

# ANNUAL REPORT

## 2009-2010



V.V. Giri National Labour Institute, NOIDA



# Annual Report 2009-2010



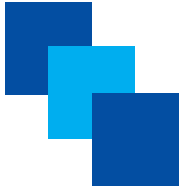
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Sector-24, NOIDA-201 301 (UP)

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## *Institute's Vision and Mission*

### *Vision*

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

### *Mission*

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

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



# Institute's Mandate

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

## OBJECTIVES AND MANDATE

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

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

## Institute's Structure

The Institute is governed by a General Council, which is a tripartite body with representation from Members of Parliament, representatives of Central Government, Employers' Organisations, Worker's Organisation, and eminent persons who have made noteworthy contributions in the field of labour and research institutions. Union Minister of Labour and Employment is the President of the General Council. It lays down the broad policy parameters for the functioning of the Institute. The Executive Council drawn from the General Council is presided over by the Secretary, Ministry of Labour and Employment controls, monitors and guides the activities of the Institute. The Director of the Institute is the Principal Executive and is responsible for the management and administration of its affairs. Director is aided in the day-to-day functioning of the Institute by a faculty representing a wide range of disciplines and by support administrative staff.

### Composition of General Council

- |    |   |                |
|----|---|----------------|
| 1. | Shri Mallikarjun Kharge<br>Union Minister for Labour & Employment<br>Shram Shakti Bhawan, New Delhi – 110 001 | President      |
| 2. | Shri Harish Rawat<br>Minister of State for Labour & Employment<br>Shram Shakti Bhawan, New Delhi - 110 001    | Vice President |

### SIX CENTRAL GOVERNMENT REPRESENTATIVES

- |    |  |                |
|----|--|----------------|
| 3. | Shri P.C. Chaturvedi<br>Secretary (Labour & Employment)<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan, New Delhi – 110 001 | Vice President |
| 4. | Shri S.K. Srivastava<br>Additional Secretary<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan, New Delhi – 110 001            | Member         |
| 5. | Shri Chaman Kumar<br>Additional Secretary & Financial Adviser<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan, New Delhi     | Member         |
| 6. | Shri Anup Pandey<br>Joint Secretary<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan, New Delhi                               | Member         |





7. Mrs. Vibha Puri Das  
Secretary  
Deptt. of Secondary & Higher Education  
Ministry o HRD, Shastri Bhawan  
New Delhi– 110 001 Member
8. Ms. Naini Jayaseelan  
Adviser (Labour & Employment)  
Planning Commission, Yojana Bhawan  
New Delhi – 110 001 Member

### **TWO WORKERS'S REPRESENTATIVES**

9. Shri S.S. Rao  
Principal Secretary, NFIR  
3, Chelmsford Road, New Delhi – 110 055 Member
10. Shri P.T. Rao  
Member, National Executive  
Bharatiya Mazdoor Sangh  
Edakkattil House, Sastha Temple Road  
Aluva – 683101 (Kerala) Member

### **TWO EMPLOYERS' REPRESENTATIVES**

11. Shri K.C.Mehra  
Resident Director (Corporate)  
Shapoorji Pallonji & Co. Ltd.  
C-81, South Extension Part II, New Delhi – 110 049 Member
12. Shri Vijay Puri  
Regional Vice President, FASII  
Small Manufactures Forum Gurgaon  
6-B, Friends Colony, Jharsa Road, Gurgaon (Haryana) Member

### **FOUR EMINENT PERSONS WHO HAVE MADE NOTEWORTHY CONTRIBUTION IN THE FIELD OF LABOUR OR RELATED FIELDS**

13. Shri M.A. Azeem  
Azeem Place  
Gulbarga Education Trust  
Nehru Gunj Area, Gulbarga – 585 104 (Karnataka) Member
14. Shri M.V.Sasikumaran Nair  
Raj Sree, Manakkara  
Sasthamcotta PO Kollam District (Kerala) Member

15. Dr. Murari Lal Member  
R/o 359, Pocket V, Phase-I  
Mayur Vihar, New Delhi
16. Shri Jitendra Singh Member  
S/o Late Shri Bholendra Singh  
R/o A-64, Awas Vikas Colony, Suraj Kund  
Gorakhpur (U.P.)

### **TWO MEMBERS OF PARLIAMENT (ONE EACH FROM LOK SABHA AND RAJYA SABHA)**

17. Dr. Vinay Kumar Pandey Member  
Member of Parliament (Lok Sabha)  
143, South Avenue, New Delhi
18. Shri Rama Chandra Khuntia Member  
Member of Parliament (Rajya Sabha)  
26, Dr. R.P.Road, New Delhi – 110 001

### **RESEARCH INSTITUTION**

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

### **REPRESENTATIVE FROM V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA**

20. Shri V.P. Yajurvedi Member Secretary  
Director  
V.V.Giri National Labour Institute  
Sector-24, Noida – 201 301, Distt. Ghaziabad (U.P.)



## Composition of Executive Council

1. Shri P.C. Chaturvedi  
Secretary (Labour & Employment)  
Ministry of Labour & Employment  
Shram Shakti Bhawan, New Delhi – 110 001  
Chairman

### TWO CENTRAL GOVERNMENT REPRESENTATIVES

2. Shri Chaman Kumar  
Additional Secretary & Financial Adviser  
Ministry of Labour & Employment  
Shram Shakti Bhawan, New Delhi  
Member
3. Shri Anup Pandey  
Joint Secretary  
Ministry of Labour & Employment  
Shram Shakti Bhawan, New Delhi  
Member

### TWO WORKERS'S REPRESENTATIVES

4. Shri S.S. Rao  
Principal Secretary, NFIR  
3, Chelmsford Road, New Delhi – 110 055  
Member
5. Shri P.T. Rao  
Member, National Executive  
Bharatiya Mazdoor Sangh  
Edakkattil House, Sastha Temple Road  
Aluva – 683101 (Kerala)  
Member

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C-81, South Extension Part II, New Delhi – 110 049  
Member
7. Shri Vijay Puri  
Regional Vice President, FASII  
Small Manufactures Forum Gurgaon  
6-B, Friends Colony, Jharsa Road, Gurgaon (Haryana)  
Member

**PERSONS WHO HAVE MADE NOTEWORTHY CONTRIBUTION IN THE FIELD OF LABOUR OR RELATED FIELDS**

- |  |        |
|--|--------|
| 8. Shri M.A. Azeem<br>Azeem Place<br>Gulbarga Education Trust<br>Nehru Gunj Area, Gulbarga – 585 104 (Karnataka) | Member |
| 9. Dr. Murari Lal<br>R/o 359, Pocket V, Phase-I<br>Mayur Vihar, New Delhi  | Member |

**MEMBER OF PARLIAMENT**

- |   |        |
|---|--------|
| 10. Shri Rama Chandra Khuntia<br>Member of Parliament (Rajya Sabha)<br>26, Dr. R.P. Road, New Delhi – 110 001 | Member |
|---|--------|

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

- |  |        |
|--|--------|
| 11. Shri V.P. Yajurvedi<br>Director<br>V.V. Giri National Labour Institute<br>Sector-24, Noida – 201 301 | Member |
|--|--------|



## Research

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

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

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

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

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

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

## Centre for Labour Market Studies

The research activities of the Centre for Labour Market Studies focuses on addressing challenges confronting the contemporary world of work in the context of a globalizing economy. The research studies are undertaken with the perspective of enhancing the theoretical understanding as well as to provide inputs for necessary policy formulation.

The core areas identified for research include:

- Employment and unemployment
- Labour Migration
- Decent Work
- Labour Information System on informal economy

Apart from conducting research, the Centre is also actively involved in sharpening the skills of the researchers for conducting studies on labour. This is being achieved by organizing Courses on Research Methods in Labour that deals with the new and appropriate research methodologies to address the emerging perspectives in labour research.

### Completed Project

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#### 1. Global Downturn and Export Sector in India: Impact on Production, Export and Employment

**Objectives:** Main objective of the present study is to assess the impact of the economic slowdown on exports, production and employment in three specific export intensive sectors viz. Textile, Diamond and Handicrafts in India. In addition, the study also aims to evaluate the efficiency and efficacy of the stimulus packages announced by the government to counter the slowdown and suggest sector specific policy implications.

**Methodology:** While the impact of the slowdown on production and exports has been assessed by estimating annual and quarterly growth in production and exports and assessing the difference in trends between pre- and post slowdown period, the impact on employment has been assessed by estimating employment elasticity and projected employment growth for the post slowdown period. Further the relation between exports and employment in the three sectors under the study has been explored by using panel data collected through primary surveys.

**Findings:** The findings of the study suggest that all the three sectors under the reference faced severe downturn in production and exports leading to job and wage loss. Exports were



down by 15-20%, production (domestic products) decelerated by 2-2.5% and employment fell by approximately 2-3% just within one year of 2009. However, amidst all these gloomy scenario, part of the textile sector viz. 'readymade garments' (or wearing apparel) maintained a high annual growth both in production and exports after reflecting significant fluctuations across different quarters of 2008 and 2009. This certainly led to considerable employment generation within this sector probably off setting the job loss within the textile sector as a whole. Nevertheless, the impact of slowdown is distinctly visible in weaving and spinning of textiles, production of natural fibres, carpets, diamond and handicrafts (particularly wood products and metal art ware) sectors. Total job loss in these sectors varies to the extent of 2 to 3 per cent. The extent of job loss has been higher in informal sector while the formal sector resorted more to wage cuts to cope up with slowdown. Hence, the impact of and the strategy to fight the slowdown is clearly distinct across formal and informal sector.

As far as the employment co-efficient of exports in the three specific sectors is concerned, textiles and diamond sectors reflect almost one-to-one correspondence of employment with exports. It implies one per cent increase in exports in textiles and diamond leads to increase in employment in these two sectors approximately in the same magnitude. Handicrafts sector, although reflecting little lower employment coefficient (0.86) than those of the textiles and diamond, still report fairly high employment elasticity to exports. Overall, all these three are highly labour intensive sectors having immense potential of employment generation through export promotion.

Government has announced an array of stimulus packages to fight economic slowdown during the period last one year or so. Monetary, fiscal, credit and export policies contributed to the stimulus packages. However, responses of the firms at the ground level reflects that on the one hand some of these incentives are highly inadequate while on the other the benefits have been limited to formal and big industries. Informal and small enterprises could not access most of the incentive packages. In addition, most of the government initiatives have been limited to providing financial benefits to the enterprises and focus on stimulating domestic demand has been less. Following practices from some other countries (including a few developed countries) government of India could have resorted to protecting small enterprises by raising MFN rates of imports. As for example, wood and metal artware needs special protection from government in order to fight the economic slowdown. Tax holidays, interest subvention, increase in MFN rates of the related commodities, liberalized and easy access to credit etc. might help these sectors.

Project Commissioned by Department of Commerce, Ministry of Industry and Commerce, Government of India.

(Project Director: Dr. S.K. Sasikumar)

## On-going Project

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### 1. Report to the People on Employment

The Hon'ble President of India in her address to the Joint Session of both Houses of Parliament on June 4, 2009 announced that the Government will bring out five Reports to the People on Health, Education, Environment, Infrastructure and Employment. The Ministry of Labour and Employment (MoL&E) was entrusted with the responsibility of preparing the Report to the People on Employment for generating a national debate. This Report is being prepared by the Institute on behalf of the Ministry of Labour & Employment. "Report to People on Employment" focuses on generating productive and sustainable employment with decent work conditions particularly for those who encounter variety of socio-economic and institutional barriers and fail to earn a respectable living status despite toiling in the labour markets. Quality employment growth with 'distributive justice' being mission and vision of the Ministry of Labour and Employment, the report aims to contribute to the national agenda of 'inclusive growth'.

The Report is to be completed in April, 2010.

Project Commissioned by Ministry of Labour and Employment, Government of India

(Project Director: Dr. S.K.Sasikumar)





# Centre for Employment Relations and Regulations

Research activities of the Centre would focus on the following themes:

1. Changing Forms of Employment Relations in the Formal and Informal Sectors
2. Socio - Economic Conditions of Workers in the Informal Sector
3. Casual and contingent forms of employment.
4. Labour, Employment and Social Security Issues of Workers in the Formal and Informal Sector

Specific research issues identified include:

- Analysing the emerging forms of contingent employment and its effects on employment relations in different industries/regions.
- Re-defining the concept of social security in an under-developed economy where insecurities in terms of employment, income and health seem to be growing.
- Assessing the efficacy of the existing social security measures, especially in relation to the informal/unorganised sectors.
- Studying the economics of labour laws.
- Undertaking comparative studies of labour legislations in similarly placed countries and situating it in the context of globalisation.
- Examining the trends in labour jurisprudence.

## On-going Project

### 1. Labour, Employment and Social Security Issues of Security Guards Engaged in Private Security Agencies: A Case Study of National Capital Region (NCR)

**Context of the Study:** The service sector forms the back bone of social and economic development of a region. During the past few decades it has emerged as the largest growing sector in the world economy, making enormous contribution to output and employment. Its growth rate is higher than that of agricultural and manufacturing sectors. In India, the service sector contributed as much as 55.1 per cent to the GDP during the year 2006-07.

One of the important services falling under this category is the 'security service'. Though lot of studies have been conducted on a number of other services, but as far as the issues of persons engaged as security guards engaged through hundreds of security agencies spread throughout the country, especially the labour, employment and social security issues are concerned, they have not so far adequately invited the attention of the researchers. However, the experience as a layman suggests that though their number is gradually increasing by leaps and bounds, still no reliable data about them is available at the international, national or regional levels. Similarly, experience also suggests that these persons, whose number is in thousands if not in millions, also face a number of problems in terms of inadequate remuneration, lack of job security and absence of adequate social security measures etc. But

this common perception cannot form the basis for making generalizations for the purpose of making any policy intervention without conducting a proper enquiry and investigation following a scientific method.

**Objectives of the Study:** Some of the specific objectives of the study emanating from the above background and context are as follows:

- (1) To understand and capture the major labour and employment relations issues relating to security guards in various kinds of security service agencies.
- (2) To understand and capture the major social security issues concerning security guards engaged through various kinds of security agencies.
- (3) To make a study of the recruitment pattern/mechanism and training of private security guards before induction for the purpose of judging their suitability for the job.
- (4) To make a comparative assessment and evaluation of the status of implementation of various labour laws applicable to them.
- (5). To suggest suitable and implementable social security measures for safeguarding their interest, wherever the same are lacking.

**Universe and Area of the Study:** National Capital Region represents by and large the characteristics of all the major metropolitan cities in the country. Therefore it is proposed that cities and localities falling under the NCR would form the universe of the study. It is proposed to cover two industrial and two residential/commercial localities each from Faridabad in Haryana, Noida in Uttar Pradesh and Okhla in Delhi. The approximate sample size of the study would comprise of almost 30-40 security agencies and 300-400 respondents.

**Scope of the Study:** The study would cover within its scope the issues like terms and conditions of employment of security guards such as working hours, remuneration, allowances if any etc., security of employment, level of general awareness and awareness with regard to the rights available to the respondents under different labour and social security laws applicable to them and level of unionization etc.

**Methodology and Sampling Technique:** The relevant data and information for the purpose of the study has been collected both through primary and secondary sources. The primary data has been collected by administering a structured questionnaire. The selection of security agencies and security guards for the purpose of the study has been made by following purposive sampling method. The information gathered through questionnaires has been further be substantiated by holding informed discussions with groups of security guards, office bearers of the unions/associations of security guards (if existing) and the labour department officials of the concerned area. Some case studies are also proposed to be prepared for giving deeper insights about the issues sought to be covered under the study.

**Current Status of the Project:** The draft report is nearing its completion. Task of finalization of case studies is going on and a presentation of the draft report is proposed to be made towards the end of May, 2010.

(Project Director: Dr. Sanjay Upadhyaya)



# Centre for Agrarian Relations and Rural Labour

## Vision

The Centre for Agrarian Relations and Rural Labour was initiated with a view to address and enhance the understanding of the changing agrarian relations and its impact on rural labour. The research activities of the Centre focus on the following themes:

- Globalisation and its impact on rural labour
- Macro trends and patterns of changing structure of rural labour markets
- Documentation, evaluation and dissemination of organising strategies
- Social security and rural labour

## Completed Project

### 1. **Agrarian Structure, Social Relations and Agricultural Development: A Case Study of Ganganagar and Jodhpur Districts of Rajasthan**

#### Objectives

The objectives of the project were as follows:

- To study the agrarian structure and existing mode of production relations.
- To study the level of differentiation amongst the peasantry in the study areas.
- To study the impact of land reforms on agricultural development and rural labourers in the study areas.

The present study examined the pattern and trend of size-class of holdings from 1970-71 (from this time the Agricultural Census began) in Rajasthan, along with the level of concentration of land. The study also identified factors, including policies and programmes which have contributed to the present state of agricultural development in Rajasthan in forms of infrastructure, cropping pattern, etc. It also covered investment pattern and production in agriculture at household level across different size-classes of holding, etc. condition of rural labour, their occupational pattern, etc.

(Project Director: Dr. Poonam S. Chauhan)

### 2. **Towards Evolving Suitable Measures for Enhancing Road Transport Workers Living and Working Conditions with Special Reference to Improving the Road Transport System in India: A Study**

#### Rationale of the Study

The study was conducted to examine the existing situation pertaining to the road transport system in the country in general and workers involved in the operation of the

system in particular. Because road transport system is an important life line in the country's progress. The study would help providing guidelines and suggestions for appropriate policy formulation for improving the road transport system and working and living conditions of the road transport workers in the country thereby helping formulating policy measures and devising programmes for workers betterment.

#### **The objectives of the study were:**

- To study and review the existing operational logistics of the road transport system in India which will include road improvement process, revenue collection and its administration and existing utilization pattern of transport facilities both in public and private sectors.
- To examine the living and working conditions of workers engaged in private and public sector undertakings from different transport sub-sectors.
- To study important incidents of strikes both by the employers and workers.
- To explore possibilities and potentials for partnership between public and civil organisations.

To suggest policy measures for improvement of transport system as well as enhancement of road transport workers' working and living conditions.

#### **Scope of the Study**

The present study addressed the road transport system which included conditions of the roads, amenities available to the road transport system and measures that are being followed today for the improvement of the road transport system itself. Among other aspects which were included in the study are the living and working conditions of the workers, the problems the workers face; and measures which could be adopted to redress the problems. In addition, the study also looked into some important incidents of strikes and other measures adopted by both employers and employees to redress their problems in the recent past.

#### **Methodology**

The study was conducted in three high density traffic corridor, namely; Delhi-Mumbai, Delhi-Kolkata, Agra-Bangalore, of the six high density traffic corridors of the National Highways, which are: Delhi-Mumbai, Delhi-Kolkata, Agra-Bangalore, Mumbai-Chennai, Chennai-Bangalore and Mumbai-Kolkata. In addition, the study also took up the National Coastal High Way Road Link. The sample of 1600 workers from various category of transport sectors like: (i) workers engaged in the public sector road transport corporations; (ii) workers engaged in the operation and running of buses and mini buses; (iii) workers engaged in the goods transport vehicles. From each of the sub sector transports workers were identified purposely from different activity and age groups. The main respondent population were formed by drivers, cleaners, conductors, etc.



Besides, road transport workers union leaders from different states were interviewed to seek information.

(Project Directors: Dr. M.M. Rehman & Dr. Poonam S. Chauhan)

### **3. Augmentation of Avenues & Opportunities for Meaningful Employment of the Physically Challenged: A Study**

The main focus of the study was preparing proper guidelines and evolving viable methods of vocational rehabilitation services, vocational training placement of disabled persons, means of co-operation between those concerned with medical treatment and those for vocational rehabilitation services.

#### **Objectives**

The specific objectives were:

- To examine the correspondence between the job related skills of the people with disability and available employment in the labour market.
- To study to what extent various opportunities have been provided to the physically challenged?
- To measure success and failures of the opportunities and avenue to be provided to the physically disadvantaged.
- To suggest measures for greater access of the disabled in the labour market.

#### **Methodology**

In order to conduct the study, data and information from secondary resources like Census, NSS and different departments of ministries were collected and analysed. In addition, data from employment exchanges were also be gathered to find out the proportion of disabled people's access to this service.

To get an in-depth understanding about the problems of employment of people with disability, survey of several stakeholders like, the families, the employers, and civil societies, providing employment services to the disabled, were also be undertaken by administering questionnaires.

(Project Director: Dr. Poonam S. Chauhan)

### **4. A Study of Welfare Measures for Beedi Workers in Bangalore and Hyderabad Regions**

#### **Rational of the Study**

The Welfare Fund for Beedi workers is one of the important welfare measures operated by the government of India. The fund has been a great assistance to an overwhelming number of needy beedi workers in the country. Thus given its importance, it is all the more important to examine its operational process so as to enhance its coverage and implementation in the different regions of the country.

The scope of the present study was to examine the welfare measures and its operation mechanism focusing on how the welfare fund is generated, what problems were faced in the process of collection of cess and how the fund was spent for providing welfare facilities. In addition, the study also attempted a time series analysis of welfare activities and its impact on beneficiaries. Moreover, effort was made to study procedures and problems relating to disbursement of fund to the beneficiaries, eligibility criteria for selection of beneficiaries, geographical coverage, etc. The study also focused on occupational pattern and working and living conditions of workers to some extent so as to get an idea about their present conditions.

### **Objectives**

The main objective of the present project was to study the processes, and problems and explore ways and means for better and effective management of the fund for welfare activities undertaken under different schemes:

The specific objectives were as follows:

- (i) To study the organizational setup of the welfare measures and personal and infrastructure capability.
- (ii) To study the process of collection of welfare cess in the industry and the mechanism of administration and disbursement of fund.
- (iii) To examine the patterns of distribution of funds to various categories of welfare facilities;
- (iv) To find out the impact of welfare measures on beneficiaries of the welfare fund;
- (v) To study the working conditions and employment pattern of beedi workers;
- (vi) To study the role of trade union and other civil society organizations in the welfare activities.
- (vii) To suggest policy guidelines for effective utilization of welfare funds for the enhancement of the beedi workers' living standard.

### **Research Methods**

The beedi workers' welfare fund is operated by the Ministry of Labour and Employment through the Director General (Labour Welfare), Government of India. The administration and implementation of the security measures and welfare funds is carried out in accordance with the legislative provisions. For example, the fund is utilized as per the objectives enshrined in the enactment. The expenditures are incurred according to the schemes under the welfare fund. The government constitutes advisory committees which is tripartite in nature. The advisory committees and sub-committees, including boards, are constituted both at the central as well as the state levels to administer and implement various functions to achieve the objectives of the Beedi Workers' Welfare Fund Act.



- In this study, several structured questionnaire were canvassed to different levels of advisory and enforcing functionaries and civil society organization activists to elicit their views and opinions about various aspects of the operations of the welfare fund.
- Another schedule was designed to elicit information about adequacy of infrastructure and man-power facilities available to implement the welfare fund activities to measure the gap, if any, between what is needed and what is available.
- One more questionnaire was administered to elicit information from the beneficiaries regarding their working conditions, the extent of benefit they have received and the impact it has exerted on their individual and community life. Since Advisory boards are a tripartite body, the government officials, employers/producers and employees were also interviewed to elicit their opinions and suggestions for the improvement of operation of welfare fund.

(Project Directors: Dr. M.M. Rehman, Dr. Poonam S. Chauhan)

## On-going Projects

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### 1. **Marine Fishery Industry and Marine Fish Workers in India : A Study with Special Reference to Exploring Employment Potentials in the Sector**

#### Introduction

India is endowed with 8118 km length of coastline and also an 'Exclusive Economic Zone' of 2.02 million s.q. km which have great potential for marine fishers. In addition, the country has a continental shelf area which is approximately 0.53 million square km. The production of fish from these sources is enormous. For example, in 2003-04 the production of marine fish was 2.94 million tons, while the production of inland fish was 3.46 million tones- these together produced a total 6.40 million tones of fishes during the same year. In 2005-06, the total fish production increased to 6.57 million tones from 6.46 million tones in 2003-04. It is estimated that the potential production could be 8.40 million tones. Globally, India is the third largest producer of fish in the world. It is also second largest producer of fresh water fishes in the world.

“The marine fishery resources of the country’s EEZ stand assessed at 3.93 million metric tones as per the latest update of 2000. This resource is distributed in inshore (58%), off shore (34.9%) and deep sea (7%) waters. The major share of this resource is demersal (2.02 million tones) followed by 1.67 million tones of pelagic and 0.24 million tones of oceanic resources. The estimates also points to the fact that there is scope for further augmenting the marine fish production by about 1.2 million tones if fishing is carried out deploying resource-specific vessels, mainly in the oceanic region. Another phenomenon noticed is the depletion of resources in the coastal sector, which is either species specific or location-specific, both resulting from unsustainable fishing pressure.” (G.O.I, 2005)

In terms of earning, the country earns foreign exchange to the tune of Rs. 6 thousand crore per annum. With regard to employment the sector is a source of livelihood to more than 14 million people in the country. With regard to food, the sector is a major supplier of protein to ever growing population of the country.

### **Rationale**

Examination of existing literature shows that the questions of working, living and social security and also the workers' other needs, like their accessibility to market, credit institutions, technical know-how and other occupational enhancing skills have not been addressed adequately.

Another aspect on which no attention has been drawn is the future employment opportunities which will have to be provided on account of depleting per capita catch in the existing water bodies, and the dislocation which is likely to take place due to slow but gradual submergence of several coastal and estuarine areas of the country on account of global warming which is now very real.

Besides, the conditions of the fish industry itself have not been studied in an integrated manner keeping in view the technology and its impact on infrastructure facilities, transportation and conditions of fish landing centres.

### **Objectives**

Keeping the above in view, the present study is being proposed. The main purpose is to examine the marine fish workers' existing situation and explore ways and means for their employment and living conditions and also explore the alternate and adaptable employment potential in the future. Another objective is to examine the existing infrastructure facilities in selected landing centres in different maritime states in the country.

#### **The specific objectives are to:**

- a) Study the living and working conditions of marine fishers in selected maritime states.
- b) To study the status of social security programmes for the fish workers.
- c) Examine the problems of marine fish-habitats in terms of its sustainabilities.
- d) Study the labour process and employment pattern and technology application, its density in different stages.
- e) Examine the conditions of selected fish landing centres in some selected areas.

(Project Director: Dr. Poonam S. Chauhan)





# National Resource Centre on Child Labour

**N**ational Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute has been set up as a Centre of eminence to work in partnership with UNICEF, ILO and Ministry of Labour. The objective was to provide a centralized agency, which could ensure active cooperation of various social partners and stakeholders including the Government, International Organizations, NGOs, Workers' Organizations and the Employers' Organisation, in the task of combating child labour. The objective is also to build up knowledge base and to undertake and promote research. The Centre supports the policy makers and legislators in their task of progressive elimination of child labour and contributes to the attainment of the objectives of policies of the Central and State Governments. The primary concern of the centre is also to provide technical advisory services and consultancy, disseminate information to highlight the problems of child labour and create greater awareness leading to change in the attitude of the masses. The centre has been continuously striving to develop the capabilities of individuals, groups and organizations working towards the prevention and elimination of child labour. The NRCCL strives to achieve its objectives through Research, Training, Curriculum Development, Advocacy, Technical Support, Documentation, Publication, Dissemination, Networking and Promoting convergence by strengthening the efforts of social actors at various levels.

## Research

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

1. Creating benchmark information on employment of children in select hazardous occupations and processes including those specified in ILO Convention No.182
2. Reviewing Research Studies for locating definitional aspects of child labour
3. Situating Factors responsible for perpetuation of child labour and evolving strategies to address those factors in overall development scenario.
4. Contextualizing Opportunity costs for withdrawal of child labour through Documenting Successful experiences.
5. Addressing Health, Rehabilitation and Nutritional aspects of child labour
6. Studying Economic implications of child labour

The various aspects covered in these micro-level studies include magnitude of the problem, enforcement of legislation, impact of state and non-state interventions, status of education, living and working conditions, occupational health hazards, etc. The methodologies adopted in these studies are quantitative survey method, participatory research approach, focus group discussions, interviews, participant observations and case studies. NRCCL

has completed several research studies and major evaluation studies. In addition to the Evaluation Study of National Child Labour Project Societies in 50 districts spread over 13 states of the country, at the verge of Tenth Five Year Plan, the Centre conducted another Evaluation Study entitled “Rehabilitation of Child Labour in India: Lessons Learnt from the Evaluation of National Child Labour Project” encompassing 70 NCLP districts located in 15 different states of India at the outset of 11th Five Year Plan period.

## **Completed Research Projects**

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### **1. Forced Child Labour: A Study of Children at the Traffic Lights**

The urban areas are characterized by the increase in the population of children below 14 years of age and urbanization has been proving obnoxious and hostile to children. Children are devoid of educational opportunities due to inadequate formal education systems. Children, more particularly in single parent’s families where the parents have to work for long and irregular hours, suffer from cultural and socio-psychological deprivation due to conflict of value systems in the urban areas. They can be seen vending or begging at the traffic lights. Children live and work on the city roads because their parents are poor, or they are orphans, or they have run away from home, often to escape abuse. They are invariably malnourished, receive scant education or medical treatment, and are involved in child labour from an early age.

Many of the children who have run away from home have done so because they were physically or sexually abused. Tragically, their homelessness can lead to further abuse through exploitative child labour and prostitution. Perhaps the most disadvantaged group in India is the millions of street children who live or work on the city roads. They can be most frequently seen near the red lights picking up the rag, polishing the shoes, working as a cobbler, begging, selling newspaper, selling flowers, selling books, selling balloons, selling care accessories etc. and they frequently become the victims of road accidents and Tetanus. These children are not only subject to the strains and hazards of their labour, but are also denied of their basic rights including Right to Education and Training that could enable them to escape the poverty trap.

For these children, many of them being homeless city roads and footpath remain their shelter as well as work place. They are exposed to the vagaries of weather, have an uncertain supply of food, are likely miss out on education and medical treatment, and are at high risk of suffering addiction, abuse and illness. A single child alone on the road is especially vulnerable against this background the present study is being carried out with the objectives:

- (i) To understand the socio-economic and the cultural background of the children at the traffic lights
- (ii) To study the demand and supply side factors influencing the existence and perpetuation of the presence of children at the traffic lights including the forward and backward linkages



- (iii) To study the working and living condition of these children including the problems and difficulties faced
- (iv) To assess their perceived needs in the areas of nutrition, health, education, protection, vocational training and placement
- (v) To understand the problem from the gender perspective

The methodology involves qualitative as well as quantitative research methods covering children below 14 years in all the traffic lights of NOIDA. Research tools such as interview schedules, questionnaires, in-depth conversation, observation and informal discussions are being used. Units of data for this study include the child workers on traffic lights themselves, their households and the social partners dealing with the issue of child labour. The study has been published.

(Project Director: Dr. Helen R. Sekar)

## **2. Rehabilitation of Child Labour in India: Lessons Learnt from the Evaluation of National Child Labour Project**

A nation-wide evaluation study was conducted with the objectives to assess the status and functioning of NCLP Societies and NCLP Special Schools; to examine the extent and patterns of complementary efforts of State Governments/ District Administration and Implementing Agencies in Implementation and Monitoring of NCLPs, to study the effectiveness of various components of the project with particular reference to components introduced during the tenth plan towards achieving the objectives of NCLP and to contribute towards policy formulation by suggesting specific plan of action for the NCLPs. A detailed National Report has been prepared which will be extremely useful to the policy makers, academicians, government functionaries, NGOs, international agencies and all those who are engaged in the task of prevention and elimination of child labour.

(Project Directors: Dr. Helen R. Sekar & Shri Anoop K. Satpathy)

## **3. Linkages between HIV/AIDS and Child Labour: Developing an Integrated Approach towards Effective Policy Formulation**

Children who are forced to live on the social and economic margins of society have less access to information, skills, services and support than children of upper socio-economic categories. If they are already living with HIV, they suffer even worse stigma and discrimination and have virtually no access to care or drugs when they fall ill. Injecting drug use is one of the many addictions among single child migrants, runaway children, street children and child labour. There are more and more 'occasional' injectors, and experimentation is frequent and widespread among rag pickers, most of whom do not consider themselves to be regular users of injecting drugs.

HIV/AIDS is more than a health issue as it also represents a problem of social and economic development. It remains a serious health problem, reducing resistance to diseases among the HIV-infected and leading to long illness and eventual death. But this long illness does not merely deprive an HIV/AIDS affected person of productive engagement, it also saps the resources of the many other people who have to take care of HIV/AIDS victims, with potentially disastrous consequences for the economy and the society.

To understand the extent to which HIV/AIDS leads to influx of children into labour market it is important to examine how this disease affects families socially and economically. In Indian context, the family is still perceived as a social unit whose members share among themselves the socio-cultural and economic variables that make them a coherent body. As part of this, families serve as a social safety net against external threats. In times of disaster such as flood, earthquake, Tsunami or riots, it is the family members who provide security; in times of illness and death, it is the family that provides care and support. In many places even where governments, NGOs and interest groups provide some kind of support, it is ultimately the family that supplements it. In cases where families fail, CBOs and/or NGOs step in to complement the traditional recourses. Without family support, on the other hand, many of these organizations would not function, their spirit of voluntary service requiring the support of the family. Given this backdrop, the specific objectives of the study are:

- (i) To examine the impact of HIV/AIDS on children in terms of schooling and entering the labour market
- (ii) To understand the increasing burden of domestic work and household chores on children due to HIV/AIDS affected members in the family
- (iii) To trace the evolution of policy towards mitigating HIV/AIDS and Child Labour and to suggest an integrated approach

The study is based on both secondary and primary data. Secondary data collection involves review of unpublished and published documents. For primary data collection, the respondents are chosen from different pockets of Delhi through the help of governmental, non-governmental and U.N. Agencies dealing with HIV/AIDS.

(Project Director: Dr. Helen R. Sekar)

## On-going Research Projects

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### 1. **Convergence of Services towards Prevention and Elimination of Child Labour: A Case study of Nizamabad District of Andhra Pradesh**

The Institute has undertaken a research project to document the successful initiatives of the Government of Andhra Pradesh to prevent and eliminate child labour through convergence of services of various concerned departments. This study will document convergence efforts vertically and horizontally. The objectives of the study are: to analyse and document in detail the steps taken by the State, District, Mandal and Village Panchayat



officials to prevent and eliminate child labour; to understand the processes through which the convergence of services are successfully evolved, initiated and implemented; to identify the determinants of the success of the intervention and document the various strategies; and to understand and analyse the intervention in the context of the sustainability and replicability.

(Project Director: Dr. Mahaveer Jain)

## **2. Situational Analysis of Migrant Girl Children at Work**

The quality of development of future generations depends on the opportunities given for children at present towards realization of their full human potential. The Girl child is the key to achieving a more equitable status and role for women in the future. The mould of the adult woman is set in childhood. Improvements in the condition of the girl child and greater investments in her development will ensure that her girl children will have greater opportunities and suffer lesser inequality. In most countries today, the girl child has a lower status and enjoys fewer of the rights, opportunities and benefits of childhood than the boy child, who has first call on family and community resources. The girl child experiences inequality at a very young age and finds this inequality increasingly difficult to overcome. The result is most dramatically illustrated by the social and economic conditions of women at the present time. Today's girl child is tomorrow's woman. If tomorrow's woman is to become an equal partner with man in social change and development, this is the time to accord the girl child her rightful share of human dignity and opportunity. Therefore, gender equality should be in-built in any step taken for childhood development. Girl children should be given every opportunity to gain equal status and treatment to grow and develop to her full potential in every nation. Concerted efforts and committed support and backing of Governments and non-governmental organizations along with the determination of the family is required towards achieving these goals.

The main objective of this study is to critically analyse situation of migrant children at work in the slum clusters with special focus on the girl children and to understand the labour dimensions. The study intends to highlight the vulnerabilities, problematic situation and practical concerns of children at work in general and girl children in particular and to contribute to formulation of policy measures towards ensuring their rights and empowerment.

(Project Director: Dr. Helen R. Sekar)

## Integrated Labour History Research Programme

The Integrated Labour History Research Programme of the VVGNI, a programme which aims to initiate, integrate and revive research on labour history was launched in July 1998, in collaboration with the Association of Indian Labour Historians (AILH). At the core of the programme, is the institution of a specialised repository for labour related documents, the Archives of Indian Labour. The Archives systematically preserves documents relating to the labour movement, generated by the workers' organisations, the state, and business enterprises. Contemporary documents and other material, like personal narratives, video and audio material related to labour are also preserved in the archives. The second component of the programme aims at carrying out research on labour history of India in priority areas or on neglected themes (such as "informal sector") in collaboration with individuals and institutions. The Writing Labour History Series is a direct outcome of this component and aims to bring together research surveys and findings on important issues of labour history. The third component of the programme envisages, Interdisciplinary Research in collaboration with other research centres of the Institute.

The priority areas for immediate future research in the programme are:

- Informal sector labour history
  - Oral history collection
  - Collections on Beedi and Textiles
- Expanding coverage of Central Trade Union and Textile
- Acquisition of Central Government Labour Records
  - Textiles
  - Railways
  - Mines
- Oral History Collections
- New forms of work organization and changing employment relations

### Completed Digitisation Projects

#### 1. Digitisation of Documents on Interaction of Caste Movement and Working Class during 1920 to 1945 in Maharashtra.

Historians of modern Indian history have recently been paying increasing attention to the different facets of working class history. However, there is a conspicuous silence on the issue of interaction between caste and working class politics. Digitization of the documents clearly signifies the study which took up the issue of the relationship between



the Dalit movement and the working class not just at the level of big personalities like Ambedkar, Dange etc. but also smaller ones who came from lower ranks of society. It is also an attempt to locate the very discourse that formulated and conditioned the making of working class and how Dalit identity, organizational practices (distinct organizations like caste association etc.) and ideologies articulated and shaped the course of the labour movement in Maharashtra, specifically in Bombay which was the hub of working class activities. The Dalit and working class movement not only emerged at the same time as political forces but also developed their organizational forms in close interaction. The efficacy of both these political articulations mutually contended with each other and tried to subsume the other in its own fold.

## **2. Digitisation of Documents of the National Campaign of Construction Workers for a Central Legislation form 1985.**

The main objective of digitizing the documents was to preserve documents collected and prepared by the NCC-CL (National Campaign of Construction Workers for Central Legislation) during twenty five years (1979-2004), in such a way that it can be utilized as education and training material for advocacy campaigns of Unorganized Sector Workers.

## **3. Digitisation of Documents on Bhojpuri Pravasi Shramikon ki Sansakrati Aur Bhikhari Thakur ka Sahitya.**

Digitization of the documents collected highlights the issues of migrant Bhojpuri labour, through the writings of Bhikhari Thakur, Bhojpuri folk playwright, literary of contemporary folk artists and poets reflecting the lives and works of migrant labour and interviews with surviving artists and members of such folk groups.

## **4. Digitisation of Documents on Contested Streets - Mapping Street Vending in Delhi.**

Most cities and towns in the Global South are marked today by an overwhelming presence of the informal economy. Hawkers and street vendors are one of the most visible segments of the informal sector. Unlike many other major cities the Master Plans of Delhi have repeatedly made provisions for accommodating and regularising hawkers and vendors but there has been little effort on the part of authorities to effectively implement these provisions. Digitization of the documents collected aims to trace the important shifts in street vending in Delhi in the post - Independence period, emphasising in terms of city planning as well as political and administrative measures. It also aims to locate the problems of street vendors within the wider context of spatial and demographic changes taking place in Delhi, especially in the post liberalization period, map the various kinds of networks - occupational, social, geographical, cultural, financial and political. Majority of these studies have been conducted within the policy studies paradigm with the explicit aim of influencing legislation and public policy. The emphasis has thus been more on overlooking the internal differentiations and contradictions within this sector and present a picture of uniform exploitation across diverse types of hawking and street vending activities.

## **5. Digitisation of Documents of Labour in the Indian Textile & Apparel Industry: Understanding the Impact of Government Policies.**

Digitization of the documents collected aims to trace the emergence of Delhi and its surrounding areas as a major centre of fashion garments. It also aims to understand the contemporary restructuring of backward linkages and forward linkages between the apparel industry, the textile industry and the global retail chains that exercise control over the entire production chain right from choice of fabric to the specifics of labour wages. The digitization also includes the interview transcripts of workers and owners, records of disputes and documents from garment manufacturing companies pertaining to fashion garment industry.

## **6. Digitisation of Documents on Accidents and Work: The Everyday Lives at Jharia Coalfield and Oral History Documents.**

Digitization of the documents collected, aims to highlight the issues relating to accidents at work. These documents were collected from the National Archives, Bihar State Archiving and DGMS Dhanbad. It also includes the interview transcripts of the workers and other related documents (news paper clippings etc.).





# Centre for Labour and Health

## Vision

The Centre for Labour and Health endeavours to carry out research, education, training and dissemination in order to understand and address the emerging health challenges confronting workers in the context of a globalised economy.

The research activities of the Centre focus on the following core areas:

1. Labour Market Transformation and the Challenges to Health Security of Workers.
2. Health Sector Reforms and its Implications on Labour
3. Accessibility and Utilisation of Health Care Services by Workers
4. Health Care Expenditure of Workers in Informal Employment

Activities relating to labour and HIV/AIDS are an integral component of the Centre for Labour and Health. The Institute is the Implementing Institution of the ILO Project on Prevention of HIV/AIDS in the World of Work: A Tripartite Response. The core areas in this area are:

- i. Preparing data-base on the impact of HIV/AIDS on the informal economy
- ii. Dynamics of migration process and its relation to HIV/AIDS

## Ongoing Projects

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1. **ILO Project on Prevention of HIV/AIDS in the World of Work: A Tripartite Response, Project No. EX COL ID No. 2009/1629 – Part 6**

## Activities

1. Developing and Printing a Training of Trainers (TOT) Module for ITI Instructors.
2. Developing a curriculum on Prevention of HIV/AIDS for DGET&T for incorporating in the ITI syllabus.
3. Integration of HIV/AIDS in DGE&T/DTT&E – ITIs.
4. Integration of HIV/AIDS in DGLW.

(Project Director: Dr. Ruma Ghosh)

## Centre for Gender and Labour

Centre for Gender and Labour is a new centre set up at the institute with the objective of addressing and strengthening the understanding of gender issues in the labour market. Gender issues in labour market have occupied an important dimension with the initiation of the structural adjustment programme. Gender based discrimination; marginalization and segmentation are on the increase with women getting excluded socially, economically and politically. These issues need to be addressed to ensure gender equality in the labour market, which require concerted efforts both at academic and policy levels. The centre is established towards fulfilling this felt need.

The activities of the centre are envisaged to upgrade the status of the institute to a leading institution in the area of research, education, training and advocacy on gender and women labour issues. Further, the centre is visualized to act as an apex repository of documents and data on women labour and as an interactive forum for experts and activists in the field to enhance the understanding of gender and women labour issues. The following themes have been identified as the priority research areas of the Centre.

- Gender Aspects of Globalisation
  - Service Industry and Women's Labour
  - Gender Aspects of the Emerging Trends in Manufacturing Industries
- Empowerment of Women in the Informal Sector
  - Skill Training and Development
  - Micro Credit Institutions and Self Help Groups
- Changing Gender Relations in Rural labour markets
  - Changes in Agrarian Relations and its impact on women' employment
  - Women in Non-farm rural employment
  - Livelihood strategies of rural women workers
- Gender aspects of Social Security
  - Gender Analysis of Existing Social Security Schemes
  - Social Security Schemes for Women Workers: Emerging Models and Approaches

### Completed Project

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#### 1. The Employment and Condition of Domestic Help in India: Issues and Concerns

##### Introduction

Growing urbanization, migration of poor families from rural to urban areas is resulting in increasing labour force participation of unskilled women workers. Majority of these women



work as domestic help. This is primary due to demand and easy access to the nature of employment and also because these women lack formal education and skill to find suitable employment in urban areas. There is a demand for domestic help worldwide. The increased labour force participation rate of women and decline of joint family system in India has resulted in exponential growth of this sector. In India, the practice of keeping domestic help has increased tremendously during present era, especially in the households, where both male and female (couple) are working, family is nuclear and no one is there to look after household activities and small children. Growing urbanization, the increased labour force participation rate of women, and the decline of extended families are the primary reasons for the exponential growth of this sector.

In India, initially the services of domestic help were afforded by big landlords at village level to demonstrate the prestige of the family. Presently, it is not the power or the prestige, it is the necessity of urban as well as rural nuclear, household / family to take the services of domestic help, either part time or full time. This depends upon the necessity and financial condition of the family.

Majority of domestic workers are from the marginalized sections of the society and a large number of them are migrant workers. Workers range from full-time to part-time workers, skilled and unskilled workers. Domestic workers, who are familiar with cleaning and cooking, are seen as requiring very little skill training. Besides, the work is seen as allowing women, who also shoulder the responsibility of their own households, some degree of flexibility to balance work and family. (Gothoskar, 2005).

With increasing demand for domestic helps there has been rise in migration of women for unskilled work. The reasons for migration are many. It may be due to poverty, decline in income from ancestor agricultural land and so on. It is in this context, the present study is an attempt to look at the pattern of women working as domestic helps in metro cities of our country.

## **Objectives**

The objectives of the study were:

- To study the nature of employment of domestic help.
- To Study the chain of middle men involved, through which these women are provided job.
- To study the level of exploitation by middle men involved in the process of placement.
- To study the perception of Women Domestic Helps (Wages, Working Hours, Bonus and other facilities).

## **Study Area and Methodology**

Increasing participation of urban women in the labour market has resulted in dual work for women i.e. home and office. Keeping into account the double burden of work, travel

office timing many families in Metro's are opting for some help at home mostly in the form of Domestic help. Metro cities (Delhi, Mumbai, Kolkata and Chennai) of India where both couples are working were studied.

In the first phase address of placement agency were located through searching advertisement and Internet. Through snowball technique Placement agencies/ Missionary / Slum Areas located in different part of Delhi, Mumbai, Kolkata and Chennai were identified. In the second phase the socio –economic conditions of women were studied, for this; quota sampling technique was used in order to get representative data of each city. These women were interviewed through participatory approach, mostly on Sundays at placement agency, missionary, household and nearby place where they could share their world with us. Open ended questionnaire were filled through detailed discussion with these women

### **Scope of the study**

Limited study have been attempted in this area, domestic helps are not even given states of worker as they work with in private household. The level of exploitation these women face is quite in humane. They work, therefore, they have right to live with dignity. In absence of adequate data and research in this area, it would be difficult for policy makers to step in this direction. This study is conducted in 4 Metros of India and would help the policy makers and researcher to take appropriate actions for the upliftment of domestic help in India.

### **Limitation of this Study**

The survey started by interviewing the migrant domestic women in Delhi. The groups / organizations (working with illegal migrant's women domestic help) had initially responded positively to our queries, but they, did not cooperate us, when we initiated interviewing the members registered under their organization. We had to identify migrated domestic women mostly through domestic workers movement (in Delhi and Kolkata) and it took almost four months to finished interview at these Metros. It was also difficult to contract, women living in Delhi and Mumbai, as the present political situations was not very pleasant for migrants living in these cities. Language proved to be the greatest barrier of communication to communicate with domestic help.

### **Conclusion**

Domestic service symbolizes class division where power relations are humanized through strategies such as materialism, gifts and fictive kinship. Currently there is absolutely no regulation or legal recourse to help a vast number of poor workers trying to make living in this sector. The attempt to ameliorate the working conditions of the domestic helps is just and long overdue. This survey has indicated that the domestic helps is a vulnerable worker who is entitled to but not given minimum wages, sufficient leave, decent working hours, and a forum which they can approach in case of need to fight for her rights etc. Although efforts have been made to unionize workers in this sector over the last twenty



years in many cities and Bills introduced have not yet entered the status book, fresh and more initiatives, recent proposals are gathering strength. Passing an Act may not lead to immediate improvements as laws regulating affairs in the private domain are most difficult to implement. Nonetheless, laws supportive of domestic helps would lead to a vast improvement in their status and afford them the minimum protection. Regulation of part-time work will require more thought as it is difficult to determine the responsibilities of each separate employer for the same worker. It is probably easier to pass regulations to govern conditions of work of the full-time workers than those of part-time workers, who do not have one particular employer but several.

First and foremost, domestic helps must be recognised as workers and entitled to the same rights as all workers. Labour laws, continue to exclude them. Such recognition would straightway raise their status. They must be registered and unionized to assert their rights, given the support of the legal machinery and special labour courts (like family courts) need to be set up to deal with disputes with employers. Second, areas for legislative support should cover wages, increments and bonus; working hours, social security, leave (including maternity leave and benefits); insurance, including accident insurance; and the issues of sexual harassment/offences against workers by members of employers' families. Third, for part-time workers who suffer a lot especially poor women, life must be made more agreeable in their housing colonies, the slum, by providing opportunities for recreation, formation of self-help groups and learning vocational skills. Their surrounding environment needs to be improved and made more hygienic to reduce disease and promote the good health of families, and most importantly, they need facilities for child care and well-functioning of schools for their children. The provision of high quality child care should be made a state responsibility. Presently, domestic service is their best option and suits them in many ways, hence, better working conditions, minimum wages and term that would ensure job and financial security would vastly improve the quality of their lives in the short term. New opportunities in other sectors could also be planned for this workforce at places close to, where they live-in, in order to increase their employability in the labour market.

(Project Director: Dr. Shashi Bala)

## **2. Migration of Tribal Female Domestic Workers in Delhi**

### **Introduction**

Many tribal girls migrate from their hinterland in tribal areas to urban city in search of employment. Placement agencies play a vital role in this process. Majority of these innocent girls migrate from tribal areas to Delhi, capital of the country. Illiteracy and low level of skill often compel these girls to choose domestic work, a job which they feel they can get without much difficulty and do with out much hassle. They shoulder the responsibility of completing the entire chores of household activities, such as washing clothes and dishes,

sweeping, cooking, procuring items from the market and also the childcare, they have to bear the taunts and sarcasm of employees for trifling. At places, they are subjected to molestation. When they complain to their family members, they are in turn, themselves put in the dock of suspicion. Family members begin to suspect the character of domestic worker. Finally the concerned employers drag them to the court often on the charge of theft (Kumar, 2003). It is in this context that the present study was conducted, to look into the problems of the tribal girls migrating to Delhi in search of livelihood.

### Objectives

The present study looked into the following:

- Causes and consequences of migration of girl's domestic workers into Delhi and the reasons for the migration of tribal girls to Delhi.
- The chains of major players in the migration process i.e. involvement of agents/ middlemen/ placement agencies/ churches etc.
- Identify the organisations that are working for the cause of migrant tribal girls.
- Recommend measures to control and monitor the migration of tribal girls.

### Area of Study

Chhattisgarh, Orissa, Jharkhand, Delhi

### Methodology

The present study was conducted in three phases.

#### PHASE-I

- Initially placement agencies were identified through searching / browsing internet and reviewing studies conducted in this area.
- The placement agencies were visited and from there the addresses of other placement agencies were identified through **snowball technique** (placement agencies visited. Placement Agencies were visited and through direct interview method, questions were asked. We also took the addresses of Migrant Tribal Girls Worker working as female domestic worker (FDWs) in Delhi.

#### PHASE-II

- In the second phase the socio-economic conditions of tribal girls were studied.
- Quota **sampling technique** was used for the selection of female domestic workers from the pockets of North, South, East and West Delhi.
- The female domestic workers (FDWs) were surveyed through **participatory approach** at church, household working or nearby place where they could freely interact and share their views about work with us.
- **Structured questionnaire** were filled through detailed interview with these girls



### PHASE-III

- Survey was conducted at the place of origin (Chhattisgarh, Orissa and Jharkhand). Forty villages in three districts were surveyed (Questionnaire and List of Villages are enclosed). The places of origin surveyed were identified on the basis of information gathered after the survey of 1000 female domestic workers in Delhi. It was found that out of this sample, 70 per cent female domestic workers had migrated from Jharkhand, 20 per cent from Orissa and 10 per cent from Chhattisgarh. Accordingly available representative samples were surveyed: 70 per cent at Jharkhand, 15 per cent at Orissa and 15 per cent at Chhattisgarh.

### Limitation of the Study

- The budget and duration of survey was very short. Identification of placement agencies was in itself a study. Initially, we located the addresses of these placement agencies through the advertisements published in newspapers. When visits were made to these placement agencies, it was found that many of these agencies were not actually located at the addresses mentioned in the advertisement. Many were working telephonically; such agencies were excluded from our survey. Visiting the placement agencies also meant visiting police station nearby, which was quite a task in itself. After few meetings with the placement agencies, it was found that they prefer to hide their information, especially from civilians. It is a business for them. They do not register themselves; they showed us two documents (registration under Partnership Act 1932 or under Society Act 1960) as evidence to their legality.
- The present study considered domestic workers as those workers who work in private households in Delhi only.

## Conclusion

### Domestic work is the largest sector for Female Employment in Urban India

- 3.05 million girls in urban India are employed by private households. They provide varied services ranging from cleaning utensils, childcare, care for the elderly to cooking. This makes domestic service the largest sector for female employment in urban India. Thus, the working conditions and wage outcomes within this form of work hold important ramifications for girls's work and welfare in urban India.

### It is fast growing sector

- The number of girls engaged by the sector has increased by 222 per cent since 1999-2000. Growing urbanisation, feminisation of labour, nuclear families are some of the primary reasons for the exponential growth of this sector.

### It is predominantly a female occupation in India

- Domestic work is a predominantly a female occupation, and remains invisible and under counted in India. In fact the very notion of domestic work is gendered.

This contributes to a long standing perception that domestic work is “girls’s work” requiring no skills or training and is severely undervalued. Countless cases of physical and psychological abuse, including sexual harassment have been reported, with live-in, migrant workers being especially at risk.

### **Pathetic working and Living conditions**

- Government of India has taken initiatives to improve working and living conditions of the unorganised workers both in the urban and rural areas. But surprisingly the domestic worker from a general insecurity resulting form a sense of vulnerability due to social uprooting and dreaming status of their work and over all low social economic status. The domestic workers of Delhi are deprived of getting minimum wage overtime, pay Public holiday. Initially that should be covered in the domain of unorganised worker. Apart from that fixing of daily wage for both type of workers is necessary and a full time domestic worker should not be allowed to work more than eight hours per day.

### **Union and Legal framework**

- Domestic worker should be encouraged to form formal domestic workers union which can be look after. Domestic workers must be recognised as workers. Labour laws still continue to exclude this, such recognition would straight way raise their status. They should be encouraged to form formal domestic workers union who can look after their interest. Apart from these safety regulations, provisions of paid leave, and medical facilities are necessary for the upliftment of their working and living conditions. This may help domestic worker to keep herself away from any type of exploitation. They face at the time of doing work as domestic worker. But the most important fact is that they should be included under state assisted scheme for domestic workers. This type of social practice will improve the economic and working condition of the female domestic workers of Delhi. Media could be involved in this work process.

### **Skill up gradation and Legislative support**

- Placement agencies should be supervised under strict preview of law. Awareness regarding the better working and leaving conditions for domestic worker through media may be promoted. They have right to work in decent environment. There skills should be enhanced. Trafficking which has become a business should be strictly looked into by legislation.

(Project Director: Dr. Shashi Bala)





## On-going Projects

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### 1. Labour Market Participation of Working Women Post Maternity: A Case of Private Sectors

#### Introduction

Women's participation in labour market following childbirth is often pivotal in determining their later occupational attainment. Women who stay out of the labour market for some years experience a loss in their human capital; when they want to re-enter the labour market they can often access less qualified positions only. Moreover, in the areas where the unemployment rate is high, women may find it difficult to re-enter in the labour market altogether. This may induce women to prolong as much as possible the maternity leave, instead of quitting their job to look for another one in the future. When mothers do not leave their job, they may experience a downward occupational mobility: women with children are penalised with respect to non-mothers in their career advancements and wages. This is related to working mothers' actual or supposed lower effort in work activities (reduced availability for overtime work or travelling, increased absence due to children's illness). Moreover, many women with children choose to work part-time, that implies fewer career opportunities subsequent difficulty in moving back to full-time employment. All this may impact negatively on mothers' wage. Within this context present research looks at the determinants of job changing and labor force interruptions among employed women following childbirth, focusing on the working conditions and benefits provided by organizations.

#### Objectives

Women's labor force decisions following childbirth are often pivotal in determining their later occupational attainment (Jennifer & Riley, 1998). Within this context present research looks at the determinants of job changing and labor force interruptions among employed women following childbirth, focusing on the working conditions and benefits provided by organizations.

The detail objectives of the present study would be:

- To look into legislative structure of childcare facilities in the country.
- To look into career break job Penalty and downward occupational mobility if any. (This will look into the duration of the temporary withdrawal from the labour force and the timing and the propensity of mothers to return to the labour market after they have given birth to child)
- To examine the stability of the employment after the birth of child.

#### Methodology

- Initially, the available (secondary data) on legislative structure of childcare facilities will be collected and reviewed.

- After this IT, ITES firms located in NOIDA, Gurgaon, Ghaziabad and Faridabad will be identified.
- Questionnaire will be prepared and pilot testing will be conducted in firms located in NOIDA.
- Once the questionnaire is finalized, direct interview method will be used for gathering the required information from the women workers as well as the employer.
- Using the stratified sampling technique, the data will be collected through structured questionnaire from women workers falling in the age bracket of 25-45 years of age.
- Data collected will be tabulated through entry into Statistical Package for Social Science package for further interpretation.
- Other occupational groups like textile garment and nursing will also be considered for research purpose in above mentioned cities.

### **Justification & Signification of the Project**

The research would bring forward picture of post maternity childcare facilities in selected private firm. Post maternity women work participation is negatively affected in labour market. This could primary be because of education gap, nature of command over resources, access to credit, new technologies training & marketing networks e.t.c. The study would help suggest the possible suggestions for better work & family balance atmosphere. This could help in more meaningful participation of Female Labour Force in the labour market at actual and also at the policy level.

### **Area of Study**

The study would be conducted in segments of IT (Software Development), ITES (knowledge processing, Business processing, call centers other ITES segments), in NOIDA, Gurgaon, Ghaziabad and Faridabad.

(Project Director: Dr. Shashi Bala)



# North-East Research and Training Centre

## **NORTH-EAST RESEARCH CENTRE**

A specialized research centre on the North-Eastern Region (NER) was set up in the year 2009 to address key issues relating to labour and employment in the NER. The major objective of the research centre is to carry out policy oriented research on labour and employment which would facilitate development of an employment generation strategy for the overall development of the NER. The identified research themes of the centre are as follows:

- Economic Growth, Employment, Poverty and Development Indicators in India: Evidences from NER
- Impact of Economic Reforms on Employment in NER
- The Role and Potential of Non-Farm Employment in NER
- Role and Share of Service Sector in total Employment in NER
- Vulnerable Groups: Child Labour, Contract labour & Bonded labour
- Migration as a Livelihood Strategy in NER
- Employment Expansion: Role and Potential of Tourism, Handicrafts and Cottage Industries and Plantation sector
- Youth Unemployment Issues in NER
- Impact of NREGA & Other Government Initiatives on Employment Generation in NER

Apart from undertaking research projects, the centre also actively involved in imparting labour research methods training to research scholars belonging to various North-Eastern States. The Centre also undertakes research workshops involving participants from North-eastern Universities and Institutes from time to time to deliberate upon and finalise the research programmes of the centre.

## **On-going Projects**

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### **1. Migrant and Trafficked Children in Hazardous Employment of North East India: The Case of Nagaland**

The twin process of trafficking children for labour and children migrating alone for employment is a global problem affecting large number of children. Trafficking consists of all acts involved in the recruitment or transportation of persons within or across borders, involving deception, coercion or force, debt bondage or fraud, for the purpose of placing persons in situations of abuse or exploitation, such as forced prostitution, slavery-like practices, battering or extreme cruelty, sweatshop labour or exploitative domestic services. Statistics are scarce and unreliable. Quantitative information is largely collected from sporadic studies and surveys, and extrapolated on the basis of approximations.

In Nagaland large number of children are being trafficked from Mon and Tuensang districts, mainly for domestic work but also to work in Shops, Restaurants, Hotels, Motor Workshops or on Farms and in some cases for sexual exploitation. Nearly 80 per cent of these trafficked domestic workers are girls. Children from these districts are mainly trafficked to towns like Dimapur, Kohima and Mokokchung of Nagaland. Some children are sent as far away as the Middle East, Thailand, Singapore and also Indian states like Maharashtra, Andra Pradesh and West Bengal. Trafficking routes fluctuate according to local conditions or supply and demand factors. In many cases the 'direction' or 'flow' may appear illogical. Children and their families are often unaware of the dangers of trafficking, believing that they would be placed in better employment to earn their livelihood in the place of destination. It is often hidden and hard to address.

Till date Nagaland does not have a proper documentation on the magnitude of Migrant and Trafficked Children in Hazardous Employment. Little is known about how these children are used at destinations in the informal sector and also about the process in which such children are being trafficked or migrated. Due to lack of comprehensive survey owing to financial constraint compounded by the absence of proper research methodology and the accepted general opinion that such problems does not prevail in the State, attempts to achieve this target has failed. Therefore the present study aims to understand the complex forward and backward linkages and the demand and supply chain to suggest a holistic approach to prevent trafficking and the practice of employing children in various forms of work particularly in the worst forms which makes children vulnerable to exploitation.

(Co-ordinator: Mr. T. Chubayangar)

## 2. Nature and Challenges of Youth Unemployment in North East Region of India

This study is focused on Youth Unemployment Situation in the North-Eastern States, where economic growth is slow and the demographic trends points towards potential increase in population in future. In the context of the above, the study will draw light on the extent and nature of youth unemployment and the various challenges and magnitude of pressure that the economy would face in future. The detail objectives of the study are as follows: (a) situate the labour market scenario in NER in the present context of sectoral shifts— special emphasis will be on extent and quality of employment in various sectors; (b) analyze the systematic correlations between youth unemployment and supply side factors – focusing specially on the linkages between the supply structure and employability; (c) understand the significance of migration to urban centers as a distress option; (d) examine the gender dimensions of youth unemployment; and (e) find out the differences in labour market conditions between plain and hilly regions

The study will be based on both secondary and primary sources of data. The secondary data will be drawn from the published and unpublished records (both govt. and others), Survey reports, Statistical Reports, National Sample Survey reports, journals etc. for the region and the country. Primary data will be collected through field survey. The primary



data will be collected from three states namely Assam, Nagaland and Manipur through multi stage stratified random sampling method using standard interview schedule and questionnaire by taking household sample.

(Co-ordinator: Dr. B. Kilangla Jamir)

### **3. Growth, Composition and Determinants of Rural Non-Farm Employment in North East India**

The falling elasticity of employment with respect to agricultural output, the existing high level of disguised unemployment and underemployment in agriculture in rural areas, make rural non-farm sector to be seen as a viable sector for solution of the problems of the rural unemployment and rural poverty. As review of literature indicates, most of the studies undertaken on RNFE relate to the country as a whole or various parts of it, except the North-Eastern Region. Till date there is no systematic study undertaken on the dynamics of RNFE for the whole region. This region over the past three decades has undergone very high decadal population growth (more than 35% during the last three decades), modest degree of urbanisation and has also experienced a substantial across the sector developmental activities, mostly state sponsored. The cultivable land-man ratio has worsened during this period as reflected in the declining trend in average size of land holdings. Of late, there has also been an increase in educated unemployment in this region, especially during the 1990s. The human development index (HDI) of the region ranks higher than the all India one, but, economic growth has been sluggish (1.2 per cent in per capita terms) particularly in the 1990s. This situation, experts believe, may give rise to increased social tension in the NE society. Agricultural sector is getting slowly but gradually modernized. All these, developments have brought in obvious changes in the availability, nature and composition of the workforce, which have serious implications for policy making in this region. Further, rough estimates provide the extent of RNFE in the region to be in around 39 per cent and 32 per cent as against the all India average of 29 per cent and 24 per cent as per census 2001 and NSS 55th Rd. respectively. Many of the economists and policy makers in this region opine that in the context of meagre economic growth and extreme poor industrial growth, much of this employment diversification in the rural areas might have led to the creation of low end services. Does this situation confirm to the 'residual sector hypothesis of Vaidyanathan? Further, this region is diverse and presents a large number of sub-regional specificities in various fields including its economy, geography, socio-economic and cultural practices etc. Because of the presence of these types of diversities, the dynamics of employment and income creation in the Non-Farm sector may be difficult to be explained in a single frame work of analysis or in the form of a uniform hypothesis. In view of these reasons, the study proposes for a systematic study on the nature, extent and determinants of RNFE in the North-East in general and Assam & Meghalaya in particular. Specifically our research aims at examining the trends, nature, sectoral composition and determinants of growth of rural non-farm employment in the north eastern region. The study is to be based on both secondary and primary data. Secondary data are to be collected from Census, NSSO, CMIE

and other publications. Primary data are to be collected from 1000 households spread over 10 villages in 5 districts of Assam and Meghalaya. Both quantitative and qualitative methods shall be used to analyse the data.

(Co-ordinator: Dr. Bhagirathi Panda)

#### 4. Migration from North-East to Urban Centers: A Study of Delhi Region

Of late, there has been an increasing presence of mobile population (especially youth) from North Eastern States in the prominent urban centres of the country such as Delhi, Bangalore, Mumbai, Calcutta, Chennai, Chandigarh, Pune and Hyderabad. The presence of these 'youth on move' is visibly felt among students in universities / higher educational institutions and in several service sector occupations (fast-food/ restaurants; para-medical; call centres; domestic and care services; beauty parlours; hospitality services, and other service sector jobs).

A preliminary gathering of information and discussions with key resource persons suggests that the major reasons for /motivations behind such passage of youth from North East Region (NER) to urban centres include: (a) educational; (b) employment considerations; and (c) other favourable conditions. The bleak employment prospect in the local labour markets is perhaps the most important determinant of migration of youth from NER to urban centres. Increasing educated and youth unemployment in the North Eastern states owe considerably to the abysmally lower level of industrialisation and lower expansion of modern service sector occupations in the region. The recent saturation in the government/ public sector jobs also intensifies the unemployment situation. The lower labour absorption capacity of local labour markets and perceived employment prospects in the urban centres together prompt the aspirant youth in NER to migrate to cities (at least for sometime) to explore better opportunities. The political unrest, violence and poverty of the region also often influence the decisions of youth in favour of migration, along with the dream of better opportunities and charm of working in cities /and in new economy jobs.

In this backdrop, the present study focuses on the dynamics of youth migration from North East to National Capital Region (NCR) through a field based study. The specific objectives of the study are as follows: (a) understand the distinguishing patterns, processes and characteristics of migration from NER to the study region (i.e., NCR); (b) identify and analyse the major reasons/considerations for migration of youth from North Eastern States to the study region; (c) map the prominent urban occupations that are characterised by higher concentration of North East workers and to explore the reasons for such patterns; (d) analyse the role of social networking and institutional/agency networks in the migration of youth from NER to urban centres; (e) discuss the issues of identity crisis and cultural adjustments faced by migrant workers of NER in urban set up; (f) suggest appropriate policy interventions to improve the conditions of North East migrants in urban centres.

(Co-ordinator: Dr. Babu P. Remesh)



## 5. Valuing Life in a Regulated Labour Market: Study on Tea Plantations in Assam

Tea industry is a major livelihood provider in the economy of the state of Assam. Despite presence of required regulatory provisions (the Plantation Labour Act, 1951 and social security under Assam Tea Plantation Pension and Provident Fund Trust) studies and reports reveal that this prime livelihood sector lacks labour standard. Poor labour standard, however, reflects only one part of deprivation in the plantation estates. One important issue that often does not come into light is the work related health hazards and mechanical injuries and death in the tea plantation sector. Information on these is very limited.

Primary observation reveals that apart from the chemical hazards, accidents and mechanical hazards in the field and factories of tea plantation estates are common. The prevalence of incidences of health hazards and injuries are not estimated in this largest livelihood sector of Assam. First hand information reveal that hazards and injuries at work in the plantation industry are due to ignorance of the workers and of the management to adopt safety measures; along with unwillingness of the management to invest in protective gears, user friendly tools and machineries. This could be that the workers suffered from the ailments, injury or lost life at work, are not compensated adequately under the prevailed regulatory frame.

In such context curiosity may arise to have an understanding on the status of occupational safety and health hazards of workers in one of the largest tea plantation cluster in the world. There is also a need to ponder on safety measure adopted in tea plantations and provisions of compensation measures in case of accidents in factory and field. All could indicate the decency at work and value of life in the important livelihood sector in the state of Assam.

(Co-ordinator: Dr. Kalyan Das)

## 6. Efficiency and Equity Aspects of NREGS in Tripura: A Status Report

Dhalai District of Tripura was one of the 200 districts of the country that came under the operation of the National Rural Employment Guarantee Scheme [renamed Mahatma Gandhi National Rural Employment Guaranty Scheme (MGNREGS) from 2nd October 2009] in the initial phase that began in 2006. The remaining districts of the state came under the purview of MGNREGS in the latter phase (two in the second and one in the third). Tripura is one of the eight states of North-East region of India. It is a landlocked state and has a lower per capita income in comparison to the national level. There is no industry of significance in the state. Population is mostly rural in nature and agriculture is the dominant employment providing sector. Most of the cultivators are marginal and semi marginal in nature and the average size of holding has declined from 0.97 hectares in 1990-91 to 0.60 hectares in 1995-96. One can therefore infer that rural people do not have sufficient employment opportunities. Consequently, there is high incidence of poverty which is around 66.81 percent of rural families. The NREGS, by providing hundred days of work per year, has covered so far 5.3886 lakhs households out of the total rural households of 5.8349 lakhs.

The present study attempts to focus on the benefits flowing from the scheme to the households and to the rural economy through creation of assets. Shortcomings and strength of the delivery mechanism shall also be evaluated on the basis of a field survey. All the four districts will be covered taking two blocks from each district with one advanced block and another backward block in terms of employment generation. The total number of respondent will be eight hundred (one hundred from each block). The findings from the study will be presented and discussed before the members of the three tier Panchayati Raj Institutions and other stakeholders including government officials. The quarterly reports will be shared with Panchayati Raj Institutions, Rural Development Agencies and V.V. Giri National Labour Institute. It is hope that this broad base evaluation exercise will lead to better implementation of MGNREGS and policy inputs for state and central Government.

(Co-ordinator: Dr. Amitabha Sinha )

## **7. SHGs formation and Change in Occupational structure & Pattern among Women in North-East region**

In the country two prominent programmes (i) SHG-Bank Linkage programme of NBARD and (ii) SGSY poverty eradication programme of MoRD have adopted SHG models for financial inclusion and self-employment generation. Both the programmes have targeted women members of the society for the formation of SHGs and generation of self-employment. The SHG-Bank linkage programme as a model of microfinance sector starts from micro savings to micro credit and then to micro enterprises and hence, generation of employment and poverty eradication via promotion of micro-livelihoods. Further to resolve the problems of unemployment and poverty NABARD has launched Micro Enterprise Development Programme (MEDP) for skill Development in March 2006 with the basic objective to enhance the capacities of the members of matured SHGs to take up micro enterprises through appropriate skill upgradation / development in the existing or new livelihood activities both in farm and non-farm sectors by way of enriching knowledge of participants on enterprise management, business dynamics and rural markets. SHG-Bank linkage programme is quite relevant for the development of women focused income generation activities and employment generation in the N-E region.

The traditional occupations are under going tremendous changes with the improvements of education, training, infrastructure, information technology, and introduction of new institutional arrangements like SHGs and focused efforts of Government. SHG-Bank linkage porogramme has played a greater role for financial inclusion and generation of self-employment among women members. The studies conducted; so far in north-east regions owing to several reasons have not exclusively focused on impact of SHG-Bank linkage programme on employment generation among women. Also, many of the studies are biased towards secondary information.

Till the year 2008-09 only 4 per cent of total SHGs formed in the country under SHG-Bank linkage programme were formed. A variety of reasons could account for this poor





performance. Under these circumstances, this is imperative to conduct a study on impact of SHG-Bank linkage programme impact on occupational structure, pattern of women in the North-East region. Broadly, the study will delve into two broad issues:

- A) Macro-level analysis of occupational distribution of women across eight states of North-East region by using published data
- B) Micro-Level analysis of Impact of SHG-Bank Linkage Programme on Change in occupational changes in the pre and post programme implementation stage.

(Co-ordinator: Dr. Shubranshu Tripathy)

## **8. Employment Challenges in North-Eastern States of India: Role and Potential of the Unorganised Manufacturing Sector**

The central purpose of this study is to analyse and understand the changing structure and pattern of growth of unorganized manufacturing and assess its role and potential for generating productive employment opportunities in north-eastern region.

Unlike the organized manufacturing sector, the unorganized manufacturing sector during the post-reform period witnessed notable rise in both the number of enterprises and workers. It has come to be recognized in the policy sphere that the unorganized manufacturing sector, which is dominated by small and tiny enterprises, holds the promise of vast employment potential. Notwithstanding, the apparently encouraging performance of the unorganized manufacturing sector, an issue of concern has been the perpetuation of an abysmally low level of productivity, caused by various factors such as low level of technology-in-use, limited access to inputs and credits and unfavourable market environment. Some of these problems seem to be getting exacerbated, rather than moderated, by the process of economic reform and globalization.

The study will attempt to identify state specific and sector specific constraints, which will help formulating suitable policies to meet the challenges and opportunities posed by reform processes. A special emphasis of the proposed study shall be to look into these constraints at the rural and urban levels, separately, as it is believed that the enterprises in the two segments face different problems. That would form a strong and valid basis for meaningful policy intervention. The findings of the study will be useful in preparing policies and programmes not only for this sector but also for whole north-eastern economies, so far as the challenges of poverty, unemployment and migration are concerned.

(Co-ordinator: Dr. P.P. Sahu)

## Centre for Climate Change and Labour

The impact of climate change is a global concern and in India where large numbers of people are poor and dependent on agriculture and informal sector for their livelihoods, the impact of climate change is quite critical. In order to address key issues relating to climate change and its inter-linkages with the world of work, the V. V. Giri National Labour Institute has set up a new research centre namely Centre for Climate Change and Labour in the year 2010. The major objective of the research centre is to carry out policy oriented research on climate change and its inter-linkages with labour and livelihoods. The core research areas of the centre for the year 2010-11 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 NREGA in protecting livelihood security and adapting to climate change;
- Climate Change and Gender;
- Climate Change and its impact on accelerating migration processes;
- Understanding local perceptions on climate impacts, local coping capacities, and existing adaptation strategies.
- Capacity building and orientation programmes for various stakeholders about the science of climate change, its potential impact and about various adaptation and mitigation strategies.



## Centre for International Networking

V.V. Giri National Labour Institute is, inter alia, mandated to forge professional collaborations with major international institutions involved with labour and related issues. Accordingly, the Institute has over the years forged collaborations with institutions like International Labour Organisation (ILO), United Nations Children's Fund (UNICEF), World Health Organisation (WHO), United Nations Development Programme (UNDP), International Institute of Social History (IISG), International Institute for Labour Studies (IILS) etc. for undertaking various research and training activities. In the recent past, a number of innovative initiatives have been taken not only to strengthen the collaborations with organizations like ILO, UNDP, and UNICEF but also to forge new and long term collaborations with institutions like Japan Institute of Labour Policy and Training (JILPT), Korea Labour Institute (KLI), International Organisation for Migration (IOM) and International Training Centre (ITC), Turin. The major areas of collaborations include: Child Labour: Prevention of HIV/AIDS in the World of Work, Labour Migration, Social Security, Gender Issues, Skill Development, Labour History, Decent Work and Training Interventions related to Labour.

The Institute is currently empanelled as a training institution for organizing international training programmes under the ITEC/SCAAP scheme of the Ministry of External Affairs, Govt. of India. 6 International Programmes were organised during September, 2009 – March, 2010 on key areas like: Labour and Employment Relations in a Global Economy, Leadership Development, HIV/AIDS and Labour, Social Security, Research Methods and Gender Issues. These programmes were attended by 156 participants from 38 countries.

In November 2009, the Institute signed a Memorandum of Understanding with National Institute of Labour Studies, Sri Lanka for undertaking joint professional activities. The Institute has also taken up a number of initiatives to formalize collaboration with the International Training Centre of the International Labour Organisation, Turin. This collaboration would enable the Institute to organise more international training programmes catering to the South and South East Asian Countries. Two joint Programmes are to be organised as a part of the collaboration during the first half of 2010-11. A High Level Nigerian Delegation visited the Institute during January, 2010 and follow up actions are being taken to forge collaboration with Michael Imoudu National Institute for Labour Studies, Nigeria.

***For any further information, please contact:*** Director, VVGNI ([directorvvgni@gmail.com](mailto:directorvvgni@gmail.com)).

## Training and Education

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

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

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

The Institute offers education and training to the following groups:

- ❑ Labour Administrators and officials of the Central and State Governments,
- ❑ Managers and Officers of the 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 April 2008- March 09, the Institute has conducted 122 training programmes and 3632 persons participated in these programmes. Further, the Institute has undertaken following initiatives:

### Labour Administration Programmes

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments. The programmes cover a wide range of subjects on labour administration, conciliation, labour welfare, enforcement, globalization and employment relations. 04 such programmes were organized in which 89 participants participated.



## **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 and personnel officers to participatory management for better interaction among the government, employ-ers and the unions. 09 such programmes were organized in which 209 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 organ-isers of both industrial and rural trade unions. Some of these programmes are held at different centres of the country to ensure larger participation. 44 such programmes were organized in which 1404 participants participated.

## **Child Labour Programmes**

These programmes are conducted to develop capabilities of individuals, groups and organisations working towards the elimination of child labour. These groups include officials of various Government Departments, Teachers Associations, NGOs, Employers, Trade Unions, NCLP Officials & Teachers. 15 such programmes were organized in which 443 participants 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. 04 such programmes were organized in which 92 participants participated.

## **Labour and Health Programmes**

These programmes are designed to sensitise different target groups such as Labour Administration, representatives of trade unions, employers, health officials and NGOs to understand the implication of globalisation and labour market transformations on the health security of workers. 05 such programmes were organized in which 106 participants participated.

## **International Training Programmes**

The Institute has been empanelled by Ministry of External Affairs, Govt. of India for conducting various international training programmes under ITEC/SCAAP programmes. During the period the Institute has organised 06 International Training Programmes in which 156 foreign nationals participated.

Beside these, the Institute organized a Training Workshop on Child Labour for SAARC Region in collaboration with Ministry of Labour & Employment and Ministry of External Affairs, Govt. of India during June 22-23, 2009. A Special International Training of Trainers Programme on Afghanistan Labour Laws, International Labour Standards and Globalisation during July 20-31, 2009 was organized by this Institute on request of Govt. of Afghanistan in which 26 Senior Afghan Officials participated.

### Exclusive Programmes for North East Region

The Institute lays great emphasis on these programmes, as there are inadequate training facilities available in this region. It has been observed that in the area of Rural Development, no major organised efforts have been made in this region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule. During the period the Institute has organised 19 training programmes on the subject in which 628 personnel participated.

### Networking with State Labour Institutes/other Institutes in conducting training programmes

The Institute has taken a number of steps to institutionalise the networking mechanisms with State Labour Institutes, and other Institutions with similar objectives to adequately attend the entire problems of labour giving due attention to Regional and Sectoral disparity of the Labour Market.

In view of this, the Institute in collaboration with Maharashtra Institute of Labour Studies, Kerala Institute of Labour Studies, Mahatma Gandhi Labour Institute, Gujarat, has been conducting training programmes on subjects like Health and Safety of Construction Workers, Child Labour & Labour Laws, Leadership Development Programme, Research Methodology in Labour Studies etc.

### Training Programmes held during April, 2009- March, 2010

Sl. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
	<b>LABOUR ADMINISTRATION PROGRAMME (LAP)</b>			
1.	Quasi Judicial Authorities: Role and Functions for Quasi-Judicial Officers July 6-10, 2009	05	13	Sanjay Upadhyaya
2.	Effective Labour Law Enforcement for Labour Enforcement Officers & Labour Inspectors August 24-28, 2009	05	22	Sanjay Upadhyaya



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
3.	Effective Enforcement of Building & Other Construction Workers Act for Labour Enforcement Officers from Central & State Government September 22-25, 2009	05	34	Sanjay Upadhyaya
4.	Training Programme on Labour Laws for Officials of Ordnance Factories January 04-08, 2010	05	20	Sanjay Upadhyaya
		<b>20</b>	<b>89</b>	
<b>INDUSTRIAL RELATION PROGRAMME (IRP)</b>				
5.	Empowering Trade Union Leaders April 13-18, 2009	06	14	Poonam S. Chauhan
6.	Domestic Enquiry: Principles and Practice for Management Personnel and Representatives of Trade Unions June 22-26, 2009	05	13	Sanjay Upadhyaya
7.	Managing Work Effectively: A Behavioural Approach July 20-23, 2009	04	29	Mahaveer Jain
8.	Industrial Relations and Trade Unionism in a Globalising Economy August 24-27, 2009	04	27	S.K. Sasikumar
9.	Behavioural Skills for Developing Effective Leadership August 17-22, 2009	05	09	Poonam S. Chauhan
10.	Empowering Trade Union Leaders October 26-31, 2009	06	35	Poonam S. Chauhan
11.	Fundamentals of Labour Laws November 23-27, 2009	05	27	Sanjay Upadhyaya
12.	Empowering Trade Union Leaders February 22-27, 2010	06	32	Poonam S. Chauhan
13.	Training Programme on Industrial Relations and Trade Unionism in a Globalisation Economy March 8-11, 2010	04	23	S.K. Sasikumar
		<b>45</b>	<b>209</b>	
<b>CAPACITY BUILDING PROGRAMME (CBP)</b>				
14.	Organizing the Unorganised Towards Effective Leadership April 13-17, 2009	05	17	M.M. Rehman
15.	Leadership Development Programme for Rural Trade Union Leaders April 20-24, 2009	05	40	M.M. Rehman

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
16.	Developing Skill Development Strategies April 27-30, 2009	04	23	Shashi Bala
17.	Leadership Development Programme for Rural Trade Union Leaders May 04-08, 2009	05	33	M. M. Rehman
18.	Empowering Rural Women Trade Union Leaders Organizers May 04-08, 2009	05	17	Shashi Bala
19.	Enhancing Sensitivity Towards Sexual Harassment at the Work Place May 25-29, 2009	05	17	Shashi Bala
20.	Strengthening Leadership Skills of Trade Union Leaders Organisers of Beedi Workers May 18-22, 2009	05	45	M. M. Rehman
21.	Training Programme for Group D Employees of Ministry of Labour & Employment & V.V. Giri National Labour Institute May 27-29, 2009	03	45	M.M. Rehman
22.	Training Programme for Group D Employees of Inland Waterways Authority of India May 27-29, 2009	03	13	M.M. Rehman
23.	Developing Social Security June 29-July 03, 2009	05	51	M. M. Rehman
24.	Leadership Development Programme for Railway Gangman June 29-July 03, 2009	05	55	M.M. Rehman
25.	Enhancing Leadership Skills for Transport Workers June 15-19, 2009	05	15	M. M. Rehman
26.	Training Programme for Group D Employees for Ministry of Labour & V.V. Giri National Labour Institute June 01-03, 2009	03	23	M. M. Rehman
27.	Training Programme for Group D Employees of Ministry of Labour & Employment June 08-10, 2009	03	21	M. M. Rehman
28.	Training programme for Group D Employees of DGE&T June 22-24, 2009	03	20	M. M. Rehman





SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
29.	Training programme for Group D Employees of DGE&T June 24-26, 2009	03	21	M. M. Rehman
30.	Developing Leadership Skills for Trade Union Leaders Organisers in Building & Construction Sector July 6-10, 2009	05	51	M. M. Rehman
31.	Organizing the Unorganised Towards Effective Leadership July 13-17, 2009	05	55	Anoop Satpathy
32.	Orientation Programme for Unorganised Workers of INTUC, Agra July 14-17, 2009	04	34	M.M. Rehman
33.	Enhancing Leadership skills of Fish workers July 27-31, 2009	05	21	M. M. Rehman
34.	Gender Issue in Labour July 27-31, 2009	05	25	Poonam S. Chauhan
35.	Enhancing Leadership Skills of Transport Workers August 17-21, 2009	05	48	M. M. Rehman
36.	Organizing the Unorganised Towards Effective Leadership September 07-11, 2009	05	54	Sanjay Upadhyaya
37.	Training Programme for Group D Employees for CLC(C), Ministry of Labour & Employment, New Delhi September 01-03, 2009	03	25	M. M. Rehman
38.	Leadership Development Programme for Rural Trade Union Leaders October 05-09, 2009	05	41	Sanjay Upadhyaya
39.	Organizing the Unorganised Towards Effective Leadership for November 23-27, 2009	05	29	Anoop Satpathy
40.	Leadership Development Programme for Rural Trade Union Leaders December 07-11, 2009	05	34	Anoop Satpathy
41.	Developing Social Security Network December 07-11, 2009	05	28	M. M. Rehman
42.	Sensitisation Programme on Labour Laws Pertaining to Women Workers December 14-17, 2009	04	18	Shashi Bala
43.	Trade Unionism in a Globalising Economy for CBWE Officials December 21-23, 2009	03	33	S.K. Sasikumar

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
44.	Leadership Development Programme for Rural Trade Union Leaders January 04-08, 2010	05	30	Shashi Bala
45.	Capacity Building Programme for Beedi Workers January 04-08, 2010	05	31	M.M. Rehman
46.	Capacity Building Programme for Plantation Workers, January 11-15, 2010	05	42	M.M. Rehman
47.	Training Programme on Gender Issues in Labour January 18-21, 2010	04	10	Shashi Bala
48.	Leadership Development Programme for Rural Trade Union Leaders January 18-22, 2010	05	34	Anoop Satpathy
49.	Leadership Development Programme for Rural Trade Union Leaders February 15-19, 2010	05	41	Shashi Bala
50.	Orientation and Capacity Building Programme on Skill and Entrepreneurship Development February 01-03, 2010	03	8	Anoop Satpathy
51.	Empowering Rural Women Trade Union Leaders Organizers February 01-05, 2010	05	35	Shashi Bala
52.	Capacity Building Programme for Construction Workers February 08-12, 2010	05	51	M.M. Rehman
53.	Towards Improving the Implementation of NCLPs March 08-12, 2010	05	19	Anoop Satpathy
54.	Workshop on Development of a Training Strategies for Labour Inspectors in India (ILO) March 9-10, 2010	2	35	S.K. Sasikumar
55.	Social Security, Public Relations & Leadership Development for Health Workers March 22-25, 2010	04	41	M.M. Rehman
56.	Orientation Programme for Informal Workers in Kolkata March 13, 2010	01	45	M.M. Rehman
57.	Special Training to Non Matriculated Group D Staff of MOLE March 29-31, 2010	03	30	M.M. Rehman
		<b>188</b>	<b>1404</b>	
<b>CHILD LABOUR PROGRAMMES</b>				
58.	Three Phase Training Programme for Developing Trainers on Child Labour–Phase-I May 11-15, 2009	05	39	Mahaveer Jain



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
59.	Three Phase Training Programme for Developing Trainers on Child Labour–Phase-I May 11-15, 2009	05	41	Mahaveer Jain
60.	Financial Management of National Child Labour Project for Project Directors and Accounts Staff of NCLPs, May 26-28, 2009	04	13	Helen R. Sekar
61.	Three-Phase Training Programme for Developing Trainers in Child Labour, Phase-I June 08-12, 2009	05	32	Mahaveer Jain
62.	Workshop on Prevention, Rescue, Repatriation and Rehabilitation of Trafficked and Migrant Child Labour July 14-16, 2009	03	19	Helen R. Sekar
63.	Three-phase training programme for Developing Trainers in Child Labour–Phase-II August 17-21, 2009	05	46	Mahaveer Jain
64.	Financial Management of National Child Labour Project for Project Directors and Accounts Staff of NCLPs August 25-28, 2009	04	39	Helen R. Sekar
65.	Combating Child Labour in the Urban Informal Sector for NCT Region September 22-24, 2009	03	44	Helen R. Sekar
66.	Three-Phase Training Programme for Developing trainers in Child Labour November 09-13, 2009	05	38	Mahaveer Jain
67.	Towards Improving the Implementation of NCLPs for PDs December 21-23, 2009	03	11	Anoop Satpathy
68.	Child Labour and Women Labour for Effective Implementation of Grants-in-Aid schemes of MOLE February 02-05, 2010	04	18	Helen R. Sekar
69.	Child Labour and Women Labour for Effective Implementation of Grants-in-Aid schemes of MOLE February 22-25, 2010	04	12	Helen R. Sekar
70.	Combating Child Labour for NGOs of NCLPs March 03-05, 2010	03	27	Helen R. Seker
71.	Combating Child Labour for Representatives of Panchayati Raj of NCLPs March 15-17, 2010	03	20	Helen R. Seker

SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
72.	Training of Trainers Programme on Child Labour (Phase-1) March 15-19, 2010	05	44	Mahaveer Jain
		<b>61</b>	<b>443</b>	
<b>RESEARCH METHODS PROGRAMMES (RMP)</b>				
73.	Course on Research Methods in Labour Economics for University/ College Teachers & Research Scholars November 09-27, 2009	21	15	S. K. Sasikumar, Shashi Bala
74.	Course on Qualitative Methods in Labour Research, December 14-24, 2009	11	18	Ruma Ghosh
75.	Course on Quantitative Methods in Labour Research February 08-19, 2010	12	32	Anoop Satpathy
76.	Research Methods in Labour Studies February 08-26, 2010	19	27	S. K. Sasikumar
		<b>63</b>	<b>92</b>	
<b>HEALTH ISSUE PROGRAMMES</b>				
77.	Emerging Health Concerns in the World of Work April 20-24, 2009	05	27	Ruma Ghosh
78.	Sensitisation Programme on Prevention of HIV/AIDS for Officials of SLI, DGMS and DGFASLI(ILO), April 27-28, 2009	02	17	Ruma Ghosh
79.	Training Of Trainers Programme on Prevention Of HIV/AIDS In The World Of Work May 11-15, 2009	05	13	Ruma Ghosh
80.	Developing Health Security May 15-19, 2009	05	20	Ruma Ghosh
81.	Training of Trainers Programme on Prevention of HIV/AIDS in the World of Work for Women Trade Union Leaders October 05-09, 2009	05	29	Mahaveer Jain
		<b>22</b>	<b>106</b>	
<b>INTERNATIONAL PROGRAMMES</b>				
82.	Workshop on Child Labour in SAARC Region: Strategies and Policy Options June 22-23, 2009	02	18	Helen R. Sekar
83.	International Training of Trainers programme on Afghanistan Labour Law, International Labour Standards and Global Experiences In Making Labour Law Enforcement Effective July 20-31, 2009	12	26	S.K. Sasikumar



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
84.	Prevention of HIV/AIDS in the World of Work September 07-25, 2009	19	21	Ruma Ghosh
85.	Leadership Development October 05-23, 2009	19	30	Mahaveer Jain
86.	Labour and Employment Relations in a Global Economy November 03-20, 2009	18	24	S. K. Sasikumar, Shashi Bala
87.	Managing Development and Social Security Measures, December 01-18, 2009	18	26	Poonam S. Chauhan
88.	Gender Issues in Labour January 11-29, 2010	19	28	Shashi Bala
89.	Research Methods in Labour Studies February 08-26, 2010	19	27	S. K. Sasikumar
90.	International Conference on Labour History: Expanding the Frontier of Labour History March 18-20, 2010	03	90	S. K. Sasikumar
		<b>129</b>	<b>290</b>	
<b>COLLABORATIVE PROGRAMMES</b>				
91.	Sensitisation Programme on Gender and Law at MGLI , Ahmedabad April 01-02, 2009	02	34	Shashi Bala
92.	Combating Child Labour for Labour Officials at MGLI, Ahmedabad September 14-17, 2009	05	27	Mahaveer Jain
93.	Social Security schemes for workers in the unorganised sector (MILS) September 22-25, 2009	04	30	M. M. Rehman
94.	Effective Exercise of Quasi Judicial Functions & Labour Migration in collaboration with KILE September 23-26, 2009	04	30	S.K. Sasikumar
95.	Research Methods in Labour Studies (MILS) December 07-11, 2009	05	24	S. K. Sasikumar
96.	Leadership Development for Unorganised Sector (MILS) December 21-24, 2009	04	40	Sanjay Upadhyaya
97.	Strengthening Labour Administration with Special reference to Building and Other Construction Workers Act, 1996(KILE) March 1-4, 2010	4	28	S. K. Sasikumar
		<b>28</b>	<b>213</b>	

Sl. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
<b>NORTH-EAST STATES PROGRAMME</b>				
98.	Training of Trainers on Elimination Child Labour for Trade Union Leaders from North Eastern States April 13-17, 2009	05	47	Mahaveer Jain
99.	Three Phase Training Programme for Developing Trainers on Child Labour for North-Eastern States—Phase-I May 11-15, 2009	05	29	Mahaveer Jain
100.	Leadership Development Programme for Trade Union Leaders of North Eastern States May 25-29, 2009	05	32	Poonam S. Chauhan
101.	Sensitisation Programme on Child Labour for NGOs implementing NCLP Projects in North Eastern States May 18-21, 2009	04	25	Helen R. Sekar
102.	Strengthening Awareness on Labour Issues for Women Workers of NGOs from North Eastern States May 18-22, 2009	05	20	Shashi Bala
103.	Strengthening Awareness on Labour Issues for Women Workers of NGOs from North Eastern States, June 01-05, 2009	05	24	Shashi Bala
104.	Sensitisation Programme on Child Labour for NGOs for NE States June 22-26, 2009	05	43	Mahaveer Jain
105.	Training of Trainers on Elimination Child Labour for Trade Union Leaders from North Eastern States August 31-September 04, 2009	05	35	Mahaveer Jain
106.	Training of Trainers on Elimination Child Labour for Trade Union Leaders from North Eastern States August 31-September 04, 2009	05	45	Mahaveer Jain
107.	Training Programme on Child Labour for NCLP Staff and School Teachers at Nagaland – October 20-22, 2009	03	43	Helen R. Sekar
108.	Fundamental Labour Laws For North-Eastern States For Labour Leaders & NGOs from North-Eastern States, October 26-30, 2009	05	32	J.K. Kaul
109.	Leadership Development Programme for Plantation Workers from North Eastern States October 26-30, 2009	05	32	M. M. Rehman



SI. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
110.	Training Programme on Developing Conciliation Skills for Labour Officials, Govt. of Assam at Assam Administrative Staff College, Guwahati October 26-31, 2009	06	25	Sanjay Upadhyaya
111.	Leadership Development Programme for Trade Union Leaders of North Eastern States November 16-20, 2009	05	33	Poonam S. Chauhan
112.	Strengthening Awareness on Labour Issues for Trade Union Leaders and NGOs from North Eastern States December 01-05, 2009	05	24	M.M. Rehman
113.	Strengthening Awareness on Labour Issues for NGOs from North Eastern States January 25-29, 2010	05	26	M.M. Rehman
114.	Leadership Development Programme for Trade Union Leaders from North Eastern States from January 25-29, 2010	05	45	Poonam S. Chauhan
115.	Sensitisation Programme On Child Labour For NGOs from North Eastern States March 08-12, 2010	05	36	Mahaveer Jain
116.	Leadership Development Programme for Trade Union Leaders and NGOs from North Eastern States, March 22-26, 2010	05	32	Poonam S. Chauhan
		<b>93</b>	<b>628</b>	
<b>IN HOUSE PROGRAMME</b>				
117.	Training Programme on Office Management for the Officials of NALCO June 22-24, 2009	03	15	P.S. Chauhan
118.	Training Programme for Trade Union Leaders for THDC, Tehri September 07-09, 2009	03	27	Mahaveer Jain
119.	Training Programme on Trade Union Leaders for Bharat Electronics at Kotdwar. September 03-05, 2009	03	26	Mahaveer Jain
120.	Training Programme on Behavioural Skills for Managing Work Effectively for RBI Personnel at Shimla October 5-9, 2009	05	30	Poonam S. Chauhan
121.	Training Programme on Behavioural Skills for Managing Work Effectively For RBI Officials from November 03-06, 2009	04	30	Poonam S. Chauhan

Sl. No.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
122.	Training Programme for Workers Participation in Management for NTPC Employees, Korba, Madhya Pradesh November 27-28, 2009	02	30	Mahaveer Jain
		<b>20</b>	<b>158</b>	

### Training Programmes held during April 2009 – March, 2010

Sl. No	NAME OF THE PROGRAMME	NO. OF PROGS.	NO. OF DAYS OF PROGS.	NO. OF PARTICIPANTS
1	LABOUR ADMINISTRATION PROGRAMMES	04	20	89
2	INDUSTRIAL RELATIONS PROGRAMMES	09	45	209
3	CAPACITY BUILDING PROGRAMMES	44	188	1404
4	CHILD LABOUR PROGRAMMES	15	61	443
5	RESEARCH METHODS PROGRAMMES	04	63	92
6	HEALTH ISSUE PROGRAMMES	05	22	106
7	INTERNATIONAL PROGRAMMES	09	129	290
8	COLLABORATIVE PROGRAMMES	07	28	213
9	NORTH EAST PROGRAMMES	19	93	628
10	INHOUSE PROGRAMMES	06	20	158
	<b>TOTAL</b>	<b>122</b>	<b>669</b>	<b>3632</b>







# Publications

V.V. Giri National Labour Institute 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. Some of the important periodicals are:

## Regular Publications

- ***Labour & Development*** is a bi-annual journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.
- ***Awards Digest*** is a monthly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts, The Administrative Tribunals and the Central Government Industrial Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, advisors to labour laws, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.
- ***Shram Vidhan*** is a bi-monthly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts, The Administrative Tribunals and the Central Government Industrial Tribunals are reported in the Journal. This journal also is a valuable reference for personnel managers, trade union leaders and workers, advisors to labour laws, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.
- ***VVGNI Indradhanush*** is a bi-monthly newsletter to disseminate information on all professional activities of the Institute

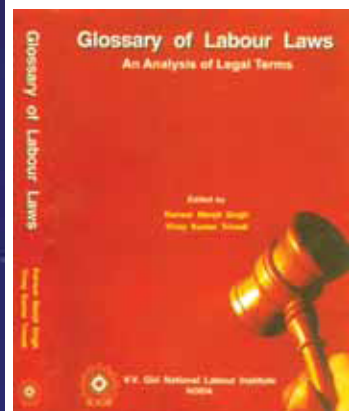
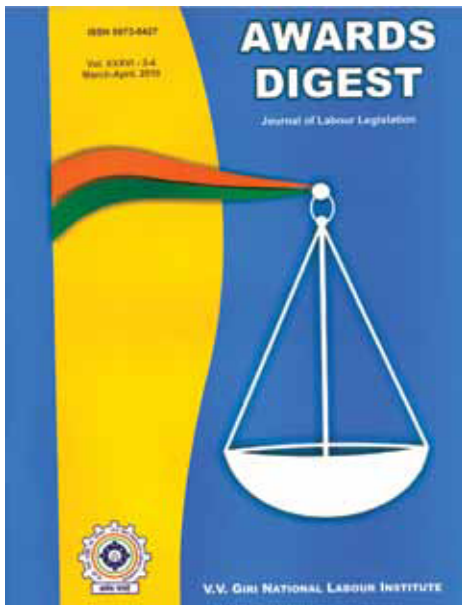
## NLI Research Studies Series

The Institute is also publishing a series entitled, NLI Research Studies Series, to disseminate the findings of the research activities of the Institute. The research Studies brought out as NLI Research Studies Series during the period 2009– 2010 include:

- 087/2010 Agrarian Structure, Social Relations and Agricultural Development: Case Study of Ganganagar District, Rajasthan – Poonam S. Chauhan
- 088/2010 The Employment and Condition of Domestic Workers in India: Issues and Concerns - Shashi Bala
- 089/2010 Social Security for Unorganised Sector Workers in India: A Critical Appraisal - Babu P. Remesh, Anoop K. Satpathy
- 090/2010 Linkages between HIV/AIDS and Child Labour: Developing an Integrated Approach towards Effective Policy Formulation - Helen R. Sekar
- 091/2010 Health Insecurities of Workers in Informal Employment: A Study of Existing and Possible Interventions - Ruma Ghosh
- 092/2010 Insecurities and Vulnerabilities of Informal Sector Workers: A Study of Street Vendors of Delhi - Ruma Ghosh

### Other Publications

1. वार्षिक रिपोर्ट 2008-2009
2. Annual Report 2008-09
3. प्रशिक्षण कैलेंडर 2010-2011
4. Training Calendar 2010-2011
5. Forced Labour: A Study of Children at the Traffic Lights – Helen R. Sekar





# N. R. De Resource Centre on Labour Information

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

## 1. Physical Achievement

**Books** – The library has acquired 1715 books/reports/ bound volume of journal/slides/ cassettes during April 2009 to March 2010, thereby enlarging the stock of books/reports/ bound volume of journals etc. to 63075.

**Journals** – The library regularly subscribed to 274 professional journals, magazines in printed and electronic forms during period.

## 2. Services

The library is constitutionally maintaining the following services to users populations

- Selective Dissemination of Information (SDI)
- Current Awareness Service
- Bibliographical Service
- On-line Search
- Article Indexing of Journals
- Newspaper Article Clippings
- Micro-fiche Search and Printing
- Reprographic Service
- CD-ROM Search
- Audio/Visual Service
- Current Content Service
- Article Alert Service
- Inter-Library Loan Service

### 3. Products

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

- Guide to Periodical Literature- Quarterly in-house publication providing bibliographical information of articles from over 200 selected journals / magazine.
- Current Awareness Bulletin- Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Newspaper Article Clipping- Monthly publication providing bibliographical information of articles in major dailies newspaper.
- 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 hosted on the Institute's web site for public access.

### 4. Maintenance of specialize resource centre

The following three specialized resource centre have been created and maintained for reference purpose;

- i.) National Resource centre on child labour
- ii.) National Resource centre on Gender studies
- iii.) National Resource Centre on Labour & Health
- iv.) Archives of Indian Labour





## Implementation of Official Language Policy

To implement various constitutional and legal provisions of Official Language Act, 1963 and rules framed thereunder, 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 regularly on 15.6.2009, 14.9.2009, 30.12.2009 and 31.3.2010 respectively in each quarter. During these meetings important decisions with regard to progressive use of official language were taken and implemented accordingly.

### Hindi Workshop

The institute organised four Hindi Workshops to orient the officers and staff of the Institute to work originally in Hindi instead of depending upon the translation. The workshops were held on 19.6.2009, 14.9.2009, 30.12.2009 and 31.3.2010. During these workshops officers and staff were given practical training to prepare note and drafts in Hindi. The participants of the workshops were also equipped with Official Language Policy of the Government of India, various incentive schemes, initiatives by the Government to promote official language and redressal of the practical difficulty being faced by the participants in their day-to-day work.

### Quarterly Report

The quarterly reports for the four quarters ending 31st March, 2009, 30th June, 2009; 30th September, 2009 and 31st December, 2009 were sent to the Ministry of Labour and Employment well before time and on regular basis.

### Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from September 14, 2009 to 30th September, 2009. Hindi Pakhwara was inaugurated by Shri S.K. Dev Verman, the then Director of the Institute on 14.9.2009.

A large number of employees along with family members participated in the competition. During this pakhwara variety of competitions were organised which includes Noting-Drafting, Essay, Hindi Computer Typing, Tatkal Wak Pratiyogita, Hindi Kavya Path Pratiyogita, Dictation & Good Handwriting, Poster Writing Competition and Debate.

The valedictory Session was addressed and prizes amounting to Rs. 35,800/- were distributed by Shri V.P. Yajurvedi, Director of the Institute on 30.09.2009.

### **Training Programmes**

Out of 122 programmes conducted between April 2009 to March 2010, 87 programmes were conducted in Hindi language, 9 programmes in English language and 26 programmes both Hindi and English mixed languages were used to impart training to the participants.



## Staff Strength (as on 31.3.2010)

Groups	Sanctioned Strength	In Position
Director	1	1
Faculty	15	9
Group 'A'	5	3
Group B	8	7
Group C	31	17
Group 'D'	25	25
<b>Total</b>	<b>85</b>	<b>62</b>

## Faculty

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

### Faculty of the Institute

	<b>V.P. Yajurvedi, M.Tech, M.B.A.</b>	<b>Director</b>
1.	Mahaveer Jain, M.A., Ph. D.	Senior Fellow
2.	M.M. Rehman, M.A., Ph. D.	Senior Fellow
3.	S.K. Sasikumar, M.A., Ph.D.	Senior Fellow
4.	Poonam S. Chauhan, M.A., Ph. D.	Fellow
5.	Helen R. Sekar, M.A., M. Phil., Ph. D.	Fellow
6.	Sanjay Upadhyaya, L.L.M., Ph.D.	Fellow
7.	Ruma Ghosh, M.A., M. Phil., Ph.D.	Fellow
8.	Shashi Bala, M.A, Ph.D.	Associate Fellow
9.	Anoop K. Satpathy, M.A, M. Phil	Associate Fellow

### Officers

1.	J.K. Kaul, DBA, PGDTD	Programme Officer
2.	Harsh Singh Rawat, M.B.A. (Finance), AICWA	Accounts Officer
3.	V.K. Sharma,	Asstt. Administrative Officer
4.	K.C. Khurana, M.A., CCT, PGDJ, PGDBP	Manager (Publication) (I/C)
5.	S.K. Verma, M.Sc., M.L.I.Sc.	Asstt. Library Information Officer





# Annual Accounts and Audited Accounts 2009-2010



वी. वी. गिरि राष्ट्रीय श्रम संस्थान  
V. V. GIRI NATIONAL LABOUR INSTITUTE





# Audit Report

## Separate Audit Report of the Comptroller & Auditor General of India on the Accounts of V.V. Giri National Labour Institute, NOIDA (Gautam Buddha Nagar) for the year ended 31 March 2010

Para No.	Para	Comments of the Institute
1	We have audited the attached Balance Sheet of V.V.Giri National Labour Institute, NOIDA (Gautam Buddha Nagar) as at 31 March 2010 and the Income & Expenditure Account/Receipts & Payment Account for the year ended on the date under Section 20(1) of the Comptroller & Auditor General's (Duties, Powers & Conditions of Service) Act, 1971. The audit has been entrusted for the period upto 2012-13. These financial statements are the responsibility of the Institute's management. Our responsibility is to express an opinion on these financial statements based on our audit.	Factual Position hence no comments to offer
2	This Separate Audit Report contains the comments of the Comptroller & Auditor General of India (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms, etc. Audit observations on financial transactions with regard to compliance with the Law, Rules & Regulations (Propriety and Regularity) and efficiency-cum-performance aspects, etc., if any are, reported through Inspection Reports/CAG's Audit Reports separately.	No comments being factual
3	We have conducted our audit in accordance with auditing standards generally accepted in India. The standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements. An audit includes examining on a test basis, evidences supporting the amounts and disclosure in the financial statements,	Factual Position hence no comments to offer

	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	<p>Based on our audit, we report that:</p> <p>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;</p> <p>ii) The Balance Sheet and Income &amp; Expenditure Account/Receipts &amp; Payments Account dealt with by this report have been drawn up in the format approved by the Government of India.</p> <p>iii) In our opinion, proper books of accounts and other relevant records have been maintained by the Institute in so far as it appears from our examination of such books</p> <p>iv) We further report that:</p>	Factual Position hence no comments to offer
<b>A.</b>	<b>General</b>	
A.1	Accounts of the Institute are prepared on cash basis (excepting interest on FDR) which is not in accordance with the instructions contained in the common format of accounts prescribed by the Govt. of India for autonomous bodies. The Institute accepted it for future compliance.	Necessary action is being initiated as advised by audit
<b>B</b>	<b>Grants-in-aid</b> During the year 2009-10, the Institute received grant-in-aid of Rs.706.47 (Plan Rs.392.47 and Non-Plan Rs.314.00 lakh) from Ministry of Labour and Employment, Government of India (Rs. 50 lakh of Non-Plan Grant received in March 2010). Besides, it also received Rs.55.90 lakh from other agencies and the Institute's own income was Rs.171.56 lakh. Out of Rs.933.93 lakh, the Institute could utilize Rs.869.25 lakh, leaving a balance of Rs.64.68 lakh	Factual Position.
<b>C</b>	<b>Management letter</b> Deficiencies which have not been included in the Audit Report have been brought to the notice of the Institute through a management letter issued separately for remedial/corrective action.	Necessary action is being initiated as suggested by audit



V	Subject to our observations in the preceding paragraphs, we report that the Balance Sheet and Income & Expenditure Accounts/Receipts & Payments Accounts dealt with by this report are in agreement with the books of accounts.	Factual position hence no comments to offer
Vi	<p>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 give a true and fair view in conformity with accounting principles generally accepted in India:</p> <p>a. In so far as it related to the Balance Sheet, of the state of affairs of the V.V. Giri National Labour Institute, NOIDA (Gautam Budha Nagar) as at 31 March 2010; and</p> <p>b. In so far as it relates to Income &amp; Expenditure Account of the year ended on the date.</p>	<p>Factual position hence no comments to offer</p> <p>Factual position hence no comments to offer</p> <p>Factual position hence no comments to offer</p>

**Sd/-**  
**Principal Accountant General**  
**(Civil Audit ) Uttar Pradesh**  
**For and on behalf of the C&AG of India**  
**Place : Allahabad**

**Sd/-**  
**Director**  
**V.V.Giri National Labour Institute**  
**NOIDA**  
**Date :**  
**Place : NOIDA**

**Annexure to the Separate Audit Report of the Comptroller & Auditor General of India on the Accounts of V.V.Giri National Labour Institute, NOIDA (Gautam Buddha Nagar) for the year ended 31st March 2010**

1.	<p><b>Adequacy of Internal Audit System</b></p> <p>No Internal Audit System was in operation in the Institute. It may be established now.</p>	<p><b>Internal audit has been conducted by a team of officials of Ministry of Labour &amp; Employment, New Delhi.</b></p>
2.	<p><b>Adequacy of Internal Control System</b></p> <p>Internal Control is a tool of management which provides reasonable assurance that the objectives viz reliability of financial reporting, effectiveness and efficiency of operation, compliance with applicable laws and regulations are being achieved. This responsibility rests with autonomous bodies and they should frame specific rules for governance. Study of memorandum of association &amp; Rules and Regulation of the institute revealed that no specific rules/governance have been framed by the Institute.</p>	<p><b>Necessary action has been initiated as advised by Audit</b></p>
3.	<p><b>System of Physical verification of Assets</b></p> <p>The physical verification of Assets and inventories for the year 2009-10 was conducted in April 2010</p>	<p><b>Factual position and hence no comments to offer.</b></p>



<b>4.</b>	<b>System of Physical verification of inventory</b>  Physical verification of Library books for the year 2009-10 was conducted in December 2009	<b>Factual position and hence no comments to offer.</b>
<b>5.</b>	<b>Regularity in Payment of dues</b>  No statutory dues were pending for payment for more than six months.	<b>Factual position and hence no comments to offer.</b>

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

### BALANCE SHEET AS ON 31ST MARCH 2010.

FIGURE FOR THE PREVIOUS YEAR (RS.)	LIABILITIES	SCHEDULE	FIGURE FOR THE CURRENT YEAR (RS.)
113709643.00	CAPITAL FUND	A	104363492.00
38377926.00	DEVELOPMENT FUND	B	41502304.00
5060513.00	RESERVE & SURPLUS	C	7117244.00
28778908.00	EARMARKED FUND	D	32225908.00
34142177.00	CURRENT LIABILITIES & PROVISIONS	E	42486853.00
<b>220069167.00</b>	<b>TOTAL</b>		<b>227695801.00</b>
	<b>ASSETS</b>		
108454571.00	FIXED ASSETS	F	96289696.00
33181145.00	INVESTMENTS	G	41252730.00
78433451.00	CURRENT ASSETS LOANS & ADVANCES	H	90153375.00
<b>220069167.00</b>	<b>TOTAL</b>		<b>227695801.00</b>

Sd/-  
**Harsh Singh Rawat**  
Accounts Officer

Sd/-  
**V.K. Sharma**  
Administrative Officer (I/C)

Sd/-  
**V.P. Yajurvedi**  
Director





# V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

## INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2010.

FIGURE FOR THE PREVIOUS YEAR (RS.)	PARTICULARS	SCHEDULE	FIGURE FOR THE CURRENT YEAR (RS.)
	<b>INCOME</b>		
61186649.00	GRANTS IN AID	I	64590494.00
9082886.00	FEES/ SUBSCRIPTION	J	8045298.00
2933.00	INTEREST EARNED	K	107.00
11116990.00	OTHER INCOME	L	9110519.00
<b>81389458.00</b>	<b>TOTAL (A)</b>		<b>81746418.00</b>
	<b>EXPENDITURE</b>		
25631587.00	ESTABLISHMENT EXPENSES	M	28840935.00
19121045.00	ADMINISTRATIVE EXPENSES	N	16788987.00
33923602.00	EXPENDITURE ON PLAN GRANTS & SUBSIDIES	O	33306016.00
<b>78676234.00</b>	<b>TOTAL (B)</b>		<b>78935938.00</b>
2713224.00	EXCESS OF INCOME OVER EXPENDITURE BEFORE PROVIDING DEPRECIATION (A-B)		2810480.00
21913090.00	DEPRECIATION	F	16293887.00
(19199866.00)	BALANCE BEING SURPLUS / (DEFICIT) CARRIED TO CAPITAL FUND		(13483407.00)

Sd/-  
**Harsh Singh Rawat**  
Accounts Officer

Sd/-  
**V.K. Sharma**  
Administrative Officer (I/C)

Sd/-  
**V.P. Yajurvedi**  
Director

# V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

## RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2010

Previous Year	RECEIPTS	Current Year	Previous Year	PAYMENTS	Current Year
	<b>1) OPENING BALANCES</b>			<b>1) EXPENSES</b>	
50117.95	A. Cash in Hand H	19394.95	25631587.00	i) Establishment Expenses M	28840935.00
	B. Bank Balance H		19119417.00	ii) Administrative Expenses N	16780743.00
2590849.80	i) In Current Account	15274845.80	33923602.00	iii) Utilisation of Plan Grant O	33306016.00
35566708.18	ii) In Deposit Account	41299544.96			
7171911.03	iii) In Saving Account	3041388.63	4755875.00	<b>2) Fixed Assets F</b>	4137256.00
30341.00	C. Postage Balance	54655.00			
	<b>2) GRANTS RECEIVED</b>		16631762.40	<b>3) PAYMENTS MADE AGAINST FUND FOR VARIOUS PROJECTS H</b>	3859657.00
78500000.00	i) From Govt. of India (MOL&E) I	70647000.00			
11444699.00	ii) From Other Agencies H	5590334.00	592364.00	<b>4) ADVANCE TO STAFF H</b>	509942.00
	<b>3) INTEREST RECEIVED</b>			<b>4) REMITTANCE OF RECOVERY FROM STAFF/OTHER INSTITUTIONS</b>	
4200548.38	i) On Bank Deposit H	3321982.84	126720.00	Director, VVG NLI	58725.00
2933.00	ii) Interest Earned K	107.00	75040.00	A.O., VVG NLI	27680.00
			15600.00	V.K.Trivedi Follow	0.00
9082886.00	<b>4) Fees/Subscription J</b>	8045298.00	272568.00	Group Insurance	68101.00
			2093604.00	Income Tax	2514409.00
11116990.00	<b>5) Other Income (As per schedule) L</b>	9110519.00	2901433.00	C.P.F. Subscription	4797860.00
297784.00	<b>6) RECOVERY OF ADVANCES</b>	418224.00	1587474.00	C.P.F. Advance	1164494.00
	From Staff H		252278.00	House Building Advance	296821.00
	<b>7) RECOVERY FROM SALARY OF STAFF FOR REMITTANCES</b>		355346.00	Interest on H.B.A.	28909.00
			5040.00	Computer Advance	35600.00
126720.00	Director, VVG NLI	58725.00	6480.00	Interest on Computer Advance	6000.00
75040.00	Ex- A.O., VVG NLI	27680.00			
15600.00	V.K.Trivedi Follow	0.00		<b>5) OTHER PAYMENTS</b>	
272568.00	Group Insurance	68101.00	123688.00	Refund of Security Deposit	128289.00
2093604.00	Income Tax	2514409.00	200000.00	Sundry Creditors	0.00
2901433.00	C.P.F. Subscription	4797860.00	3287695.00	Payments for outsiders Prog.	1299603.00
1587474.00	C.P.F. Advance	1164494.00			
206706.00	House Building Advance	296821.00		<b>6) CLOSING BALANCES</b>	
78459.00	Interest on H.B.A.	28909.00	19394.95	i) Cash in Hand H	9762.95
3600.00	Computer Advance	35600.00		ii) Bank Balances H	
6480.00	Interest on Computer Advance	6000.00	15274845.80	a) In Current A/c.	17927320.80
			3041388.63	b) In Saving A/c. - Project	4438977.47
			41299544.96	c) In Deposite A/c.	47195393.96
33025.00	<b>8) OTHER RECEIPTS</b>		54655.00	iii) Postage in hand	36217.00
	Security Deposit	401380.00			
4190925.00	Receipts for outsiders Programmes	1245439.00			
<b>171647402.34</b>	<b>TOTAL</b>	<b>167468712.18</b>	<b>171647402.74</b>	<b>TOTAL</b>	<b>167468712.18</b>

Sd/-  
**Harsh Singh Rawat**  
Accounts Officer

Sd/-  
**V.K. Sharma**  
Administrative Officer (I/C)

Sd/-  
**V.P. Yajurvedi**  
Director



# V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

## CONTRIBUTORY PROVIDENT FUND

### Receipts and Payments Accounts for the year ended 31st March 2010

(In Rs)

Previous Year	RECEIPTS	Current Year	Previous Year	PAYMENTS	Current Year
	<b>To Opening Balance</b>		2515858.00	CPF Subscription withdrawn by Employees	1101016.00
	<b>(As per Cash Book)</b>		2205966.00	By Institute's Share Paid to employees	283890.00
58526.05	IOB-Saving Bank Account	37223.05	1374464.00	By Advance Paid to Staff	1517262.00
7706.00	To Interest Received-Saving Account	17668.00	1229500.00	By IOB FDR	23000677.00
2905933.00	To Staff Subscription	4102161.00	0	By Corpt.Bank- Flexi- FDR	1037779.00
868630.00	To Advance Recovery	1138434.00	130	By Bank Charges	9.00
1596931.00	To Institute Contribution Received	1939952.00		<b>By Closing Balance</b>	
1769030.00	To IOB-FDR Encashed	14758877.00		<b>(As per Cash Book)</b>	
0.00	To Post Office-TDR Encashed		37223.05	IOB-S.B. Account	38626.05
156385.00	To Interest Received- FDR	4984944.00			
<b>7363141.05</b>	<b>Total</b>	<b>26979259.05</b>	<b>7363141.05</b>	<b>Total</b>	<b>26979259.05</b>

Sd/-  
**Harsh Singh Rawat**  
Accounts Officer

Sd/-  
**V.K. Sharma**  
Administrative Officer (I/C)

Sd/-  
**V.P. Yajurvedi**  
Director

# V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

## SCHEDULE

### SCHEDULE A- CAPITAL FUND

(Amounts in Rs.)

	Previous Year	Current Year
Balance at the begning of the year	128153634.06	113709643.06
Add: Contributions towards Capital Fund		
From Plan Grants - 4021734.00		
From Non-Plan Grants - 115522.00	4755875.00	4137256.00
Less: Excess of Expenditure over Income	19199866.00	13483407.00
<b>Balance at the Year End</b>	<b>113709643.06</b>	<b>104363492.00</b>

### SCHEDULE B- DEVELOPMENT FUND

(Amounts in Rs.)

	Previous Year	Current Year
Balance at the begning of the year	34321174.42	38377926.00
Add: Addition During The Year	0.00	0.00
Add; Interest on Bank Account- FDR	4041332.78	3107676.00
Add: Interest on Bank Account- S/B	15419.00	16702.00
<b>Balance at the Year End</b>	<b>38377926.00</b>	<b>41502304.00</b>

### SCHEDULE C- RESERVES & SURPLUS

(Amounts in Rs.)

	Previous Year	Current Year
<b>REVOLVING FUND</b>		
<b>A- REVOLVING HBA FUND</b>		
Balance As Per Last Year	2364389.93	2135161.00
Add: Interest Earned from Bank- S/B	4638.00	6355.00
Add: Interest on Bank Account- FDR	88592.00	74949.00
Add: Recovered from Staff	0.00	34453.00
Less: Recovery for Previous year	322459.00	0.00
<b>Closing Balance</b>	<b>2135161.00</b>	<b>2250918.00</b>
<b>B- REVOLVING COMPUTER FUND</b>		
Balance As Per Last Year	274745.30	309779.00
Add: Interest Received from Bank	10074.00	8767.00
Add: Interest Received from Staff	26400.00	14395.00
Add: Recovered from Staff	0.00	0.00
Less: Recovery for Previous year	1440.00	0.00
<b>Balance</b>	<b>309779.00</b>	<b>332941.00</b>
<b>C- PROJECT FUND</b>		
Balance As Per Last Year	6812903.56	2615573.16
Add: Received During The Year	9755680.40	5049015.00
Add: Interest Received from Bank	40492.60	107533.84
Less: Expenditure During the Year, if any	13993503.40	3238737.00
<b>Balance</b>	<b>2615573.00</b>	<b>4533385.00</b>
<b>TOTAL (A+B+C)</b>	<b>5060513.00</b>	<b>7117244.00</b>



### SCHEDULE D- EARMARKED FUND (work-in-progress)

(Amounts in Rs.)

	Previous Year	Current Year
Balance As Per Last Year	16221432.00	28778908.00
Add: Plan Grant for Deposit work to CPWD		1527750.00
Add: Plan Grant for Infrastructure work- Carried Over	12557476.00	1919250.00
	28778908.00	32225908.00
Less: Settled During the Year	0.00	0.00
<b>TOTAL</b>	<b>28778908.00</b>	<b>32225908.00</b>

### SCHEDULE -E -CURRENT LAIBILITIES AND PROVISIONS

(Amounts in Rs.)

	Previous Year	Current Year
<b>A- CURRENT LAIBILITIES</b>		
(i)Advance from Contractors/ Security Deposit	661032.00	934123.00
(iii) Sundry Creditors	300000.00	300000.00
<b>TOTAL (A)</b>	<b>961032.00</b>	<b>1234123.00</b>
<b>B- PROVISIONS</b>		
(i) Statutory Liabilities- Payable on Retirement	33181145.03	41252730.00
<b>TOTAL (B)</b>	<b>33181145.00</b>	<b>41252730.00</b>
<b>TOTAL (A+B)</b>	<b>34142177.00</b>	<b>42486853.00</b>

**SCHEDULE F- FIXED ASSETS**

(Amounts in Rs.)

Fixed Assets	Rate of Dep.	Opening Balances	Addition dur. The yr.	Written off dur. The yr.	Total as on 31.03.2010	Dep. For the year	Net Value as on 31.03.2010
Library Books	25%	8195924.00	3157909	8244	11345589.00	2442570.75	8903018.00
Furniture & Fittings	10%	7482290.00	42922	0	7525212.00	752521.20	6772691.00
Vehicle	15%	1413141.00	0	0	1413141.00	211971.15	1201170.00
Equipments	15%	17183629.00	879778	0	18063407.00	2643527.70	15419879.00
Computerisation	60%	5596858.00	56647	0	5653505.00	3385023.00	2268482.00
Building	10%	68582729.00	0	0	68582729.00	6858272.90	61724456.00
Land*		0.00	0	0	0.00	0.00	0.00
<b>Total</b>		<b>108454571.00</b>	<b>4137256</b>	<b>8244</b>	<b>112583583.00</b>	<b>16293887.00</b>	<b>96289696.00</b>

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

**SCHEDULE G- INVESTMENTS**

(Amounts in Rs.)

Description	Opening Balance	Advances / Deposits TO	Recovery/ Withdrawal From	Closing Balance
<b>C.P.F.-</b>				
With Indian Overseas Bank	26025600.05	9279947	0	35305547.05
As Advance to Staff	1482333.30	1517262.00	1138434	1861161.30
Interest Earned	5673211.68	0	1587189.75	4086021.93
<b>TOTAL</b>	<b>33181145.00</b>	<b>10797209</b>	<b>2725624</b>	<b>41252730.00</b>



## SCHEDULE H- CURRENT ASSETS, LOANS & ADVANCES

### A- CURRENT ASSETS

#### (a) PLAN & NON-PLAN ACCOUNT

(Amounts in Rs.)

Description	Opening Balance	Closing Balance
1- Cash -in- Hand	19394.95	9762.95
2- Bank Balances		
In Current Accounts with Indian Overseas Bank	15274845.80	17454874.80
In FDR with Indian Overseas Bank	2588829	5302053.00
3- Postage Account	54655.00	36217.00
<b>TOTAL (a)</b>	<b>17937724.75</b>	<b>22802907.75</b>

#### (b) PROJECT ACCOUNT

(Amounts in Rs.)

	Opening Balance	Received During the year	Bank Interest	Expenditure During the year	Closing Balance
<b>In Current Accounts with Indian Overseas Bank:-</b>					
M/o Commerce- Project on Global Downturn	0.00	2596500.00	0.00	2124054.00	472446.00
<b>In Saving Accounts with Indian Overseas Bank:-</b>					
Development Fund-10355	17210.24	0.00	16702.00	0.00	33912.24
NRCC Accounts-4475	10582.46	0.00	357.00	2813.00	8126.46
FCNR A/c -10500	7241.00	0.00	30686.00	0.00	37927.00
ILO- Networking-11015	79820.00	0.00	2632.00	6000.00	76452.00
ILO- Pedagogical Material for Decent Work-11959	111061.00	0.00	3520.00	0.00	114581.00
ILO-INDUS Child Labour Project-12726	7684.00	0.00	7368.00	0.00	15052.00
ILO-Prevention of HIV/AIDS(Part-IV)12813	1247.00	261215.00	2360.00	46921.00	217901.00
M/o O.A.-Skill Dev. System-13409	22121.00	0.00	623.00	8558.00	14186.00
M/o L&E-Evaluation of NCLP-13004	1460406.00	0.00	38412.00	65679.00	1433139.00
IOCL-Study on labour availability-13798	391682.00	0.00	8349.00	125421.00	274610.00
M/oT.A.-Migration of Tribal Women-13797	182034.00	0.00	1872.00	183906.00	0.00
M/o R.D.-NREGA Project-13613	140391.00	0.00	2467.00	142858.00	0.00
M/o SJ&E- Project on Sanitation Workers	0.00	941300.00	0.00	0.00	941300.00
HBA Adv. With Bank- 2637	158825.93	471324.00	6355.00	590920.00	45584.93
Computer Adv. With Bank- 7942	249779.30	69995.00	8767.00	30000.00	298541.30
<b>IN SAVING ACCOUNT WITH SYNDICATE BANK:-</b>					
UNDP- Social Security-8980(1211)	201303.70	0.00	8887.84	0.00	210191.54
<b>IN SAVING ACCOUNT WITH CORPORATION BANK:-</b>					
M/o HUPA- Urban Poverty Alleviation-2663	0.00	1250000.00	0.00	532527.00	717473.00
<b>IN FDR ACCOUNT WITH STATE BANK OF INDIA:-</b>					
Development Fund- FDR	38360715.96	0.00	3107676.00	0.00	41468391.96
<b>IN FDR ACCOUNT WITH INDIAN OVERSEAS BANK:-</b>					
HBA- FDR	350000.00	0.00	74949.00	0.00	424949.00
<b>TOTAL (b)</b>	<b>41752104.59</b>	<b>5590334.00</b>	<b>3321982.84</b>	<b>3859657.00</b>	<b>46804764.43</b>
<b>TOTAL (A) (a+b)</b>	<b>59689829.34</b>				<b>69607672.18</b>

**SCHEDULE H- CURRENT ASSETS, LOANS & ADVANCES**

Contd...

**B-LOANS & ADVANCES**

(Amounts in Rs.)

Description	Opening Balance	Advances During the year	Recovery During the year	Closing Balance
<b>B-LOANS &amp; ADVANCES</b>				
<b>(a) TO STAFF</b>				
Festival Advance	50400.00	63300.00	74400.00	39300.00
Cycle Advance	2150.00	6000.00	2000.00	6150.00
Car Advance	500400.00	180000.00	54200.00	626200.00
Scooter Advance	78612.00	30000.00	59620.00	48992.00
LTC- Advance	10600.00	211142.00	193504.00	28238.00
Departmental Advance	15000.00	19500.00	34500.00	0.00
<b>TOTAL (a)</b>	<b>657162.00</b>	<b>509942.00</b>	<b>418224.00</b>	<b>748880.00</b>
<b>(b) FROM REVOLVING FUND</b>				
HBA Adv. with Staff	1626335.00	590920.00	436871.00	1780384.00
Computer Adv. With Staff	60000.00	30000.00	55600.00	34400.00
<b>TOTAL (b)</b>	<b>1686335.00</b>	<b>620920.00</b>	<b>492471.00</b>	<b>1814784.00</b>
<b>© TO OTHER AGENCIES</b>				
Advance to CPWD-Plan 1996-97	926516.00	0.00	0.00	926516.00
Advance to CPWD -Plan 1998-99	238693.00	0.00	0.00	238693.00
Advance to CPWD -Plan 1999-2000	100000.00	0.00	0.00	100000.00
Advance to CPWD -Plan 2000-01	3376213.00	0.00	0.00	3376213.00
Advance to CPWD-Plan 2003-04	1000000.00	0.00	0.00	1000000.00
Advance to CPWD-Plan 2004-05	580010.00	0.00	0.00	580010.00
Advance to CPWD-Plan 2005-06	10000000.00	0.00	0.00	10000000.00
Advance to CPWD-Plan 2009-10	0.00	1527750.00	0.00	1527750.00
Receipt/Payment-Outsiders Prog./ Agencies	178693.00	1299603.00	1245439.00	232857.00
<b>TOTAL(c)</b>	<b>16400125.00</b>	<b>2827353.00</b>	<b>1245439.00</b>	<b>17982039.00</b>
<b>TOTAL (B) (a+b+c)</b>	<b>18743622.00</b>	<b>3958215.00</b>	<b>2156134.00</b>	<b>20545703.00</b>
<b>TOTAL (A+B)</b>	<b>78433451.34</b>			<b>90153375.00</b>





## SCHEDULE 'I' GRANTS-IN-AID

(Amounts in Rs.)

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
28500000	<b>1) NON-PLAN</b> 1) From Govt. of India (MOL&E)	31400000
50000000	<b>2) PLAN</b> 2.1) From Govt. of India (MOL&E) 32247000 2.2) From Govt. of India (MOL&E) N.E. 7000000	39247000
<b>78500000</b>	<b>TOTAL</b>	<b>70647000</b>
12557476	Less: Plan Grant for Infrastructure work- Carried Over	1919250
4755875	Less: Grants-in- Aid Capitalised	4137256
<b>61186649</b>	<b>Amounts shown to Income &amp; Expenditure A/c</b>	<b>64590494</b>

## SCHEDULE 'J' FEES/ SUBSCRIPTION

(Amounts in Rs.)

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
8589932	1) Education Paid Training Programme Fee	8002748
38763	2) Subscription of Award Digest	16850
15575	3) Subscription of Labour & Development	10450
261350	4) Receipts from Sale of Glossary-Labour Laws	5950
170100	5) Receipts from Sale of "India in ILO"- Book	0
3041	6) Subscription of Shram Vidhan	5100
4125	7) Receipts from Sale of Other Publications	4200
<b>9082886</b>	<b>TOTAL</b>	<b>8045298</b>

## SCHEDULE 'K' INTEREST EARNED

(Amounts in Rs.)

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
522	1) Interest on Cycle Advance	107
1633	2) Interest on Scooter/Vehicle Advance	0
778	3) Penal Interest	0
<b>2933</b>	<b>TOTAL</b>	<b>107</b>

**SCHEDULE 'L' OTHER INCOME**

(Amounts in Rs.)

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
2102734	1) Plan Income	2823313
3302300	2) Income from Hostel Utilisation	4239882
17300	3) Sale of Tender Forms	25300
120712	4) Income from Photostat	116068
286365	5) Non-Plan Income	1711222
1628	6) Recovery of Cost of Books	8244
0	7) Sale of Unusable Items	32555
48633	8) Rent from Staff Quarters- Licence Fee	55707
5237318	9) Income from Premises Rent	98228
<b>11116990</b>	<b>TOTAL</b>	<b>9110519</b>

**SCHEDULE 'M' ESTABLISHMENT EXPENSES**

(Amounts in Rs.)

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
15983923	1) Salaries to Staff	18764506
1971076	2) Allowances and Bonus	1609086
1596931	3) Contribution to C.P.F.	1243203
2248413	4) Expenses on Employee Retirement & Terminal Benefits	1808311
255596	5) Leave Salary and Pension Contribution - For Staff on Deputation	0
3575648	6) Arrears of Sixth Pay Commission	5415829
25631587	<b>TOTAL</b>	<b>28840935</b>



## SCHEDULE 'N' ADMINISTRATIVE EXPENSES

(Amounts in Rs.)

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
4845480	1) Electricity and Power Charges	3650909
337511	2) Water charges	338607
77345	3) Insurance	78276
	4) REPAIR & MAINTENANCE	
	4.1 Computer	67279
	4.2 Cooler/ A.C.	319382
846047	4.3 Office Building and Allied	491572
309269	5) Vehicle Running and Maintenance	878233
83366	6) Postage, Telegram & Communication Charges	317889
200470	7) Printing & Stationery	66490
1214096	8) Travelling and Conveyance Exp.	150608
244565	9) Staff Welfare Expenses	902142
94806	10) Advertisement & Publicity	129321
111382	11) Miscellaneous Expenses	139230
2003506	12) Maintenance of Campus	83745
811822	13) Telephone, Fax & Internet Charges	2612615
104207	14) Hindi Protsahan Expenses	602365
2684285	15) Building Renovation & Upgradation	47620
3662561	16) Paid Training Programme Expenses	1116852
1488699	17) Housekeeping Expenses of Hostel	4409845
0	18) Legal & Professional Charges	1113524
<b>19119417.00</b>	<b>Total</b>	<b>16780743</b>
1628	19) Fixed Assets Written Off	8244
<b>19121045.00</b>	<b>Amounts Transfer to Income &amp; Expenditure A/c</b>	<b>16788987</b>
0	20) Cost of Assets Capitalised	115522
<b>19121045.00</b>	<b>Grand Total</b>	<b>16904509</b>

**SCHEDULE 'O' EXPENDITURE ON PLAN GRANTS**

(Amounts in Rs.)

FIG. FOR THE PREVIOUS YEAR	PARTICULARS	FIG. FOR THE CURRENT YEAR
	<b>A. RESEARCH, EDUCATION AND TRAINING</b>	
5387759	i) Research Projects, Workshop & Publication	6659160
8171192	ii) Education Programmes	9424740
3369268	iii) New Staff in Campus	4125224
2043209	iv) Rural Programmes	2479493
1090025	v) Information Technology	1111383
<b>20061453</b>	<b>TOTAL (A)</b>	<b>23800000</b>
	<b>B. PROGRAMME/PROJECTS FOR N.E. STATES</b>	
3987863	a) Education Programmes	
1012137	b) Projects (Including Info.Tech./Infra/ Pub.)	
<b>5000000</b>	<b>TOTAL (B)</b>	<b>7000000</b>
	<b>C. AUGMENTATION OF LIBRARY FACILITIES</b>	
1865251	i) Subscription to Journals/Periodicals	1747159
1795719	ii) Library Books	3157909
92359	iii) Library Augmentation/ Modernisation	94932
1940317	iv) Development of Library Infrastructure	0
<b>5693646</b>	<b>TOTAL (C)</b>	<b>5000000</b>
	<b>D. INFRASTRUCTURE</b>	
150000	(i) Architectural Fee	0
2166147	(ii) Civil work	0
465951	(iii) Electrical Work/ Advance to CPWD	1527750
1208700	(iv) Fixed Interior & Refurbishment	0
356114	v) Seminar Hall Sewer Line	0
2340513	vi) Development of Additional Infrastructure Work	0
<b>6687425</b>	<b>TOTAL (D)</b>	<b>1527750</b>
<b>37442524</b>	<b>TOTAL PLAN EXPENSES (A to D)</b>	<b>37327750</b>
3518922	Less: Cost of Assets Capitalised	4021734
<b>33923602</b>	<b>Amounts Transfer to Income &amp; Expenditure A/c</b>	<b>33306016</b>



# V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

## *Significant Accounting Policies and Notes on Accounts*

### **Standards of Financial Propriety**

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

### **Financial Statements**

The Financial Statements of the Institute consist of Income & Expenditure Account, Receipts & Payments Account and Balance Sheet as is being followed by the similar societies.

### **Basis of Accounting**

The accounts of the Institute being a Non-Profit Organization are prepared on Cash Basis and there is no provision for future receipts / payments .All the Grants received from the Ministry and our own internally generated receipts are utilized during the same year for which it has been received and earned.

### **Grants-in-aid**

As per the sanction of the President of India and in exercise of the powers delegated under the Ministry of Finance (Deptt. Of Expenditure), the Institute receives Grants-in-aid (Plan & Non-Plan) from Government of India, Ministry of Labour & Employment for every financial year. Utilisation Certificate on its actual utilisation for the purpose, for which it was received, is submitted to the Ministry of Labour & Employment at the end of every financial year.

### **Capital & Revenue Accounts**

Expenditure of capital nature is distinguished from Revenue Expenditure strictly as per the guidelines mentioned in General Financial Rules or special orders as may be prescribed by the Government and are taken care of while preparing the Financial Statement of the Institute at the end of every financial year.

### **Sundry Debtors/ Creditors**

The Institute carries out professional activities which are sponsored by other Institutions, Ministries, and Departments etc. and incur expenses on behalf of such agencies. These agencies advance/ re-imburse the expenditure in due course which has been shown under Receipts/ Payment – Outsiders Programmes/ Agencies head.

## Fixed Assets

Assets costing less than Rs.10, 000/- are charged in the year of purchase itself. All the other assets so far acquired are capitalized and depreciation has been provided at the rates prescribed under the law. On assets purchased before 30th September depreciation is provided at full rate and on assets purchased after 30th September depreciation at half the rate has been provided as per the Section 32 (1) at the Income tax act 1961.

The land of the Institute was allotted free of cost by Govt. of Uttar Pradesh to the Central Govt. Hence it is reflected in the Fixed Assets Schedule with NIL value.

## Inventory & Physical Verification of Assets

All the inventories purchased during the year are charged to the year it is purchased. Physical Verification of the assets of the Institute is done on a yearly basis and the existence of the assets is certified by the committee assigned for the purpose.

## Carry Forward of Surpluses

The Grants sanctioned by the Ministry of Labour & Employment to the Institute for Plan & Non-Plan activities are operated through Current Account in the Nationalized Banks and are normally fully utilized during the same year in which it is sanctioned. Consequently the Institute is left with no surplus to carry forward to the next year; however fund earmarked for Institute's work, which is not completed at the end of the year, is carried to the next year

Figures of the previous year have been regrouped/ recast wherever considered necessary.





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