

No. Q-19025/01/2024- ESA (NLI)
Government of India
Ministry of Labour and Employment
ESA Section

Shram Shakti Bhawan, New Delhi
Dated the 27th May, 2025

To

The Director General,
V. V. Giri National Labour Institute,
Sector-24, NOIDA.

Sub: Memorandum of Understanding (MoU) between Ministry of Labour & Employment and VVG NLI, Noida for release of grant-in-aid for the FY 2025-26 – reg.

Sir,

I am directed to refer to VVG NLI letter No. Acc/05/002/MOU/Grant dated 16/04/2025 on the subject mentioned above and to state that the MoU between Ministry of Labour & Employment and VVG NLI for release of Grant-in-aid for the Financial Year 2025-26 has been signed. A copy of the same in original is enclosed for necessary action.

Encl: As above

Yours faithfully,

Sugam Arora
(Sugam Arora)
Section Officer

AD
315/25

May
03/06/2025
A/c. *BB*
Sugam Arora
su. Prakash

MEMORANDUM OF UNDERSTANDING

Between

GOVERNMENT OF INDIA**MINISTRY OF LABOUR & EMPLOYMENT**

And

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

This document elaborates an understanding between V. V. Giri National Labour Institute (VVGNI) (**hereinafter referred as 'the Institute'**) and Government of India (GOI), Ministry of Labour & Employment (**hereinafter referred as 'the Ministry'**) for implementation of the Labour Training/Education Programme of the Institute. The Institute is an autonomous organization under the administrative control of the Ministry of Labour & Employment. The Institute is located at NOIDA, Uttar Pradesh.

II. PURPOSE

As per the Rule 229 (xi) of General Financial Rules 2017, an autonomous organization with a budgetary support of more than Rupees five crores per annum, is required to enter into a Memorandum of understanding (**hereinafter referred as 'MOU'**) with Administrative Ministry or Department, spelling out clearly the output, along-with commensurate input requirements. The output target, given in measurable units of performance, should form the basis of budgetary support extended to these organizations.

III. OBJECTIVES FOR WHICH THE INSTITUTE IS ESTABLISHED

- To undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- To undertake and assist in organizing training, education programmes, seminars and workshops;
- To establish wings for (i) Training, Education and orientation; (ii) Research, including action research; (iii) Consultancy; and (iv) Publication and other such activities as may be necessary for achieving the objectives of the society;
- To analyze specific problems encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;

- To prepare, print and publish papers, periodicals and books;
- To establish and maintain library and information services;
- To collaborate with other institutions and agencies in India and abroad which have similar objectives; and
- To offer fellowships, prizes and stipends.

7. OUTPUT TARGETS FOR THE FINANCIAL YEAR 2025-26 FOR LABOUR EDUCATION PROGRAMME

(A) CORE ACTIVITIES COMPONENT UNDER GRANTS-IN-AID:-

S. No.	Component	Physical Targets	Grants in Aid (Rs. in crore)
1.	To undertake, aid, promote and coordinate training, education & research programmes including SCSP/TSP, North-East Projects/Programmes, Publications, Information Technology, Campus Services, Administrative Activities and Networking/ collaborations both national and international, conduct seminars/workshops etc.	<p>111 core Training Programmes (<i>Training Calendar 2025-26 is enclosed at Annex. -III</i>); 15 Research/ Projects; and 16 workshops/ seminars/study visits, 30 publications including for North Eastern Regions.</p> <p>To participate in training programmes/ seminars/ workshops in the labour and relevant field for the enhancement of knowledge.</p> <p>Focus will be given on training in Labour Codes and new modes of training like online videos, course material, interactive sessions etc.</p> <p>The Institute conducts paid and subsidized in-house training programmes for various stakeholders. No fees is charged on participants for in-house training programmes. The Institute provides lodging, boarding, T.A. reimbursement and other logistic facility. Fees as per User Charges approved by General Council for training hall, lodging, boarding etc. are charge for paid training programmes.</p> <p>The training programme are usually conducted for 35 participants, however actual number of participants varied.</p>	7.15

		<p>Tentative cost of conducting the activities are summarized as under:</p> <table border="1"> <tr> <td>Two Days In-house Training Programme</td> <td>Rs. 2 Lakh</td> </tr> <tr> <td>Three Days In-house Training Programme</td> <td>Rs. 2.5 Lakh</td> </tr> <tr> <td>Five Days In-house Training Programme</td> <td>Rs. 5 Lakh</td> </tr> <tr> <td>One Day Workshop</td> <td>Rs. 3 Lakh</td> </tr> <tr> <td>Six Months Research Project</td> <td>Rs. 7 Lakh</td> </tr> <tr> <td>Yearly 30 Publication</td> <td>Rs. 15 Lakh</td> </tr> </table> <p>Fee Charged for Paid Training Programme:</p> <table border="1"> <tr> <td>Three Days Paid Training Programme</td> <td>Rs. 4.90 lakh</td> </tr> <tr> <td>Five Days Paid Training Programme</td> <td>Rs. 7.35 Lakh</td> </tr> </table> <p>It is expected that approx. 4200 participants will attend the training programmes/ workshop during 2025-26.</p>	Two Days In-house Training Programme	Rs. 2 Lakh	Three Days In-house Training Programme	Rs. 2.5 Lakh	Five Days In-house Training Programme	Rs. 5 Lakh	One Day Workshop	Rs. 3 Lakh	Six Months Research Project	Rs. 7 Lakh	Yearly 30 Publication	Rs. 15 Lakh	Three Days Paid Training Programme	Rs. 4.90 lakh	Five Days Paid Training Programme	Rs. 7.35 Lakh	
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2.	Retirement benefits, NPS contribution, medical claim, LTC, CEA etc. to the regular employees	This also include the expenditure incurred for retirement benefits, NPS contribution, medical claim, LTC, CEA etc. to the regular employees.	2.00																
3.	Up-gradation and Automation of Library and Information System	<p>Approximately 35 books and 100 journals in the field of labour will be purchased and will function as a Resource Centre for data/information on Labour at the National and Regional Level in the meaningful and constructive manner.</p> <p>More emphasis on procurement of e-journal such as Jstor shall be given. The Library would also purchase the database on NSSO & Gazette of India as and when required.</p>	0.10																
4.	Up-gradation of Infrastructure	<p>Infrastructure like purchase of new training aid, computer systems etc.</p> <p>Infrastructure work related to Cloud Services (Hosting VGNLI website in NIC Data Center)</p>	0.40																
5.	Establishment Expenses	Payment of salaries (Pay and Allowances)	6.00																
	TOTAL		15.65																

B) ACHIEVEMENT FOR THE FINANCIAL YEAR 2024-25 FOR LABOUR EDUCATION PROGRAMME

The Institute had achieved the targeted Labour Education Programmes as per signed MoU for 2024-25.

The achievements include 151 training programmes (117 planned programmes & 34 paid programmes), 19 workshops/ seminars/ study visits, 19 research projects/ case studies and 32 publications etc.

V. INPUT REQUIREMENTS

At present, the Institute has sanctioned staff strength of 83 employees and only 68 posts are live as the currencies of some posts have expired and action is on hand to revive some of the expired posts. The faculty members of the Institute are responsible for conducting the various training programmes, Workshops, Seminars and Research/ Projects.

VI. GRANTS- IN- AID FOR FINANCIAL YEAR 2025-26 (AS PER APPROVED B.E. 2025-26)

(Rs. in Lakhs)

Component	Approved Budget Estimate (BE) 2025-26
Grant-in aid General	925.00
Grants-in-aid for creation of capital assets	40.00
Grant-in-aid salaries	600.00
Total	1565.00 (Rs. 15.65 Crore)

Note: The expenditure shall be booked on beneficiary basis as per existing Guidelines.

VII. The Government of India vide Ministry of Finance, Department of Expenditure's O.M. F. No. 7(2)/E.Coord/2020 dated 04.09.2020 and O.M. No. 7(1)E.Coord/2020 dated 10.06.2021 has issued instructions on the subject "Expenditure Management – Further Economy Measures" and "Curtailing avoidable expenditure: 20% reduction in controllable expenditure" respectively. Accordingly, appropriate economy measures need be put in place to rationalize the expenditure of VVG NLI.

VIII. AUTONOMY TO AUTONOMOUS ORGANIZATION

- (1) Autonomous bodies, which are fully or partly funded by the Government of India, like VVGNLI, shall restrict the Powers of the Governing Bodies (here Council) of such organizations, in matters of creation of post(s), adoption and revision of pay and allowances of their regular staff and major establishment expenditure. This requires prior approval of Government of India in consultation with Ministry of Finance Department of Expenditure.
- (2) The Government of India vide Ministry of Finance, Department of Expenditure's O.M. No. 1/1/2016-E-II(A) dated 13.01.2017 relating to revision of Pay Scales in accordance with the recommendations of 7th CPC to the employees of Autonomous organisations, the Institute will ensure generating more than 30% of additional financial impact arising out of the implementation of revised Pay Scale in accordance with para 5(ii) of said O.M..
- (3) Except the matters enumerated hereinbefore, the VVGNLI enjoys autonomy in other matters and the Institute is competent to take decision in accordance with Memorandum of Associations and Rules & Regulation / Bye-Laws of VVGNLI. Where the Memorandum of Associations and Rules & Regulation / Bye-Laws of VVGNLI are silent on any subject, the Institute may follow the relevant Rules and Regulations of the Government of India.
- (4) As per Rule 229 (iv) of General Financial Rules, all autonomous organizations, new or already in existence should be encouraged to maximize generation of internal resources and eventually attain self-sufficiency.
- (5) As per Rule 229 (vi) of General Financial Rules, Governing Body of the Institute shall review user charges/sources of internal revenue generation at least once a year. The user last reviewed by the Executive Council in March 2025.
- (6) As per Rule 236 (2) of General Financial Rules, the accounts of the Institute are being audited by the Comptroller and Auditor General of India under Section 14 of the C&AG Act 1971.

(7) Autonomous Bodies require prior approval from Government of India before signing of any understanding/MoU with any other party abroad including similar organizations.

IX. PERIOD OF AGREEMENT

This MOU will be effective when signed by both parties, upto the end of the financial year 2025-26, i.e. upto 31.3.2026. This MOU may be amended at any time by the mutual written consent of the Partie(s), if there is a variation in the output targets during the Financial Year.

X. EXTENSION OF MOU

This MOU can be extended by agreement of both the Partie(s) by mutual understanding/consent.

IN WITNESS where of the Partie(s) hereto have caused this MOU to be signed on the 22-05-2025, Between the Institute and the Ministry at New Delhi.

SIGNED FOR AND ON BEHALF OF
V. V. GIRI NATIONAL LABOUR
INSTITUTE, NOIDA.



(By Dr. Arvind,
Director General , VVG NLI)

SIGNED FOR AND ON BEHALF OF THE
GOVERNMENT OF INDIA, MINISTRY OF
LABOUR & EMPLOYMENT, NEW DELHI.



(By Shri Ajoy Sharma,
Joint Secretary
Ministry of Labour & Employment)

DATE: 22-05-2025

VENUE:

डॉ. अरविंद / Dr. ARVIND
महानिदेशक / Director General
वी. वी. गिरि राष्ट्रीय श्रम संस्थान
V. V. Giri National Labour Institute
सेक्टर-24, नोएडा / Sector-24, Noida

DATE: 22-05-2025

VENUE: