have lot of obstructions to the manoeuvring of drones. The video of the drone system can easily be corroborated with the documents available in the factory/ construction/ major port to arrive at the possible deviations in safety and health, which will enable the establishments to implement procedures on interventions for ensuring enhanced compliances in terms of safety and health. The inspection, audit and surveillance system can be aided with the use of drone technology. This can also provide an evidential mechanism for the purpose of the record. Hence, there are various applications and possibilities for Drone Technology in various organisations of MoLE. There will be better compliance and enforcement of the labour laws and it may lead to better security and safety for the workers, specifically for those who are working in a difficult environment in hazardous conditions.

Date of Initiation and Date of Completion

The study was initiated on 13th June 2022 and completed on 7th September 2022)

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

2. Issue Paper on 'Gig and Platform Workers and Social Protection'

This issue paper is prepared for the G20 Employment Working Group (EWG) Meeting of the G20 Indian Presidency 2023

Objective

The issue paper on 'Gig and Platform Workers and Social Protection' is one of the issue papers prepared for the Employment Working Group discussion for policy recommendations and circulated amongst the delegates of G20 countries & representatives of international organisations to discuss sustainable ways to extend rights at work and social security to the Gig and Platform Workers.

Outcome

This issue paper facilitated the international policy dialogue and exchange of various initiatives of member nations on providing social protection to the gig and platform workers. The policy recommendations mainly aimed at ensuring more effective, inclusive and efficient protection for gig and platform workers along with promoting overall socio- economic development of the G20 countries.

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

3. Awareness on New Code on Wages : A Case Study

As a national labour institute, V V Giri National Labour Institute conducts several online training initiatives to raise public understanding of the Code on Wages 2019. In order to prepare the case studies, post-training programme feedback has been gathered.

Objective

The main aim is to examine the training participant's awareness of the Code on Wages and also to examine their opinions about the labour law reforms on wages from different stakeholders including participants from NGOs, government and private organisations, trade unions and researchers etc.

Outcome

The Code on Wages will have a historical movement and its applicability to various stakeholders is appreciable while relating to timely payment and authorized deductions which were confined to employees with a ceiling per month, now it applies to "all employees irrespective of wage ceiling". The speedy, cheaper and efficient redressal of grievances is another significant aspect to discuss and will remove arbitrariness and mismanagement. Subject to claims relating to default of payment or less payment of wages or bonus or unauthorised deductions, the liability would be on the company. The code also facilitates for reviewing minimum wages every five years accompanied by cheque or through digital modes, payment of wages will facilitate the transparency of the system. This study will facilitate policy initiatives of the Ministry of Labour & Employment.

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

Ongoing Research Projects

1. Research Study on Gig and Platform Workers: Vision 2047

The paper attempts to estimate and project the magnitude of the gig and platform workforce in India by 2047.

Objectives

This research study was undertaken with the following specific objectives: i) Undertake an enumeration exercise to estimate the size of the gig economy and identify the characteristic features of gig and platform workers. ii) Highlight the best practices on

social security for gig and platform workers and make a vision on how a platform worker can be protected while encouraging employment opportunities in the platform sector. iii) Explore main challenges and opportunities pertaining to the gig and platform workers in the Indian context. iv) Examine the Regulatory and Legislative measures to Enhance Social Inclusion in the New-age Digital Economy

Expected Outcomes

To set a goal to make India a developed nation, various analyses have been done including the trends of the per capita income growth rate of India to understand how India can dream to be a developed nation by 2047. This study tried to analyse the trends of the per capita income growth rate of India from the World Bank data and projected till 2047 with three different scenarios based on certain assumptions. Later, this research also tried to enumerate employment in the gig and platform economy by 2047 with different designs based on particular assumptions. This study adopted the same data and method as adopted by the NITI Aayog for calculating the gig workers till 2030 with the help of NSS-EUS 2011-12 and PLFS data. However, this is further projected to extrapolate the trend of employment in gig and platform economy till 2047 for Vision India. This study concludes with various policy recommendations for India to vision 2047 to fulfil its ambition vision for the country to achieve its goal of being a developed nation.

Date of Initiation and Date of Completion

The study was initiated in October 2022 and is expected to be completed by July 2023.

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

Workshops

▪ Workshop on ‘Possibilities of Use of Drone Technology’ by the Organisations of Ministry of Labour & Employment

A half-day Online Workshop on ‘*Possibilities of Use of 21 Technology*’ by the Organisations of Ministry of Labour & Employment was organised by V.V.Giri National Labour Institute on June 11, 2022 under the chairmanship of Shri Alok Chandra, SLEA, Ministry of Labour & Employment. Dr. H. Srinivas, Director General, VVGNI welcomed the participants and set the context. Shri R.K. Gupta, Joint Secretary and Dr. Mahendra Kumar, Director, Ministry of Labour & Employment (MoLE) were also present in the discussions. The major aim of the program was to examine the tremendous scope for deployment of drones in the various organisations of the Ministry of Labour & Employment to bring efficiency and effectiveness in the working like

phaseless inspection, monitoring of works especially in Mines, hazardous areas of work etc. Nodal Officers of the Various Organisations of MoLE including ESIC, EPFO, CLC (C), DGFASLI, DGMS, and DGLB presented their views on the possibility of the deployment of drones in their organisations. The meeting was attended by 25 participants. The workshop was coordinated by Dr. Dhanya M.B., Associate Fellow, V.V. Giri National Labour Institute.



▪ National Workshop on New Labour Codes and Step towards Women's Empowerment (KILE, Kerala) June 27-28, 2022

This National Workshop on 'New Labour Codes and Step towards Women's Empowerment' was organised by V V Giri National labour institute in collaboration with the Kerala Institute of Labour & Employment (KILE), Kerala. The main objective of the program was to educate the candidates on the importance of the labour code for the conducive working environment for the development of the employees and of the company as well. The specific objectives of the program were to:

i) Educate the background, definitions and key takeaways on four labour Codes; ii) Examine the difference between each labour code and the provisions of the central labour enactments; iii) Discuss the key issues and analysis of all the four labour codes. The Inaugural Address was delivered by Sri K N Gopinath, Chairman, Kerala Institute of Labour & Employment. Shri Sunil Thomas, Executive Director, KILE welcomed the participants. Dr Dhanya MB delivered the session. The programme was attended by Forty eight participants including representatives of all trade unions/associations/ federations. Dr. Dhanya MB, Fellow coordinated the programme along with Shri Sunil Thomas, Executive Director, KILE and Shri Kiran, Senior Fellow, KILE, Kerala.



National Resource Centre on Child Labour (NRCCL)

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

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

Research

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

The focus of research projects revolves around:

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

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

Completed Research Project

1. Status of Enforcement of Legislation and Rehabilitation of Bonded Labour/Child Labour

The project involved online survey of the respondents where Data was elicited on the issue and status of Bonded Labour/ Child Labour Rescue, Rehabilitation and Prosecution of Offenders. The objectives were: to understand the linkage between human trafficking, child labour and bonded labour; to understand new forms of bonded labour and ways to tackle them; to strengthen knowledge and skills for identification, prevention, abolition/elimination of the practice and system of child labour and bonded labour; to discuss the importance of effective and timely action during the critical crisis period of rescue to rehabilitation; to impart knowledge on the existing Standard Operating Procedures (SOP) for Identification, Prevention, Rescue and rehabilitation of Child labour and Bonded Labour; to understand the role of Statutory and Law Enforcement bodies; and also to enhance skills for effective Prosecution of Offenders. Select districts were covered for the survey in Andhra Pradesh, Assam, Gujarat, Jharkhand, Karnataka, Madhya Pradesh, Maharashtra, Rajasthan, Punjab, Tamil Nadu, Telangana, West Bengal, and Uttar Pradesh. The report highlights the important issues related to bonded and child labour and provides details of identified, rescued, and rehabilitated cases. It provides the details of number of FIRs, acquittals and convictions, and occupations industries with high concentration of bonded and child labour. It also highlights the challenges and opportunities in implementing various provisions of the concerned laws. It also discusses in detail the case of fish workers to highlight the emerging forms of bondage.

Date of Initiation and Date of Completion

The project was initiated in July 2021 and completed in December 2022.

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

On-going Research Project

1. Impact Assessment Study of the Labour Reforms undertaken by the States- Final Report (By V. V. Giri National Labour Institute, Noida & Indian Institute of Public Administration, New Delhi)

This study assesses the impact of labour reforms undertaken by the States to demonstrate their benefits and identify shortcomings; if any that can be further improved upon.

Objectives

The specific objectives of the study are to examine the impact of labour reforms on the following select economic and labour market output and outcome indicators: (i) Economic growth; (ii) Employment generation in the formal sector; (iii) Acceleration in setting up of new units; (iv) Increase in size of establishments; (v) Benefits to specific sectors like textile that faced labour related disadvantages; (vi) Reduction in compliance burden; and (vii) Enhanced social security benefits.

Outcomes

It needs to be seen that labour reforms are just one element in the overall policy mix determining the economic growth and making jobs decent. From the interim report of the study conducted in the given limited time span, it could be seen that the impact of the four major legislative reforms and the four major administrative reforms have had their own significant positive impact on different sectors of the industry and businesses ecosystems in terms of ease of doing business; employment generation, especially in the formal sector; attracting new enterprises/start-ups; attracting investments; increase in the size of establishments; according the social security benefits to employees; growth of certain labour-intensive sectors like textile, apparel, leather and finally on the overall economy.

Date of Initiation and Date of Completion

The study was initiated in May 2021. The interim report of the study was published in August 2021. It is expected to be finalised by July 2023.

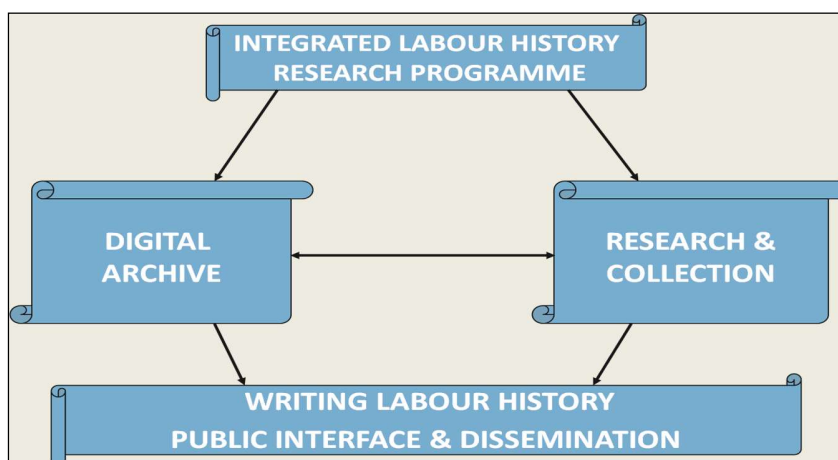
(Project Director: Dr. Anoop Satpathy, Fellow)

Integrated Labour History Research Programme (ILHRP)

ILHRP: An Introduction

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

Structure of the Programme



Features of the Digital Archives of Indian Labour

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

Ongoing Research Project

1. Role of Labour Leaders in the Freedom Movement

Objectives:

- To document the contribution made by Labour and Labour Movement to the freedom struggle and shaping of modern India.
- To document the role played by the Trade Unions in synergizing labour movement with the anti-colonial freedom struggle and in espousing ideas of social justice, social protection of labour along with the contribution of the working class

Scope

Study and documentation of Labour Movement and Anti British Freedom Movement; Labour Movement's relationship with the development of technology, skills, and enterprises; Labour Movement and Social Security and Social Protection; and Labour Movement and Social Reform and Social Justice Movement

Date of Initiation and Date of Completion

The project has been initiated in November 2022 and is expected to be completed by June, 2023

(Project Director: Dr. Sanjay Upadhyaya, 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. 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 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.

Completed Research Project/Case Study

1. Managing Livelihoods and Social Protection in the Marine Fisheries Sector: Insights from two Cases of Field Visits

Objective

The objective of the study was to discuss and share the insights from the experience of two field visits; ABAD Fisheries, a leading processors of quick frozen sea food in India near Vizhinjam Port, Thiruvananthapuram and Mazgaon, famous for the dock and fishing harbour as well at Mumbai as part of the five days collaborative programmes of VVGNI on Managing Livelihoods and Social Protection in the Coastal Regions, the author being the Course Director. The first programme was collaborated with Kerala Institute of Labour and Employment (November 13-17, 2017) and the second programme with Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (July 23-27, 2018).

Duration

About 3-4 Months

Outcomes

- Fish workers are one of the vulnerable section among working mass. They need to be protected through the legal provisions, social security and skill development measures for the betterment and upward mobility of the workers and the sector as well.
- Units like the ABAD Fisheries a leading processor of quick frozen seafood in India with about eleven accredited and certified factories with production capacity of 300 MT per day and four public cold stores with a capacity over 12,000 MT could be instrumental towards formalisation of the fish workers and striving for decent employment in the sector. In this unit the workers mostly are women are doing semi-skilled type work devoting eight hours per day and earn about eight to nine thousands per month. They are also availing Employees State Insurance (ESI) and Provident Fund (PF) benefits the two major social protection benefits in the formal sector. This kind of labour intensive units where the technological penetration is low have the potentiality to provide jobs to the local people and enhancing their employability, formalisation of the fish workers and striving for decent employment in the sector.
- The challenges lie with the large number of fish workers engaged in fishing, selling across the coast and near the port area. The prominent among them



are climate change effect on sea level, resources and disaster like cyclone. Apart from this stakeholders including the leaders of fish workers were apprehensive about the loss of livelihoods near the Vizhinjam Port which is extended under the Sagarmala Project. It was understood that the local administration was engaged with the aggrieved parties for compensation packages and addressing other issues amicably.

- Skill Development Measures of Central and State governments need to be proactively converged as per the demand of the sector and also upward mobility of the workers. Those workers feel the hit of displacement owing to climate change impacts and port renovation projects or contemplating for alternative livelihoods should be facilitated reskilling opportunity available in various policies and programmes. Pradhan Mantri Kaushal Vikash Yojana (PMKVY), Pradhan Mantri Employment Generation Programme (PMEGP) and MUDRA both for wage employment, self-employment and entrepreneurship should be made accessible for the workers and small boat owners who are supposed to lose their livelihoods for skilling, re skilling and up skilling and those desirous for new entrepreneurial ventures.

Centre for International Networking

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

The Institute is also currently empanelled as a training institution for organizing international training programmes under Indian Technical and Economic Cooperation (ITEC) Scheme of the Ministry of External Affairs, Govt. of India. Till date, nearly 104 international training programmes have been conducted under this Scheme participated by about 2338 participants representing nearly 135 countries. During the year 2022-23, two programmes were organised under ITEC which were attended by 53 participants representing 26 countries

A Memorandum of Understanding (MOU) between V.V. Giri National Labour Institute (VVGNI) and International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy was signed on 28th November, 2018 at Turin, Italy for a period of 05 years for professional collaboration. The purpose of this MoU is to facilitate collaboration between two institutions in training and education that result in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile.

During the year 2022-23, the following activities had been undertaken:

- ⇒ Online Training Programme on '*Climate Change Adaption through Green Works*' was held during April 25 to May 20, 2022. Faculty member from VVGNI was nominated to attend the programme.

- ⇒ Online Training Programme on '*Creating Jobs through Inclusive Infrastructure Investment*' was conducted during May 09 to June 10, 2022. Faculty member from VVGNI attended the programme.
- ⇒ ITC-ILO organised a '*Global South-South Co-operation Forum: Livelihoods, Employment and Inclusion of Vulnerable Groups*' during October 10-13, 2022. Eight (08) officials from VVGNI and Ministry of Labour and Employment participated in the event.

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

Under the Presidency of Chinese Academy of Labour and Social Security, China, VVGNI represented India and delivered the presentation in online Seminar on '*Employment and income Policies in the context of the post-pandemic period*' at the BRICS country labour research institute on September 15, 2022.

During BRICS Summit 2023 under South African Presidency - VVGNI made a presentation on 'Brief Country Overview of Social Protection' on 21st February, 2023 in the Research Network Meeting held during February 21-24 at Johannesburg, South Africa on the sidelines of BRICS 1st Employment Working Group Meeting (EWG). The presentation provided an overview of Employment-Unemployment Trends in India, Social Security situation in India: An Overview, Benefits and Schemes, Social Security for Women Workers, New Initiative (E-Shram) and Initiative under New Labour Codes

G20 Employment Working Group

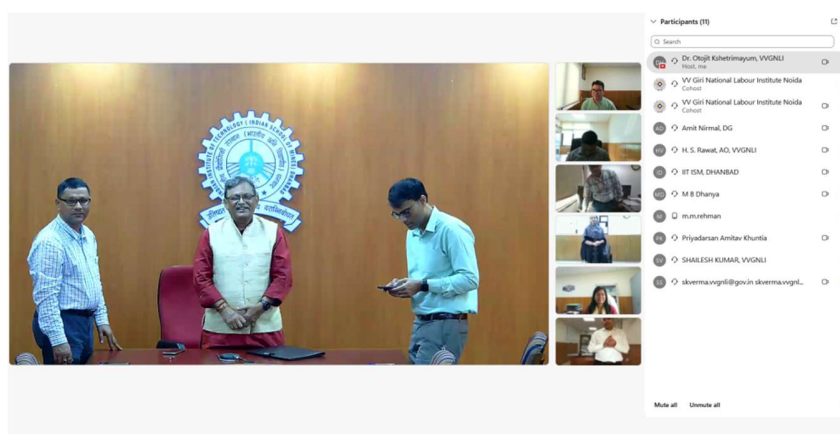
VVGNI is representing as a national level knowledge partner for the G20 Employment Working Group(EWG), Ministry of Labour & Employment.

SPECIAL EVENTS/VISITS

- The Institute signed MoUs at national levels with the following Institutions:
 - (i) Signed an MoU with 'National Law University', Odisha, Cuttack on 17th October, 2022.
 - (ii) Memorandum of Understanding (MOU) between VVGNI & Doon University, Dehradun was signed by Shri Amit Nirmal, Director General of VVGNI & Dr. Mangal Singh Mandrawal, Registrar of Doon University on 17th October 2022. Prof. RP Mamgain, Doon University and Dr. Otojit Kshetrimayum, Fellow were the faculty coordinators.



- (iii) Memorandum of Understanding (MOU) was signed between VVGNI & Indian Institute of Technology- Indian School of Mines (IIT-ISM), Dhanbad through Video Conferencing on 1st November 2022 by Shri Amit Nirmal, Director General of VVGNI and Prof. Rajiv Shekhar, Director of IIT-ISM in the presence of faculties and officials of both the institutes. Dr Ajit Singh Rajput of IIT-ISM & Dr. Otojit Kshetrimayum, Fellow were the faculty Coordinators.



- (iv) Signed an MoU with Loyola College, Chennai on 22.12.2022
- (v) Signed an MoU with Associated Chambers of Commerce and Industry of India (ASSOCHAM) on 17th March, 2023

▪ **‘Global Symposium on Occupational Safety and Health: Challenges and Solutions’**

V.V. Giri National Labour Institute (VVGNNLI) in collaboration with National Law University (NLU), Dwarka, New Delhi organized a ‘Global Symposium on Occupational Safety and Health: Challenges and Solutions’ during 01-02 November, 2022 at National Law University, Delhi. National Law University, Bhopal; Labour Department, Government of Delhi; Directorate General Factory Advice Service & Labour Institute, Ministry of Labour & Employment; Deutsche Gesetzliche Unfallversicherung (DGUV), Germany, Indo-German Focal Point, India and the National Labour Law Association also partnered in organizing the Symposium. The Symposium aimed at discussing the issue of Occupational Safety & Health; prevention strategies; training, awareness and capacity building; international labour standards on occupational safety & health; and future of work and OSH requirements. The Symposium was attended by hundred delegates from India and Germany. Dr. Ellina Samantroy, Fellow, VVGNNLI was a panelist and also chaired a session in the Symposium. Shri Beerendra Singh Rawat (Senior Translation Officer), Ms. Kusum Balooni, Shri Satyavan and Shri Harkesh Kumar from VVGNNLI also attended the Symposium. Professor Jeet Singh Maan, Professor, Legal Education and Research, National Law University, Dwarka, New Delhi and Dr. Ellina Samantroy, Fellow from V.V. Giri National Labour Institute, Noida coordinated the Symposium.



- A special day to observe one-day countdown to 8th **International Day of Yoga** 2022, V. V. Giri National Labour Institute organized an event on Yoga for the employees of ESIC Model Hospital Campus, Sector 24, Noida on 07.05.2022. The program was attended by fifty participants. Shri Amitav Khuntia, Associate Fellow coordinated the event. Trained yoga expert pioneered the Yoga exercises and the same was performed by all the participants. The Programme concluded with a message to all the participants for practicing yoga and yogic exercises in their everyday lives for healthy living and well-being.

- The Institute celebrated the '**International Yoga Day**' 21st June, 2022. It was attended by faculty, officers and staff members along with their families as well as participants of training programmes.



Director General, Faculty Members, Officer, Staff and participants of the training programmes participating the yoga

- Secretary, Labour & Employment (MoLE) and Chairperson, Executive Council, VVGNI visited V.V.Giri National Labour Institute on October 18, 2022 and chaired a meeting to review the functioning of VVGNI.



Ms. Arti Ahuja, Secretary (L&E) interacting with the Faculty Members and Officers

- A Study Visit-cum-Orientation Programme on Labour Issues and Labour Codes for the students of School of Law, Bennett University (Times of India Group), Greater Noida was organised by VVGNI. Thirty Five students with Associate Professor Dr. Priya Sondhi from the University participated in this one day programme on 29-04-2022. Students spent good time studying in the Institute's Library after attending two sessions. Mr. P.Amitav Khuntia, Associate Fellow of VVGNI coordinated the programme.
- A Study-cum-Orietation Workshop was organised on 30 August, 2022 for the students of Asian Law College, Noida. Thirty Five students of law along with two Faculties participated in this one day programme. The programme included two interactive sessions by Course Director Mr. P. Amitav Khuntia and a presentation on "Over-view of Labour Codes" by Mr. Akshit Gupta, a student of Bharati Vidyapeeth Law College, Pune, intern in VVGNI under the Guidance of Mr. P. Amitav Khuntia. Students spent good time studying in the Institute's Library in the post lunch sessions.



TRAINING AND EDUCATION (2022-23)

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

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

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

The Institute offers education and training to the following groups:

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

During the year 2022-23, the Institute has conducted 171 online/offline training programmes and 5388 personnel participated in these programmes.

Further, the Institute has undertaken following initiatives:

The Special Training 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 Gig and Platform, Police Personnel, especially in relation to their role in Child Labour and Bonded Labour,



Pension Schemes, Recognition of Prior Learning, New HR Practices in Public and Private Sector and Migration and Development-Focus on Internal Migration. 06 such online/offline programmes were organized in which 153 participants participated.

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. 24 such online/offline programmes were organized in which 816 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. 20 such online/offline programmes were organized in which 339 participants participated.



Capacity Building Programmes

These programmes are designed to develop trainers in the field of labour. In addition, these programmes are for workers and organisers of both industrial and rural trade unions. Some of these programmes are held at different centers of the country to ensure larger participation. 67 such online/offline programmes were organized in which 1816 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. 11 such online programmes were organized in which 681 participants participated.



International Training Programmes

The Institute has been empanelled by Ministry of External Affairs, Govt. of India for conducting various international training programmes under ITEC programmes. During the period the Institute organised 02 International Training Programmes under ITEC programme on various subjects such as Health Security and Protection of Workers and International Labour Standards and Promotion of Gender Equality at the Workplace. In all 02 such programmes were organized in which 53 foreign nationals participated.



North Eastern States Programmes

The Institute lays great emphasis on programmes specially designed for Labour Administrators, Trade Union Leaders, NGOs and other stakeholders to address key issues related to labour & employment in the North Eastern Region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule. During the period the Institute has organised 10 online/offline training programmes on the subject in which 260 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 online programmes were organized in which 166 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 Sectorial disparity of the Labour Market. In view of this, the Institute in collaboration with MANAGE, Hyderabad; KILE, Kerala, Central University of Punjab; Sikkim University; Gandhigram Rural Institute, Tamil Nadu, IGNTU, Imphal, MGIL, Gujarat, CSD, Hyderabad, National Institute for Career Service, Uttar Pradesh and MILS Mumbai has been conducting training programmes on various subjects. In all 13 such online programmes and one offline programme were organized in which 678 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 12 in-house online/offline training programmes for ALCs of Uttar Pradesh Labour Department, Principal Private Secretary (PPS) and Private Secretary (PS) of Employees' State Insurance Corporation, HPCL, Government of Assam, Officials for Naval Dockyard, Mumbai. In all 426 participants participated.

Online/Offline Training Programmes (01.04.2022 to 31.03.2023)

Sl No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
	SPECIAL TRAINING PROGRAMME			
1.	Online Training Programme on Gig and Platform Workers Social Security Issues June 13-15, 2022	03	21	Anoop Satpathy
2.	Online Training Programme for Police Personnel, especially in relation to their role in Child Labour and Bonded Labour July 04-08, 2022	05	30	Shashi Bala
3.	Pension Schemes for the Organised and Unorganised Workers August 22-24, 2022	03	29	Ruma Ghosh
4.	Recognition of Prior Learning and its Implications for Informal Labour September 26-28, 2022	03	38	Manoj Jatav
5.	New HR Practices in Public and Private Sector Organisations January 16-18, 2023	03	25	Shashi Bala
6.	Migration and Development-Focus on Internal Migration March 21-23, 2023	03	10	Dhanya M. B.
	LABOUR ADMINISTRATION PROGRAMMES (LAP)	0	0	
7.	Online Capacity Building Programme on Labour Rights and Dispute Resolution April 04-05, 2022	02	13	Shashi Bala
8.	Online Capacity Building Programme on New Labour Codes April 05-06, 2022	02	19	Shashi Bala
9.	Online training programme on Single Inspection Scheme for Enforcement Officials of CLC, ESIC and EPFO April 18-20, 2022	03	180	Sanjay Upadhyaya
10.	Online training programmes on Single Inspection Scheme for Enforcement Officials of CLC, ESIC and EPFO EPFO at Ahmedabad, Faridabad and Chennai April 25-26, 2022	02	138	Sanjay Upadhyaya
11.	Ensuring Safety, Health And Welfare at Workplace- April 18-22, 2022	05	11	Ruma Ghosh

Sl No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
12.	Understanding Labour Codes and Rules May 02-06, 2022	05	11	Shashi Bala
13.	Acquainting with Labour codes and Effective Labour Law Enforcement May 17-20, 2022	04	13	Sanjay Upadhyaya
14.	ILO Convention 102 and Code on Social Security June 13-16, 2022	04	37	Ruma Ghosh
15.	Key Features of Various Labour Codes June 20-24, 2022	05	18	Sanjay Upadhyaya
16.	Induction training programme to newly recruited Deputy Director of Mines Safety June 27, 2022- July 1, 2022	05	32	Otojit Kshetrimayum
17.	Code on Wages, 2019 July 04-07, 2022	04	13	Anoop Satpathy
18.	Future of Work and Social Protection of Workers July 04-08, 2022	05	22	Ruma Ghosh
19.	Wage Policies in India: Special reference to Code on Wages 2019 August 09-12, 2022	04	24	Dhanya M.B.
20.	Effective Labour Law Enforcement August 22-26, 2022	05	21	Sanjay Upadhyaya
21.	Laws Relating to Equality & Empowerment of Women September 05-09, 2022	05	21	Shashi Bala
22.	Online Training Programme on Improving Organisational Culture for Maximizing Productivity September 26-30, 2022	05	58	Shashi Bala
23.	Online Training Programme on Good Governance through Labour Administration and Labour Inspection September 28-30, 2022	03	10	Otojit Kshetrimayum
24.	Making Conciliation Effective November 01-04, 2022	04	13	Manoj Jatav
25.	Capacity Building Training Programme for Officials of DGFASLI November 21-25, 2022	05	27	Ruma Ghosh
26.	The Art of Living Training Programme for Building Competence for Personal Excellence November 28-December 02, 2022	05	8	Shashi Bala

SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
27.	Capacity Building programme on Effective Labour Law Enforcement (C) December 12-16, 2022	05	24	Sanjay Upadhyaya
28.	Quasi Judicial Authorities: Role and Functions January 11-13, 2023	03	28	Sanjay Upadhyaya
29.	Quasi-Judicial Authorities: Role & Functions 27 February-01 March, 2023	03	19	Sanjay Upadhyaya
30.	Online training programme for Employers on Regulatory Compliance under Existing Labour Laws March 06-07, 2023	02	56	Sanjay Upadhyaya
	INDUSTRIAL RELATIONS	0	0	
31.	Labour Codes in India April 25-29, 2022	05	16	Ellina Samantroy
32.	Fundamentals of Labour Codes July 04-07, 2022	04	34	Sanjay Upadhyaya
33.	Developing Occupational Safety, Health and Welfare July 25-29, 2022	05	13	Ruma Ghosh
34.	Capacity Building on Labour Codes and Rules August 01-05, 2022	05	43	ManojJatav
35.	Responsible Business Conduct and Industrial Relations August 16-18, 2022	03	3	Otojit Kshetrimayum
36.	Leadership Development Programme for Women Officials August 22-24, 2022	03	25	Dhanya M. B.
37.	Key Features of Various Labour Codes September 12-15, 2022	04	35	Sanjay Upadhyaya
38.	Understanding Labour Codes and Rules September 19-23, 2022	05	26	Shashi Bala
39.	Training Programme on Improving Organisational Culture for Maximizing Productivity October 10-14, 2022	05	05	Manoj Jatav
40.	Labour Codes and Rules October 31-November 04, 2022	05	25	Ellina Samantroy



SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
41.	Behavioural Skills for Developing Effective Leadership November 07-11, 2022	05	10	ShashiBala
42.	Awareness Building on Laws regarding Labour and Employment in India: Special focus to New Labour Codes November 14-16, 2022	03	09	Dhanya M. B.
43.	Leadership Development Programme for Women Officials November 22-24, 2022	03	10	Dhanya M.B.
44.	Enhancing Work Proficiency December 05-09, 2022	05	19	ShashiBala
45.	Managing Work Effectively: A Behavioural Approach January 09-13, 2023	05	22	ShashiBala
46.	Developing Positive Attitude for Excellence at Work February 06-10, 2023	05	06	ShashiBala
47.	Leadership Development Programme February 20-24, 2023	05	07	ShashiBala
48.	Enhancing Capacity in Preventing Sexual Harassment at Workplace March 13-17, 2023	05	11	ShashiBala
49.	Self-Development of Workers March 27-31, 2023	05	10	ShashiBala
50.	Improving Organisational Culture for Maximising Productivity March 27-31, 2023	05	10	ShashiBala
	CAPACITY BUILDING PROGRAMMES (CBP)	0	0	
51.	Orientation Programme on Labour Issues and Labour Codes for Students of School of Law, Bennett University April 29, 2022	01	35	P. P. AmitavKhuntia
52.	Labour Codes (Offline) April 06-08, 2022	03	32	ShashiBala
53.	Capacity Building for Unorganised/ Rural Workers organizer with emphasis on Labour Codes May 04-06, 2022	03	23	ShashiBala
54.	Capacity Building Programme for Trade Union/Civil Society Organisation with reference to Labour Codes May 09-13, 2022	05	22	ShashiBala

SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
55.	Training Programme on Leadership Skills and Labour Codes for Organisation Building May 09-13, 2022	05	25	ShashiBala
56.	Leadership Development Programme for Domestic Workers May 23-27, 2022	05	21	ShashiBala
57.	Training Programme on Skill Development of Women for Employability May 23-27, 2022	05	19	P. Amitav Khuntia
58.	Understanding Labour Codes and Rules June 06-10, 2022 (Hybrid Mode)	05	30	ShashiBala
59.	Training of Trainers Programme for Rural Educators June 13-17, 2022	05	17	Ramya Ranjan Patel
60.	Creation of Employment Opportunities: Learning from International Experiences June 20-24, 2022	05	14	Ramya Ranjan Patel
61.	Online Affirmative Policies Pertaining to the Equity And Parity For Enhancing Women Participation In the Labour Market June 20-24, 2022	05	18	ShashiBala
62.	Capacity Building Programme on Labour Codes for Domestic Workers (INTUC) June 20-24, 2022	05	15	ShashiBala
63.	Capacity Building on Labour Codes and Rules June 27- July 01, 2022	05	26	ManojJatav
64.	Gender and Labour Issues July 04-08, 2022	05	23	Ellina Samantroy
65.	Online Facilitating Gender Sensitive Environment: A Behavioural Approach July 11-15, 2022	05	32	Shashi Bala
66.	Capacity Building Programme on Mathadi Model for Unorganised Workers July 11-15, 2022	05	37	Manoj Jatav
67.	Enhancing Leadership Skills: Sanitation Workers July 11-15, 2022	05	15	Ramya Ranjan Patel



SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
68.	Labour code for Enhancing Workers' Knowledge and Skills July 11-15, 2022	05	22	Shashi Bala
69.	Online Understanding Labour Codes and Rules July 18-22, 2022	05	49	Shashi Bala
70.	Capacity Building Programme with Special reference to code on Wages, 2019 July 20-22, 2022	03	12	Shashi Bala
71.	Wage Policy and Minimum Wages July 25-27, 2022	04	18	Anoop Satpathy
72.	Good Governance for Effectiveness of Welfare and Development Measures August 01-05, 2022	05	09	P. Amitav Khuntia
73.	Online Gender Responsive Budgeting August 01-05, 2022	05	27	Shashi Bala
74.	Training Programme on Gender, Poverty and Employment August 08-12, 2022	05	22	Shashi Bala
75.	Capacity Building Programme on Labour Codes for Enhancing Workers knowledge and skills for their Development August 16-18, 2022	03	25	Manoj Jatav
76.	Enhancing Leadership Skills of Fisheries Workers August 29-sept 02, 2022.	05	12	Ramya Ranjan Patel
77.	Emerging Perspectives on Gender, Labour Codes and International Labour Standards August 30-September 02, 2022	04	23	Ellina Samantroy
78.	Informality, New Forms of Work and Social Protection September 05-09, 2022	05	12	Ruma Ghosh
79.	Capacity Building Programme for Head-Load/ Palledars and Other Unprotected Workers September 12-16, 2022	05	48	Manoj Jatav
80.	Capacity Building Programme for the Construction Workers September 05-08, 2022	04	17	Shashi Bala

SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
81.	Rural Employment Avenues for Inclusive Development September 12-16, 2022	05	30	Ramya Ranjan Patel
82.	Gender, Decent Work and Social Protection September 19-23, 2022	05	23	Ruma Ghosh
83.	Hybrid capacity building programme for Trade union /civil society activists October 06-07, 2022	02	50	Shashi Bala
84.	Empowerment Programme for Beedi Workers October 17-19, 2022	03	35	Manoj Jatav
85.	Developing Skill Development Strategies for Women Workers in the Informal Economy October 31-Nov 04, 2022	05	31	Shashi Bala
86.	Capacity Building Programme for Trade Union/Civil Society organization with special reference to social security October 12-14, 2022	03	46	Consultant (Prog)
87.	Online Training Programme on Skill Development for Youth Employability and Entrepreneurship October 19-20, 2022	02	16	P. P. Amitav Khuntia
88.	Leadership Development Programme For Trade Union/Civil Society Organisations With Special Reference To Social Security Programme October 27-28, 2022	02	26	Consultant (Prog)
89.	Online Capacity Building Programme for Trade Union/Civil Society Organisation November 03-04, 2022	02	23	M. M. Rehman
90.	Workshop on Labour Market Information for Better Implementation of Public Policies December 05-09, 2022	05	34	Dhanya M.B.
91.	Gender Equality and Climate Changes (BMS) December 12-16, 2022	05	22	Shashi Bala
92.	Leadership Development Programme for Sustainable Development December 19-23, 2022	05	17	Shashi Bala



SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
93.	Convergence and Partnership for Addressing Labour and Development Issues December 12-16, 2022	05	15	P. P. Amitav Khuntia
94.	Impact of Labour Code and IT Capacity Building, TUCC December 12-14, 2022.	05	30	M. M. Rehman
95.	Online Training of Trainers Programme on Gender and Social Security December 19-23, 2022	05	50	Shashi Bala
96.	Training of Trainers Programme on Gender and Social Security December 19-23, 2022	05	17	Shashi Bala
97.	Online Capacity Building Programme with reference to Social Security December 28-30, 2022	03	50	M. M. Rehman
98.	Online training programme on Recognition of Prior Learning and Its Implications for Informal Labour December 29-30, 2022	02	85	Manoj Jatav
99.	Online training programme on Labour and Development January 10-12, 2023	03	38	P. Amitav Khuntia
100.	Online Capacity Development Programme on Code on Wages and Social Security January 11-13, 2022	03	47	Sanjay Upadhyaya
101.	Training of Trainers Programme for Rural Educators January 23-27, 2023	05	32	Shashi Bala
102.	Enhancing Competence of Youth Employability Skills January 23-27, 2023	05	20	Dhanya M.B.
103.	Shram Saptha Poshan Panchayat on Awareness Programme on Different Schemes of MoL&E, Govt. of India February 01-03, 2023	03	22	ShashiBala
104.	Emerging Labour Market Issues and Strategic Responses February 06-10, 2023	05	09	Dhanya M.B.
105.	Online Training Programme on Skill Development for Youth Employability and Entrepreneurship February 07-09, 2023	03	19	P. Amitav Khuntia

SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
106.	Leadership Development Programme for Trade Union Leaders (BMS) February 13-17, 2023	05	30	M. M. Rehman
107.	Capacity Development Programme on Code on Wages and Social Security (BMS) February 13-17, 2023	05	32	M. M. Rehman
108.	Online training Programme on Social Security for Unorganized Workers: Unique Practices - February 23-24, 2023	02	34	Manoj Jatav
109.	Training of Trainer For Rural Educator 27 February-03 March, 2023	05	37	Shashi Bala
110.	Online training workshop on Gender, Work and Development March 06-07, 2023	02	31	P. Amitav Khuntia
111.	Online Social Security for Unorganised Workers March 9-10, 2023	02	50	Otojit Kshetrimayum
112.	Online Social Security for Unorganised Workers March 14-15, 2023	02	25	Otojit Kshetrimayum
113.	Leadership Development Programme for Construction Workers March 13-17, 2023	05	15	Sanjay Upadhyaya
114.	Mainstreaming Gender Issues in the Employment March 20-24, 2023	05	14	Shashi Bala
115.	Online Training Course on Skill, Technology and Future of Work March 28-29, 2023	02	12	Amitav Khuntia
116.	Social Security and Minimum Wages for Domestic and Construction Workers (TUCC) -March 27-29, 2023	03	27	M. M. Rehman
117.	Understanding Labour Market and Employment Opportunities March 27-31, 2023	05	22	Otojit Kshetrimayum
	CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)	0	0	
118.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour - April 26-28, 2022	03	49	Helen R. Sekar



SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
119.	Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Labour and Child Labour and Prosecution of Offenders July 26-28, 2022	03	36	Helen R. Sekar
120.	Orientation programme on Responsible Business Practices September 20-22, 2022	03	17	Helen R. Sekar
121.	Orientation Programme on Ensuring Legal Services & Effective Rehabilitation of Rescued Child/Bonded Labour/Trafficking Labour October 18-20, 2022	03	36	Helen R. Sekar
122.	Online Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Labour, Child Labour and Prosecution of Offenders November 22-24, 2022	03	51	Helen R. Sekar
123.	Online Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Labour and Child Labour and Prosecution of Offenders December 06-08, 2022	03	88	Helen R. Sekar
124.	Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Laborers and Prosecution of Offenders January 10-12, 2023	03	64	Helen R. Sekar
125.	TOT Programme on Identification, Rescue, Rehabilitation of Bonded Labourers and Child Labour and Prosecution of Offenders- February 01-03, 2023	03	61	Manoj Jatav
126.	TOT Programme on Identification, Rescue, Rehabilitation of Bonded Labour and Child Labour February 27-March 01, 2023	03	44	Manoj Jatav
127.	Online Sensitization Programme On Child Labour And Bonded Labour March 20-24, 2023	03	203	Manoj Jatav

SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
	INTERNATIONAL TRAINING PROGRAMME	0	0	
128.	International Training Programme on Health Security and Protection of Workers November 28-December 16, 2022	18	27	Ruma Ghosh
129.	International Labour Standards and Promotion of Gender Equality at the Workplace January 16-February 03, 2023	19	26	Ellina Samantroy
	RESEARCH METHODS PROGRAMME (RMP)	0	0	
130.	Research Methodology and Data Analysis May 17-20, 2022	04	18	Shashi Bala
131.	Research Methods in Labour Studies September 05-09, 2022	5	67	P. Amitav Khuntia
132.	Research Methods on Gender, Poverty and the Informal Economy October 17-21, 2022	05	14	Dhanya M.B.
133.	Research Methods in Gender Issues in Labour November 14-25, 2022	12	29	Ellina Samantroy
134.	Course on Qualitative Methods in Labour Research January 23-February 03, 2023	12	17	Ruma Ghosh
135.	Labour, Employment and Sustainable Development Goals in India March 06-10, 2023	05	21	Dhanya M. B.
	NORTH-EASTERN STATES PROGRAMMES (NEP)	0	0	
136.	Leadership Development Programme April 18-22, 2022	05	22	Shashi Bala
137.	Fundamentals of Labour Codes May 30-June 03, 2022	05	39	Sanjay Upadhyaya
138.	Social Protection and Livelihood Security July 18-22, 2022	05	22	Dhanya M.B.
139.	Capacity Building Programme on Tea Plantation and Bamboo Workers from North Eastern States July 22-23, 2022	02	20	Otojit Kshetrimayum
140.	Capacity Building Programme on Tea Plantation and Bamboo Workers from North Eastern States July 29-30, 2022	02	25	Otojit Kshetrimayum

SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
141.	Development Schemes as an Instrument for Social Protection- July 25-29, 2022	05	25	Otojit Kshetrimayum
142.	Understanding Labour Codes and Rules August 22-26, 2022	05	26	Shashi Bala
143.	Understanding Labour Market & Employment Opportunities (NICS at VVGNI) August 29-September 02, 2022	05	33	Otojit Kshetrimayum
144.	Fundamental of Labour Codes for Trade Union Leaders and NGOs from North Eastern States September 26-30, 2022	05	18	Sanjay Upadhyaya
145.	Gender Issues in Labour : A Behavioural Approach November 28-December 02, 2022	05	30	Shashi Bala
	COLLABORATIVE TRAINING PROGRAMMES (CTP)	0	0	
146.	Online Collaborative Training Programme on labour Codes for Agricultural Workers (VVGNI-MANAGE) June 14-17, 2022	04	18	Shashi Bala
147.	National Workshop On New Labour Codes And Step Towards Women's Empowerment (KILE, Kerala) June 27-28, 2022	02	48	Dhanya M.B.
148.	online Capacity Building Programme on Migration of Rural Labours in India: A Case of Women Migrants In Karnataka July 26-30, 2022	05	45	Shashi Bala
149.	Enhancing Capacity in Preventing Sexual Harassment at the Workplace August 16-18, 2022 (Central University of Punjab)	03	40	Shashi Bala
150.	Capacity Building on the Labour Laws and Migration (MANAGE) September 13-17, 2022	05	48	Shashi Bala
151.	Collaborative Online Training on Capacity Building on Industrial Relations and New Labour Codes September 19-23, 2022 (Sikkim University)	05	52	Shashi Bala
152.	Online Training Programme on Skill Development of Women in Rural India	03	40	Shashi Bala

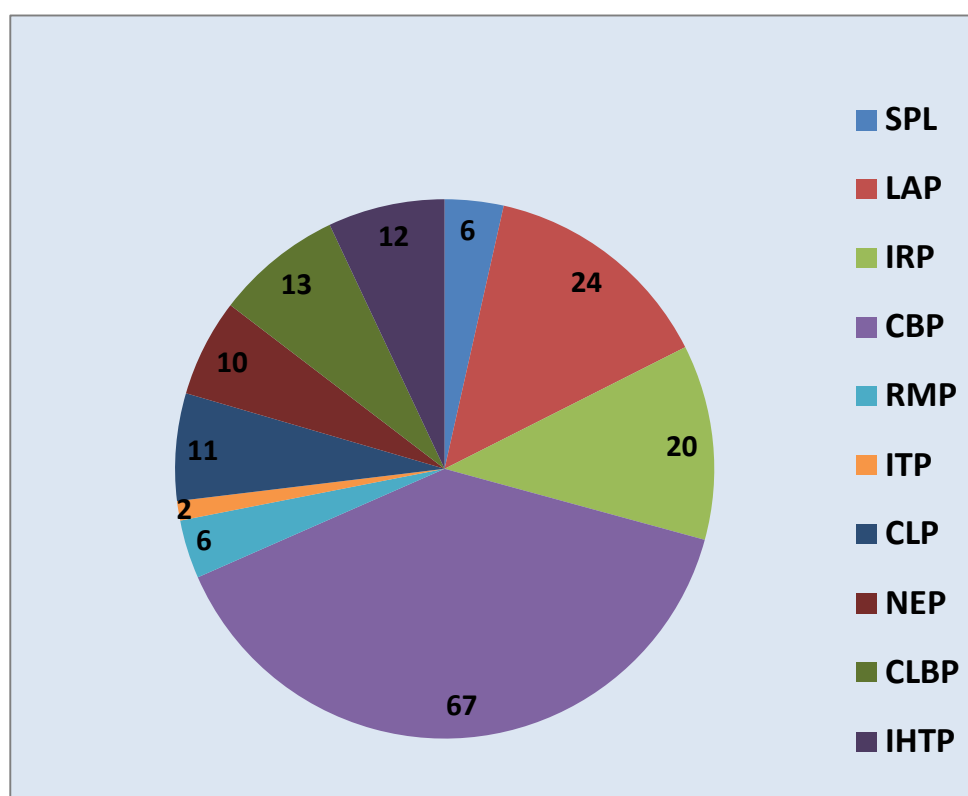
Sl No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
	(VVGNNLI, NOIDA- Gandhigram Rural Institute, Tamil Nadu) September 27-29, 2022			
153.	Social Protection & Livelihood Security in the North East (IGNTU, Imphal) November 07-11, 2022	05	100	Otojit Kshetrimayum
154.	Capacity Development Programme on Code on Wages, 2019 (MGLI, Gujarat) November 03-04, 2022	04	28	Sanjay Upadhyaya
155.	Emerging Perspectives on Gender, Labour Codes and International Labour Standards (SLI, Odisha) December 27-29, 2022	03	32	Ellina Samantroy
156.	Capacity Building Programme on Data Management and Analytical Writing in Labour Research (CSD, Hyderabad) January 09-13, 2023	05	149	Manoj Jatav
157.	Online Training Programme Capacity Building on Labour Market & Employment Market Information for Employment Personnel in collaboration with NICS - January 23-25, 2023	03	27	Otojit Kshetrimayum
158.	Online Capacity Building Training Programme on Labour Market & Employment Market Information for Employment Personnel in collaboration with V. V. Giri National Labour Institute (VVGNNLI) - March 15-17, 2023	03	30	Otojit Kshetrimayum
159.	Online Collaborative Training Programme on New Labour Codes: An Overview with MILS - March 29-30, 2023	02	53	Ruma Ghosh
	INHOUSE TRAINING PROGRAMME	0	0	
160.	Fundamentals of Labour Administration for the ALCs of Uttar Pradesh Labour Department - April 18-29, 2022	12	30	Anoop Satpathy
161.	Training Programme on Advance Organisation Specific Course (OSP) Secretarial Effectiveness: Capacity Building Programme for Principal Private Secretary (PPS) and Private Secretary	12	66	Ruma Ghosh



SI No.	Title of the Programmes	No. of Days	No. of Part.	Course Director/s
	(PS) of Employees' State Insurance Corporation May 30-June 10, 2022			
162.	Leadership Development for Petroleum Corporation Limited (HPCL) June 13-18, 2022	06	32	Ellina Samantroy
163.	Labour Reforms and New Labour Code (Government of Assam) September 19-20, 2022	02	80	Sanjay Upadhyaya
164.	Training Programme on Fundamentals of Labour Codes and Rules October 10-14, 2022	05	32	Manoj Jatav
165.	Capacity Building Programme for Directors/Deputy Directors of Directorate General of Mines Safety (DGMS) November 21-25, 2022	05	29	Otojit Kshetrimayum
166.	राजभाषा संवर्ग के अधिकारियों के पदोन्नति पूर्वअनिवार्य प्रशिक्षण के संबंध में (ESIC) December 05-13, 2022	10	15	Shashi Bala
167.	Training Programme for Officials for the promotion to the post of Administrative Officer (DGMS) December 19-January 13, 2023	28	18	Shashi Bala
168.	Imparting Training to the Probationary Officers of Labour Department, Karnataka State - December 26-06 January 2023	14	19	Sanjay Upadhyaya
169.	One day training Programme on "Best Practices in HRM Govt. and PSUs" 20 th January, 2023	01	43	Shashi Bala
170.	Capacity Building Training Program on Soft Skills for DGMS Officers February 20-24, 2023	05	29	Otojit Kshetrimayum
171.	Two Week training programme on Establishment, Administration (DGMS) March 13-24, 2023	12	33	Shashi Bala
		797	5388	

Online/Offline Training Programmes (01.04.2022 to 31.3.2023)

S. No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1.	SPECIAL TRAINING PROGRAMME (SPL)	6	20	153
2.	LABOUR ADMINISTRATION PROGRAMMES (LAP)	24	95	816
3.	INDUSTRIAL RELATIONS PROGRAMMES (IRP)	20	90	339
4.	CAPACITY BUILDING PROGRAMMES (CBP)	67	274	1816
5.	RESEARCH METHODS PROGRAMMES(RMP)	6	43	166
6.	INTERNATIONAL PROGRAMMES (IP)	2	38	53
7.	CHILD LABOUR PROGRAMMES (CLP)	11	33	681
8.	NORTH EAST PROGRAMMES (NEP)	10	44	260
9.	COLLABORATIVE PROGRAMMES (CLPB)	13	49	678
10.	INHOUSE PROGRAMME (IHTP)	12	112	426
	TOTAL	171	798	5388



List of Workshop/Webinar 2022-23

SI No.	Name of the Workshop/webinar	No. of days	No of participants	Coordinator
1.	Online Collaborative Training Workshop on Women Workers in the MSME Sector and Home-based Employment with Jesus and Mary College - June 08-09, 2022	02	80	Ellina Samantroy
2.	Online Workshop on 'Possibilities of Use of Drone Technology by the Organisations of Ministry of Labour and Employment'- June 11, 2022	01	12	Dhanya M. B.
3.	Online workshop On Empowering women through Digital Marketing June 28, 2022	01	30	Shashi Bala
4.	National Seminar on "Development Experiences of Uttarakhand: Achievements, Challenges and Way Ahead" at Doon University, Dehradun' September 23-24 2022	02	350	Otojit Kshetrimayum
5.	Female Labour force Participation: Challenges and way out " on Organized by VVG NLI, Noida and GIM, Goa- November 02, 2022	01	120	Ellina Samantroy
6.	Online Workshop on Future of Work: Navigating Transformations Effectively December 13-14, 2022	02	34	Dhanya M. B.
7.	Webinar on Stress Management in collaboration with SLI January 19, 2023	01	30	Shashi Bala
8.	Webinar on Enhancing Capacity in Preventing Sexual Harassments at the Work in collaboration with SLI January 20, 2023	01	35	Shashi Bala
9.	Collaborative Workshop on 'Youth & Employment in North East India' with North East Cell, Dr. Bhim Rao Ambedkar College, University of Delhi (25 January 2023)	01	45	Otojit Kshetrimayum
10.	Workshop on Labour Force Data January 27, 2023	0	35	Manoj Jatav
11.	Gender Unpaid Work and Care In India: Changes and Policy February 17, 2023	01	40	Ellina Samantroy

12.	Half day Workshop on Women's Role in India's Freedom Struggle on the occasion of International Women's Day - March 07, 2023	01	70	Ellina Samantroy /B. S. Rawat
13.	Women in the Changing world of work: Issues and Prospects March 7, 2023	01	35	P. Amitav Khuntia
14.	One Day Orientation Workshop on Labour & Employment Issues for ISEC Participants of the Training Programme on 'Official Statistics and Related Methodology' (NSSTA) March 15, 2023	01	16	Ellina Samantroy
15.	Workshop on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 March 22, 2023	01	35	ShashiBala
16.	Workshop on 'Leaving No One Behind: Towards an Inclusive Social Social Protection System' March 27-28, 2023	02	18	Ruma Ghosh
17.	National Collaborative Workshop on Exploring the Impact of New Labour Codes In The Indian Labour Market, (VVG NLI, Noida- Loyola College, Chennai) - March 27-28, 2023.	02	143	Shashi Bala
Total		22	1128	
SPECIAL EVENT				
18.	Global Symposium on OSH - Nov, 2022 organised VVG NLI, Noida and National Law University, Delhi November 01-02, 2022	02	100	Ellina Samantroy
19.	Training of Liaison Officers for G20 Employment Working Group Meetings- January 20, 2023	01	50	
20.	ILO-DTNBWED Two-day joint Workshop - March 27-28, 2023	02	35	
Total		05	185	
STUDY VISIT				
21.	Study Visit Programme of the Students of Asian Law College, Noida, August 30, 2022	01	35	P. AmitavKhuntia
22.	Department of Social Work, Loyola College, Chennai December 09, 2022	01	20	Shashi Bala
Total		2	55	



N.R. DE RESOURCE CENTRE ON LABOUR INFORMATION (NRDRCLI)

N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation Centre in the area of labour studies in the country. The Centre was renamed in memory of late Shri Nitish R. De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The Centre is fully computerized and offers the following services and products to its users. The Institute has been registered with National Library Network and has become **Institutional Member of DELNET** (Developing Library Network), New Delhi.

1. Physical Achievements

Books/Journal/Services - The library has acquired 34 books/reports/bound volumes of journals /CDs/ AV/VC during April 2022 to March 2023, thereby enlarging the stock of books/reports/bound volumes of journals /slides/audio visual/videos/CDs/ photographs/Posters/banners/clippings/panels etc. to **65675**. The library regularly subscribed to **108** professional journals, magazines and newspapers in printed and electronic forms during the period. This Knowledge Centre provides services to users: Selective dissemination of information (SDI); Current awareness service; Bibliographical service; On-line search; Article indexing of Journals; Newspaper clippings service; Micro-fiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; Lending Service and Inter-Library Loan Service.

2. 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 120 selected journals / magazine.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines.
- Current Content Service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute's web site for public access.
- e-Newspaper Clipping Service – A weekly service of scan copy of all major news pertaining to labor & related subjects.

3. Maintenance of specialized resource centre

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

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

Implementation of Official Language Policy

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

Official Language Implementation Committee

The Official language Implementation Committee of the Institute continued to function during this year also. The meetings of the committee were held on 10.06.2022, 29.09.2022, 27.12.2022 and 17.03.2023 respectively in each quarter. During the meetings, important decisions with regard to progressive use of official language were taken and implemented accordingly.

Hindi Workshops

The Institute organised four Hindi Workshops to orient the officers and staff of the Institute to work originally in Hindi instead of depending upon the translation. The workshops were held on 10.06.2022, 26.08.2022, 11.11.2022 and 24.03.2023. During the workshops, officers and staff were given practical training to prepare notes and drafts in Hindi. The participants of the workshops were also equipped with Official Language Policy of the Government of India, various incentive schemes and initiatives by the Government to promote official language and redressal of the practical difficulty being faced by the participants in their day-to-day work.

Quarterly Report

The quarterly reports for the four quarters ending on 31st March 2022, 30th June 2022, 30th September 2022 and 31st December 2022 were uploaded on RajbhashaVibhag's Website on regular basis.

Hindi Pakhwara

Hindi Pakhwara was organized in the Institute from 14th– 29th September 2022. During this Pakhwara, various competitions were organized which include Nibandhevam Patra Lekhan Pratiyogita, Sulekh evam Shrutlekh Pratiyogita, Tippanevas Alekhan Pratiyogita, Hindi Tankan evam Varg Paheli Pratiyogita, Hindi Kavya Path, Twarit Bhashan Pratiyogita, and Rajbhasha evam Samanya Gyan Pratiyogita. A large number of employees participated in these competitions and won

the prizes. In the absence of the Director General due to unavoidable circumstances, the valedictory session was addressed and prizes were distributed by Dr. Helen R. Sekar, Senior Fellow of the Institute on 29.09.2022.

Award for Promoting Official Language

V.V. Giri National Labour Institute, Sector- 24, Noida was conferred with the Third and Consolation Prize respectively for the year 2020-21 and 2021-22 by the Town Official Language Implementation Committee (Office), Noida in its 44th meeting held on 01.02.2023 at Navodaya Vidyalaya Samiti, Sector-62, Noida for outstanding performance in the implementation of Official Language Policy.



Dr. Sanjay Upadhyaya, Senior Fellow, Mr. Harsh Singh Rawat, Administrative Officer and Mr. Beerendra Singh Rawat, Senior Translation Officer receiving the awards

Organizing an essay writing competition

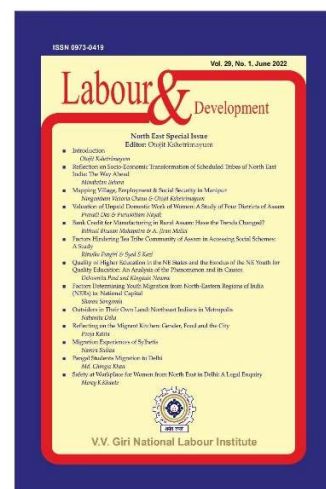
Under the aegis of Town Official Language Implementation Committee (Office), Noida, a Hindi essay writing competition was organized by the V.V. Giri National Labour Institute on 16 December 2022 for the personnel of the member offices of the TOLIC(Office), Noida. 36 contestants from 16 member offices of TOLIC (Office), Noida participated in this competition.

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.

Labour & Development

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



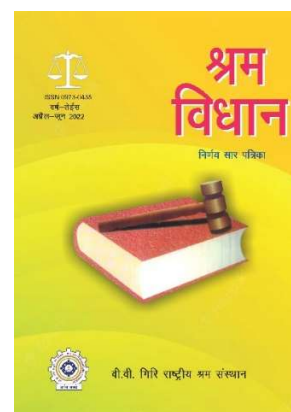
Awards Digest: Journal of Labour Legislation



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

Shram Vidhan

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



arbitrators of industrial disputes, practicing advocates and students of labour laws.

Indradhanush



It is a 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.

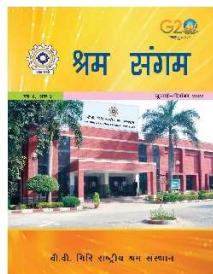
The Newsletter also brings out brief details about different events organized by the Institute. It also highlights professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.

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.



ShramSangam

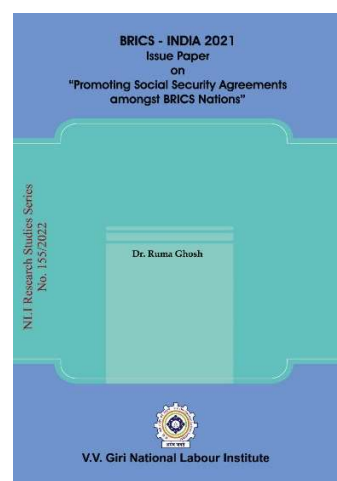


Shram Sangam is a biannual official language magazine brought out by the Institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion. Apart from poems, essays and stories written by the employees, it contains informative and motivational articles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

NLI Research Studies Series

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 155 research findings in this series.

- 147/2022 The Invisibility of Women in Indian Agriculture: A Case of Uttar Pradesh(Town)-*Dr. Shashi Bala*
- 148/2022 Emerging Trends of Gender in Agriculture: A Case of Uttar Pradesh(Village)-*Dr. Shashi Bala*
- 149/2022 Select Policies and Practices on Industrial Relations in India – *Dr. Sanjay Upadhyaya*

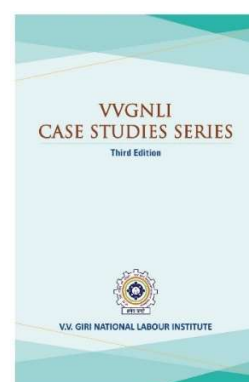


- 150/2022 Monitoring the Contribution of Production, Employment and Emerging Challenges in Urban Agriculture- *Dr. ShashiBala*
- 151/2022 Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges in Rural Agriculture- *Dr. Shashi Bala*
- 152/2022 E-rural Camp: Empowering Women in the Rural Economy through Labour Codes, 17-19 August, 2021- *Dr. Shashi Bala*
- 153/2022 E-rural Camp: Strengthening Leadership Skills of the Advocate of Women Labour on Labour Codes, September 1-3, 2021- *Dr. Shashi Bala*
- 154/2022 Women's Paid and Unpaid Work : Insights from the Time Use Survey and Methodological Issues – *Dr. Ellina Samantroy*
- 155/2022 BRICS - INDIA 2021: Issue Paper on “Promoting Social Security Agreements amongst BRICS Nations” –*Dr. Ruma Ghosh*

VVGNLI Case Studies Series

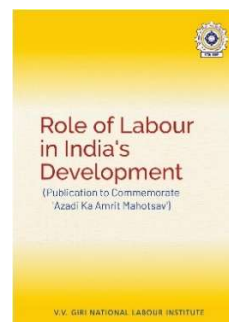
VVGNLI Case Studies Series includes case studies on some of the important areas of labour and related issues developed by the faculty members of the VVGNLI.

- 021/2023 Role of Patience and Perseverance in Effective Conciliation - *Dr. Sanjay Upadhyaya*
- 022/2023 Work from Home: A Case Study
Dr. Shashi Bala & Ashwattha Mahaley
- 023/2023 Role of State and Non-State Actors towards Prevention and Abolition of Bonded Labour during the COVID 19 Pandemic: Understanding Initiatives, Interventions and Best Practices - *Dr. Helen R. Sekar*
- 024/2023 Case Studies on Awareness of New Code on Wages
Dr. Dhanya MB
- 025/2023 Managing Livelihoods and Social Protection in the Marine Fisheries Sector: Insights from two Cases of Field Visits – *Priyadarsan Amitav Khuntia*



Occasional Publications

- सामयिक श्रमिक मुद्दे: कुछ चयनित आलेख
- Evolution of Trade Unions in India



For further information and details, please contact:

Dr. Ruma Ghosh

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

Advocacy and Dissemination

Advocacy and dissemination of relevant information about various programmes and schemes are considered as core strategies to enhance the outreach of the welfare programmes launched to benefit the disadvantaged people and backward regions. Ministry of Labour and Employment and other concerned ministries and organisations request the V.V. Giri National Labour Institute from time to time to be part of such advocacy and dissemination activities. During 2022-23, the Institute participated in the Mega events 'Rise in Uttarakhand 2022' at Dehradun, Uttarakhand during July 07-09, 2022, 'Garavi Gujarat 2022' at Mehsana Gujarat during July 08-10, 2022, and 'Jaipur Expo', 2022 at Jaipur during September 22-24, 2022 to spread the information on recent innovative government schemes and interventions for enhancing the welfare of the people.

The Institute while participating in such activities, primarily focuses to spread the information on recent innovative government schemes and interventions for enhancing the welfare of the people and disseminate the information related to Institute's training and other professional activities and also provide technical inputs on different aspects of labour like employment, skill development, social security and labour, child labour, gender and work, rural and agricultural labour etc. The Institute also displays all its major publications in such events.

▪ Rise in Uttarakhand, 2022

V.V.Giri National Labour Institute bagged the Second prize in the Event Rise in Uttarakhand 2022 during July 7-9, 2022 at Dehradun. Activities of VVGNI namely Research; Training, Publications and initiatives of Ministry of Labour and Employment (MoLE) were displayed and disseminated with reference to activities undertaken in the context of Uttarakhand. Hon'ble Chief Minister Shri Pushkar Singh Dhami and Hon'ble Union Minister for Social Justice and Empowerment Shri Ramdas Athawale visited the Event and VVGNI Stall on the inauguration day. Hon'ble Minister of Tourism of Uttarakhand Shri Satpal Maharaj graced the concluding session as Chief Guest and distributed prizes. About 10,000 students, teachers of schools, colleges, universities including Secondary, Higher Secondary, Graduation, Masters, Nursing, Pharmacy, Engineering, Management, B.ED students, Officials, Media Persons, Social Workers and General Public visited the Event. Mr. P.AmitavKhuntia, Associate Fellow and the Event Director of VVGNI stall imparted knowledge on the VVGNI Activities, Initiatives of MoLE



including Social Security and Welfare Measures for Unorganised Workers, Labour Reforms, and National Career Service Portal etc. and sanitized on Ending Child Labour, Positive Attitude, Team Work, Gender Equality, Future of Work, Enhancing Employability and Entrepreneurship. Mr A.K. Srivastava, Mr.Satish Kumar from VVGNI, Ms. Kanak Rauthan and Mrs. Ranjana young professionals and alumnae of VVGNI who are from Uttarakhand were part of the team VVGNI.



▪ Garavi Gujarat, 2022

V.V. Giri National Labour Institute participated in the exhibition namely, '*Garavi Gujarat, 2022*' which was organized by M/s. Achievers Foundation during July 8-10, 2022 at Mehsana, Gujarat to create awareness among the youth and general masses about the schemes, policies and initiatives of the government. Shri Bhupendra Rajnikant Patel, Hon'ble Chief Minister of Gujarat inaugurated the exhibition on July 8, 2022 and visited VVGNI stall. Shri Parshottam Rupala, Hon'ble Union Cabinet Minister of Fisheries, Animal Husbandry and Dairying also visited our stall. Activities of the Institute namely; Research, Training & Education, Publication and also major initiatives of the Ministry of Labour and Employment Government of India were exhibited in the exhibition. About 60 Central Government Ministries, National Institutes and PSUs participated in this exhibition. The Institute got Best Display Award. Shri Harsh Singh Rawat, Administrative Officer; Shri Rajesh Kumar Karn, Steno Asstt. Grade II and Shri Rajbir Singh, MTS, VVGNI represented the Institute at the exhibition.



▪ Jaipur EXPO-2022

V.V.Giri National Labour Institute participated in the Event *Jaipur Expo- 2022* during September 22-24, 2022 at Jaipur organised by Parichit Foundation and became the Winner (1st Prize). About 40 National Institutes/ Organisations/ Ministries of Central Government and Some organisations of State Government participated in this event. Activities of VVGNI namely Research; Training, Publications and initiatives of Ministry

of Labour and Employment (MoLE) were displayed and disseminated with reference to activities undertaken in the context of Rajasthan. Mr. P.Amitav Khuntia, Associate Fellow (Faculty) and the Event Director of VVGNI stall imparted the knowledge and sensitised visitors on Youth Employment, Entrepreneurship and Career Prospects, Soft and Employability Skills, Life Skills, Positive Attitude, Self-Development, Team Work, National Career Service Portal, Gender issues and initiatives, Maternity Benefits and other provisions for women, initiatives for unorganised workers ; E-Shram Portal, PM SJMandhan yojana, Pension Scheme for traders and self-employed, initiatives of ESIC, EPFO, Labour Codes, Samadhan Portal, Shram Suvidha Portal, Ending child labour, Pencil Portal, Child line, Skill Development and Entrepreneurship Avenues, PMKVY, ITIs, Polytechnics, NSTIWs, Technological changes, digital platform, Green Jobs, Future of Work and other initiatives of central government like Sukanya Samridhi Yojana, Atma Nirbhahar Bharat, PM Garib Kalyan Yojna, SvanidhiYojana,Mudra Yojana, PMEGP,RSETIs, Startup India and Standup India etc.About 12,000 students, faculties of schools, colleges, universities including 6th to 10th, 12th, Graduation, Masters, Nursing, Pharmacy, B.ED, Law, Engineering, Fashion Technology, Management Students and Officials, Workers, Media Persons, Social Workers ,General public visited the Event. ISRO and DRDO bagged the second and third prize respectively. Shri Rajesh Karn (Steno Grade-II), Shri Rajbeer Singh (MTS-Staff) of the VVGNI and Ms. Ronak Maheswari, young professional and alumni of VVGNI who is from Rajasthan were part of the team VVGNI.



Upgrading e-Governance and Digital Infrastructure of the Institute

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

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



Staff Strength

(as on 31.3.2023)

Group	Sanctioned Strength	In Position
Director General	01	01
Faculty	15	08
Group A	05	03
Group B	13	11
Group C	24	10
MTS	25	16
Total	83	49

Faculty

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

Dr. Amit Nirmal, ISS, M.SC., M.P.A

Director General

Faculty of the Institute

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

Officers

1.	Harsh Singh Rawat, M.B.A., FCMA	Administrative Officer
2.	V.K. Sharma, B.A.	Asstt. Administrative Officer
3.	Shailesh Kumar, M.Com	Accounts Officer



Staff

Group B

1.	S.K. Verma,	Asstt. Library & Information Officer
2.	B.S.Rawat	Senior Translation Officer
3.	A.K. Srivastava	Supervisor
4.	Geeta Arora	Supervisor
5.	Monika Gupta	Sr. P.A.
6.	Sh. Praveen Pandey	Supervisor
7.	Jagat Singh	Supervisor
8.	Pinki Kalra	Steno Assistant Gr. I
9.	Sudha Vohra	Steno Assistant Gr. I
10.	Sudha Ganesh	Steno Assistant Gr. I
11.	Valsamma B.Nair	Steno Assistant Gr. I

Group C

1.	Naresh Kumar	Assistant Gr. I
2.	Ranjana Bhardwaj	Assistant Gr. I
3.	Rajesh Kumar Karn	Steno.Gr. II
4.	Ram Kishan	Steno Gr. II
5.	Pranjal Gupta	Assistant Gr. II
6.	Satyawan	Assistant Gr. III
7.	Sagar Choudhary	Assistant Gr. III
8.	Dipesh Singh	Assistant Gr. III
9.	Sourav Kumar Singh	Assistant Gr. III
10.	Shubham Dixit	Assistant Gr. III

**AUDIT REPORT
AND
AUDITED ANNUAL ACCOUNTS
2022-2023**

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Reply of the Institute on the Separate Audit Report of the Comptroller & Auditor General of India on the Accounts of the V.V. Giri National Labour Institute, Noida (Gautam Budh Nagar) for the year ended 31st March 2023.

Para No.	Audit	Reply of the Institute																
(A) General																		
(A.1)	The Institute has depicted the investments part of ‘Revolving HBA Fund’ and ‘Revolving Computer Fund’ in Current Assets, Loans & Advances (Schedule-7) instead of Investments Earmarked Funds (Schedule-6). These need to be rectified.	<p>The Institute used to reflect investment part of ‘Revolving HBA Fund’ and ‘Revolving Computer Fund’ under Schedule-6 in the Balance Sheet till the year 2022.</p> <p>After Audit instruction mentioned in its Separate Audit Report 2022 (reference page 5 of Audit Report for the year 2021-22), the investments part of ‘Revolving HBA Fund’ and ‘Revolving Computer Fund’ have been shown in Current Assets, Loans & Advances (Schedule-7).</p> <p>Therefore the Audit para may please be dropped.</p>																
(A.2)	The Institute has depicted Rs 53.90 lakh and Rs. 8.32 lakh as Electricity and water charges respectively in Administrative Expenses (Schedule-14) whereas, as per records, the expenditure incurred was Rs. 62.58 lakh and Rs. 8.51 lakh respectively. These differences need to be rectified.	<p>As the Institute is paying the consolidated amount on monthly basis to the Electricity Department for electricity charges of the Institute (including staff quarters) and based on the monthly reading of the staff quarter, the electricity charges prescribed by the electricity department are being deducted from the salary of the concern staff of the institute.</p> <p>Same procedure is being followed for the water charges also.</p> <p>The reconciliation is as below:</p> <p style="text-align: right;">(Rs. In lakh)</p> <table><tr><th>Sl. No.</th><th>Particulars</th><th>Electricity Exp.</th><th>Water Exp.</th></tr><tr><td>1.</td><td>Total Payment Made</td><td>62.58</td><td>8.51</td></tr><tr><td>2.</td><td>Recovery from staff quarter for utilizing electricity and water</td><td>8.68</td><td>0.19</td></tr><tr><td colspan="2">Net Expenditure Shown under Schedule-14 (Administrative Expenses)</td><td>53.90</td><td>8.32</td></tr></table> <p>Accordingly, the para may be dropped please.</p>	Sl. No.	Particulars	Electricity Exp.	Water Exp.	1.	Total Payment Made	62.58	8.51	2.	Recovery from staff quarter for utilizing electricity and water	8.68	0.19	Net Expenditure Shown under Schedule-14 (Administrative Expenses)		53.90	8.32
Sl. No.	Particulars	Electricity Exp.	Water Exp.															
1.	Total Payment Made	62.58	8.51															
2.	Recovery from staff quarter for utilizing electricity and water	8.68	0.19															
Net Expenditure Shown under Schedule-14 (Administrative Expenses)		53.90	8.32															



(B) Grants in Aid:		
	During the year 2022-23 the Institute received Grant in Aid ₹ 1277.00 lakh and generated internal income ₹ 223.47 lakh. After taking opening balance of ₹ 4.01 lakh the total fund available worked out to ₹ 1504.48 lakh. The institute utilised ₹ 1397.99 lakh leaving a balance of ₹ 106.49 lakh.	Factual position, hence no comment to offer.

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

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Annexure

Para No.	Comments	Reply of the Institute
1.	Adequacy of internal Audit System The internal audit of the institute has been conducted for the year 2022-23 by an independent Chartered Accountant Firm.	Factual position, hence no comment to offer.
2.	Adequacy of internal Control System Inadequacy of Internal Control System of the Institute is characterized by non-filling of 35 vacant posts against the sanctioned strength of 83 posts, including 10 Group A posts.	Out of 35 vacant posts 15 posts have been lapsed. The process has been completed/initiated to fill up remaining 20 vacant posts. Filling up of 08 posts of Group 'A' is in final stage. The Recruitment process for filling up Group 'C' posts through 'SSC waitlisted candidates' has been implemented and 07 candidates have since joined. The Institute has monitored the internal control system at its highest level. Therefore, The para may be dropped please.
3	System of Physical Verification of fixed assets Physical verification of fixed assets has been conducted for the year 2022-23.	Factual position, hence no comment to offer.
4.	System of Physical Verification of inventory. Physical verification of inventory has been conducted for the year 2022-23.	Factual position, hence no comment to offer.
5.	Regularity in payment of statutory dues. The institute is regular in payment of statutory dues.	Factual position, hence no comment to offer.



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



Ltr No: Central Expenditure/2023-2024/DIS-1094458
Date: 06 Sep 2023

To,

Secretary (L&E) Office, Ministry of Labour & Employment Govt. of India, Shram Shakti Bhawan Rafi Marg. New
Delhi-110001

Subject: Issue of Separate Audit Report : PR-64567 on the Accounts of V V Giri National Labour Institute, Noida for the year
2022-23.

Sir/Madam,

इस पत्र के माध्यम से V V Giri National Labour Institute Noida Uttar Pradesh के वर्ष 2022-23 के लेखों पर पृथक
लेखा परीक्षा प्रतिवेदन (अंग्रेजी) अग्रसारित किया जा रहा है।

2. कृपया सुनिश्चित करें की पृथक लेखापरीक्षा प्रतिवेदन एवं सम्बंधित लेखे संसद के दोनों सदनों के सम्मुख प्रस्तुत हुए।
3. कृपया पृथक लेखापरीक्षा प्रतिवेदन एवं लेखो को संसद के दोनों सदनों के समक्ष अंतिम रूप से प्रस्तुत करने की तिथि भारत
के नियंत्रक एवं महालेखापरीक्षक के साथ साथ इस कार्यालय को भी सूचित करने का कष्ट करें।

संलग्नक उपर्युक्तानुसार।

भवदीय,
ह 0/-
प्रधान निदेशक लेखापरीक्षा (केंद्रीय)

Letter No. DIS-1094458 Dated 06.09.2023

वर्ष 2022-23 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) की प्रति महानिदेशक, V V Giri National Labour
Institute Noida Uttar Pradesh को आवश्यक कार्यवाही हेतु प्रेषित है। संस्थान यदि आवश्यकता अनुभव करे, तो इस
प्रतिवेदन का हिन्दी अनुवाद करवा सकता है परन्तु इस प्रतिवेदन के हिन्दी अनुवाद में निम्नलिखित अंकित होना चाहिए :
"प्रस्तुत प्रतिवेदन मूलरूप से अंग्रेजी में लिखित पृथक लेखापरीक्षा प्रतिवेदन का हिन्दी अनुवाद है। यदि इसमें कोई विसंगति
परिलक्षित होती है तो अंग्रेजी में लिखित प्रतिवेदन मान्य होगा।"
हिन्दी अनुवाद की एक प्रति इस कार्यालय को भी प्रेषित करने का कष्ट करें।

संलग्नक: उपर्युक्तानुसार।

Yours faithfully,

Jayakar Babu
Deputy Director



PDA(C)Lko_Br-PRG/CE/SARCELL/2023-24/SAR2023-24

I/373303/2023

Separate Audit Report of the Comptroller & Auditor General of India on the Accounts of V.V. Giri National Labour Institute, Noida for the year ended on 31st March, 2023

We have audited the attached Balance Sheet of the V.V. Giri National Labour Institute, Noida (Institute) as at 31 March 2023, the Income & Expenditure Account and the Receipts & Payments Account for the year ended on that date under Section 20 (1) of the Comptroller & Auditor General's (Duties, Powers & Conditions of Service) Act, 1971. The audit of the Institute has been entrusted up to 2027-28. These financial statements are the responsibility of the Institute's management. Our responsibility is to express an opinion on these financial statements based on our audit.

2. This separate Audit Report contains the comments of the Comptroller & Auditor General of India (C&AG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms, etc. Audit observations on the financial transactions with regard to compliance with Laws, 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. These 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. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of financial statements. We believe that our audit provides a reasonable basis for our opinion.

4. Based on our audit, we report that:

- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit;
- (ii) The Balance Sheet, Income & Expenditure Account and Receipts & Payments Account dealt with by this report have been drawn up in the common format of accounts approved by the Ministry of Finance, Government of India.
- (iii) In our opinion, proper books of accounts and other relevant records have been maintained by the Institute as required under Section XVI of the Memorandum of



PDA(C)Lko_Br-PRG/CE/SARCELL/2023-24/SAR2023-24

I/373303/2023

Association & Rules and Regulations of V.V. Giri National Labour Institute, Noida in so far as it appears from our examination of such books.

(iv) We further report that:

(A) General

(A.1) The Institute has depicted the investments part of 'Revolving HBA Fund' and 'Revolving Computer Fund' in Current Assets, Loans & Advances (Schedule-7) instead of Investments Earmarked Funds (Schedule-6). These need to be rectified.

(A.2) The Institute has depicted Rs. 53.90 lakh and Rs. 8.32 lakh as Electricity and water charges respectively in Administrative Expenses (Schedule-14) whereas, as per records, the expenditure incurred was Rs. 62.58 lakh and Rs. 8.51 lakh respectively. This needs to be rectified.

(B) Grant-in- Aid

During the year 2022-23 the Institute received Grant in Aid of Rs. 1277.00 lakh and generated internal income Rs. 223.47 lakh. After taking opening balance of Rs. 4.01 lakh the total fund available worked out to Rs. 1504.48 lakh. The institute utilised Rs. 1397.99 lakh leaving a balance of Rs. 106.49 lakh.

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

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

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

(a) In so far as it relates to the Balance Sheet, of the state of affairs of V.V. Giri National Labour Institute, Noida as at 31 March, 2023 and

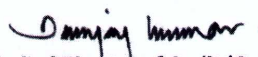
PDA(C)LKO_BR-PRG/CE/SARCELL/2023-24/SAR2023-24

/373303/2023

(b) In so far as it relates to Income & Expenditure Accounts of the 'deficit' for the year ended on that date.

For and on behalf of the C&AG of India

Date: 5.9.2023
Place: Lucknow


Principal Director of Audit (Central)



N KUMAR GUPTA & ASSOCIATES
CHARTERED ACCOUNTANTS

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

Audit Report for F.Y. 2022-23

We have carried out Audit of accompanying financial statements of V. V. Giri National Labour Institute, Noida (the 'Institute') which comprise of The Balance Sheet as at 31st March, 2023, the Income & Expenditure Account and also Receipt & Payment Account for the year ended on that date.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

Opinion

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

- In the case of the Balance Sheet, of the state of affairs of the Institute as at 31st March 2023 and,
- In the case of Income and Expenditure Account, of the deficit of the Institute for the year ended 31st March, 2023 and,

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■ Branch - Roorkee



N KUMAR GUPTA & ASSOCIATES
CHARTERED ACCOUNTANTS

- c) In the case of Receipts and Payments Account, of the Receipts and Payment for the year ended on that date.

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

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

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

For & on behalf of

N Kumar Gupta & Associates
Chartered Accountants
FRN 003637C



CA Naveen Kumar Gupta
Partner
Membership No. 072386
UDIN: 23072386BGXIQR3400

Date: 09.06.2023

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■ Branch - Roorkee



**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
BALANCE SHEET AS ON 31ST MARCH 2023**

LIABILITIES	SCH.	Fig as at 31.03.2023	Fig as at 31.03.2022
CAPITAL FUND	1	10,80,86,223.18	11,25,99,976.90
DEVELOPMENT FUND	2	19,68,39,017.58	18,65,47,729.50
EARMARKED FUND	3	1,77,19,650.67	1,63,41,145.07
CURRENT LIABILITIES & PROVISIONS	4	7,62,72,208.47	7,79,93,409.00
TOTAL		39,89,17,099.90	39,34,82,260.47
ASSETS			
FIXED ASSETS (NET BLOCK)	5	12,41,65,269.00	13,89,27,856.00
INVESTMENTS: EARMARKED FUNDS	6	19,68,39,017.58	19,55,95,946.73
CURRENT ASSETS LOANS & ADVANCES	7	7,79,12,813.32	5,89,58,457.74
TOTAL		39,89,17,099.90	39,34,82,260.47

Significant Accounting Policies, 17
Contingent Liabilities & Notes to Accounts 18
Signed in terms of our Report even date
For N Kumar Gupta & Associates
Chartered Accountants (FRN 003637C)

CA Naveen K Gupta
Membership No. 072386

Place: Dehradun

Dated: 09.06.2023

UDIN : 23072386BGXIQR3400

Shailesh Kumar
Accounts Officer

Harsh Singh Rawat
Administrative Officer

Dr. Arvind
Director General

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2023


PARTICULARS	SCH.	Fig as at 31.03.2023	Fig as at 31.03.2022
INCOME			
Grants in Aid	8	125,700,000.00	114,941,476.00
Fees and Subscription	9	15,850,915.00	2,561,775.00
Interest Earned	10	1,787,026.00	2,151,972.00
Other Income	11	4,709,420.80	7,295,542.50
Prior Period Income	12	-	-
TOTAL (A)		148,047,361.80	126,950,765.50
EXPENDITURE			
Establishment Expenses	13	78,699,559.00	77,636,517.00
Administrative Expenses	14	14,410,175.92	10,619,432.98
Prior Period Expenditure	15	-	-
Expenditure on Plan Grant & Subsidies	16	44,287,733.08	38,293,756.00
TOTAL (B)		137,397,468.00	126,549,705.98
EXCESS OF INCOME OVER EXPENDITURE			
BEFORE DEPRECIATION (A-B)		10,649,893.80	401,059.52
Less:			
Depreciation	5	15,768,224.00	16,190,242.00
BALANCE BEING DEFICIT			
CARRIED TO CAPITAL FUND		(5,118,330.20)	(15,789,182.48)
Significant Accounting Policies,	17		
Contingent Liabilities & Notes to Accounts	18		

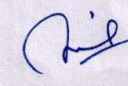
Signed in terms of our Report even date
For N Kumar Gupta & Associates
Chartered Accountants (FRN 003637C)



 CA Naveen K Gupta
 Membership No. 072386
 Place: Dehradun
 Dated: 09.06.2023
 UDIN : 23072386BGXIQR3400

Shallesh Kumar
Accounts Officer


 Harsh Singh Rawat
 Administrative Officer


 Dr. Arvind
 Director General



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2023

Previous Year 31.03.2022	RECEIPTS	AMOUNT (Rs.) 31.03.2023	Previous Year 31.03.2022	PAYMENTS	AMOUNT (Rs.) 31.03.2023
	Opening Balance			Expenses	
8,116.95	Cash in Hand	30,410.95	67,961,995.00	Establishment Expenses	83,122,368.00
	Bank Balances:		9,829,763.62	Administrative Expenses	11,886,777.92
8,527,859.50	Current Account	5,624,697.70	38,230,145.00	Utilisation of Plan Grant	46,577,076.25
166,430.74	Savings Account - Projects	6,316.84			
347,259.01	Savings Account- IOB	-	1,426,472.00	Fixed Assets	1,005,636.00
108,606.27	Savings Account- Corp Bank	-			
162,370,051.57	Deposit : Development Fund	186,547,729.50	165,227.90	Expenses for Various Projects	94.40
13,522,563.77	Gratuity Account - 1130025	15,873,283.97	819,724.00	Other Agencies : Expenses	1,019,391.00
11,989,475.58	Leave Encashment - 1130026	12,723,607.78			
64,450.00	Postage in hand	64,033.00	28,960.00	Advance to Staff	173,290.00
3,710,416.03	EMD & Security Deposit-1150006	3,860,467.23			
7,921,211.34	Corporation Bank-SB Flexi A/c 150025	4,711,593.41	416,471.00	Departmental Advance	556,152.00
42,073.00	Security Deposit in I G L	42,073.00	-	Repayment of Security Deposit	39,340.00
-	Gem pool account	-	-	Advance to PAO , CLC	3,027,693.00
12,797.00	State Bank of India	13,146.00			
	Grants Received			Closing Balance	
115,500,000.00	From Govt. of India (MOL&E)	127,700,000.00			
356,165.00	From Other Agencies	1,029,783.00	30,410.95	Cash in Hand	17,691.95
-	From Other Projects	-		Bank Balances	
	Interest Received		5,624,697.70	Current Account IOB - 1131	2,165,963.14
9,401,294.00	Development Fund	9,890,228.56	15,873,283.97	Gratuity Union Bank Account - 1056278	13,094,147.84
-	Earmarked Fund	-	12,723,607.78	Leave Encashment Union Bank - 1056286	13,027,506.55
2,105.00	Vehicle Advance	-	64,033.00	Postage in hand	57,105.00
1,952,376.00	Savings Accounts	1,639,377.00	186,547,729.50	Deposit : Development Fund	196,839,017.58
5,114.00	Interest: Project Accounts	178.00	6,316.84	Savings Account - Projects	6,400.44
1,252,584.64	Fees/Subscription	12,144,252.04	3,860,467.23	EMD & Security Deposit Union Bank - 1056863	4,021,182.43
7,295,542.50	Other Income	4,709,420.80	4,711,593.41	UNION BNAK S.B. Flexi A/c 52014100105697	10,614,912.28
-	Prior Period Income	-	42,073.00	Security Deposit in I G L	42,073.00
347,779.00	Departmental Advance	623,990.00	-	Gem pool account IOB - 059702000021131	-
-	Recovery of Advances	-	13,146.00	State Bank of India -39675453455	130,927.00
327,127.00	From Staff	158,290.00			
	Other Receipts				
3,080,080.00	Income Tax Refund	-			
64,640.00	Security Deposit Received	31,867.00			
348,376,117.90	TOTAL	387,424,745.78	348,376,117.90	TOTAL	387,424,745.78

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

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

For N Kumar Gupta & Associates
Chartered Accountants (FRN 003637C)

CA Naveen K Gupta
Membership No. 072386
Place: Dehradun
Dated: 09.06.2023
UDIN : 23072386BGXIQR3400



Shailesh Kumar
Accounts Officer

Harsh Singh Rawat
Administrative Officer

Dr. Arvind
Director General

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2023

SCHEDULE 1- CAPITAL FUND

	Fig as at 31.03.2023	Fig as at 31.03.2022
Balance at the beginning of the year	11,25,99,976.90	12,17,15,072.31
Add: Transfer to Development Fund	(4,01,059.52)	(1,43,77,221.93)
Add: Contributions towards Capital Fund		
From Plan Grants	10,05,636.00	2,10,51,309.00
Less :- Earmarked from Capital Fund		
Excess of Income over Expenditure	10,05,636.00	2,10,51,309.00
TOTAL	10,80,86,223.18	11,25,99,976.90

SCHEDULE 2- DEVELOPMENT FUND

Balance at the beginning of the year	18,65,47,729.50	16,23,70,051.57
Add : Depreciation Reserve Fund	4,01,059.52	1,43,77,221.93
Add: Interest on Bank FDR	98,90,228.56	98,00,456.00
TOTAL	19,68,39,017.58	18,65,47,729.50

SCHEDULE 3- EARMARKED FUND**A- REVOLVING HBA FUND**

Balance at the beginning of the year	84,13,892.93	80,58,829.93
Add: Interest Earned from Bank- SB & FDR	3,52,233.00	3,34,980.00
Add: Interest on HBA from Staff	13,819.00	20,083.00
TOTAL (A)	87,79,944.93	84,13,892.93

B- REVOLVING COMPUTER FUND

Balance at the beginning of the year	6,34,324.30	6,13,856.30
Add: Interest Received from Bank	17,675.00	17,334.00
Add: Interest accrued from Staff	331.00	3,134.00
TOTAL (B)	6,52,330.30	6,34,324.30

C- PROJECT FUND

Balance at the beginning of the year	6,316.84	1,66,430.74
Add: Received During The Year	-	-
Add: Interest Received from Bank	178.00	5,114.00
Less: Expenditure During the Year, if any	(94.40)	(1,65,227.90)
TOTAL (C)	6,400.44	6,316.84

D- WORK-IN-PROGRESS

Balance at the beginning of the year	72,86,611.00	2,77,79,396.00
Add : Earmarked from Capital Fund - NICSI	9,94,364.00	-
Less : Amount advanced (capitalised) during the Year	-	(2,04,92,785.00)
TOTAL (D)	82,80,975.00	72,86,611.00
TOTAL (A+B+C+D)	1,77,19,650.67	1,63,41,145.07

SCHEDULE -4 -CURRENT LAIBILITIES AND PROVISIONS**A- CURRENT LAIBILITIES**

EMD and Security Deposit	24,11,145.00	24,18,618.00
Outstanding Liabilities including Sundry Creditors	65,17,252.47	41,73,526.00
GST Output	8,38,293.00	1,11,936.00
TOTAL (A)	97,66,690.47	67,04,080.00

B- PROVISIONS

Statutory Liabilities- Payable on Retirement	6,65,05,518.00	7,12,89,329.00
TOTAL (B)	6,65,05,518.00	7,12,89,329.00
TOTAL (A+B)	7,62,72,208.47	7,79,93,409.00







V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2023
SCHEDULE 5- FIXED ASSETS

SCHEDULE 5- FIXED ASSETS												
Particulars	Rate of Dep.	Cost /Valuation As at beginning of the year 01.04.2022	GROSS BLOCK		Dductions during the Year	Cost /Valuation at the year end 31.03.2023	DEPRECIATION			Total up to the year -end	NET BLOCK	
			Upto 03.10.2022	After 03.10.2022			As at beginning of the year	On Additions during the Year	On Dductions during the Year		As at the Current Year - end	As at the Previous Year - end
Land *	0%	-	-	-	-	-	-	-	-	-	-	-
Building	10%	11,56,42,012			-	11,56,42,012	1,15,64,201	-		1,15,64,201	10,40,77,811	11,56,42,012
Furniture & Fittings	10%	21,57,757	5,54,256		-	27,12,013	2,15,776	55,426		2,71,202	24,40,811	21,57,757
Equipments	15%	1,63,50,847	18,880		-	1,63,69,727	24,52,627	2,832		24,55,458	1,39,14,269	1,63,50,847
Vehicles	15%	1,65,108			-	1,65,108	24,766	-		24,766	1,40,342	1,65,108
Library Books	40%	2,71,182			-	2,71,182	1,08,473	-		1,08,473	1,62,709	2,71,182
Computers	40%	5,72,570	4,32,500		-	10,05,070	2,29,028	1,73,000		4,02,028	6,03,042	5,72,570
Information Technology (Intangible Assets)	25%	37,68,381			-	37,68,381	9,42,095	-		9,42,096	28,26,285	37,68,381
TOTAL		13,89,27,857	10,05,636	-	-	13,99,33,493	1,55,36,966	2,31,258	-	1,57,68,224	12,41,65,269	13,89,27,857

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



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2023

SCHEDULE 6- INVESTMENTS : EARMARKED FUNDS

a. DEVELOPMENT FUND

Fixed Deposit Accounts	
Interest Accrued on FDRs	
Indian Overseas Bank : SB Account -10355	
TOTAL (a)	

b. REVOLVING HBA FUND

Indian Overseas Bank :FDR	
Interest Accrued on FDRs	
Indian Overseas Bank : SB Account- 2637	
HBA Advance to Staff	
TOTAL (b)	

c. REVOLVING COMPUTER FUND

Indian Overseas Bank : SB Account -7942	
Computer Advance to Staff	
TOTAL (c)	
TOTAL (a+b+c)	

Fig as at 31.03.2023	Fig as at 31.03.2022
190,566,107.01	181,545,887.52
6,250,166.66	4,984,431.63
22,743.91	17,410.35
196,839,017.58	186,547,729.50
-	5,564,773.00
-	61,419.00
-	1,961,289.93
-	826,411.00
-	8,413,892.93
-	631,386.30
-	2,938.00
-	634,324.30
196,839,017.58	195,595,946.73

SCHEDULE 7- CURRENT ASSETS, LOANS & ADVANCES

A- CURRENT ASSETS

(a) CASH & BANK BALANCES

Cash -in- Hand	
Bank Balances	
In Current Accounts No. 1131 with Indian Overseas Bank	
Union Bank- SB Flexi Account S.B No. 1056979	
Gratuity S.B Union Bank Account - 1056278	
Leave Encashment S.B Union bank. Account -1056286	
EMD & Security Deposit Union S.B.Account- 1056863	
Postage Account	
Security Deposit in I G L	
V.V.G.NLI GeM pool Account	
Statet Bank Of India S.B. A/c - 3455	
TOTAL (a)	

17,691.95	30,410.95
2,165,963.14	5,624,697.70
10,614,912.28	4,711,593.41
13,094,147.84	15,873,283.97
13,027,506.55	12,723,607.78
4,021,182.43	3,860,467.23
57,105.00	64,033.00
42,073.00	42,073.00
-	-
130,927.00	13,146.00
43,171,509.19	42,943,313.04

(B) SCHEDULE 7- CURRENT ASSETS, REVOLVING FUND . contd....

a. REVOLVING HBA FUND

Indian Overseas Bank :FDR	
Interest Accrued on FDRs	
Indian Overseas Bank : SB Account- 2637	
HBA Advance to Staff	
TOTAL (a)	

b. REVOLVING COMPUTER FUND

Indian Overseas Bank : SB Account -7942	
Computer Advance to Staff	
TOTAL (b)	
TOTAL (a + b)	

5,827,584.00	-
94,378.00	-
2,212,476.93	-
645,506.00	-
8,779,944.93	-
652,330.30	-
-	-
652,330.30	-
9,432,275.23	-



SCHEDULE 7- CURRENT ASSETS, LOANS & ADVANCES . contd....

(C) PROJECT ACCOUNT

	Fig as at 31.03.2022	Received during the year	Bank Interest	Expenditure During the year	Bank Charge s
In S.B Accounts with Indian Overseas Bank					
UNICEF Responding Child Labour - 50722	4,816.84	-	134.00	-	94.40
In S.B Accounts with Union Bank					
VVGNI Employee Welfare Fund- 520101223527943	1,500.00	-	44.00	-	-
TOTAL (C)	6,316.84	-	178.00	-	94.40
TOTAL (C) (a+c)	42,949,629.88				

(D): LOANS AND ADVANCES

	Fig as at 31.03.2022	Advances during the year	Recovery / adjusted During ..
a. TO STAFF			
LTC- Advance	-	173,290.00	158,290.00
TOTAL (a)	-	173,290.00	158,290.00
b. TO OTHER AGENCIES			
Advance to CPWD- 2017-18	89,098.00	-	-
Advance to CPWD- 2018-19	3,639,780.00	-	-
Advance to NICS 2020-21	574,528.00	-	-
Advance to CPWD- 2020-21	3,557,733.00	-	-
Advance to NICS 2021-22	457,830.00	-	-
TOTAL(b)	8,318,969.00	-	-



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2023

SCHEDULE 7- CURRENT ASSETS, LOANS & ADVANCES , contd....

(E). OTHER ADVANCES

Advance to Outside Agencies

Expenses (Receipts) :Misc Projects of Outside Agencies

TDS deducted at source

GST On TDS

Departmental Advance (N.P.)

Departmental Advance (P)

Prepaid Expenses

Sundry Debtors

Service Tax Department

Advance to PAO , CLC

TOTAL (E)

TOTAL (A+B+C+D+E)

Fig as at 31.03.2023	Fig as at 31.03.2022
2,48,474.00	2,55,416.00
36,134.00	36,134.00
54,77,312.50	41,52,604.50
26,698.96	75,354.00
	21,448.00
20,000.00	66,390.00
14,71,794.00	6,50,610.00
52,36,550.00	10,07,899.36
14,24,003.00	14,24,003.00
30,27,693.00	
1,69,68,659.46	76,89,858.86
7,79,12,813.32	5,89,58,457.74

SCHEDULE '8' GRANTS-IN-AID

Grant - in- Aid From Govt. of India (MOL&E)

TOTAL

Less: Earmarked from Capital Fund - NICSI

Less: Grants-in- Aid Capitalised

Amounts shown to Income & Expenditure Account

12,77,00,000.00	11,55,00,000.00
12,77,00,000.00	11,55,00,000.00
9,94,364.00	
10,05,636.00	5,58,524.00
(20,00,000.00)	(5,58,524.00)
12,57,00,000.00	11,49,41,476.00

SCHEDULE '9' FEES AND SUBSCRIPTION

Education Training Programme Fee

Subscription of Award Digest

Subscription of Labour & Development

Receipts from Sale of Glossary-Labour Laws

Subscription of Shram Vidhan

1,58,19,755.00	25,39,350.00
14,250.00	5,310.00
12,250.00	9,005.00
1,000.00	3,500.00
3,660.00	4,610.00
1,58,50,915.00	25,61,775.00

SCHEDULE '10' INTEREST EARNED

Interest on Scooter/Vehicle Advance

Interest Received

	2,105.00
17,87,026.00	21,49,867.00
17,87,026.00	21,51,972.00

SCHEDULE '11' OTHER INCOME

Non Plan Income

Income from Hostel Utilisation

Income from Photostat

Rent from Staff Quarters- Licence Fee

Income From External Project

Income From Other Receipts

Interest on TDS Refund

TOTAL

1,56,826.80	21,30,733.00
38,42,488.00	45,67,500.00
5,92,006.00	393.00
1,17,880.00	1,09,540.00
-	2,46,020.50
220.00	2,100.00
-	2,39,256.00
47,09,420.80	72,95,542.50

SCHEDULE '12' PRIOR PERIOD INCOME

Prior Period Income

-	-
-	-

SCHEDULE '13' ESTABLISHMENT EXPENSES

Salaries to Staff

Allowances

Contribution to NPS Including Arrears

Expenses on Employee Retirement & Terminal Benefits

Leave Salary & Pension Contribution For Staff on Deputation

TOTAL

5,68,08,634.00	5,65,98,641.00
44,12,975.00	32,14,059.00
91,95,035.00	45,05,940.00
79,47,720.00	1,26,55,343.00
3,35,195.00	6,62,534.00
7,86,99,559.00	7,76,36,517.00


N.K. KUMAR GUPTA ASSOCIATES
CHARTERED ACCOUNTANTS
DEHRADUN

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2023

SCHEDULE '14' ADMINISTRATIVE EXPENSES

	Fig as at 31.03.2023	Fig as at 31.03.2022
Advertisement & Publicity	95,711.00	73,191.00
Building Renovation & Upgradation	2,06,236.00	3,39,655.00
Electricity and Power Charges	53,89,867.00	50,88,389.00
Hindi Pratsahan Expenses	2,04,521.00	1,96,836.00
Insurance	-	80,570.00
Legal & Professional Charges	2,58,183.00	2,26,363.00
Miscellaneous Expenses	1,61,864.41	1,50,574.98
Paid Training Programme Expenses	36,97,908.51	2,34,873.00
Photostat Expenses	20,487.00	34,739.00
Postage, Telegram & Communication Charges	1,18,629.00	42,953.00
Printing & Stationery	2,84,072.00	2,01,726.00
Purchases of New Assets	-	8,37,060.00
<u>REPAIR & MAINTENANCE</u>		
a. Computer	3,90,658.00	4,51,686.00
b. Cooler/ A.C.	6,11,198.00	8,64,792.00
c. Office Building and Allied	5,45,445.00	3,93,758.00
Staff Welfare Expenses	3,28,332.00	2,67,741.00
Telephone, Fax & Internet Charges	1,54,174.00	3,17,379.00
Travelling and Conveyance Exp.	1,75,172.00	3,15,715.00
Vehicle Running and Maintenance Expenses	9,35,892.00	5,34,504.00
Water Charges	8,31,826.00	8,34,876.00
Total	1,44,10,175.92	1,14,87,380.98
Cost of Assets Capitalised	-	8,67,948.00
Amounts Transfer to Income & Expenditure Account	1,44,10,175.92	1,06,19,432.98

SCHEDULE '15' PRIOR PERIOD EXPENDITURE

Prior Period Expenditure	-	-
	-	-

SCHEDULE '16' EXPENDITURE ON PLAN GRANTS

A. RESEARCH, EDUCATION AND TRAINING

Research Projects, Workshop & Publication	68,12,458.00	49,76,002.00
Education Programmes	1,54,61,981.00	94,13,376.00
Rural Programmes	6,45,767.00	10,86,911.00
Information Technology	4,81,690.00	14,94,921.00
Campus Services	1,74,18,448.00	1,84,29,275.00
TOTAL (A)	4,08,20,344.00	3,54,00,485.00

B. PROGRAMME/PROJECTS FOR N.E. STATES

Education Programmes	24,39,897.08	24,05,256.00
Projects (Including Workshop , Info.Tech./Infra/ Pub.)	1,37,044.00	-
TOTAL (B)	25,76,941.08	24,05,256.00

C. AUGMENTATION OF LIBRARY FACILITIES

Subscription to Journals/Periodicals	8,90,448.00	10,03,731.00
Library Books	-	42,808.00
Library Augmentation/ Modernisation	-	-
TOTAL (C)	8,90,448.00	10,46,539.00

D. INFRASTRUCTURE

Infrastructure Development	20,00,000.00	-
TOTAL (D)	20,00,000.00	-
TOTAL PLAN EXPENSES (A to D)	4,62,87,733.08	3,88,52,280.00
Amounts Transfer to Earmarked Fund	9,94,364.00	-
Less: Cost of Assets Capitalised	10,05,636.00	5,58,524.00
	20,00,000.00	5,58,524.00
Amounts Transfer to Income & Expenditure Account	4,42,87,733.08	3,82,93,756.00

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

Schedules forming part of Accounts for the year ended on 31.03.2023

SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS**Schedule No. 17: SIGNIFICANT ACCOUNTING POLICIES****1 Standard of Financial Propriety**

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

2 Financial Statements

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

3 Fixed Assets

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

4 Depreciation

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

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

5 Input Tax Credit(GST) on Capital Items

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

6 Prior Period Adjustments

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

7 Inventories

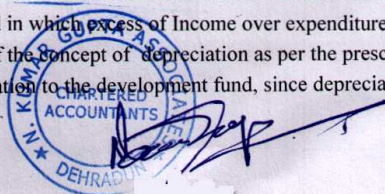
Inventories consisting of Stationery / Miscellaneous Store items purchased during the year are charged to the Revenue Account.

8 Employee Benefits

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

9 Development Fund

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



Schedule No. 18 : NOTES ON ACCOUNTS**1 Basis of Accounting**

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

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

2 Investment Policy

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

3 Grants in Aid

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

4 Capital and Revenue Accounts

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

5 Sundry Debtors and Sundry Creditors

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

6 Fixed Assets & Depreciation

a.) Fixed Assets were stated at Historical Cost less Depreciation except land. The Institute is providing depreciation on Fixed Assets at the rates specified in para 4 of Schedule 17: Accounting Policies on Written Down Value Basis and the depreciation has been charged on opening W.D.V after adjusting addition and / or deletion to fixed assets during the accounting year.

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

7 Physical Verification of Assets

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

8 Block of Government Money

The Institute generally carried out its infrastructure works through CPWD and NISCI. The advance is being given to these Government Agencies for Construction/Renovation/IT Infrastructure of various Civil & Electrical work etc., in the Institute. Till date, the utilization certificate for the balance amount of Rs.83,18,969.00 is awaiting from CPWD and NISCI.





- 9 The Institute has made provision during the current year for Gratuity and Earned Leave Payable on actuarial basis upto the period ended on 31.03.2023

Particulars	Provision Upto 31.03.2023	Provision Upto 31.03.2022
Gratuity	3,84,34,504.00	4,03,21,519.00
Earned Leave	2,80,71,014.00	3,09,67,810.00
	6,65,05,518.00	7,12,89,329.00

10 Income Tax Returns

The Institute had filed its return of Income for the year ended on 31.03.2022. The Institute had filed its quarterly TDS return during the year under reference.

11 Carry Forward of Surplus

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

12 Contingent Liabilities

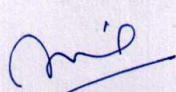
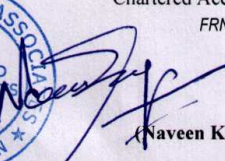

There is No Contingent liability exist till date.

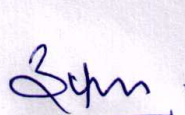
13 Reserve & Surplus Schedule

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

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

Signatures to Schedule 1 to 18

<p>For V.V. Giri National Labour Institute</p> <p></p> <p>Place :- Dehradun Dated :- 09.06.2023 UDIN: 23072386BGXIQR3400</p>	<p style="text-align: right;">"Auditor's Report" As per our separate report of even date</p> <p style="text-align: right;">For M/s N.Kumar Gupta & Associates Chartered Accountants FRN 003637C</p> <p style="text-align: right;"> (Naveen K. Gupta) Partner MRN 072386</p> <p style="text-align: center;"></p>
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शैलेश कुमार / Shailesh Kumar
लेखा अधिकारी / Accounts Officer
वी. वी. गिरि राष्ट्रीय श्रम संस्थान
V.V. Giri National Labour Institute
सेक्टर-24, नौएडा / Sector-24, Noida



H. S. RAWAT
Administrative Officer
V. V. Giri National Labour Institute,
Sector -24, Noida - 201301 (U.P.)

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

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



V.V. GIRI NATIONAL LABOUR INSTITUTE

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