



Memorandum of Understanding (MoU)



April 29, 2024
at VVG NLI, Noida





**MEMORANDUM OF UNDERSTANDING
(MOU) BETWEEN
V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA
AND
INDIAN NAVY**

This Memorandum of Understanding (MoU) is executed on this day/date/year

By and between:

V.V. Giri National Labour Institute (VVGNI), Noida, Uttar Pradesh – an autonomous body of the Ministry of Labour and Employment, Government of India, set up in July 1974, is a premier Institute of Labour Research, Training and Education. Since its inception, the Institute has endeavoured through research, training and publications to reach all those who are concerned with various aspects of labour, both in the organised and unorganised sectors. The focus of such endeavours has been the exchange of academic inputs and understanding related to all the aspects of labour for application to policy formulation, legislation and action.

AND

Indian Navy,

Naval Headquarters, Directorate of Civilian Personnel,
Talkatora Annexe, New Delhi-110001

In order to facilitate collaborative research, training and academic activities related to labour, employment and related agriculture issues, the V.V. Giri National Labour Institute, NOIDA and [The Partner Institution] agree to establish this Memorandum of Understanding (MoU) as a framework for facilitating collaborative activities.

This MOU is strictly for internal management purposes for each of the parties. This MOU is not legally enforceable and shall not be construed to create any legal obligation on the part of either party. This MOU shall not be construed to provide a private right, benefit, or cause of action for or by any person or entity enforceable by law or equity against VVGNI or [Partner Institution], their officers, or employees, or any other person.

I. Collaborative Activities:

The collaborative activities will focus on the theme of HR Management with special emphasis on the issues relating to, court cases, gender sensitization, and prevention of sexual harassment at workplace, etc.

The professional activities to be undertaken as a part of this collaboration will include:

- 1.1 Organising joint training programmes for different stakeholders engaged in HR management.
- 1.2 Organising joint seminars and workshops, particularly on contemporary policy related issues
- 1.3 Promoting faculty interaction for various academic activities based on mutually accepted norms
- 1.4 Undertaking collaborative research, exchange of knowledge and joint publications in the areas of mutual interest.

II. Management of Funds for Collaborative Activities:

- 2.1 The funding of the collaborative activities will essentially be undertaken jointly. However, if the collaborating institutions agree and if there is a possibility of one institution funding a specific activity entirely, this option will be considered, following the rules and norms prevailing in the institution(s). The proposals for each activity will be prepared separately on mutual consultation.
- 2.2 This MoU is not intended to provide any basis for investment or partnership decision at the present or in the future by and between the Parties, outside the scope of the MoU.

III. Governance of Activities under the MoU:

All activities developed under the auspices of this MOU will respect and uphold the corresponding norms, and regulations of the collaborating institutions.

IV. Modification and Termination of the MoU:

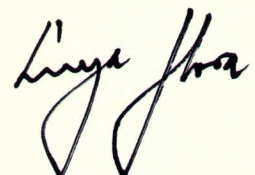
This MoU may be modified at any time if circumstances arise which call for any alteration, subject to the approval of both the institutions. In case of any proposal to modify the MoU, three months' written notice shall be given to the other institution. This MoU may be terminated by either institution on six months written notice without prejudice to the persons already engaged in a current programme of exchange.

V. Duration and Renewal of the MoU:

This MOU shall take effect from the date it is signed by both the Institutions and continue till either or both Institutions wish to terminate duly giving written notice of Six months.

VI. Clarifications/Disputes, if any:

In the event of a dispute, controversy or claim arising out of or relating to this Memorandum of Understanding, or the breach, termination or invalidity thereof (a "dispute"), the parties will use their best efforts to settle promptly such dispute through direct negotiation. Any dispute that is not settled within sixty (60) days from the date either Party has notified the other Party of the nature of the dispute and of the measures that should be taken to rectify it will be resolved through consultation between the Director General of VVGNI and the [Administrative Head] of [Partner



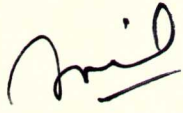
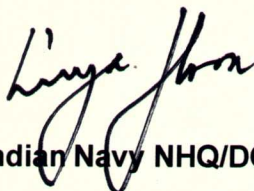
Institution] or their duly authorized representatives. Each Party will give full and sympathetic consideration to any proposal advanced by the other to settle amicably any matter for which no provision has been made or any controversy as to the interpretation or application of this MOU.

VII. Neither party may, nor cause any other party to, engage in any form of corruption or illegal or unethical act to obtain and maintain a business; including but not limited to; offering or paying a bribe or giving a gift or anything else of value to any official to improperly influence anyone in connection with their obligations hereunder. Neither party shall engage in or tolerated any kind of bribery and shall not promise, offer, provide, or authorize anything of value; including without limitations; payments, gifts, travel, meals, entertainment, political contributions, and of any kind of nature, such as donations and sponsorship or favours, to any Government official to improperly influence any act or decision-making in violation of applicable law. Neither Party shall request, authorize, or tolerate any kind of bribery or any other kind of illegal or unethical action from others on behalf of the other party, in the other party's name, or in any other way related to the services.

VIII. Signature of the Memorandum of Understanding

The institutions hereby agree to execute the objectives of MoU within the framework of Terms of Reference of this agreement.

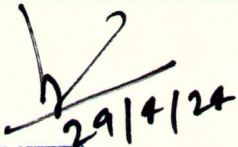
This MoU is written in English, in two identical originals, both of equal validity.

 For V.V. Giri National Labour Institute(VVGNLI), Noida, Uttar Pradesh	 For Indian Navy NHQ/DCP
Name: Dr ARVIND Designation: डॉ. अरविंद / Dr. ARVIND महानिदेशक / Director General Seal: वी. वी. गिरि राष्ट्रीय श्रम संस्थान V. V. Giri National Labour Institute Date: सेक्टर-24, नौएडा / Sector-24, Noida	Name: Aditya Hara Designation: ACOP (AC) Seal: (आदित्य हारा) (Aditya Hara) रियर एडमिरल Rear Admiral Date: एसीओपी (प्रशासन एवं त्रिविलियन) ACOP (AC) नौसेना मुख्यालय-रक्षा मंत्रालय Naval Headquarters-Ministry of Defence

Shashi Bala

29th April 2024

Sr. Fellow, VVGNLI


(सौरभ अग्रवाल)
(Saurabh Agrawal)
कमोडोर
Commodore
कमोडोर (असैनिक कार्मिक)-II
Commodore (Civilian Personnel)-II
असैनिक कार्मिक निदेशालय
Directorate of Civilian Personnel
एकीकृत मुख्यालय रक्षा मंत्रालय (नौसेना)
Integrated Headquarters MoD (Navy)

Comd Saurabh Agrawal