



ANNUAL REPORT 2018-2019

V.V. GIRI NATIONAL LABOUR INSTITUTE

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

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Major Achievements (2018-2019)

- **V.V. Giri National Labour Institute is a premier institution involved with research, training, education, publication, and consultancy on labour and related issues.** The Institute, established in 1974, is an autonomous body of the Ministry of Labour and Employment, Government of India. The Institute was **renamed in 1995 in honour of Shri V.V. Giri, the former President of India** and a renowned trade union leader.
- **Emerging as a globally reputed institution:** The Institute continued its quest to emerge as a globally reputed institution and centre of excellence in labour research and training committed to enhancing quality of work and work relations.
- **Knowledge base for policy formulation:** The Institute completed 23 research projects that provided the requisite knowledge base for policy formulation on key domain of Labour Studies.
- **Think Tank Services:** The Institute has been providing necessary inputs from time to time that would be of relevance in policy making to the Ministry of Labour and Employment. These inputs are based on intense research, discussions with the various stakeholders viz. academia, experts, trade union officials, civil society members, employers and employee organisations, etc. Some of the areas where inputs were provided during the last year are:
 1. Determining the Methodology for Fixing the National Minimum Wage
 2. Social Security
 3. Provided inputs for drafting the Amendments to the CALPR Act; formulation of Rules under CALPR Act; Standard Operating Procedure for Enforcement of CALPR Act; PENCIL Portal; formulation of NCLP New Guidelines and other matters relating to realization of National Child Labour Policy objectives
 4. Impact of Maternity Benefit Amendment Act, 2017
- **Preparing the social partners to respond to the challenges of change:** India is currently witnessing rapid transformations in the world of work which in turn is providing both opportunities and challenges. The Institute organised 146 training programmes attended by 4460 participants representing major stakeholders and social partners like labour administrators, industrial relations managers, trade union leaders, social activists and researchers, with a view to enhance their skills and capabilities to respond to the challenges of change. This is the highest number of training programmes conducted by VVGNI in a year since its inception.



- **Empowering unorganized workers:** The Institute organised 51 training programmes attended by 1733 participants representing the various dimensions of unorganized sector. Such training interventions were primarily aimed at addressing the problems encountered by socially disadvantaged groups and grass-root level functionaries in the labour market and demonstrate how empowerment can be a powerful instrument of social inclusion.
- **Specialised training addressing concerns of North-East region:** The Institute organised 14 training programmes exclusively for labour administrators, trade union leaders, NGOs and other social partners representing the North Eastern States. The training programmes were conducted in the north eastern region at VVG NLI and participated by 543 personnel. These programmes have been appreciated by the north eastern states and it is not out of place to mention that this Institute has been laying emphasis to address key issues related to north eastern region. The Institute also organised the following Workshops:
 - (i) **Workshop on Labour & Employment in North East India** was jointly organised by the Centre for North East India, V.V. Giri National Labour Institute, Noida & Special Centre for the Study of North East India, Jawaharlal Nehru University on 19 March, 2019 at the Special Centre for the Study of North East India, JNU, New Delhi.
 - (ii) **Workshop on Labour & Employment in North East India** was jointly organised by the Centre for North East India, V.V. Giri National Labour Institute, Noida & Centre for North East Studies and Policy Research of Jamia Millia Islamia on 8th March, 2019 at the Centre for North East Studies and Policy Research, Jamia Millia Islamia, New Delhi.
- **Hub of organising international training programmes on labour issues:** The Institute is empanelled as a training institution under the ITEC/SCAAP of the Ministry of External Affairs, Government of India. The Institute organised 6 international training programmes on key themes like, Gender Issues, Labour Administration and Employment Relations, Leadership Development, Social Security, Skill Development and Employment Generation, Research Methods in Labour Studies and Health Protection and Security attended by 183 foreign officials.
- **Disseminating information and analysis on labour issues:** The Institute brings out seven in-house publications: *Labour and Development* (a biannual journal), *Awards Digest* (quarterly journal), *Shram Vidhan* (quarterly Hindi journal), *VVG NLI Indradhanush* (a bi-monthly newsletter), *Child Hope* (Quarterly Newsletter) and

Shram Sangam (biannual Hindi Magazine). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. The Institute brought out 38 publications during 2018-19.

A publication entitled 'Enhancing the Developmental Payoffs of Remittance Flows: A Migrant Centric Approach – Dr. S.K. Sasikumar was released during the year 2018-19 by Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (Independent Charge) in the meeting of the General Council held on 25th February, 2019.



Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (Independent Charge), Shri Heeralal Samariya, Secretary (L&E) and other Members of General Council of VVGNI releasing the publication of 'Enhancing the Developmental Payoffs of Remittance Flows: A Migrant Centric Approach' during the General Council Meeting



Shri Heeralal Samariya, Secretary (L&E), Government of India, Smt Sibani Swain, Additional Secretary and Financial Advisor, MoLE, Ms. Kalapna Rajsinghot, Joint Secretary, MoLE, Dr. H.Srinivas, Director General, VVGNI and other Members of Executive Council of VVGNI

- **Forging and strengthening professional partnerships:** This is an era of networking. The Institute continued its commitment to establish and strengthen professional networking by formalizing collaborative arrangements with both national and international institutions. The Institute has signed an MoU with International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy on 28th November, 2018 at Turin, Italy for a period of 05 years. The purpose of this MoU is to facilitate collaboration between two institutions in training and education that result in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile.
 - (i) As a part of this MoU, VVGNI and ITC (ILO), the Institute organized a training programme on '*Leadership for Employment Promotion in Fragile Settings*' during 11-15 March, 2019. **The programme was attended by 24 participants representing the government officials, workers' organizations and employers' organizations from Afghanistan including officials from VVGNI and Ministry of Labour & Employment.**
 - (ii) VVGNI has been recognized by the Government of India as the Nodal Labour Institute to network with other Labour Institutions of four BRICS countries in the meeting of the '**2nd BRICS Employment Working Group**' held from 30th July to 3rd August, 2018 at Durban, South Africa.



Shri Santosh Kumar Gangwar, Hon'ble Minister for Labour & Employment; Dr. H. Srinivas, DG, VVGNI; Shri Rajit Punhani, JS&DGLW; Shri Manu Tentiwal, PS to Hon'ble Minister; Smt. Anita Tripathi, Deputy Secretary, MoL&E and others at the BRICS Summit at Durban, South Africa on 2nd August, 2018

- (iii) The first activity undertaken as a part of the network was a research study on 'Technological Change and New Forms of Employment with Focus on Sharing Economy'. The findings of this research study were presented in the First Joint BRICS Network, ITC-ILO and ILO Expert Forum on 'Promoting Better Labour Market Outcomes for Youth in the BRICS and Beyond' held during November 28-30, 2018 at Turin, Italy.



International Labour Organization



International Training Centre



BRICS
Network of Labour Research Institutes

**BRICS Experts Forum: Promoting Better Outcomes
for Youth in the BRICS and Beyond**

28-30 November 2018, Turin, Italy



- (iv) The Institute established collaborations to facilitate collaborative research training and academic activities related to labour and employment issues with the following renowned institutions:
- Signed an MoU with 'National Institute for Rural Development and Panchayati Raj', Hyderabad on 9th April, 2018.
 - Signed an MoU with 'Dashrath Manjhi Institute of Labour and Employment Studies', Patna on November 22, 2018. The MoU was signed in the presence of Shri Nitish Kumar, Hon'ble Chief Minister of Bihar by Dr. H. Srinivas, Director General, VVGNI and Shri Dipak Kumar Singh, Principal Secretary, Labour Resources Development, Government of Bihar.



Dr. H. Srinivas, Director, VVG NLI and Shri Dipak Kumar Singh, Principal Secretary, LRD, Government of Bihar – Exchanging the MOU

- **Forum for intense debates on policy issues and dissemination of major initiatives:** Some of the workshops organised by this Institute related to contemporary issues and policy making are:
 - (v) A Panel Discussion on ***Strategies for Providing Social Security to Unorganised Workers*** was jointly organized on May 1, 2018 by VVG NLI and ILO at Pravasi Bharatiya Kendra, New Delhi. The panel discussion moderated by Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute (VVG NLI) was held as part of the International Labour Day celebration organized by the Ministry of Labour & Employment, Government of India. Eminent panelists and subject specialists attended the panel discussion. Special Issue of ***VVG NLI Policy Perspectives on Social Security for Labour in India and Child Hope***, January-March, 2018 were released by Shri Nitin Gadkari, Minister of Road Transport and Highways and Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (Independent Charge) during the International Labour Day Celebrations on May 01, 2018.



Shri Nitin Gadkari, Hon'ble Minister of Road Transport and Highways and Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour and Employment (I/C) releasing the 'VVGNI Policy Perspectives' and 'Child Hope' publications

- (vi) An expert Committee meeting on “Methodology for Fixation of National Minimum Wage/Wages” was organized by the Institute on 4th May, 2018 at its campus. The meeting was attended by experts to seek their views in the area of consumption expenditure, nutrition, prices and wages to validate and



Submission of Report by the Committee Members to the Secretary (Labour & Employment), Government of India



firm up the methodology for estimation of national/regional minimum wages under 'Code on Wages Bill, 2017'.

- (vii) A Workshop on '*Social Security for Unorganised Workers*' was organised in collaboration with Ministry of Labour & Employment and Labour Resources Department, Government of Bihar during 25-27 July, 2018 at Patna. The workshop was inaugurated by Shri Vijay Kumar Sinha, Hon'ble Labour Resources Minister, Government of Bihar and Shri Gopal Meena, Labour Commissioner, Government of Bihar. 46 delegates representing trade unions, NGOs, academia and government officials participated in the workshop.
- (viii) National Child Labour Project (NCLP), is the project of the Ministry of Labour and Employment, Government of India, launched in the year 1988. The Event '*Sharing the Experience of Rehabilitation through NCLP*' was organized at the VVGNI campus during August 7-10, 2018. The students of the Special Training Centres (STCs), Voluntary Educational and Vocational Instructors, Programme Managers, Project Director, and other staff of Tirunelveli District National Child Labour Project (NCLP), attended this event for orientation and sharing of experience.
- (ix) A presentation on the findings of the study on '*Quality Employment Generation in Micro and Small Enterprises (MSEs) in India: Strategies and Way Forward*' was made by Dr. Dhanya M.B., Associate Fellow, VVGNI in the meeting chaired by Secretary (L&E) and attended by officials from Ministry of MSME, Ministry of Finance and officials of Ministry of Labour & Employment on 12th September, 2018. at the Ministry of Labour & Employment, Shram Shakti Bhavan, New Delhi
- (x) A Training Workshop on '*Addressing Child Labour & Ensuring Child Protection*' for Prevention and Elimination of Child Labour in Jammu & Kashmir' was held during 29th to 31st October 2018 in Jammu. This workshop has been conducted for prevention and elimination of Child Labour in the State of Jammu & Kashmir. Around 75 participants were drawn from multi-stakeholders and social partners dealing with the issue of child labour and related issues.
- (xi) A Presentation on the Research Study, '*Technological Change and New Forms of Employment: With Focus on Sharing Economy*', carried out under the aegis of BRICS Network of Labour Research Institutes was made in a meeting Chaired by Secretary (Labour and Employment) on November 05, 2018 at the Ministry of Labour and Employment, New Delhi and attended by officials from other Ministries too apart from Ministry of Labour & Employment.

- (xii) A Workshop on 'Curriculum Development of Short-term Course on Child Labour' was held on 6th and 7th December 2018 at the Mahatma Gandhi Labour Institute, Government of Gujarat in partnership with UNICEF.
- (xiii) National Stakeholder Consultation on the 'Future of Work' jointly with Ministry of Labour and Employment and the International Labour Organisation was organized on February 08, 2019 at the Institute. The consultation was organised as a part of celebrating an eventful centenary of the existence of ILO in 2019. India, as a founding member of the ILO, has been an important partner in the exciting and eventful journey of the ILO.



Inaugural Address by Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (I/C) in the presence of Ms. Dagmar Walter, Director ILO DWT for South Asia and country office for India, Ms. Anuradha Prasad, Additional Secretary, Ministry of Labour and Employment, Smt. Sibani Swain, Additional Secretary and Financial Advisor, Ministry of Labour and Employment, Government of India and Dr. H. Srinivas, Director General VVGNI

- (xiv) A two-day Workshop on 'Gender, Unpaid Work and Care: Towards Achieving Sustainable Development Goals (SDGs)' in collaboration with International Center for Research on Women (ICRW) was organized during 7-8th March, 2019 at the VVGNI campus on the occasion of the International Women's Day 2019. The workshop was attended by 60 eminent scholars from the academia, practitioners, senior officers from the government, representatives from international organizations, representatives from civil society organizations and faculty members and officers of VVGNI. Ms. Kalpana

Rajsinghot, Joint Secretary delivered a special address and Shri Gopal Meena, Labour Commissioner, Government of Bihar chaired the panel discussion. Ms. Subhalakshmi Nandi, Deputy Regional Director, ICRW-Asia, set the context of the workshop.



Workshop attended by Ms. Kalpana Rajsinghot, Joint Secretary, MoLE, Dr. H. Srinivas, Director General, VVGNI and Shri Gopal Meena, Labour Commissioner, Government of Bihar

- (xv) A Workshop on 'Equal Remuneration Act 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act' was organised on 27th March 2019 with the objective to identify the challenges and constraint in the implementation of the Act of Equal Remuneration Act, 1976 and also to identify the vulnerable sectors which require special attention which was attended by 37 participants representing wage stakeholders (labour administrator, academicians and trade union leaders).
- **Library and Information System:** The Institute's library, N.R. De Resource Centre on Labour Information, is one of the most endowed libraries in the area of labour studies in this country. Presently, the library has about 65270 books/reports/bound volumes of journals and subscribes to 178 professional journals. The library also provides various professional services to its readers and also brings out different products to facilitate its usability. The Institute has procured a new upgraded version of library management software "**LIBSYS 10 EJB**" to start new web based library services.
 - **Highlighting the role of labour in shaping modern India:** The Institute has set up a Digital Archive on Labour to serve as an apex repository of historical documents related to labour. It has around **190000 pages of important documents on**

labour history in digital form uploaded in the website of labour archives (www.indialabourarchives.org).

- **Promoting Official Language** - The following award has been received
 1. '**Shram Sangam**', the in-house official language magazine of V.V. Giri National Labour Institute (VVGNI), Noida got the *Second Prize* in 'Ka kshetra' under the Rajbhasha Kirti Puraskar Yojana (Grih Patrika) of Official Language Department, Ministry of Home Affairs, Govt. of India. The awards were distributed by Shri M. Venkaiah Naidu, Hon'ble Vice President of India at Vigyan Bhawan, New Delhi on the occasion of Hindi Diwas Celebrations on 14th September, 2018.



Dr. H. Srinivas, Director General, VVGNI receiving the award from Hon'ble Vice President of India, Shri M. Venkaiah Naidu

2. V.V. Giri National Labour Institute, Sector- 24, Noida was awarded with 2nd Prize for performing the excellent work in implementation of Official Language Policy during the year 2017-18 by Town Official Language Implementation Committee (TOLIC), Noida in its 37th Meeting held on 31.01.2019 at GAIL (India) Ltd, GAIL Jubilee Tower, Sector -1, Noida.



Institute's Vision and Mission

Vision

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

Mission

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

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

Institute's Mandate

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

Objectives and Mandate

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

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



Institute's Structure

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

Composition of General Council

1. Shri Santosh Kumar Gangwar President
Hon'ble Minister of State for Labour & Employment (I/C)
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001

Six Central Government Representatives

2. Shri Heeralal Samariya, IAS Vice President
Secretary (Labour & Employment)
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001
3. Ms. Anuradha Prasad Member
Additional Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi



- | | | |
|----|--|--------|
| 4. | Ms. Sibani Swain Additional Secretary & Financial Adviser Ministry of Labour & Employment Shram Shakti Bhawan New Delhi | Member |
| 5. | Ms. Kalpana Rajsinghot Joint Secretary Ministry of Labour & Employment Shram Shakti Bhawan New Delhi | Member |
| 6. | Shri R. Subrahmanyam Secretary Department of Secondary & Higher Education Ministry of Human Resource Development Shastri Bhawan New Delhi | Member |
| 7. | Shri Parag Gupta Adviser (LEM) NITI Aayog New Delhi – 110 001 | Member |

Two Workers' Representatives

- | | | |
|----|--|--------|
| 8. | Shri B. Surendran All India Dy. Organising Secretary Bhartiya Mazdoor Sangh (BMS) Kesavar Kudil 5, Rangasayee Street, Perambur, Chennai – 600 011, Tamil Nadu | Member |
| 9. | Shri Sukumar Damle National Secretary All India Trade Union Congress (AITUC) AITUC Bhawan 35-36, D.D.U Marg, Rouse Avenue, New Delhi – 110 002 | Member |



Two Employers' Representatives

- | | |
|---|--------|
| 10. Shri B.P. Pant Advisor Federation of Indian Chambers of Commerce and Industry (FICCI) Federation House, Tansen Marg New Delhi -110 001 | Member |
| 11. Dr. G.P. Srivastava, Chief Advisor The Associated Chambers of Commerce and Industry of India (ASSOCHAM) 5, Sardar Patel Marg, Chanakyapuri New Delhi -21 | Member |

Four Eminent Persons Who Have Made Noteworthy Contribution in the Field of Labour

- | | |
|---|--------|
| 12. Shri Virendra Kumar Bharatiya Mazdoor Sangh Office- Ram Naresh Bhawan Tilak Gali, Chuna Mandi Paharganj New Delhi | Member |
| 13. Shri P.K. Gupta Chancellor Sharda University Greater Noida, U.P. | Member |
| 14. Shri Satish Rohatgi Opposite Dr. Badri Prasad Clinic Bada Bazar, Bareilly, U.P. | Member |
| 15. Shri Raja M. Shanmugam President Tiruppur Exporter's Association 62, Appachi Nagar Main Road Kongu Nagar Tiruppur – 641607 | Member |

Representative from Research Institution

16. Shri Vipul Mittra, I.A.S. Member
Addl. Chief Secretary (Labour & Employment)/
Director General
Mahatma Gandhi Labour Institute
Drive-in-Road, Near Manav Mandir, Memnagar
Ahmedabad – 380054, Gujarat

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

17. Shri Prahlad Singh Patel Member
Hon'ble Member of Parliament (Lok Sabha)
Res.14, Dr. B.D. Marg
New Delhi
18. Shri Bhushan Lal Jangde Member
Hon'ble Member of Parliament (Rajya Sabha)
Flat No. 201, Swarnjayanti Sadan
Dr. B.D. Marg
New Delhi

Representative from V.V. Giri National Labour Institute, Noida

19. Dr. H. Srinivas Member-Secretary
Director General
V.V. Giri National Labour Institute
Sector-24, Noida – 201 301
Distt. Gautam Budh Nagar, U.P.



Research

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

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

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

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

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

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

Centre for Labour Market Studies

The research activities at the V.V. Giri National Labour Institute are carried out under the aegis of different research centres. The Centre for Labour Market Studies, one such Research Centre, is committed to undertake research focusing on the ongoing transformations in the labour market. The research activities aim at providing policy directions for improving the labour market outcomes. The current research activities of the Centre focuses on the following core areas:

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

Completed Research Projects

1. Technological Change and New Forms of Employment: with Focus on Sharing Economy

(Research study carried out under the aegis of BRICS Network of Labour Research Institutes)

Objectives

The specific objectives of the research study were: (i) Trace the technological changes and its impacts and implications for work and work relations; (ii) Examine the forms and characteristics of new forms of employment; (iii) Highlight the features and growth of sharing economy; (iv) Analyse the profile of employment and labour market outcomes in sharing economy; and (v) Identify policy trajectories to respond to the challenges of change.

Outcomes

Analysis related to the technological changes, new forms of employment and sharing economy was based on an exhaustive review at global, regional and national levels. Primary survey of drivers associated with two major cab aggregating companies, Uber and Ola, was carried out to capture the employment and labour market outcomes.

The findings highlight that the spread of sharing economy has provided both opportunities and challenges with respect to the labour market outcomes. While favourable conditions were emanating in relation to improved income and flexibility



for those engaged in the sharing economy, disadvantageous tendencies were arising in relation to aspects like work - life balance, representation and length of working time.

The study also points out some of the major policy derivatives to address the emerging issues related to technological changes and emerging new forms of employment. As regards regulatory conditions for labour, policy must be neutral towards old and new forms of employment and must not segment further the labour market. It notes that the fundamental aim should be towards universalisation of the coverage of major labour regulations. It indicates that ambiguity regarding the status of employees in sharing economy should be resolved, particularly from the perspective of improving social security and employment benefits. Given the spread of technology oriented tasks, emphasis needs to be provided for improving the skill eco system. The skill system must move towards lifelong learning system with emphasis on problem solving skills to think critically, learning skills to acquire new knowledge communication skills, social skills for promoting collaborations, team work and conflict resolution. From the technology perspective, there is a need to evolve measures for redistribution of technology led productivity gains. The study also notes that customised surveys should be undertaken to capture new forms of employment and technology content of jobs.

The findings of this research study was presented during the BRICS Labour and Employment Meeting held during July 30-August 3, 2018 at Durban, South Africa and also at the First Joint BRICS Network, IT-CILO and ILO Expert Forum on 'Promoting Better Labour Market Outcomes for Youth in the BRICS and Beyond' held during November 28-30, 2018 at Turin, Italy.

This research study was also presented to the senior officials of the Government of India in a meeting Chaired by Secretary (Labour and Employment), on November 05, 2018.

Date of Initiation and Date of Completion

The study was initiated in February, 2018 and completed in December 2018.

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

2. Towards a Policy Framework for Enhancing Migration Outcomes of Short Term Labour Migration in India

Objectives

This policy oriented research was undertaken with the following objectives: (i) provide an analytical review of the recent empirical evidence on short term labour migration; (ii) analyse the major secondary sources of data on internal labour migration with a view to decipher the broad trends and identify the prospects for improving the migration data system; (iii) review the operation of the existing policy responses including the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979; (iv)



Examine some of the recent and good practices initiated at the State level to manage internal labour migration; and (v) Suggest policy recommendations for improving the internal migration governance in India and enhancing the migration outcomes of short term labour migration.

Outcome

This research paper focuses on an important but highly vulnerable group: the short-term and temporary migrants who are currently not included in the mainstream policy architecture in India. The paper argues that given some recent trends such as the accelerating structural transformation of the economy, demographic transition and increasing educational attainment of the population, non-inclusion of this important group does not augur well for a sustainable and inclusive growth trajectory of India. The paper highlights that the policy framework must be migrant-centric, and aim to reduce vulnerability and create an enabling framework to improve migration outcomes. A main contention of this paper is that short-term labour migration can, with appropriate policy measures, become a resource rather than a constraint on the growth and development trajectory of India.

Some of the major policy recommendations emanating from the research include: improving the information base on internal labour migration; strengthening the coordination between migrant sending and migrant receiving states; setting up migrant resource centres particularly in major migrant sending and receiving pockets and reducing distress migration.

Date of Initiation and Date of Completion

This project was initiated in June, 2018 and completed in December, 2018.

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

3. Quality Employment Generation in Micro and Small Enterprises (MSEs) in India: Strategies and Way Forward

Objectives

This research study was conducted mainly to examine the strategies and suggest way forward for the quality employment generation in Micro and Small Enterprises (MSEs) in India. The specific objectives of the project were to: i) Discuss the definition and growth of MSE sector in terms of employment and further about sickness, various government initiatives to promote MSME Sector, legal framework and the challenges etc. ii) Explore the characteristics of women enterprises, their contribution to employment, the economic activities they participate and also major challenges faced by women entrepreneurs through case studies. iii) Analyse various committees formed to understand the challenges faced by micro and small scale enterprises and also the real problems and challenges



of the micro and small enterprises, with each issue being elaborated on and explicated through certain case studies and Focus Group Discussions (FGD) conducted to evaluate the problems to find out the ways of generating quality employment in MSEs Sector.

Outcome

Given the nature of the challenges faced by the workers and employers in MSMEs, specific policy recommendations have been highlighted in this study. This research study was presented to the senior officials of the Government of India in a meeting chaired by Secretary (Labour and Employment), on 12th September 2018.

Date of Initiation and Date of Completion

The project was initiated in January 2018 and completed in April, 2018.

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

4. Report of the Expert Committee on Determining the Methodology for Fixing the National Minimum Wage

The Institute in collaboration with the experts of the Ministry of Labour and Employment and ILO prepared the *Report of the Expert Committee on Determining the Methodology for Fixing the National Minimum Wage*. The expert committee was constituted on 17th January 2018 with the following terms of reference: (a) examine and review the current norms for determining the minimum wages and recommending changes in methodology, with a view to fixing need based national and regional minimum wages that are desirable on the basis of available evidence; (b) recommend initial base values of the national and regional minimum wages as per the suggested methods; and (c) review the norms and process of revising and adjusting minimum wages and recommend any changes required. The terms of reference also mandated the committee to make recommendations keeping in mind global best practices and their adaptability and relevance to the Indian context.

The report was submitted by the Committee under the Chairmanship of Dr. Anoop Satpathy, Fellow, VVGNI to the Secretary (L&E) on 14th February 2019. The report recommended an updated methodology for fixation of national minimum wage and also suggested base value of national minimum wage. The report and evidence submitted by the committee will help further discussion and debates among the social partners to arrive at agreed level of national minimum wage, which may be considered under the new wage code bill.

The Institute spearheaded and hosted technical discussions of the expert committee meetings leading to its finalisation and submission.

(Project Director: Dr. Anoop Kumar Satpathy, Fellow)

On-Going Research Projects

1. Promoting Youth Employment & Entrepreneurship: A Study with Special Focus on 'Start-ups'

Objectives

The Startup is a new business entrepreneurial activity, mainly technology driven, aiming to rejuvenate industries through disruptive technologies, promote employment and economic growth. In India, seventy percent of the startup incubators are in educational institutions to encourage the real innovative and entrepreneurship spirit among the youth of the country.

In this context, this research study mainly attempts to capture how the startups in the labour market are contributing to the provision of employment among the young population through entrepreneurship/innovation. It also examines how different innovations are being absorbed or translated into different kinds of startups and also examines the role of academia in creating a new ecosystem for small firms. Finally, this study examines the procedure, regulatory process and the challenges of start-ups in India. The researcher designed an exploratory case study of startups/small firms which explore the complex small firm's startup ecosystem in a detailed manner. Young people were interviewed on how business opportunities had come into existence in their lives.

Date of Initiation and Date of Completion

The project was initiated in August, 2017 and is expected to be completed by July, 2019.

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



Dr. H.Srinivas, Director General, VVGNI, Shri Rajit Punhani, JS&DGLW, Dr. Dhanya M.B, Associate Fellow & Coordinator and participants of Training Programme on Social Protection and Livelihood Security for North Eastern States



Major Workshops/Conferences

- **National Stakeholder Consultation on the Future of Work**

V.V. Giri National Labour Institute jointly with Ministry of Labour and Employment and the International Labour Organisation organized a National Stakeholder Consultation **on the Future of Work** on February 08, 2019 at the V.V. Giri National Labour Institute. The consultation was organised as a part of celebrating an eventful centenary of the existence of ILO in 2019. India, as a founding member of the ILO, has been an important partner in the exciting and eventful journey of the ILO. The launch of the Global Commission on the Future of Work Report, *Work for a Brighter Future*, on January 22, 2019 marked the official start of the ILO Centenary year. The Report examined how to achieve a better future of work for all at a time of unprecedented change and exceptional challenges in the world of work. In this context, the consultation was organised to discuss the issues highlighted in this Report with a view to evolve country specific priorities and strategies to respond to the challenges of change and ensure decent and sustainable work opportunities for all.

The programme was inaugurated by Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (I/C). He highlighted on the cooperation of ILO with the Ministry of Labour in strengthening Labour & Employment Policies. He also expressed the commitment of the government for addressing the challenges associated with the informal sector and the introduction of the various schemes like PMRPY, PMJJBY etc.

Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute, welcomed the delegates and highlighted on the objectives of the consultation.

Ms. Anuradha Prasad, Additional Secretary, Ministry of Labour and Employment provided a way forward on the deliberations of the consultation. Smt Sibani Swain, Additional Secretary and Financial Advisor, Ministry of Labour and Employment, Government of India initiated the open discussions at the consultation. The consultation also included a panel discussion chaired by Ms. Dagmar Walter Director ILO DWT for South Asia and country office for India, and the panelists were: Shri Rajeev Dubey member of Governing body, ILO; Shri Virjesh Upadhyay, General Secretary, BMS; Smt. Sunita Sanghi, Senior Advisor, Ministry of skill Development and Entrepreneurship; Shri R Venkat Ratnam, Principal Secretary, Government of Punjab; Shri Michael Dias, Secretary, The Employers Association; Ms. Rituparna Chakraborty, Executive Vice President, Team Lease; Shri Manish Kumar Gupta, Joint Secretary, Ministry of Labour & Employment. The consultation was attended by government representatives, representatives from ILO and other international organisations, Trade unions, employers' organizations, academicians, representatives from research institutions and faculty and officers from VVGNI.

The programme concluded with a Vote of Thanks by Dr. S. K. Sasikumar, Senior Fellow, V.V. Giri National Labour Institute who coordinated the event.

Centre for Agrarian Relations and Rural Labour Studies

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. With growing complexity of agrarian relations and rural labour market, it was felt that more specialization would be needed to look into the agrarian situation and to analyze it more scientifically and systematically so that policy and programmes could be formulated to suit the needs of the rural labourers for their development. Apart from this, the experience of over two and a half decades also underlines the need for an integrated approach for the various problems. This is the main rationale behind the creation of the Centre.

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

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

In addition to the above core areas, several specific themes have also been identified for research, seminars and workshops which are as follows:

- Changes in land holding and land use pattern
- Credit and other input facilities in agrarian development
- Changing agrarian systems and employment relations
- Effectiveness of various forms of mobilisation of rural labour
- Undertaking action research for organising labour for economic activities
- Assessing the potential of rural non-farm employment sector.
- Examining the trends in wages, employment and poverty in rural areas.
- Examining the social security mechanisms at work in the rural sector
- Impact of globalisation, liberalization and privatisation on various segments of rural labour in general and agricultural labour in particular, analyse the agrarian relations and changes in the wake of globalisation, review research studies focusing on liberalisation, privatisation and globalisation.
- Impact of new technology on employment and productivity of the various sections of rural labourers.



- Implication of land reforms on rural labour, productivity and distribution of wealth.
- Impact of structural changes on the quality of lives of various segments of rural labourers.
- Study of local initiatives by individuals/institutions other than government organisations, for development of rural labour in general and agricultural labour in particular.
- Implications of government policy on National Trade Unions.
- Evaluation of income generation development programmes and schemes in the light of their social and economic relevance.
- Impact of gender inequality in various rural occupations, execution and implementation of development projects, programmes and schemes.
- Initiate and conduct collaborative research on various aspects of rural/agricultural labour in association with various trade unions and NGOs working for rural labour.

Completed Research Projects

1. Agrarian Crises and Rural Labour in General and Women Agricultural Labour in Particular

Objectives

- To review, analyse and understand the present agrarian situation in the country;
- To examine socio-economic status of rural labour in general and women agricultural labour in particular;
- To study the rural workers access to and impact of different development and welfare programmes and schemes on the conditions of rural/ agricultural labour;
- To study education and skill base of the rural workers;
- To examine the pattern of opinion and attitudes of rural labour about their own problems and solutions;
- To explore the employment potential in rural areas; and
- To suggest approaches and strategies for the empowerment of rural labour and women agricultural labour on the basis of the study.

Outcome

- The main outcome of the report consists of analysis of agrarian crises and its implication for agricultural development.



- Another outcome is the comprehensive suggestions for the development of agriculture with strategic way forward.

Date of Initiation and Date of Completion

The project was initiated in August 2016 and completed in May, 2018

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

2. Rural Industrialization and Options for Self Employment in Rural Areas

Objectives

The main objective of the study was to examine how combining various factors, employment of work seeking population could be increased in different sectors of rural industry.

Some specific objectives were:

- To study the existing level of rural industrialization and examine the potential in the selected areas;
- To study the existing self-employment opportunities in the selected areas and its potential;
- To identify employment generating rural based industrial endeavours and opportunities;
- To study some cases of successful rural industrialization; and
- To recommend policy measures to enhance rural industrialization and self-employment opportunities.

Outcome

- The major outcome of the study is the comprehensive analysis of efforts of rural industrialization in India and its limitations.
- Another important outcome is the identification of problems and issues relating to rural industrialization at micro level.
- The study also brings into focus and also suggests the strategy for rural industrialization.

Date of Initiation and Date of Completion

The project was initiated in May 2018 and completed in March, 2019

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



National Resource Centre on Child Labour (NRCCL)

National National Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute has been set up as a Centre of eminence to work in partnership with UNICEF, ILO, and the Ministry of Labour with the objective of instituting 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' Organization, in the task of combating child labour. The Centre supports the legislators, policy makers, planners, and project and programme implementers and others in their task of progressive elimination of child labour. The center has been continuously striving to develop the capabilities of officials of different government departments, Trade Union cadre, academicians, students of Social work and other Social Sciences, personnel in development sector and corporate sector including the CSR executives, social and cultural organizations, office-bearers of RWAs, NSS, NYK and other youth groups, Panchayati Raj Institutions and other social partners working towards prevention and elimination of child labour.

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

Research

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

1. Contextualizing Opportunity costs for withdrawal of child labour through Documenting Successful experiences
2. Creating benchmark information on employment of children in select hazardous occupations and processes



3. Evolving strategies for Rehabilitation of child labour
4. Evaluation, Performance Appraisal and Impact Assessment Studies on the issue of Children in Labour Exploitation
5. Reviewing Research Studies for locating definitional aspects of child labour and studying socio-economic implications situating factors responsible for perpetuation of child labour

The various aspects covered in these micro-level studies include magnitude of the problem, trafficking of children for labour exploitation, vulnerabilities and insecurities of child workers, structure and functions of child protection mechanisms, legislative framework and enforcement of legislation, impact of state and non-state interventions, status of education, living and working conditions, occupational health hazards, etc. NRCCL has completed several research studies and major evaluation studies.

Completed Research Projects

1. Sectoral Analysis of Employment of Children in select Districts for sensitizing and enhancing capacity of District-level stakeholders for effective Implementation of National Child Labour Project

Objectives

- To provide technical support at every stage of the process of framing of Rules under Child Labour (Prohibition & Regulation) Act, 1986 as amended by Child Labour (Prohibition & Regulation) Amendment Act, 2016 by carrying out extensive literature review and also by eliciting views, perspectives suggestions and comments on a regular basis from various social partners across the country for framing rules on the amended legal provisions under the Child Labour (Prohibition and Regulation) Amendment Act, 2016 Act.
- To organize National Level Training Workshops for Programme managers, Project Directors of NCLPs, imparting awareness on the amendment Act and its provisions to the Labour Enforcement machinery and to contribute to multi-social partners' national-level consultation on the draft rules. The purpose is also to provide technical support for finalization of Data-capturing tools for survey of child and adolescent labour under NCLP Scheme.

Outcome

This project contributes to the task force in a number of ways including suggesting measures for effective enforcement of provision of CLPR Act; other strategies



for prevention of child labour; recommending standard operating procedures for trafficked and inter-state migrant children; and recommendations for effective implementation of the National Child Labour Projects by strengthening district-state level stakeholders' capacity by enhancing awareness and sensitization on the problem of child labour, and equipping with required skills and knowledge to prevent and respond to child labour through a more coordinated approach. This project provided inputs to the national and state-level consultations in Drafting Rules under the CALPR Act and also provided inputs in generating awareness on the Rules to multi-stakeholders.

Date of Initiation and Date of Completion

The project was initiated in November, 2016 and completed in May, 2018

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

2. Development of Training Package on the Basis of Amendments in Child Labour Law and Central Rules Notification - (First Phase)

Objectives

- To prepare ground to reduce the number of working children in the 8 high child labour prevalent states.
- To strengthen the State and District-level actors to work in a more convergent manner in preventing and responding to child labour and
- To ensure that the State and District-level actors have increased knowledge and skills to prevent and respond to child labour.
- The Project involved a desk review of child labour and education.

Outcome

The District and State actors were equipped with clarity on their roles and responsibilities and how and what to do to prevent and respond to child labour with the knowledge of social protection schemes and the procedure for accessing the services and benefits of the schemes to the child labour families.

Date of Initiation and Date of Completion

The project was initiated in May, 2018 and completed in March, 2019

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



3. Building of Capacities of State and District Level Multi-stakeholders on Prevention and Rehabilitation of Child Labour on the basis of Amendments in Child Labour Legislation and Ratification of International Conventions (First Phase)

Objectives

- To develop a training module and a handbook for the purpose of sensitizing the various social partners and stakeholders.
- To enable sustaining the learning for application and utilization for combating child labour.

Outcome

Existing manuals and packages are being reviewed, for preparing comprehensive Training Module, target-specific Handbooks with protocols, sample case studies, and session-specific Training Materials. Training materials include booklets, on the situation, types, forms, determinants, deterrents, consequences of child labour, myths around child Labour, rehabilitation approaches and challenges involved in addressing child labour, development schemes of the government that could impact child labour and wherewithal for accessing the benefits etc. Transfer of learning and acquiring knowledge and skills are being facilitated in a systematic manner. Handbooks for different social actors have been developed specifying their role and responsibilities and also the methods, procedures and techniques to carry out their role and responsibilities effectively to prevent and respond to child labour.

Date of Initiation and Date of Completion

The project was initiated in May, 2018 and completed in March, 2019

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

On-going Research Projects

1 Designing Training Modules and Training Manuals and Disseminating for Convergent Action Against child Labour by Evolving District-specific Plan

Objectives

- To preparing ground to reduce the number of working children in the 24 Districts in select high child labour prevalent states.



- To strengthen the State and District-level actors to work in a more convergent manner in preventing and responding to child labour and to ensure that the State and District-level actors have increased knowledge and skills to prevent and respond to child labour.

Date of Initiation and Date of Completion

The project was initiated in November, 2018 and likely to be completed by August, 2019.

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

2. Initiatives to Address Child Labour in Supply Chains in India: Mapping Sectoral Focus

Objectives

- To locate the remediation that could be undertaken by supporting projects that rehabilitate the children at work
- To locate the responsibilities of business to prevent entry of children into work in supply chains through business practices, and by using its leverage over the other party to influence the suppliers' business practice.

Date of Initiation and Date of Completion

The project was initiated in September, 2018 and is likely to be completed by May, 2019.

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

3. Building of Capacities of State and District Level Multi-stakeholders on Prevention and Rehabilitation of Child Labour on the basis of Amendments in Child Labour Legislation and Ratification of International Conventions (Second Phase)

Objectives

- To impart multi-stakeholder training using the module and a handbook developed for the purpose of sensitizing the various social partners and stakeholders in the hot spot cities and 24 Districts in 8 states of child labour concentration.
- To enable sustaining the learning for application and utilization for combating child labour. Transfer of learning and acquiring knowledge and skills would be

facilitated in a systematic manner. Social Actors' capacity would be developed specifying their role and responsibilities and also the methods, procedures and techniques to carry out their role and responsibilities effectively to prevent and respond to child labour.

Date of Initiation and Date of Completion

The project was initiated in March, 2018 and is likely to be completed by March, 2020.

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

Major Workshops/Conferences

- **Training Workshop on Addressing Child Labour & Ensuring Child Protection**

A Training Workshop on 'Addressing Child Labour & Ensuring Child Protection' for Prevention and Elimination of Child Labour in Jammu & Kashmir' was held during 29th to 31st October 2018 in Jammu.

This workshop has been conducted for prevention and elimination of Child Labour in the State of Jammu & Kashmir. Around 75 participants



Dr. Helen R. Sekar, Senior Fellow chairing the Group Discussion in the Workshop

were drawn from multi-stakeholders and social partners dealing with the issue of child labour and related issues.

- VVGNI interventions at the District and Sub-District-levels to make child labour-free India

The Inter-state Conference on "Preventing and Responding to Child Labour through Convergent Planning at District Level was organized at the Dashrath Manjhi Labour Institute, Patna, in Bihar on 9th February, 2019. 114 key functionaries representing International organizations such as the ILO, Freedom Fund, UNICEF, Action Aid; National



Human Rights Commission, State-Level Organisations/Commissions/Institutions/Universities namely the State Commission for Protection of Child Rights, Maharashtra, Police University, Rajasthan, officials from the Line Departments of the Government of Rajasthan namely Labour Department, Police Department, Department of Child Rights; From the State of Bihar, the Sub-Divisional Magistrates, Block Development Officers, Labour Enforcement Officers, Officials from the Department of Social Welfare from the Districts of Patna, Nalanda, Nawada, Bhojpur, West Champaran, Sitamarhi, Purnea, Madhubani, East Champaran; Officials from the Department of Education from the Districts of Bhojpur, West Champaran, East Champaran; Block Development Officers from Nawada, Hilsa Block of Nalanda Districts; Akbarpur Block of Nawada; Bakhtiyarpur Block of Patna; Jagdalpur Block of Bhojpur Districts; Kurhani Block of Muzaffarpur; Runisaidpur Block of Sitamarhi; and representatives of Civil Society Organizations; and from Print and Electronic Media including Doordarshan, News 18 TV channels from Patna, participated in the Conference on Convergent Planning. The main objective of this conference is to focus on the challenges of locating, rescuing, and releasing children trafficked for labour exploitation; to discuss the opportunities with regard to inter-state coordination between Bihar and Rajasthan; and to achieve the larger goal of evolving convergent plan and ensuring Inter-state coordination. The purpose was also to discuss and deliberate the effective implementation of the legal instruments to prevent victimization and violence; addressing child labour/trafficking, and violence through effective enforcement of legal provisions in the Juvenile Justice Act; the role of CALPR (Child and Adolescent Labour [Prohibition and Regulation] Act) as a tool to prevent child labour and ensure that every child is in school and learning; the role of N/SCPCR as an 'Oversight Mechanism' to promote child rights and protect children from violence; and addressing issues of 'un-safe migration' with focus on the prevention of child labour between Bihar (source) and Rajasthan (destination).

Centre for Employment Relations and Regulations

The issue of employment relations and its regulation has always been and continues to be one of the major contentious and fascinating issues in the area of labour. Employment relations are undergoing drastic transformations especially since 1991. Accordingly, the Institute giving due priority to this issue set up a specific research centre for studying these transformations and other related issues i.e. the Centre for Employment Relations and Regulations, way back in the year 2001. The Centre aims at developing understanding of the changing employment relations so as to help in the formulation of appropriate legal regulation framework and evolving appropriate social protection measures. The research activities of the centre primarily focus on: Trade unions and their role in the emerging socio-economic scenario; emerging employment relations in the informal and the unorganized sector; Limitations of the existing legal framework in the regulation of employment relations in the unorganized and informal sector; Changes in judicial trend and Regulation of minimum wages etc. The Research Advisory Group (RAG) of the Centre comprises of academicians and senior representatives from trade unions as well as employers' organizations.

Completed Research Project

1. Regulation of Fixed-Term Employment: An Inter-Country Perspective

Objectives:

- Identification of the key characteristic attributes and features of fixed-term contract system.
- Identification of the prevailing policies and practices pertaining to regulation of various aspects of fixed-term employment in particular the current regulation on fixed-term contracts from selected countries.
- To gather the views and perceptions of various social partners on different aspects of Fixed-Term Employment.
- To make a comparative analysis of these regulatory policies and practices with a view to draw appropriate policy framework for India.
- To suggest the regulatory framework for addressing the various issues related to Fixed-Term Employment.

Outcome

The research project has culminated in the publication of the report in the form of V.V. Giri National Labour Institute's Research Studies Series titled NLI Research Studies Series No.133/2019 (published in January 2019). The findings and recommendations of the study (which are based on an in-depth and detailed analysis of the regulatory measures concerning various aspects of regulation of fixed term employment in different countries and analysis of the views and perceptions of different stake-holders) can help in strengthening of the newly inserted regulatory provisions concerning fixed- term employment contained in the Industrial Employment (Standing Orders) Act, 1946.

Date of Initiation and Completion:

The study was initiated in August, 2017 and completed in December, 2018.

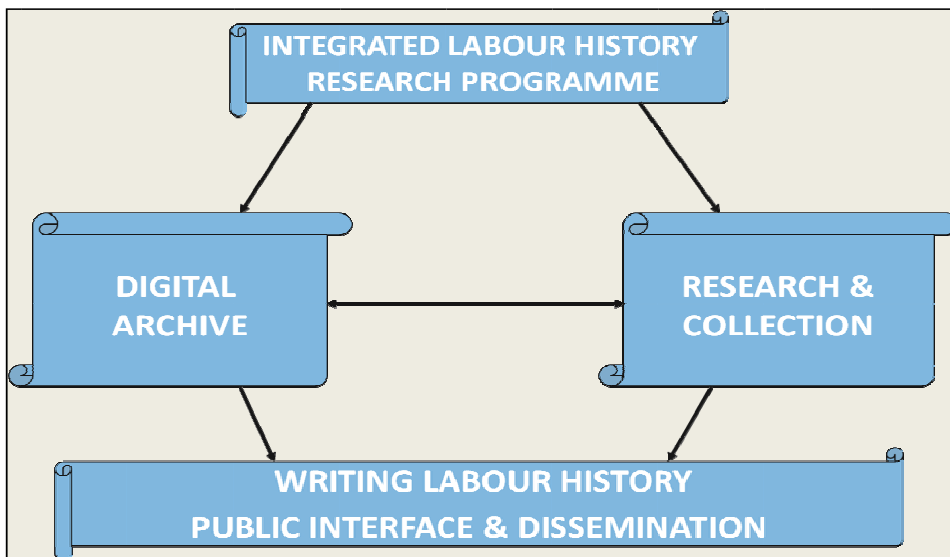
(Project Director : Dr. Sanjay Upadhyaya, Senior Fellow)

Integrated Labour History Research Programme

Integrated Labour History Research Programme: An Introduction

- ILHRP was instituted at VVGNI, on 24 July, 1998 in collaboration with the Association of Indian Labour Historians (AILH) on the basis of a MOU which has been renewed every five years, latest being in 2015.
- The overall aim of the Programme is to initiate, historical research on labour in India and preserve the records pertaining to labour both organised and unorganised. It also aims to integrate a historical research with contemporary policy making.

Structure of the Programme



Features of the Digital Archives of Indian Labour

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

Completed Research Projects

1. Launching of the Upgraded Website of the Archives of Indian Labour

Objectives

To upgrade and revamp Digital Archives of Indian Labour and make it operational on the DSpace platform

Outcome

The upgraded and revamped Digital Archives of Indian Labour has been made operational on the DSpace platform. Some of the major and following collections have been uploaded and are available online.

1. Commissions on Labour (No. of Images – 17,453)
2. Bharatiya Mazdoor Sangh (No. of Images – 12,304)
3. ILO India Monthly Reports (1929-1969) (No. of Images – 40,000)
4. Collection of Oral History of Coal Workers with special Emphasis on Impact of Outsourcing (No. of Images – 545)
5. Collection on Weavers of Banaras (No. of Images – 191)
6. Labour in the Indian Textile & Apparel Industry (No. of Images – 504)
7. SEWA – Bidi Workers of Ahmedabad City (No. of Images – 202)
8. Textile Labour History of Indore Town (No. of Images – 147)
9. Collection on Chhattisgarh Mukti Mortha (No. of Images – 11,542)
10. All India Railwaymen's Federation (No. of Images – 7,450)
11. Bharatiya Khet Mazdoor Union Federation - PHASE 1 (No. of Images – 720)
12. Bhojpuri Pravasi Shramikon ki Sanskriti aur Bhikhari Thakur ka Sahitya (No. of Images – 1,023)

The DSpace platform provides several advantages over the earlier Greenstone platform.

- Scalability: Important because of the large amount of data that the archives possess of various media types like audio, video and documents
- Large user base in India: Major Governmental/Institutional repositories are currently on DSpace the most prominent being The National Archives of India portal. This ensures wider reach as well as community of developers.



Date of Initiation and Date of Completion

The project was initiated in August, 2018 and completed in February, 2019

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

2. Wage Policy: History and Contemporary Developments

Objectives

This project was undertaken with the objective of examining some of the historical and contemporary developments in relation to wage policy formulation in India. The historical paper looked at the long history of labour relations in the city of Bombay/Mumbai and the contemporary paper examined the wage protection system introduced recently by the Government of Kerala to ensure wage protection to workers both in organised and unorganised workers.

Outcome

Two research papers have been completed under this project

(i) The Wage Question and the Transformation of Industrial Relations in Late-Colonial India

The paper looks at the long history of labour relations in the city of Bombay/Mumbai and highlights how changes in systems of wage payment were fundamental to the transformation of industrial relations in late colonial India. The dynamics of change, the paper shows, were crucially defined by wider global processes and by the economic and social convulsions of the time. The paper provides a deep historical context to this study by tracing the lineages of change to modes of regulation and state intervention since the late nineteenth century. The wage question as it emerged since the late nineteenth century was not about the level of wages alone: the central issue around which workers mobilized was a demand for standard regulating practices. Conflicts over the timing of payment, the demand for standard norms, became a major catalyst for actions that challenged the forms of control employers exercised over workers.

This research paper was prepared by Dr. Aditya Sarkar, Lecturer, Department of History, Warwick University, UK.

(ii) Towards Enhancing The Effectiveness of Minimum Wage Systems: The Wage Protection System In Kerala

Effective minimum wage systems are considered as pivotal to counter the prevailing and persisting tendencies such as wage inequality, gender wage gaps and informality. It is also widely acknowledged that a well-functioning minimum wage system can



enhance the purchasing power of the economy and thereby stimulate domestic sources of growth. Accordingly, new and innovative policies are being formulated and existing policies are being realigned in many countries to enhance the efficacy of the minimum wage systems. This paper focuses on a recent policy initiative, launched by the state of Kerala in India, which is aimed at ensuring wage protection to workers, including those engaged in informal sector activities. The wage protection system of Kerala, apart from bringing about the requisite institutional changes to the legislations governing the minimum wages also uses the potential of the information technology to ensure transparency in wage transactions, and inspection systems governing minimum wage laws.

This research paper was prepared by Dr. S.K. Sasikumar, Senior Fellow, V.V. Giri National Labour Institute and Dr. Vinoj Abraham, Associate Professor, Centre for Development Studies, Kerala.

These two papers have been published in the Labour & Development, December 2018.

Date of Initiation and Date of Completion

The project was initiated in June, 2018 and completed in November, 2018

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

3. History of Industrial Relations for the period 1940s to present

Objectives

The major objectives are: (i) To map the changing institutional practices of the IR system focussing on collecting and analysing available collective agreements at different levels over time: individual establishment/ industry/region; (ii) To collect and analyse judgments and awards at different levels: labour court/tribunal/high court, over time; (iii) To map industrial conflicts at different levels; and (iv) To analyse the way technology changes and issues of skills are brought into the collective agreements and bargaining strategies by employers and workers.

Outcome

As a part of this project, ILHRP has collected:

- Major Collective agreements signed by Trade Union Federations and Employers in the period 1980s and 1990s. - Numbering 40, these are in the process of being digitised.
- We have curated material regarding Industrial Relations within our existing collections (Trade Unions, WET /Institutional Records).



A special collection focusing on the Delhi region has been completed mainly based on the All India Trade Union Congress Records and three other collections focusing on Delhi.

Date of Initiation and Date of Completion

The project was initiated in May 2018 and completed in October, 2018

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

4. Technology and Labour : A Historical Perspective

Objectives

Following up on holding of the XIIth International Conference on Labour History on the theme "Future of Work in the Mirror of the Past" in March 2018 at VVG NLI. ILHRP undertook a research and collection project, Technology and Labour, with the following objectives: (i) To undertake collection of the records relating to technological change and response of the stakeholders in the past. The focus was on the published records and archives of the major national and international organisations such as the ILO on the issue of automation in the past; (ii) To undertake a review of literature on the theme of Technology and future of work based on international discussions; and (iii) To prepare a bibliography and discussion paper on the issue of "Technology and Future of Work".

Outcome

The importance of technology in transforming the world of work is acknowledged by scholars and policy makers round the world. It has special significance for countries in the developing world even though most discussion has focused on the impact of technology on work and employment in the developed countries. The immediate contexts of these discussions are on the impact of the "Fourth Industrial Revolution" and rapid automation of manufacturing and service jobs.

For India, the question of technology and its impact on the world of work is especially important given the history of technology induced "deindustrialization" under colonial rule on the one hand and its potentially disruptive effect on the growth trajectory of India through the way it impacts the quantity and quality of jobs. International Labour Organisation and the World Economic Forum have alerted the world to these questions in a major way ; the former by undertaking a centennial review of the organisation on the question of future of work and the latter by coining the term " Fourth Industrial Revolution".

The major collections under the project include:



1. Records of the major collections with the Archives of Indian Labour such as on Monthly Reports of the ILO India office, ILO archives Geneva, and of Trade Unions such as AITUC
2. Curated special collection being transformed into a digital collection for publication on the archives of Indian Labour website.
3. Bibliographic discussion Paper "Technology and Future of Work"

This activity was undertaken by Dr. Prabhu Mohapatra, Association of Indian Labour Historians.

Date of Initiation and Date of Completion

The project was initiated in May 2018 and completed in October, 2018

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

5. International Labour Migration: A Historical Perspective

Objectives

This research and collection project synergizes the strengths of VVGNI and AILH in migration research. Indian labour migration has been of long standing and history of state intervention has been since 1834 when the colonial government stated regulating migration of indentured labourers to the sugar colonies. Between 1840 and 1940, no less than 30 million migrants left Indian shores to work in various colonies making it the largest single country source of international migrants in the world. After Independence and specially after the 1973 oil price revolution a new spurt of migration emerged, centered around the Gulf countries. Indian migrants today constitute the largest segment of migrants in these countries. Besides this, high skill labour migration to the US and Europe commenced from the 1970s which also has had significant impact on (Indian economy and society giving rise to a new category of "NRI". Significantly, remittances from Indian workers today is the highest in the world (nearly US \$ 70 billion annually).

The research and collection project focussed on the significant policy continuities and changes between the colonial and contemporary period. The project also aimed at collecting major Government reports and commissions of enquiry focused on overseas labour migration.

Outcome

Collection and Digitisation of following Major Commissions and Committees on Indian Labour Migrations. Following Documents have been collected and digitised.

- Major Pitcher and Grierson's Reports on Indian Emigration 1883



- Sanderson Committee Report 1912
- McNeill and Chiman Lal Report 1916
- C.F Andrews Report on Fiji 1916
- Report of the High Level Committee on the Indian Diaspora
- Report of the Committee to Study the Operation and Long-term Relevance of the Emigration Act, 1983 and the Functioning of the Office of the Protector General of Emigrants.

Date of Initiation and Date of Completion

The project was initiated in August, 2018 and completed in February, 2019.

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

6. Mapping Workers Lives (Oral History)

Objectives

This research and collection project aimed to build on and expand the ongoing research and collection of oral narratives of workers life experience mainly focusing on the informal sector carried out by the ALH researchers. Part of a collaborative research initiative along with other partners of Global Labour History Network, the extensive collection of workers narratives generated under this project will directly feed into the Archives of Indian Labour.

Outcome

This Project carried out two activities during 2018-2019

1. Mapping Workers Lives project carried out Life history interviews of nearly 30 workers in different worksites in Delhi region. These interviews consisting of nearly 60 hours of interview time are in the process of digitisation.
2. Digitisation of 400 hours of workers and trade union activists interviews: These interviews conducted earlier were in analog format audio tapes and required specialised use of hardware and software and technical skill for cleaning. In addition the transcripts, bio-sketches and summaries of the interviews were done over the last year. These are also being digitised and extensive metadata being written for them to be uploaded once the website is operational.

Date of Initiation and Date of Completion

The project was initiated in September, 2018 and completed in March, 2019.

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

Centre for Gender and Labour Studies

Centre for Gender and Labour Studies has been set up with the objective of addressing and strengthening the understanding of gender issues in the world of work. Gender equality and empowerment of women has been the cornerstone of developmental policies of many countries across the globe. The Sustainable Development goals 2015 recognize the centrality of women's empowerment and gender equality for elimination of poverty and hunger and the achievement of truly sustainable development. Gender gap in labour force participation rates and unemployment rates are persistent features of global labour markets. These issues need to be addressed to ensure gender equity in the labour market, which requires concerted efforts both at academic and policy level.

Labour market gender gaps are more pronounced in developing countries, and often exacerbated by gendered patterns in occupational segregation with the majority of women's work being concentrated in a narrow range of sectors that remain vulnerable and insecure. These workers are mostly engaged in the informal employment as domestic workers, self-employed, casual workers, piece-rated workers, home based workers and migrants workers with poor skills, less earnings and low productivity. Further, the gender pay gap and wage differentials remain a serious concern that needs to be addressed. Apart from this, the contribution of women to the national economy is still subject to more under reporting and misrepresentation in comparison to the contribution of men. The statistics available are partial and contribute to maintaining a distorted perception of the nature of a country's economy and its human resources thereby perpetrating a vicious circle of inequality between men and women caused by inappropriate perceptions, policies and programmes. Given the challenges women are facing in the labour market, promoting gender equality and empowering women is fundamental for achieving the new targets of full productive employment and social inclusion to mark the global goals on sustainable development.

For achieving inclusive growth and substantive equality, awareness on policies, skill development, capacity building, social dialogue and empowerment through training and research would be some of main activities undertaken by the Centre for Gender and Labour Studies. Within this framework the activities of the centre are envisaged to upgrade the status of V.V. Giri National Labour Institute in the area of research, education, training and advocacy on various dimensions of gender in the world of work.



Completed Research Projects

1. Prospects for Youth Employment in Agriculture: Issues and Challenges

Objectives

- To understand the extent and nature of involvement in agriculture across various age cohorts in India.
- To assess their education, skill level, asset holding and social group classification in relation to their association with agriculture.
- To identify the drivers for withdrawal of youth from agriculture.
- To assess the situation of young women in agriculture with regard to their access to land and other productive assets.
- To assess the impact of use of technology on overall employment potential and also that of various agricultural extension services
- To examine the various institutional arrangements for promotion of agriculture and analyze them from a policy perspective for promotion of agricultural employment among rural youth.

Out come

The study has contributed in highlighting the situation of youth in agriculture with reference to their education, skill level, access to technology etc. The study has identified several concerns that influence youth in contributing to agricultural progress namely; regular employability in agricultural sector throughout the year; favourable output return; effective vocational training centre and access to technology for agricultural development; recognition and the strengthening of women's involvement in both farm and non-farm activities.; the need for subsequent policy attention to encourage young minds to sustain in agriculture. The study has attempted to contribute in terms of policy inputs to the current government efforts of finding more innovative ways of creating decent youth employment in particular informing the design of targeted interventions for more effective involvement of youth in the agricultural sector.

Date of Initiation and Date of Completion

The study was initiated in February, 2018 and completed in July 2018.

(Project Director: Dr. Ellina Samantroy, Fellow)

2. Domestic Workers: Complexity of Employment Relation and Determination of Minimum Wage

Objectives

- Terms of employment and conditions of work for the domestic workers engaged both part-time and full-time (broader sense employment relation in domestic employment)
- Extent of mobilization and vulnerability of such workers (also recognition of such workers as well)
- Gender dimension of domestic workers
- Modes of compensation (issues in determination of minimum wages)
- Determination of minimum wage and consequent issue of treating domestic space as work space and household as an employer
- Feasibility of domestic workers' welfare board

Outcome

- Examine the working and living conditions of domestic workers in two cities
- Spell out the commonalities and diversities
- Formulation of base on which minimum wage may be determined

Date of Initiation and Date of Completion

The project was initiated in January 2017 and completed in March 2019.

(Project Director: Dr. Kingshuk Sarkar, Fellow)

3. Low Wages and Gender Discrimination: The Case of Plantation Workers in Assam and West Bengal

Objectives

This study looked into the followings issues:

- What are the labour market institutions that are responsible for such low wages for plantation workers in North-East India and particularly compensation discrimination for women workers
- What are the practices of these institutions (organizations and activities) that sustain such continuation of low wages and gender discrimination over the years.



- What are the consequences of such segmented labour markets in terms of wages, conditions of work and relations of production in the tea industry?

Outcome

- Daily rate of wages for tea plantation workers in West Bengal is very low compared to similar wages in Southern India tea plantations as well as in terms of agricultural minimum wages.
- Certain labour market institutions as exist in the West Bengal, are responsible for such depressing and non-inclusive labour market outcomes.
- Lack of education beyond primary level, relative backwardness of the regions, near absence of urban informal sector, lack of demand for industrial goods on the part of plantation workers are the institutional factors that are responsible for the overall lack of inclusive development of the plantation areas in West Bengal.
- Further, within this context of prevailing wages, gender discrimination is being perpetuated in the sense that definition of dependents is different for male and female workers. For male workers, non-working wife and parents are considered as dependents. For female workers, non-working husband and her parents are not considered as dependents. Since total compensation is an aggregate of cash and non-cash components, lower non-cash components for female workers implies that other things remaining constant, compensation for a female worker is lower than that of male worker. This violates the principle of equal wage for equal work and contravenes the spirit of Equal Remuneration Act 1976.
- The two most important policy imperatives emerging from the study are revival of plantation wages as part of overall minimum wage notification procedure and removing the gender discrimination aspect and secondly State need to play a more pro-active role in ensuring overall development of the region as well as the industry leading to greater linkage effects.

Date of Initiation and Date of Completion

The project was initiated in July 2017 and completed in March, 2019.

(Project Director: Dr. Kingshuk Sarkar, Fellow)

4. Equal Remuneration Act 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act (Phase I)

The Ministry of Labour & Employment requested VVGNI to conduct a study on Equal



Remuneration Act, 1976. A proposal in this regard was presented in the Research Advisory Group of Centre for Gender and Labour Studies. It was suggested to identify the sectors to conduct detailed survey in Delhi & NCR region i.e. agriculture, construction, electronic, manufacturing, beauty industry (Health and Wellness), hotel industry, education sector, private transport and media industry.

Objectives

- To identify challenges and constraints in the implementation of the Act, viz. lack of awareness about the Act, causes of poor enforcement etc.
- Effect of non-inclusion of Sec. 5 of the Existing ER Act in the proposed 'Code on Wages Bill, 2017', whether it violates Art. 2 of C-111 {Discrimination (Employment and Occupation) Convention, 1958} and the existing provisions of the ER Act, 1976
- Identifying vulnerable sectors which require study and special attention of legislature and executive
- Making principal employer responsible for implementation of the entire proposed Code which includes the existing ER Act also.

Outcome

- Regular training programmes for sensitization of all stakeholders should be conducted.
- Institutes should develop a methodology to 'train the trainers' in the aforesaid field, who in turn should impart legal training to the employers, workers and trade unions in organized and unorganized sectors.
- The Universities having their Gender Departments should also be requested to conduct similar Programmers in Universities as well as their affiliated colleges.

Date of Initiation and Completion

The study was initiated in January, 2019 and completed in March, 2019.

(Project Director: Dr. Shashi Bala, Fellow)

5. Impact of the Maternity Benefit (Amendment) Act, 2017 in the IT/ITES Industry

Objective

To analyze the implications of the Maternity Benefit (Amendment) Act, 2017 and to address maternity protection as a matter of legal compliance.



Outcome

- Development of modules and training workshops for employers, HR personnel, officials of the labour machinery and further training of pressure groups such as NGO's/trade unions/lawyers.
- Need for development of radio commercials and TV commercials about the key features of the amended law on maternity.
- Discussions with relevant ministries for tax breaks or incentives can be made available to employers who are employing returning mothers in flexi work arrangements and employers that have more than 35% women employees and are complaint with the law.
- Fast tracking of notification & scheme of decision of Government to pay 50% of the salary of 14 weeks to women on maternity leave.
- Urgent need for rules and notifications for crèches for proximity, facilities and timings.
- Provision of at least 4 weeks paternity leave to be considered at the policy level by the ministry.
- Notifications for employers to furnish annual returns and display the details pertaining to maternity benefit provided to its employees (anonymised information & numbers) on their website and in their company reports.
- Legal study of powers of the labour officials that can be utilized to ensure compliance of the Maternity Benefit Act and to determine number of inspections and visits to organisation falling within jurisdiction of Labour officials as part of the law.
- M/o L&E to come up with online portal to deal with grievance of women employees on implementation of Maternity Benefit Act.
- Convergence efforts with Ministry of Women & Child Development & National Commission for Women to percolate measures down to the stakeholders.
- A more detailed sector wise research study on the amended law and its implementation.
- Revising the law to have universal application for women employees regardless of the kind of establishment they are engaged in or the nature of their engagement.

Date of Initiation and Date of Completion

The project was initiated in June, 2018 and completed in March, 2019.

(Project Director: Dr. Shashi Bala, Fellow)

On-going Research Project

1. Research Study on the Implementation of Equal Remuneration Act 1976

Objectives

- To review international initiatives in promoting equal wages.
- To measure the implementation of ERA in various sectors.
- To correlate the promotion/career progress avenues of employees/workers in relation to role of cultural norms, general, technical education.
- To explore the linkages between individual and collective bargaining and wage gap.
- To identify the challenges in the implementation of ERA Convention 100 for promoting Gender Equity as per SDG 5

Date of Initiation and Date of Completion

The project was initiated in January 2019 and is expected to be completed in August, 2019.

(Project Director: Dr. Shashi Bala, Fellow)

Major Workshops/Seminars

- **Workshop on Gender, Unpaid Work and Care: Towards Achieving Sustainable Development Goals (SDGs) on International Women's Day**

On the occasion of the International Women's Day 2019, the V V Giri National Labour Institute (VVG NLI) in collaboration with International Center for Research on Women (ICRW) organized a two day workshop on *Gender, Unpaid Work and Care: Towards Achieving Sustainable Development Goals (SDGs)* during 7-8th March, 2019 at the VVG NLI campus. The broad objectives of the workshop were ; (i) understanding the key concerns related to gender, unpaid work and care in India; (ii) providing a platform for sharing of good practices from global, national and state-level experiences addressing

women's unpaid work and care; (iii) developing a framework for research and policy agenda on addressing women's unpaid work and care, across sectors such as labour, health, energy, water etc. Dr H Srinivas, Director General, VVGNI delivered a special address to the participants



In Inaugural Session: Ms. Subhalakshmi Nandi, Deputy Regional Director, International Centre for Research on Women, (ICRW), Asia, Dr. H. Srinivas, Director General, VVGNI, Dr. Ratna Sudarshan, Trustee and Dr. Ellina Samantroy, Fellow, VVGNI

and delegates of the workshop. Ms Subhalakshmi Nandi, Deputy Regional Director International Center for Research on Women (ICRW)-Asia, set the context of the workshop. The keynote address was delivered by Dr. Ratna Sudarshan, Trustee & Former Director, Indian Institute of Social Studies Trust (ISST). The workshop also had a Special address by Shri Rohit Kumar, Joint Secretary, Ministry of Rural Development, Government of India. The valedictory address of the workshop was given by Ms Kalpana Rajsinghot, Joint Secretary, Ministry of Labour and Employment, Government of India. Vote of thanks was delivered by Dr Ellina Samantroy, Fellow, VVGNI who also co-ordinated the workshop. The workshop was attended by eminent scholars from the academia, practitioners, senior officers from the government, representatives from international organizations, representatives from civil society organizations and faculty members and officers of VVGNI.

- **Workshop on Equal Remuneration Act 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act**

V.V Giri National Labour Institute, NOIDA, organized a one day Workshop on 'Equal Remuneration Act 1976: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act' on 27th March 2019. The major objective of the workshop was to identify the challenges and constraint in the implementation of the Act. The distinguished members of the workshop also identified the vulnerable sectors



which require special attention and the mode by which the objective of the Equal Remuneration Act can be achieved. The workshop was attended by thirty-seven participants respectively various stakeholder (Academicians, Labour Administrators, trade unions,). Based on the discussions alleged in the workshop, following major issues were framed for detailed discussions in the Workshop:

- a) To identify challenges and constraints in the implementation of the Act, viz. lack of awareness about the Act, causes of poor enforcement etc.
- b) Effect of non-inclusion of Sec. 5 of the Existing ER Act in the proposed 'Code on Wages Bill, 2017'. Whether it violates Art. 2 of C-111 {Discrimination (Employment and Occupation) Convention, 1958} and the existing provisions of the ER Act, 1976
- c) Identifying vulnerable sectors which require study and special attention of legislature and executive
- d) Making principal employer responsible for implementation of the entire proposed Code which includes the existing ER Act also.

Recommendations provided by the panelists and participants in the workshop:

*To rise awareness on emerging issues amongst all stakeholders (Government officers, employers, employees, trade unions, NGOs etc.), the following recommendations were made:-

- 1) Regular training programmes for sensitization of all stakeholders should be conducted.
- 2) Institutes should develop a methodology to 'train the trainers' in the aforesaid field, who in turn should impart legal training to the employer, workers and trade unions in organized and unorganized sectors.
- 3) The Universities having their Gender Departments should also be requested to conduct similar Programmers in Universities as well as their affiliated colleges.

*Tentatively following sectors have been identified to initiate the research study in the Delhi & NCR region;

- a) Agriculture
- b) Construction
- c) Electronic

- d) Beauty industry (Health and Wellness)
- e) Hotel industry
- f) Education Sector
- g) Private Transport
- h) Media industry



Dr. H.Srinivas, Director General, VVGNI, Dr. Shashi Bala, Fellow & Workshop Coordinator and participants of workshop

Centre for North-East India

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

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

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

Core Research Areas of the Centre

- Employment and Unemployment Trends and Challenges
- Gender and Labour
- Migration and Development
- Social Security
- Health and Labour
- Livelihood Strategies



- Sectoral Analysis
- Skill Gap Studies
- Industrial Relations & Regulations
- Sociology of Labour & Workers' Movement

Core Training Areas of the Centre

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

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

MAJOR WORKSHOP/SEMINARS

- Workshop on Social Protection and Livelihood Security in the Hill Region

Five-day training workshop on "Social Protection and Livelihood Security in the Hill Region" in collaboration with the Department of Sociology, Kumaun University, Nainital at the Conference Hall, UGC-HRDC, Kumaun University, Nainital was organized during December 17-21, 2018. It was inaugurated by Prof. Ajay Singh Rawat, eminent Environmental Historian. The aim of the workshop was to familiarize the participants with the social protection programmes and to develop techniques and strategies for initiating micro-level livelihood programmes. The objectives were to acquaint participants with concepts of social protection, to familiarize participants with the social protection programmes and micro level experiments in the country in general and the state in particular, to understand the role of different institutional mechanisms to deliver social protection and sustainable livelihood, and to discuss the

role of government, trade unions and community leaders for initiating rural livelihood protection programmes in the region. 40 delegates representing trade unions, NGOs and research scholars participated in the workshop. Prof. D.S. Bisht, Kumaun University and Dr. Otojit Kshetrimayum, VVGNI were the Course Directors.



Participants of the Workshop on Social Protection and Livelihood Security in the Hill Region

- **Workshop on Labour & Employment in North East India**

One Day Workshop on Labour and Employment in North East India was jointly organised with the Centre for North East India, VVGNI & Centre for North East Studies and Policy Research of Jamia Millia Islamia on 8 March, 2019 at the Centre for North East Studies and Policy Research, Jamia Millia Islamia, New Delhi. The objectives of the workshop were to explore historical and cultural perspective of work; to understand issues related to youth, employment, social security, migration, skill, entrepreneurship etc. in the context of North East India; to make the participants acquainted with recent initiatives and developments in the field of labour and employment in India in general and North East India in particular, and to encourage the participants to take up labour and employment issues as a research theme. 50 MA students, research scholars and teachers participated in the workshop. The Coordinators of the workshop were Prof. M. Amarjeet Singh, Jamia Millia Islamia and Dr. Otojit Kshetrimayum, Associate Fellow.

- **Workshop on Labour & Employment in North East India**

One Day Workshop on 'Labour and Employment in North East India' jointly with the Centre for North East India & Special Centre for the Study of North East India, Jawaharlal Nehru University was organised on 19 March, 2019 at the Special Centre for the Study of North East India, JNU, New Delhi. The objectives of the workshop were to explore historical and cultural perspective of work; to understand issues related to youth, employment, social security, migration, skill, entrepreneurship etc. in the context of North East India; to make the participants acquainted with recent initiatives and developments in the field of labour and employment in India in general and North East India in particular, and to encourage the participants to take up labour and employment issues as a research theme. 50 MA students, research scholars and teachers participated in the workshop. The Coordinators of the workshop were Dr. Kh. Bijoykumar Singh, JNU and Dr. Otojit Kshetrimayum, Associate Fellow.



Participant receiving certificate from the Coordinators of the Workshop on Labour and Employment in North East India

Centre for Labour and Health Studies

The degree to which health systems meet the needs of different social groups is an issue of concern all over the world. This is more so in countries experiencing rapid economic and institutional change. In India where a large number of people are poor and depend on the informal sector for their livelihood without any supporting health protection measures, providing horizontal equity in terms of health benefits becomes essential. In order to address these key issues of health provision and its interlink ages with the world of work, the Centre for Labour and Health Studies has been set up in V.V. Giri National Labour Institute. This specialised Centre focuses on understanding and addressing emerging health challenges confronting workers in a globalised economy. The core research areas of the centre are as follows:

Core Research Areas of the Centre

- New forms of employment and emerging health risks and patterns of morbidity
- Labour market transformations and its challenges to health security
- Understanding access to health and health behaviour: caste, class, ethnicity and gender interfaces
- Public health care delivery systems and its utilisation by workers without any health protection
- Role of social insurance in providing health protection.

Completed Research Project

1. Gender, Work and Health – A Study of Work Organization, Social Security and Safety Provisions in Informal manufacturing in Delhi NCR

The study was conducted in the informal manufacturing sector spread over conformed and non-conformed industrial areas of Delhi. The study tried to understand the workplace standards and its impact on the health, safety and well-being of the workers. The study particularly tried to understand the gender dynamics in terms of organization of work and also tried to assess the impact of informal manufacturing on women workers in the home based units.

Objectives

The major objectives of the study were-



- To understand the organization of work and operation of informal manufacturing units in Delhi.
- To understand and analyze the policy framework related to the regulation of the informal manufacturing units.
- To understand the profile of workers involved in the informal manufacturing units.
- To understand the implications of informal manufacturing regarding workplace standards and its effect on the health, safety and welfare of workers.
- To address key concerns related to their social security, labour rights and gender based concerns.
- To understand the perspective of various stakeholders.

Outcome

The study clearly highlights the overwhelming presence of unorganised manufacturing units in the manufacturing landscape. Majority of the workers engaged in such units are employed either as casual or contract workers. They encounter different forms of insecurities including poor health and safety standards. The study, based on the findings of its primary survey and also the detailed discussions held with all concerned stakeholders, suggests innovative and pragmatic measures to improve the social security and the rights of the workers engaged in informal manufacturing units. It argues that the universalisation of basic social security measures, as suggested in the proposed social security code, can go a long way in improving the welfare of workers engaged in informal manufacturing units. The study also notes that implementation of social security arrangements will transition workers from informal to formal status.

Date of Initiation and Date of Completion:

The project was initiated in September, 2017 and completed by May, 2018.

(Project Director: Dr. Ruma Ghosh, Fellow)

Centre for Climate Change and Labour

The impact of climate change is a global concern and in India where large numbers of people are poor and dependent on agriculture and informal sector for their livelihoods, the impact of climate change is quite critical. In order to address key issues relating to climate change and its inter-linkages with the world of work, the V. V. Giri National Labour Institute has set up a new research centre namely Centre for Climate Change and Labour in the year 2010. The major objective of the research centre is to carry out policy oriented research on climate change and its inter-linkages with labour and livelihoods. The core research areas of the centre are as follows:

Core Research Areas of the Centre

- Understanding inter-linkages between climate change, labour and livelihoods;
- Employment Challenges of Climate Change and transition to 'Green Jobs';
- Assessment of livelihood adaptation and mitigation strategies to climate variability and change at the macro, meso and micro level;
- Climate change and its impact on migration and
- Impact of climate change on natural resources, forests and commons.

Specific Researchable Issues include:

- Effect of climate change on the livelihoods of vulnerable workers engaged in subsistence farming, informal economy, tourism sector, coastal fishing/salt/farming community and indigenous forest dependent scheduled tribes;
- Role of employers and trade unions in reorganizing production processes, protecting job losses and re-orienting macro policies to combat climate change;
- Impact of climate change on food security through its linkage with reduction in agriculture production and productivity caused by prolonged droughts, floods and highly erratic monsoon;
- Role of MGNREGA in protecting livelihood security and adapting to climate change;
- Climate Change and Gender;
- Climate Change and its impact on accelerating migration processes;
- Understanding local perceptions on climate impacts, local coping capacities, and existing adaptation strategies.
- Capacity building and orientation programmes for various stakeholders about the science of climate change, its potential impact and about various adaptation and mitigation strategies.



Centre for International Networking

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

The Institute is also currently empanelled as a training institution for organizing international training programmes under the ITEC/SCAAP scheme of the Ministry of External Affairs, Govt. of India. During year 2018-2019, the Institute organised **six** international training programmes on major themes like Gender Issues in Labour, Leadership Development, Labour and Employment Relations in a Globalising Economy, Managing Development and Social Security Measures, Skill Development and Employment Generation, Research Methods in Labour Studies and Health Protection and Security.

A Memorandum of Understanding (MOU) between V.V. Giri National Labour Institute (VVGNI) and International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy for professional collaboration was signed in 2012 for a period of 05 years and further extended upto October, 2018. The purpose of this MOU was to expand the collaboration between two institutions in the areas of training to promote Decent Work for all.

As a part of MoU, the Institute in collaboration with ITC-ILO, Turin organized the following training programmes :

- (i) A Course on "**Private Sector Development through Value Chains**" for Representatives of the Government of Afghanistan during April 23-27, 2018 at Taj Mahal Hotel, New Delhi. The programme was attended by 15 officials from Government of Afghanistan.

- (ii) A Course on **Leadership for Development in Fragile Settings** for Representatives of the Government of Afghanistan during 25-29 June, 2018 at Taj Mahal Hotel, New Delhi. The programme was attended by 20 officials from Government of Afghanistan.
- (iii) An International Training Course on '**Designing and Implementing Effective Wage Policies**' during August 20-22, 2018 at Hotel Taj Mansingh, New Delhi. The major objective of the course was to enhance the capacity of participants to contribute to the design and implementation of wage policies at the national, regional and international level. Dr. H. Srinivas, Director General inaugurated the training programme and Ms. Dagmar, Walter, Director, ILODWCT, India Office welcomed the participants. Dr. Sher Verick, Programme Manager, ITC, Turin provided introduction and overview of the course. 29 Participants from 9 countries (Viz. Malaysia, Vietnam, Myanmar, Mongolia, Sri Lanka, Nepal, Philippines, Brunei, Darussalam, India) in the Asia-Pacific region comprising of officials from Ministries of Labour & Employment, Employers' and Workers' organisations participated in this programme.

MoU between V.V.Giri National Labour Institute and International Training Centre of International Labour Organisation, Turin Italy was further extended for a period of 05 years from 28th November, 2018 to 27th November, 2023.



Dr. H. Srinivas, Director General, VVGNI and Mr. Yanguo Liu, Director, ITC-ILO exchanging the MoU



After signing of MoU between VVGNI and ITC (ILO), the Institute organized a training programme on '*Leadership for Employment Promotion in Fragile Settings*' during 11-15 March, 2019. The programme was attended by 24 participants representing the government officials, workers' organizations and employers' organizations from Afghanistan including officials from VVGNI and Ministry of Labour & Employment.

VVGNI is also the partner institutions in the **BRICS Network of Labour Research Institutes** established during the BRICS Labour & Employment Ministerial meetings held under the Presidency of China in 2017. As a part of the professional activities of this Network, the Institute is currently involved in undertaking a **Research Study on Youth Employment**. This research study which is expected to be finalised by May 2019 along with similar research study being undertaken by partner institutions in BRICS Network from other countries will be presented and discussed in the forthcoming BRICS Labour & Employment Ministerial meeting in Brazil in 2019.

VVGNI collaborated with ITC and other institutions of the BRICS Network of Labour Research Institutes in organising a **Massive Online Open Course on Promoting Better Labour Market Outcomes for Youth** during March 4-29, 2019. This online course was organised to build the capacity of the participants to effectively formulate and implement action oriented policies and programme that promote decent work on evidence based policies and programmes, drawing empirical insights from the range of economies especially the BRICS countries. The course specially focussed on aspects like: Global economic and demographic trends; Labour market definitions and indicators; Trends in youth employment around the world and in the BRICS; Macroeconomic policies, including fiscal policies; Educational and skill programmes; Active labour market policies; and Youth entrepreneurship promotion. It is a matter of great satisfaction to report that due to the wide publicity provided by the VVGNI maximum number of participants who were enrolled in this course were from India.

Special Events/Visits

- The Institute signed MoUs at national levels with the following Institutions:

(i) Signing of MoU with National Institute of Rural Development and Panchayati Raj, Hyderabad

V.V.Giri National Labour Institute signed an MoU with National Institute of Rural Development and Panchayati Raj, Hyderabad on 9th April, 2018 to undertake training and research activities jointly in the areas of labour and development with focus on rural labour.

The Institute in collaboration with Centre for Entrepreneurship Development (CED) National Institute of Rural Development & Panchayati Raj (NIRD&PR), Hyderabad organised an Orientation Programme on Labour Laws for Rural Development Functionaries of Andhra Pradesh and Telangana during December 10-12, 2018. The key objectives of the programme were: (i) to discuss the human rights and constitutional framework of various rural development programmes and labour laws; (ii) to provide the broad context of labour law reform initiatives; (iii) to share the highlights of various draft labour codes and to have deliberation on the key challenges in the way of various reform measures. The programme was attended by thirty participants. Dr. Partha Pratim Sahu, Associate Professor, NIRD & PR and Dr. Sanjay Upadhyaya, Fellow, V.V. Giri National Labour Institute were the course coordinators.



(ii) Signing of MoU with Dashrath Manjhi Institute of Labour and Employment Studies, Patna

The Institute signed an MoU with Dashrath Manjhi Institute of Labour and Employment Studies, Patna on November 22, 2018 to facilitate collaborative training, research and academic activities related to labour and employment issues. The MoU was signed in the presence of Shri Nitish Kumar, Hon'ble Chief Minister of Bihar by Dr. H. Srinivas, Director General, VVGNI and Shri Dipak Kumar Singh, Principal Secretary, LRD, Government of Bihar.

- **Swachhata Pakhwada** - The V.V.Giri National Labour Institute organised a *Swachhata Pakhwada* during May 1st to 15th, 2018, under the chairmanship of Dr H.Srinivas, Director General, V.V. Giri National Labour Institute. The campus was divided into nine pockets/areas and a committee for each pockets/areas was formed to ensure the participation of each and every employee and an action plan was prepared accordingly. Each pocket was monitored by faculty members and officers of the institute. The various activities performed during the Swachhata Pakhwada included; Swachhata Pledge, Shram Dan, drawing competition on clean and green campus, tree plantation etc. All the employees of the institute participated in the programme with full enthusiasm. The pakhwada concluded with distribution of prizes for the best pocket.



Dr. H. Srinivas, Director General taking pledge with employees of the Institute during Swachhata Pakhwada

- The Institute celebrated the "**International Yoga Day**" on 21st June, 2018. It was attended by faculty, officers and staff members along with their

families as well as participants of different training programmes. On this occasion, Dr. H. Srinivas, Director General of the Institute emphasized on the importance of Yoga in daily lives of each and everyone and advised the participants to make it a part of their lives and practice it daily.



'Yoga Day' celebration at VVGNI on 21st June, 2018

- LFH ukfnol l ekjg & oh oh fxfj jkVt, Je l LFH ds 44oa LFH ukfnol l ekjg dk vk kt u 02 t g b Z 2018 dks cMg "kZyk" ds l Fk fd; k x; kA vk kt u l febr dh v/; {k M- iwe , l- plgu ofj "B Qy k us l LFH dsegfunskd M- , p- Jlfuokl l fgr mi LFH l Hh l dk, l nL; k vf/kdfj; k, oa LVkQ dk l ekjg ea Lokr djrs gq egfunskd l s t ul eg dks l ak/r djus dk vxg fd; kA egfunskd us l Hh dks viuh 'Hk deuk; isk djrs gq l LFH dh fodkl ; k-k dskjseavi usfopkj j [k mlgus dgk fd l LFH viuh {lerk , oavol j puk dseleyseai gys l s dQh T; k nk ifji Do , oafodfl r gqk gS r Fk gea Li "V y; r; djrs gq bl svarjZVt, Lrj ij eku; rk&chr l LFH ds: i eafodfl r djus dk c; kl djuk plfg, A r Ri 'pk l ekjg ds l pk# vk kt u ds fy, M- iwe , l- plgu us Jh vferk [kVvk] , l kl , V Qy k l sep l pkyu djus dk vxg fd; kA Jh vferk [kVvk us cgr gh vld"Zl rjhdsl sl Hh dk; Deh ds l Fk&l Fk muea chr Hk xrk djus okys LVkQ dskjseacr k, kA bl l ekjg dskjVt, Lo: i nrs gq bl ea LVkQ dks viuh ek Hk k eaviuh cLrfr nus dh LorU-rk nh xbZ FkA dk; De dh 'k#vkr Lokre oaxku ^eu dh oh k l xqt r /ofu eaxy* l sdh xbZ r Fk bl dk l eki u l eg xku ds l Fk gylA buds vylok duk dh l xtr] Hk i gh l xtr] vkM; k ef.kij] x<okyl] de kAuh , oafgnh xluh dfork i k B ds vylok nsgk; &ukVdkva, oa'efgyk l 'k'ad j. k* ij , d y? l qukVd dk epu fd; k x; kA l LFH ds yxHx , d&frg bZ LVkQ us fofHku dk; Deh ea Hk x yd j l ekjg ds l Qy vk kt u eaviuh egro i wZ Hk de ck fu Hk B



- For the first time, the Institute organized the **Capacity Building Programme on 'Mathadi Model for Unorganised Workers'** during January 07-10,



Dr. H. Srinivas, Director General, VVGNI and Dr. Manoj Jatav, Associate Fellow with the participants of the programme

2019. The objectives of the programme were : (i) perspective building of the participants on Mathadi Model, imparting in-depth knowledge including its history and genesis, its various features and functioning, schemes, significance for empowerment of the workers, and limitations; (ii) to make the participants acquainted with various issues related to labour and employment; (iii) to have knowledge about labour laws and recent changes in labour laws, and (iv) to impart them skills for effective leadership development. The programme was attended by thirty four participants. **Dr. Manoj Jatav**, Associate Fellow, was the Course Director.

- **Visit of International Delegation**

Mr. Satoshi Sasaki, Deputy Director, International Labour Organisation (ILO) visited the Institute on January 17, 2019 and discussed the issues related to V.V. Giri National Labour Institute, Noida and ILO collaboration.



A meeting with Korea International Cooperation Agency (KOICA) delegation to discuss on ILO-KOICA collaborative framework project was held on February 12, 2019 at V.V. Giri National Labour Institute, Noida.





Training and Education (2018-19)

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 emphasize attitudinal change, skill development and enhancement of knowledge.

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

The Institute offers education and training to the following groups:

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

During the year 2018- 2019, the Institute has conducted **146** training programmes and **4460** personnel participated in these programmes. The details are as follow:

Further, the Institute has undertaken following initiatives:



The Labour Administration Programmes

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments and Union Territories. These programmes cover a wide range of subjects on labour administration, conciliation, labour welfare, enforcement, quasi judicial role, globalization and employment relations. 11 such programmes were organized in which 232 participants participated.

The Industrial Relations Programmes

Under these programmes attempts are made to cover both the conceptual and practical areas of IR and disciplinary systems. They introduce senior managers, HR officers and trade union leaders from industries to participatory management for better interaction among the government, employers and the unions. 18 such programmes were organized in which 342 participants participated.

Capacity Building Programmes

These programmes are designed to develop trainers in the field of labour. In addition, these programmes are for workers and organisers of both industrial and rural trade unions. Some of these programmes are held at different centres of the country to ensure larger participation. 51 such programmes were organized in which 1733 participants participated.

Child Labour Programmes

These programmes are conducted to develop capabilities of individuals, groups and organisations working towards the elimination of child labour. These groups include officials of various Government Departments, Employers, Trade Unions, NCLP Officials, Students of Social Work, representative of Panchayati Raj Institutions etc. 04 such programmes were organized in which 176 participants participated.

International Training Programmes

The Institute has been empanelled by Ministry of External Affairs, Govt. of India for conducting various international training programmes under ITEC programmes. During the period the Institute organised 09 International Training Programmes under ITEC programme on various subjects such as Gender Issues, Labour Administration and Employment Relations, Leadership Development, Social Security, Skill Development and Employment Generation, Research Methods in Labour Studies and Health Protection and Security. In all 09 such programmes were organized in which 246 foreign nationals participated.



North Eastern States Programmes

The Institute lays great emphasis on programmes specially designed for Labour Administrators, Trade Union Leaders, NGOs and other stakeholders to address key issues related to labour & employment in the North Eastern Region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule. During the period the Institute has organised 14 training programmes on the subject in which 543 personnel participated.

Research Methods Programmes

These programmes are designed to help young teachers and researchers in universities/ colleges and research institutions as well as professionals in government organisations to pursue their interests in labour research and policy. 06 such programmes were organized in which 137 participants participated.

Collaborative Training Programmes

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

In view of this, the Institute in collaboration with Maharashtra Institute of Labour Studies, Mumbai, NCDS, Bhubaneswar, Mahatma Gandhi Labour Institute, Ahmedabad, Gujarat, State Labour Institute, West Bengal, SLI, Orissa, Kamaun University, Nainital, The Gandhigram Rural Institute, Tamil Nadu, Dashrath Mannjhi Labour Institute, JMI, New Delhi, NEHU, Shillong has been conducting training programmes on subjects like Social Security for Un-Organised Workers, Social Protection and Livelihood, Research Methods in Labour Studies, Labour Issues, Enforcement Rescue and Rehabilitation of Child Labour etc. In all 22 such programmes were organized in which 753 participants participated.

In-house Programmes

The Institute had undertaken various inhouse training programmes, which are tailor-made specifically designed to cater to the need of the organization. In all the Institute organised 11 in-house training programmes for officials of Reserve Bank of India, Canara Bank, Indian Railway Personnel Service (IRPS), National Aluminum Co. Ltd. (NALCO), Office of Chief Labour Commissioner (C), Government of Uttar Pradesh, etc. In all 298 participants participated.

TRAINING PROGRAMMES HELD DURING 2018-19

| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|---|---|-------------|--------------|-------------------|
| LABOUR ADMINISTRATION PROGRAMMES (LAP) | | | | |
| 1. | Quasi Judicial Authorities: Role and Functions, April 23-26, 2018 | 04 | 26 | Sanjay Upadhyaya |
| 2. | Training Programme for IRPS Probationers, April 16-17, 2018 | 02 | 04 | Sanjay Upadhyaya |
| 3. | Effective Labour Law Enforcement June 11-15, 2018 | 05 | 22 | Sanjay Upadhyaya |
| 4. | Laws Relating to Equality & Empowerment of Women July 2-6, 2018 | 05 | 19 | Shashi Bala |
| 5. | Towards Generating Quality Employment: Challenges and Options August 20-23, 2018 | 04 | 16 | S.K. Sasikumar |
| 6. | Labour Laws on Social Security and Welfare (ESIC) August 27-31, 2018 | 05 | 29 | Ruma Ghosh |
| 7. | Effective Labour Law Enforcement October 29-November 02, 2018 | 05 | 15 | Sanjay Upadhyaya |
| 8. | Towards Generating Quality Employment: Challenges and Options January 07-10, 2019 | 04 | 30 | S.K. Sasikumar |
| 9. | Effective Labour Law Enforcement January 28- February 1, 2019 | 05 | 37 | Sanjay Upadhyaya |
| 10. | Leadership Training Programme for Women in Law Enforcement February 11-15, 2019 | 05 | 27 | Shashi Bala |
| 11. | Mandatory Training for Central Labour Service (CLS) Officers February 25-May 17, 2019 | 35 | 07 | Sanjay Upadhyaya |
| | Sub-Total – 11 | 79 | 232 | |
| INDUSTRIAL RELATIONS PROGRAMMES (IRP) | | | | |
| 12. | Empowering Trade Union Leaders May 14-19, 2018 | 06 | 09 | Poonam S. Chauhan |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|---|-------------|--------------|-------------------|
| 13. | Behavioural Skills for Developing Effective Leadership June 4-8, 2018 | 05 | 17 | Poonam S. Chauhan |
| 14. | Training Programme on Empowering Trade Union Leaders June 25-27, 2018 | 03 | 12 | Poonam S. Chauhan |
| 15. | Managing Work Effectively: A Behavioural Approach July 23-26, 2018 | 04 | 18 | Poonam S. Chauhan |
| 16. | Fundamental of Labour Laws August 27-29, 2018 | 03 | 34 | Sanjay Upadhyaya |
| 17. | Improving Work Efficiency September 05-07, 2018 | 03 | 21 | Poonam S. Chauhan |
| 18. | Empowering Trade Union Leaders September 24-26, 2018 | 03 | 21 | Poonam S. Chauhan |
| 19. | Occupational Safety, Health and Welfare in a Globalising Economy September 24-26, 2018 | 03 | 19 | Ruma Ghosh |
| 20. | Industrial Relations and Trade Unionism in a Globalising Economy October 22-24, 2018 | 03 | 17 | S.K. Sasikumar |
| 21. | Leadership Development Programme for Women Officials October 29-31, 2018 | 03 | 14 | Dhanya M.B. |
| 22. | Empowering Trade Union Leaders November 12-17, 2018 | 06 | 29 | Poonam S. Chauhan |
| 23. | Behavioural Skills for Developing Effective Leadership December 17-21, 2018 | 05 | 21 | Poonam S. Chauhan |
| 24. | Developing Positive Attitude for Excellence at Work, December 17-21, 2018 | 05 | 09 | Amitav Khuntia |
| 25. | Enhancing Capacity in Preventing Sexual Harassment at Workplace January 14-18, 2019 | 05 | 6 | Shashi Bala |

| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|--|--|-------------|--------------|--------------------|
| 26. | Fundamental of Labour Laws February 18-22, 2019 | 05 | 33 | Sanjay Upadhyaya |
| 27. | Managing Human Resources Effectively, February 11-15, 2019 | 05 | 12 | P. Amitav Khuntia |
| 28. | Contract Labour Management March 12-14, 2019 | 03 | 39 | Shashi Bala |
| 29. | IRPS Probationers Training March 18-22, 2019 | 05 | 11 | Sanjay Upadhyaya |
| | Sub-Total – 18 | 75 | 342 | |
| CAPACITY BUILDING PROGRAMME (CBP) | | | | |
| 30. | Training of Trainers Programme for Rural Educators April 9-13, 2018 | 05 | 29 | Poonam S. Chauhan |
| 31. | Empowering Rural Women Organizers April 9-13, 2018 | 05 | 28 | Shashi Bala |
| 32. | Enhancing Leadership Skills for Transport Worker April 16-20, 2018 | 05 | 31 | Poonam S. Chauhan |
| 33. | Leadership Development Programme : Media Sector April 16-20, 2018 | 05 | 29 | Amitav Khuntia |
| 34. | Social Security for Workers in the Unorganised Sector April 23-27, 2018 | 05 | 23 | Poonam S. Chauhan |
| 35. | Capacity Building Programme for Stake-holders in the Building and Construction Sector May 21-25, 2018 | 05 | 43 | Sanjay Upadhyaya |
| 36. | Labour Market and Employment Policies, May 14-18, 2018 | 05 | 7 | Anoop Satpathy |
| 37. | Emerging Perspectives on Gender, Labour Laws and International Labour Standards, May 1-4, 2018 | 04 | 21 | Ellina Samanatroty |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|---|-------------|--------------|-------------------|
| 38. | Enhancing Leadership Skills of Union Leaders of Telangana May 07-11, 2018 | 05 | 41 | Poonam S. Chauhan |
| 39. | Training of Trainers Programme for Rural Educators June 11-15, 2018 | 05 | 44 | Poonam S. Chauhan |
| 40. | TOT on Gender and Social Security June 25-29, 2018 | 05 | 19 | Shashi Bala |
| 41. | Labour Laws and International Standards on Social Security and Welfare June 18-22, 2018 | 05 | 19 | Ruma Ghosh |
| 42. | Social Protection and Livelihood Security June 25-29, 2018 | 05 | 19 | Dhanya M. B. |
| 43. | Transitioning from Informality to Formality June 18-22, 2018 | 05 | 35 | Anoop Satpathy |
| 44. | Gender Responsive Budgeting July 16-20, 2018 | 05 | 36 | Shashi Bala |
| 45. | Enhancing Competence of Youth Employability Skills July 16-20, 2018 | 05 | 31 | Dhanya M.B. |
| 46. | Gender, Work and Health July 23-27, 2018 | 05 | 30 | Ruma Ghosh |
| 47. | Migration and Development : Issues and Perspectives July 30-August 03, 2018 | 05 | 21 | S. K. Sasikumar |
| 48. | Training of Trainers Programme for Rural Educators August 13-17, 2018 | 05 | 41 | Poonam S. Chauhan |
| 49. | Developing Skill Development Strategies for Women Workers in the Informal Economy August 06-10, 2018 | 05 | 21 | Shashi Bala |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|---------------------------------|
| 50. | Enhancing Leadership Skills of Fishery and Agriculture August 27-31, 2018 | 05 | 25 | Poonam S. Chauhan |
| 51. | Orientation Programme on Labour & Globalisation August 13-17, 2018 | 05 | 45 | Otojit Kshetrimayum |
| 52. | Skills and Entrepreneurship Development August 27-31, 2018 | 05 | 29 | Anoop Satpathy |
| 53. | Developing Leadership Skills for Women Organisers September 10-14, 2018 | 05 | 52 | Dhanya M.B. |
| 54. | Leadership Development Programme for Trade Union Leaders October 01-05, 2018 | 05 | 53 | Poonam S. Chauhan |
| 55. | Gender, Poverty and Employment October 22-26, 2018 | 05 | 24 | Shashi Bala |
| 56. | Monitoring and Evaluation of Active Labour Market Policies October 29-November 02, 2018 | 05 | 15 | Anoop Satpathy |
| 57. | Orientation Training Programme Gender Responsive Planning, Budgeting and Auditing -October 24-26, 2018 | 03 | 23 | Shashi Bala |
| 58. | Leadership Development Programme for Rural Trade Union Leaders October 15-19, 2018 | 05 | 52 | Ellina Samantroy Manoj Jatav |
| 59. | Training of Trainers Programme for Rural Educators November 26-30, 2018 | 05 | 36 | Poonam S. Chauhan |
| 60. | Leadership Development Programme for Domestic Workers November 12-16, 2018 | 05 | 38 | Shashi Bala |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|---------------------|
| 61. | Strengthening Leadership Skills for Beedi Workers, November 19-23, 2018 | 05 | 32 | Poonam S. Chauhan |
| 62. | Enhancing Leadership Skills for Central Trade Unions, November 19-23, 2018 | 05 | 25 | Ramya Ranjan Patel |
| 63. | Managing Livelihood and Social Protection in the Hill Region, December 03-07, 2018 | 05 | 22 | Amitav Khuntia |
| 64. | Leadership Development Programme for Trade Union leaders of BMS December 10-14, 2018 | 05 | 32 | Ellina Samantroy |
| 65. | Labour Issues and Labour Laws December 24-28, 2018 | 05 | 55 | Manoj Jatav |
| 66. | Leadership Development Programme for Rural Trade Union Leaders December 24-28, 2018 | 05 | 42 | Ramya Ranjan Patel |
| 67. | Orientation workshop on Social Security (MILS) December 07, 2018 | 01 | 20 | Otojit Kshetrimayum |
| 68. | Sensitization and Awareness Programme on Social Security and Development Schemes under the Central Government and the Ministry of Labour & Employment December 25-28, 2018 | 04 | 198 | Otojit Kshetrimayum |
| 69. | Managing Social protection & Livelihood Security in the Hill Region December 17-21, 2018. | 05 | 40 | Otojit Kshetrimayum |
| 70. | Skill Development for Youth Employability and Entrepreneurship January 28- February 1, 2019 | 05 | 47 | Amitav Khuntia |
| 71. | Gender Issues in Labour January 21-25, 2019 | 05 | 35 | Ellina Samantroy |
| 72. | Empowering Rural Organisers January 21-25, 2019 | 05 | 44 | R. R. Patel |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|--------------------------------------|---|-------------|--------------|---------------------|
| 73. | Labour Issues and Labour Laws January 14-18, 2019 | 05 | 17 | Manoj Jatav |
| 74. | Capacity Building Programme on Mathadi Model For Unorganised Worker, January 07-10, 2019 | 04 | 34 | Manoj Jatav |
| 75. | Leadership Development Programme for Trade Union Leaders from Telangana State February 04-08, 2019 | 05 | 23 | Manoj Jatav |
| 76. | Strengthening Leadership Skills for Beedi Workers March 11-15, 2019 | 05 | 16 | Ramya Ranjan Patel |
| 77. | Labour Issues and Labour Laws for Unorganised Sector Workers March 06-08, 2019 | 03 | 18 | Manoj Jatav |
| 78. | Empowering Rural Women Organisers, March 06-08, 2019 | 03 | 13 | Ramya Ranjan Patel |
| 79. | Social Security for Unorganised Workers, March 25-27, 2019 | 03 | 30 | Otojit Kshetrimayum |
| 80. | Gender Issues in Labour March 28-30, 2019 | 03 | 30 | Shashi Bala |
| | Sub- Total – 51 | 238 | 1733 | |
| CHILD LABOUR PROGRAMMES (CLP) | | | | |
| 81. | Orientation Programme on Sharing the Experience through NCLP August 07-10, 2018 | 04 | 41 | Helen R. Sekar |
| 82. | Hand Holding Training for the Staff Members of National Child Labour Project, September 27, 2018 | 01 | 8 | Helen R. Sekar |
| 83. | Hand Holding Training for the Staff Members of National Child Labour Project, September 28, 2018 | 01 | 22 | Helen R. Sekar |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|--|---|-------------|--------------|-------------------|
| 84. | Convergence of Efforts and Services for Prevention and Elimination of Child Labour in the State of Jammu & Kashmir October 29-31, 2018 | 03 | 105 | Helen R. Sekar |
| | Sub-Total – 4 | 09 | 176 | |
| RESEARCH METHODS PROGRAMMES (RMP) | | | | |
| 85. | Course on Research Methods in Labour Studies May 14-25, 2018 | 12 | 32 | Amitav Khuntia |
| 86. | Course on Research Methods in Labour Studies September 17-28, 2018 | 12 | 29 | Anoop Satpathy |
| 87. | Course on Methods in Historical Research on Labour September 10-14, 2018 | 05 | 17 | S.K. Sasikumar |
| 88. | Training Workshop on Labour Market Analysis December 10-14, 2018 | 05 | 15 | S.K. Sasikumar |
| 89. | Course on Qualitative Methods in Labour Research January 07-18, 2019 | 12 | 25 | Ruma Ghosh |
| 90. | Research Methods in Gender Issues in Labour February 18- March 01, 2019 | 12 | 19 | Ellina Samantroy |
| | Sub-Total – 06 | 58 | 137 | |
| NORTH EASTERN STATES | | | | |
| 91. | Fundamental of Labour Laws April 09-13, 2018 | 05 | 42 | Sanjay Upadhyaya |
| 92. | Gender Issues in Labour April 23-27, 2018 | 05 | 22 | Shashi Bala |
| 93. | Leadership Development Programme May 21-25, 2018 | 05 | 23 | Poonam S. Chauhan |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|--|---|-------------|--------------|---------------------|
| 94. | Social Protection and Livelihood Security, May 07-11, 2018 | 05 | 32 | Dhanya M.B. |
| 95. | Gender, Work and Social Protection June 04-08, 2018 | 05 | 32 | Shashi Bala |
| 96. | Fundamental of Labour Laws July 23-27, 2018 | 05 | 36 | Sanjay Upadhyaya |
| 97. | Development Schemes as an Instrument for Social Protection July 9-13, 2018 | 05 | 23 | Otojit Kshetrimayum |
| 98. | Leadership Development Programme August 20-24, 2018 | 05 | 40 | Shashi Bala |
| 99. | Promoting Entrepreneurship through Skill Development, August 27-31, 2018 | 05 | 48 | Otojit Kshetrimayum |
| 100. | Gender Issues in Labour October 08-12, 2018 | 05 | 52 | Shashi Bala |
| 101. | Strengthening Awareness on Labour Issues and Laws pertaining to Women Workers October 08-12, 2018 | 05 | 53 | Dhanya M.B. |
| 102. | Social Protection and Livelihood for North Eastern Region January 21-25, 2019 | 05 | 61 | Dhanya M. B. |
| 103. | Leadership Development Programme for Rural Organisers February 4-8, 2019 | 05 | 35 | R. R. Patel |
| 104. | Social Security for Unorganised Workers from North Eastern States February 11-15, 2019 | 05 | 44 | Otojit Kshetrimayum |
| | Sub-Total – 14 | 70 | 543 | |
| INTERNATIONAL TRAINING PROGRAMMES (ITP) | | | | |
| 105. | Private Sector Development Through Value Chains in Fragile Settings for officials of Government of Afghanistan, New Delhi April 24-27, 2018 | 05 | 16 | Ellina Samantroy |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|--------------------------------------|---|-------------|--------------|-------------------|
| 106. | Training Programme on Leadership For Development in Fragile Settings for officials of Government of Afghanistan, New Delhi, ITC, Turin June 25-29, 2018 | 05 | 20 | Ellina Samantroy |
| 107. | International Labour Standards and Promotion of Gender Equality at the workplace, August 06-24, 2018 | 19 | 26 | Ellina Samantroy |
| 108. | Skill Development and Employment Generation September 10-28, 2018 | 18 | 25 | Amitav Khuntia |
| 109. | Enhancing Leadership Skills October 08-26, 2018 | 19 | 38 | Shahsi Bala |
| 110. | Labour and Employment Relations in a Global Economy November 12-30, 2018 | 19 | 34 | S. K. Sasikumar |
| 111. | Gender Issues in the World of Work December 03-21, 2018 | 19 | 32 | Shashi Bala |
| 112. | Health Security and Protection of Workers February 04-22, 2019 | 19 | 28 | Ruma Ghosh |
| 113. | Leadership for Employment Promotion in fragile Settings Programme at Taj Man Singh Hotel, New Delhi March 11-15, 2019 | 05 | 27 | Ellina Samantroy |
| | Sub-Total - 9 | 128 | 246 | |
| IN HOUSE PROGRAMME PROGRAMMES | | | | |
| 114. | Improving Work Efficiency for Canara Bank Officials May 02-04, 2018 | 03 | 42 | Poonam S. Chauhan |
| 115. | Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials (Class III) November 26-30, 2018 | 05 | 29 | Poonam S. Chauhan |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|-------------------|
| 116. | Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials December 03-07, 2018(Class IV) | 05 | 30 | Poonam S. Chauhan |
| 117. | Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials December 10-14, 2018(Class III) | 05 | 28 | Poonam S. Chauhan |
| 118. | Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials December 17-21, 2018(Class IV) | 05 | 25 | Poonam S. Chauhan |
| 119. | Office Management for the Official of NALCO, December 27-29, 2018 | 03 | 18 | Poonam S. Chauhan |
| 120. | Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials January 07-11, 2019 (Class III) | 05 | 29 | Shashi Bala |
| 121. | Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials January 14-18, 2019(Class IV) | 05 | 27 | Shashi Bala |
| 122. | Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials January 28- February 01, 2019 (Class III) | 05 | 28 | Shashi Bala |
| 123. | Office Management for the Official of NALCO, January 14-16, 2019 | 03 | 12 | Shashi Bala |
| 124. | Training Programme on Behavioural Skills for Managing Work Effectively for RBI Officials February 04-08, 2019 (Class IV) | 05 | 30 | Shashi Bala |
| | Sub-Total – 11 | 49 | 298 | |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|---------------------------------|--|-------------|--------------|---------------------|
| COLLABORATIVE PROGRAMMES | | | | |
| 125. | Gender, Work and Social, SLI, Odisha July 10-12, 2018 | 03 | 31 | Amitav Khuntia |
| 126. | Social Security for Unorganised Workers, Govt. of Bihar, Patna July 25-27, 2018 | 03 | 45 | Otojit Kshetrimayum |
| 127. | Managing Livelihood and Social Protection in the Coastal Regions(MILS) July 23-27, 2018 | 05 | 30 | Amitav Khuntia |
| 128. | Fundamentals of Labour Laws (MILS, Mumbai) August 07-09, 2018 | 03 | 50 | Sanjay Upadhyaya |
| 129. | Orientation Programme on Labour and Development Issues(NCDS) October 09-13, 2018 | 05 | 35 | Amitav Khuntia |
| 130. | Labour Reforms in India Prospective and Challenges (MGLI) October 22-24, 2018 | 03 | 45 | Sanjay Upadhyaya |
| 131. | Research Methods in Labour Studies (MILS, Mumbai) December 24-28, 2018 | 05 | 30 | Ruma Ghosh |
| 132. | Orientation Programme On Labour Laws For Rural Development Functionaries Of Andhra Pradesh, December 10-12, 2018 | 03 | 30 | Sanjay Upadhyaya |
| 133. | Social Protection and Livelihood Security in the hill Region (Kamaun University, Nainital) December 17-21, 2018 | 05 | 40 | Otojit Kshetrimayum |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|---------------------|
| 134. | Labour issues and policies in India (MGLI)- December 31-January 04, 2019 | 05 | 45 | Shashi Bala |
| 135. | Quantitative and Qualitative Methods in Labour Research (MGLI) December 31-January 04, 2019 | 05 | 26 | Shashi Bala |
| 136. | Training Programme on Social Security (KILE) - January 21-23, 2019 | 03 | 30 | Otojit Kshetrimayum |
| 137. | Training programme on Emerging Perspectives on Gender (SLI, Odisha) January 15-17, 2019 | 3 | 30 | Ellina Samantroy |
| 138. | Training Programme on Developing Leadership Skills (SLI, Odisha) January 15-17, 2019 | 3 | 34 | R. R. Patel |
| 139. | Research Methodology Course on Inclusion of Labour in Rural India (The Gandhigram Rural Institute, Tamil Nadu) January 07-11, 2019 | 05 | 27 | Shashi Bala |
| 140. | Training of Trainers Programme to implement the 'convergent plans' at Dashrath Mannjhi Labour Institute, Patna, Bihar - February 06-08, 2019 | 02 | 41 | Helen R. Sekar |
| 141. | Mainstreaming Gender Equality, (JMI, New Delhi)- February 25- March 01 , 2019 | 05 | 30 | Shashi Bala |
| 142. | Prevention and Eradication of Child Labour, SLI, Odisha March 12-14, 2019 | 03 | 30 | Helen R. Sekar |
| 143. | Gender, Work and Social Protection, SLI, Odisha March 12-14, 2019 | 03 | 25 | Ellina Samantroy |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|----------------------------------|--|-------------|--------------|-----------------|
| 144. | Social Security for Unorganised Workers , SLI, Odisha March 12-14, 2019 | 03 | 34 | Manoj Jatav |
| 145. | Training Programme on Social Security (SLI, West Bengal) March 25-27, 2019 | 03 | 30 | Manoj Jatav |
| 146. | Skill Development of Women for Employability and Entrepreneurship in North Eastern Region at NEHU, Shillong March 25-28, 2019 | 04 | 35 | Amitav Khuntia |
| Sub-Total – 22 programmes | | 82 | 753 | |
| GRAND TOTAL - 146 | | 788 | 4460 | |

Training Programmes held during April, 2018 to March, 2019

| S.No | Name of the Programme | No. of Progs. | No. of Days of Progs. | No. of Participants |
|------|---|---------------|-----------------------|---------------------|
| 1. | LABOUR ADMINISTRATION PROGRAMMES | 11 | 79 | 232 |
| 2. | INDUSTRIAL RELATIONS PROGRAMMES | 18 | 75 | 342 |
| 3. | CAPACITY BUILDING PROGRAMMES | 51 | 238 | 1733 |
| 4. | RESEARCH METHODS PROGRAMMES | 6 | 58 | 137 |
| 5. | INTERNATIONAL PROGRAMMES | 9 | 128 | 246 |
| 6. | CHILD LABOUR PROGRAMMES | 4 | 9 | 176 |
| 7. | INHOUSE PROGRAMMES | 11 | 49 | 298 |
| 8. | NORTH EAST PROGRAMMES | 14 | 70 | 543 |
| 9. | COLLABORATIVE PROGRAMMES | 22 | 82 | 753 |
| | | 146 | 788 | 4460 |

N.R. De Resource Centre on Labour Information (NRDRCLI)

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

1. Physical Achievements

Books – The library has acquired 174 books/reports/bound volumes of journals/CDs/AV/VC during April 2018 to March 2019, thereby enlarging the stock of books/reports/bound volumes of journals/slides/audio visual/videos/CDs/photographs/Posters/banners/clippings/panels etc. to **65270**.

Journals– The library subscribed to **178** professional journals, magazines and newspapers in printed and electronic forms during period.

2. Services

Library management software has recently been upgraded to “**LIBSYS 10 EJB**” which enables web based library services. The library is continuously maintaining the following services to user populations:-

- Selective dissemination of information (SDI)
- Current awareness service
- Bibliographical service
- On-line search
- Article indexing of Journals
- Newspaper clippings service
- Micro-fiche search and printing
- Reprographic Service
- CD-ROM Search
- Audio/Visual Service



- Current Content Service
- Article Alert Service
- Lending Service
- Inter-Library Loan Service

3. Products

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

- Guide to periodical literature – Quarterly in-house publication providing bibliographical information of articles from over 175 selected journals / magazine.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines.
- Current Content Service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute's web site for public access.
- e-Newspaper Clipping Service – A weekly service of scan copy of all major news pertaining to labor & related subjects.

4. Maintenance of specialized resource centre

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

- National Resource Centre on Child Labour
- National Resource Centre on Gender Studies
- National Resource Centre on HIV/AIDS



Implementation of Official Language Policy

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

Official Language Implementation Committee

The Official language Implementation Committee of the Institute continued to function during this year also. The meetings of the committee were held on 13.06.2018, 18.09.2018, 28.12.2018 and 22.03.2019 respectively in each quarter. During the meetings, important decisions with regard to progressive use of official language were taken and implemented accordingly.

Hindi Workshops

The Institute organised four Hindi Workshops to orient the officers and staff of the Institute to work originally in Hindi instead of depending upon the translation. The workshops were held on 31.05.2018, 28.08.2018, 15.11.2018 and 13.03.2019. During the workshops, officers and staff were given practical training to prepare note and drafts in Hindi. The participants of the workshops were also equipped with Official Language Policy of the Government of India, various incentive schemes, initiatives by the Government to promote official language and redressal of the practical difficulty being faced by the participants in their day-to-day work.

Further, Rajbhasha evam Samanya Gyan Pratiyogita was organised on 21st December 2018 for member offices of the Town Official Language Implementation Committee (TOLIC), Noida, in which 57 participants from 24 offices participated.

Quarterly Report

The quarterly reports for the four quarters ending on 31st March 2018, 30th June 2018, 30th September 2018 and 31st December 2018 were uploaded on Rajbhasha Vibhag's Website on regular basis.

Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from 14th September 2018 to 01st October 2018. During this Pakhwara, various competitions were organised which include Nibandh evam Patra Lekhan, Sulekh evam Shrutlekh, Tippet evam Alekhan, Hindi Tankan evam

Varg Paheli, Twarit Bhashan Pratiyogita, Hindi Kavya Path, and Rajbhasha evam Samanya Gyan Prashnottari. A large number of employees participated in these competitions and won the prizes. A painting competition was also organised for the staff children of the institute during the Pakhwada. There were 03 categories in the painting competition, i.e. children studying in Classes 1-5, Classes 6-8 & Classes 9-12, and there were 02 prizes in each category. The valedictory session was addressed and prizes were distributed by Dr. H. Srinivas, Director General of the Institute on 01.10.2018.

Awards for Promoting Official Language

- **'Shram Sangam'**, the in-house official language magazine of V. V. Giri National Labour Institute (VVG NLI), Noida got the *Second Prize* in 'Ka kshetra' under the Rajbhasha Kirti Puraskar Yojana (Grih Patrika) of Official Language Department, Ministry of Home Affairs, Govt. of India. The awards were distributed by Shri M. Venkaiah Naidu, Hon'ble Vice President of India at Vigyan Bhawan, New Delhi on the occasion of Hindi Diwas Celebrations on 14th September 2018.
- V.V. Giri National Labour Institute, Sector- 24, Noida was awarded with 2nd Prize for performing the excellent work in implementation of Official Language Policy during the year 2017-18 by Town Official Language Implementation Committee (TOLIC), Noida in its 37th Meeting held on 31.01.2019 at GAIL (India) Ltd, GAIL Jubilee Tower, Sector -1, Noida.
- Dr. Otojit Kshetrimayum, Associate Fellow, VVG NLI got the 1st position in Extempore Speech Competition organized by GAIL Training Institute, Sector-16A, Noida on 10.12.2018 under the aegis of Town Official Language Implementation Committee (TOLIC), Noida.



Dr. H. Srinivas, Director General, VVG NLI receiving the award

Publications

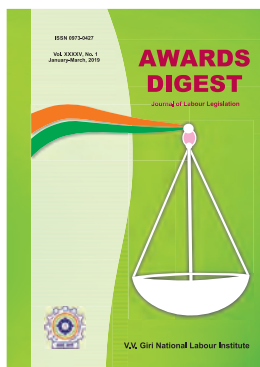
VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports.

Labour & Development

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



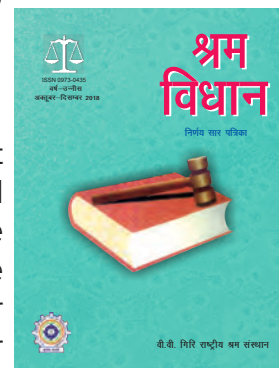
Awards Digest: Journal of Labour Legislation



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

Shram Vidhan

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





law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

Indradhanush



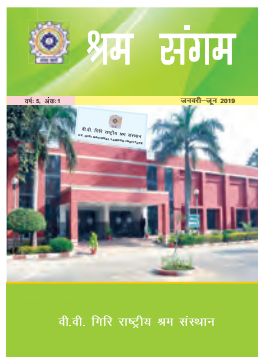
It is a bi-monthly Newsletter brought out by the Institute which captures Institute’s multifarious activities in the area of research, training and education, workshop, seminar etc. The Newsletter also brings out brief details about different events organized by the Institute. It also highlights professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.

Child Hope

Child Hope is a quarterly Newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out to different sections of society, mobilizing their efforts in this direction.



Shram Sangam



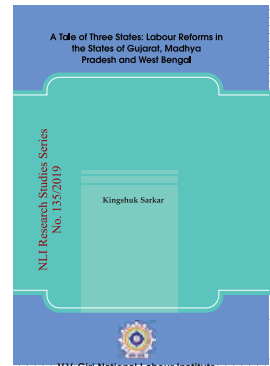
Shram Sangam is a biannual official language magazine brought out by the institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion. Apart from poems, essays and stories written by the employees, it contains informative and motivational articles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

NLI Research Studies Series

The Institute is also publishing a series entitled, *NLI Research Studies Series*, to disseminate the findings of the research activities of the Institute. So far the Institute has published 138 research findings in this series. The research studies brought out as NLI Research Studies Series in 2018-2019 include:



- 130/2018 Quality Employment Generation in Micro and Small Enterprises (MSEs) in India: Strategies and Way Forward – *Dr. Dhanya M.B*
- 131/2018 Prospects for Youth Employment in Agriculture: Issues and Challenges - *Dr. Ellina Samantroy*
- 132/2019 Impact of the Maternity Benefit (Amendment) Act, 2017 in the IT/ITES Industry – *Dr. Shashi Bala*
- 133/2019 Regulation of Fixed-Term Employment: An Inter-Country Perspective – *Dr. Sanjay Upadhyaya*
- 134/2019 Family Labour in Small Holding Plantation Sector: A Study with Special Focus on Women and Children in Selected Areas of South India - *Dr. Kingshuk Sarkar & Dr. Rinju Rasaily*
- 135/2019 A Tale of Three States: Labour Reforms in the States of Gujarat, Madhya Pradesh and West Bengal- *Dr. Kingshuk Sarkar*
- 136/2019 Low wages and Gender Discrimination: The Case of Plantation Workers in West Bengal- *Dr. Kingshuk Sarkar*
- 137/2019 Complexity in the Determination of Minimum Wages for Domestic Workers in India- *Dr. Kingshuk Sarkar*
- 138/2019 Unpaid Work and Time Use Patterns of Women Workers in North East India: With Special Reference to Tripura - *Dr. Ellina Samantroy*



VVGNI Policy Perspectives

VVGNI Policy Perspectives focuses on key policy interventions of the government and its implications for labour and employment and also on strategies/policy initiatives to be followed which could be adopted in the area of labour and employment in future.



For further information and details, please contact:

Publication (I/C)
V.V. Giri National Labour Institute
Sector-24, Noida-201301
Tele: 0120-2411533/34/35
E-mail: publications.vvgnli@gov.in

Advocacy and Dissemination

Advocacy and dissemination of relevant information about various programmes and schemes are considered as core strategies to enhance the outreach of the welfare programmes launched by the government to benefit the disadvantaged people and backward regions. Ministry of Labour & Employment and other concerned Ministries and organisations requests the V.V. Giri National Labour Institute from time to time to be part of such advocacy and dissemination activities.

During 2018-19, the Institute participated in the following two large advocacy and dissemination activities, one at Jammu and other at Balia, UP: to spread the information on recent innovative government schemes and interventions for enhancing the welfare of the people. The Institute while participating in such activities, primarily focuses on disseminating the information related to Institute's training and other professional activities and also provide technical inputs on different aspects of labour like employment, skill development, social security and labour, child labour, gender and work, rural and agricultural labour etc. The Institute also displays all its major publications in such events.

- **Rise in Jammu & Kashmir**

V.V. Giri National Labour Institute participated in the Event "Rise in Jammu and Kashmir" (November 1-3, 2018) Bhagawati Nagar Yatriniwas, Jammu organized by TARMEH Events. All the activities of the institute namely; Research, Training & Education, Publication



and also major initiatives of the Ministry of Labour and Employment, Government of India were exhibited and disseminated. **V.V. Giri National Labour Institute bagged the best stall (Information and Presentation) and 1st Runner up (second best stall). The selection of the prize was on the basis of the feedback forms received from visitors.** About 15,000 students from schools, colleges, universities and teachers /professors, general public visited the event. About forty five Government Ministries and organisations like Geological Survey of India, Indian Council of

Medical Research, Indian Agricultural Research Institute, ISRO, National Institute of Biological, National Institute of Rock Mechanics, G.B. Pant National Institute of Himalayan Environment and Sustainable Development, Department of Atomic Energy, SAIL, NSDC, Ministry of



Commerce, Ministry of Tourism, Ministry of Ayush participated in the event. Shri Shamsheer Singh Manhas, Hon'ble MP Rajya Sabha inaugurated the event, visited VVG NLI stall with other dignitaries and appreciated the efforts. Dr. Helen R. Sekar, Senior Fellow, Mr Rajesh Karn from VVG NLI and Ms. Malvika Upadhyya & Ms. Waheeda Rahman alumnae of VVG NLI were present in the event. Shri P. Amitav Khuntia, Associate Fellow of VVG NLI was the Event Director.

• **Sensitization & Awareness Programme at Ballia, Uttar Pradesh**

V. V. Giri National Labour Institute participated in the Swadeshi Mela, 2018 being held at Ballia (U.P.) during December 22-31, 2018 to cater to its objective of dissemination of information about the various welfare programmes of the Ministry of Labour & Employment and the training, education and research activities conducted by the VVG NLI to the participants. Three sensitization and awareness programmes were organised to sensitize and create awareness among masses on the themes related to Social Security and Development Schemes of the Central Government in general and the Ministry of Labour & Employment in particular including career counseling and Child Labour and Gender issues. More than 1000 people visited the institute's stall from 22-31 December, 2018. 378 participants that include youth, trade union members, representatives from NGOs, students and parents were directly sensitized on the themes related to the institute and its activities. Many dignitaries including Cabinet Minister of Government of Uttar Pradesh, MLAs, State Government officials, representatives from media, civil societies and educators visited the stall.

The participants were informed about how the VVG NLI, since its inception has endeavoured through research, training and publications to reach all those who are concerned with various aspects of labour, both in the organised and unorganised sectors. It was also emphasised that the focus of such endeavours has been the

transfer of academic insight and understanding related to all the aspects of labour for application to policy formulation, legislation and action.

Many of the youths were sensitized about the National Career Service portal and helped in the enrolment process. Four youths who enrolled in the NCS portal during the sensitization programme had got interview calls for jobs. An effort was also made to rescue a child labour, who is an orphan and working in a tea shop and looking after his grandparents who are unable to work. An application was submitted to the District Magistrate of Ballia for ensuring various welfare schemes initiated by the Government to his family. The Coordinators and team members of the programme were **Dr. Otojit Kshetrimayum**, Associate Fellow; **Dr. Ramya Ranjan Patel**, Associate Fellow; **Shri S.K. Verma**, ALIO; and **Shri Rajesh Karn**, Stenographer Grade II.



Visitors visiting the Institute's stall during the Sensitization & Awareness Programme held at Ballia, Uttar Pradesh

Upgrading e-Governance and Digital Infrastructure of the Institute

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

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



Staff Strength (as on 31.3.2019)

| Group | Sanctioned Strength | In Position |
|------------------|---------------------|-------------|
| Director General | 1 | 1 |
| Faculty | 15 | 12 |
| Group A | 5 | 3 |
| Group B | 13 | 10 |
| Group C | 26 | 9 |
| MTS | 25 | 19 |
| Total | 85 | 54 |

Faculty

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

Faculty of the Institute

| | | |
|-----|---|------------------|
| | H. Srinivas, M.Sc., PGDM (MDI), Ph.D., IRPS | Director General |
| 1. | S.K. Sasikumar, M.A., Ph.D. | Senior Fellow |
| 2. | Helen R. Sekar, M.A., M. Phil., Ph. D. | Senior Fellow |
| 3. | Sanjay Upadhyaya, L.L.M., Ph.D. | Senior Fellow |
| 4. | Ruma Ghosh, M.A., M. Phil., Ph.D. | Fellow |
| 5. | Anoop K. Satpathy, M.A, M. Phil, Ph.D | Fellow |
| 6. | Shashi Bala, M.A, M. Phil., Ph.D. | Fellow |
| 7. | Ellina Samantroy, M.Phil, Ph.D | Fellow |
| 8. | Priyadarsan Amitav Khuntia, M.A.. M.Phil | Associate Fellow |
| 9. | Otojit Kshetrimayum, M.A., M.Phil, Ph.D | Associate Fellow |
| 10. | M.B. Dhanya, M.A., Ph.D. | Associate Fellow |
| 11. | Ramya Ranjan Patel, M.A. M.Phil., Ph.D. | Associate Fellow |
| 12. | Manoj Jatav, M.A. Ph.D. | Associate Fellow |

Officers

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



Staff

Group B

| | | |
|-----|---------------------|--------------------------------------|
| 1. | S.K. Verma | Asstt. Library & Information Officer |
| 2. | Kailash C. Budakoti | Supervisor |
| 3. | Madan Lal | Sr. P.A. |
| 4. | B.S.Rawat | Sr. Hindi Translator |
| 5. | A.K. Srivastava | Supervisor |
| 6. | Monika Gupta | Steno Assistant Gr. I |
| 7. | Pinki Kalra | Steno Assistant Gr. I |
| 8. | Sudha Vohra | Steno Assistant Gr. I |
| 9. | Geeta Arora | Steno Assistant Gr. I |
| 10. | Sudha Ganesh | Steno Assistant Gr. I |

Group C

| | | |
|----|-------------------|------------------|
| 1. | S. P. Tiwari | Assistant Gr. I |
| 2. | Vijay Kumar | Assistant Gr. I |
| 3. | Surendra Kumar | Assistant Gr. I |
| 4. | J.P. Sharma | Assistant Gr. I |
| 5. | Rajesh Kumar Karn | Steno. Gr. II |
| 6. | Valsamma B. Nair | Steno. Gr. II |
| 7. | Ram Kishan | Steno Gr. II |
| 8. | Naresh Kumar | Assistant Gr. II |
| 9. | Ranjana Bhardwaj | Assistant Gr. II |



AUDIT REPORT AND AUDITED ANNUAL ACCOUNTS 2018-2019

**V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA****Reply of the Institute on the Separate Audit Report of the Comptroller and Auditor General of India on the accounts of the V. V. Giri National Labour Institute, NOIDA (Gautam Budh Nagar) for the year ended 31st March 2019:**

| Sl. No. | Para | Reply of the VVGNLI |
|------------|--|--|
| (A) | General | |
| | Schedule-6 Fixed Assets has not been prepared in the prescribed format for CABs resulting in non-depiction of Gross Block of assets. | The institute is following the accumulated Depreciation Methodology for Annual valuation of the Fixed Assets and depreciation is separately shown in the Income & Expenditure Statement every year. This facts has been mentioned in the schedule '18' (B) 6-Notes on Account. Hence, the Para may be dropped please. |
| (B) | Grants in Aid | |
| | The institute received Rs. 1059.00 Lakh and generated internal Receipt of Rs. 480.00 Lakh. Taking opening balance of Rs. 82.00 Lakh the total fund available worked out to Rs.1621.00 Lakh. The Institute utilized Rs. 1579.00 Lakh leaving a balance of Rs. 42.00 Lakh. | Factual Position, hence no comments to offer. |

We request you that the objections raised may please be dropped in view of our explanation as above, since there is no misappropriation of funds etc. involved.

ANNEXURE

| S.No. | Comments | Reply of the Institute |
|-------|---|--|
| 1. | <p>Adequacy of internal Audit System</p> <p>The institute does not have its own internal audit wing. However, the internal audit of the Institute has been conducted by independent Chartered Accountant for the year 2018-19.</p> | Factual position, hence no comment to offer. |
| 2. | <p>Adequacy of internal Control System</p> <p>No worth mentioning observation was found in the area test checked which indicates the inadequacy of the Internal control system.</p> | Factual position, hence no comment to offer. |
| 3. | <p>System of Physical Verification of fixed assets</p> <p>Physical verification of fixed assets has been done for the year 2018-19</p> | Factual position, hence no comment to offer. |
| 4. | <p>System of Physical Verification of inventories</p> <p>Physical verification of inventories has been done for the year 2018-2019.</p> | Factual position, hence no comment to offer. |
| 5. | <p>Regularity in payment of statutory dues</p> <p>The institute is regular in payment of statutory dues</p> | Factual position, hence no comment to offer. |



Separate Audit Report of the Comptroller and Auditor General of India on the accounts of V.V. Giri National Labour Institute, NOIDA (Gautam Budh Nagar) for the year ended 31 March,2019

We have audited the attached Balance Sheet of the V.V. Giri National Labour Institute, NOIDA (Institute) as at 31 March, 2019, the Income and Expenditure Account and the Receipts and Payments Account for the year ended on that date under Section 20(1) of the Comptroller and Auditor General's (Duties, Powers & Conditions of Services) Act, 1971. The audit of the Institute has been entrusted up to 2022-23. These financial statements are the responsibility of the management of the Institute. Our responsibility is to express an opinion on these financial statements based on our audit.

2. This Separate Audit Report contains the comments of the Comptroller and Auditor General of India (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms, etc. Audit observations on the financial transactions with regard to compliance with the Law, Rules and Regulations (Propriety and Regularity) and efficiency-cum-performance aspects etc., if any, are reported through Inspection Reports/CAG's Audit Reports separately.

3. We have conducted our audit in accordance with auditing standards generally accepted in India. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements. An audit also includes examining, on a test basis, evidences supporting the amounts and disclosure in the financial statements. Our audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of financial statements. We believe that our audit provides a reasonable basis for our opinion.

4. Based on our audit, we report that:

- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit;
- (ii) The Balance Sheet, Income and Expenditure Account and Receipts and Payments Account dealt with by this report have been drawn up in the common format of accounts approved by the Ministry of Finance, Government of India.
- (iii) In our opinion, proper books of accounts and other relevant records have been maintained by the Institute as required under Section XVI of the Memorandum of Association & Rules and Regulations of V.V. Giri National Labour Institute, NOIDA in so far as it appears from our examination of such books.
- (iv) We further report that:

{A} General

Schedule-6 Fixed Assets has not been prepared in the prescribed format for CABs resulting in non-depiction of Gross Block of assets.



(B) Grants in Aid

The Institute received ₹1059.00 lakh and generated Internal Receipt of 480.00 lakh. Taking opening balance of ₹82.00 lakh the total fund available worked out to ₹1621.00 lakh. The Institute utilized ₹1579.00 lakh leaving a balance of ₹42.00 lakh.

(C) Management Letter

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.

- (v) Subject to our observation in the preceding paragraphs, we report that the Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of accounts.
- (vi) In our opinion and to the best of our information and according to the explanations given to us, the said financial statements read together with the Accounting Policies and Notes on Accounts, and subject to the significant matters stated above and other matters mentioned in Annexure to this Audit Report give a true and fair view in conformity with accounting principles generally accepted in India.
 - (a) In so far as it relates to the Balance Sheet, of the state of affairs of V.V. Giri National Labour Institute, NOIDA as at 31 March, 2019; and
 - (b) In so far as it relates to Income and Expenditure Accounts of the 'deficit' for the year ended on that date.

For and on behalf of the C & AG of India

Sd/-

Principal Director of Audit (Central)

**Place: Lucknow
Date: 26-11-2019**



ANNEXURE

1. Adequacy of Internal Audit System

The Institute does not have its own internal audit wing. However, the internal audit of the Institute has been conducted by independent Chartered Accountant for the year 2018-19.

2. Adequacy of Internal Control System

No worth mentioning observation was found in the area test checked which indicates the inadequacy of the Internal control system.

3. System of Physical Verification of fixed assets

Physical verification of fixed assets has been done for the year 2018-19.

4. System of Physical Verification of inventories.

Physical verification of inventories has been done for the year 2018-19.

5. Regularity in payment of statutory dues.

The Institute is regular in payment statutory dues

Sd/-
Dy. Director (CE)



An ISO 9001:2008
Certified Firm

K. K. Chanani & Associates Chartered Accountants

New Delhi: E-32A, 3rd Floor, Lajpat Nagar –II, New Delhi - 110024
Head Office: 5/1 Clive Row, 3rd Floor, Room No.78, Kolkata-700001
Branches: Bhubaneswar, Bangalore, Guwahati, Jamshedpur, Mumbai,
Patna, Raipur, New Delhi, Jaipur, Chandigarh, and Kolhapur
Contact: Dial: +91 98300 44507, +91 9999 598489
+9133 – 22302096/ 22309315
Fax: +9133 – 22624786
Email: kkca@kkca.net, amit@kkca.net

To

The Director General

V V Giri National Labour Institute
Sector-24, District-Gautam Budh Nagar
NOIDA 201301 (UP)

Internal Audit Report for F Y 2018-19

We have carried out Internal Audit of accompanying financial statements of V V Giri National Labour Institute, Noida (the 'Institute') which comprise of The Balance Sheet as at 31st March, 2019, the Income & Expenditure Account and also Receipt & Payment Account for the year ended on that date.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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





estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

Opinion

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

- a) In the case of the Balance Sheet, of the state of affairs of the Institute as at 31st March, 2019 and,
- b) In the case of Income and Expenditure Account, of the surplus of the Institute for the year ended 31st March, 2019 and,
- c) In the case of Receipts and Payments Account, of the Receipts and Payment for the year ended on that date.

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

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

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



Krishna Kumar Chanani

Partner, K K Chanani & Associates

Chartered Accountants

FRN No. 322232E

Membership No. 056045

New Delhi, 15th June 2019

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

BALANCE SHEET AS ON 31ST MARCH 2019

| LIABILITIES | SCH. | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|-------------------------------------|------|-------------------------|-------------------------|
| CAPITAL FUND | 1 | 99,639,969.38 | 105,483,322.51 |
| DEVELOPMENT FUND | 2 | 127,511,967.14 | 118,972,038.14 |
| RESERVE & SURPLUS | 3 | 0.00 | 11,836,769.67 |
| EARMARKED FUND | 4 | 67,313,080.67 | 71,618,471.00 |
| CURRENT LIABILITIES & PROVISIONS | 5 | 68,403,741.47 | 66,168,987.00 |
| TOTAL | | 362,868,758.66 | 374,079,588.32 |
| ASSETS | | | |
| FIXED ASSETS (NET BLOCK) | 6 | 114,502,525.00 | 129,543,432.00 |
| INVESTMENTS: EARMARKED FUNDS | 7 | 135,331,860.37 | 126,381,061.37 |
| CURRENT ASSETS LOANS & ADVANCES | 8 | 113,034,373.29 | 118,155,094.95 |
| TOTAL | | 362,868,758.66 | 374,079,588.32 |

Significant Accounting Policies,

Contingent Liabilities & Notes to Accounts

18

Signed in terms of our Report even date

For K. K. Chanani & Associates

Chartered Accountants (FRN 322232E)

Sd/-

Krishna Kumar Chanani
Partner (Mem. No. 056045)
Place: New Delhi
Dated: 15th June 2019

Sd/-

Shailesh Kumar
Accounts Officer

Sd/-

Harsh Singh Rawat
Administrative Officer

Sd/-

Dr. H. Srinivas
Director General



V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA
INCOME AND EXPENDITURE ACCOUNT FOR THE
YEAR ENDED 31ST MARCH 2019

| PARTICULARS | SCH. | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|--|------|-------------------------|-------------------------|
| INCOME | | | |
| Grants in Aid | 9 | 99893927.00 | 94,800,975.00 |
| Fees and Subscription | 10 | 24102778.10 | 22,764,859.00 |
| Interest Earned | 11 | 2282866.00 | 1,902,727.95 |
| Other Income | 12 | 21690187.50 | 18,156,610.89 |
| Prior Period Income | 13 | 0.00 | 25,576.00 |
| TOTAL (A) | | 147969758.60 | 137,650,748.84 |
| EXPENDITURE | | | |
| Establishment Expenses | 14 | 65437867.00 | 67,324,515.50 |
| Administrative Expenses | 15 | 27611886.73 | 28,814,630.90 |
| Prior Period Expenditure | 16 | 109662.00 | - |
| Expenditure on Plan Grant & Subsidies | 17 | 50596517.00 | 50,000,651.50 |
| TOTAL (B) | | 143,755,932.73 | 146,139,797.90 |
| EXCESS OF INCOME OVER EXPENDITURE BEFORE DEPRECIATION (A-B) | | 4,213,825.87 | (8,489,049.06) |
| Less: | | | |
| Depreciation | 6 | 14,108,696.00 | 14,210,525.00 |
| BALANCE BEING DEFICIT CARRIED TO CAPITAL FUND | | (9,894,870.13) | (22,699,574.06) |

**Significant Accounting Policies,
Contingent Liabilities & Notes to
Accounts**
**Signed in terms of our Report even date
For K. K. Chanani & Associates**
Chartered Accountants (FRN 322232E)

18

Sd/-

Krishna Kumar Chanani
Partner (Mem. No. 056045)
Place: New Delhi
Dated: 15th June 2019

Sd/-

Shailesh Kumar
Accounts Officer

Sd/-

Harsh Singh Rawat
Administrative Officer

Sd/-

Dr. H. Srinivas
Director General

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2019

| Previous Year | RECEIPTS | AMOUNT (Rs.) | Previous Year | PAYMENTS | AMOUNT (Rs.) |
|-----------------------|--------------------------------------|-----------------------|-----------------------|--------------------------------------|-----------------------|
| 31.03.2018 | | 31.03.2019 | 31.03.2018 | | 31.03.2019 |
| | Opening Balance | | | Expenses | |
| 27,202.95 | Cash in Hand | 31,796.95 | 57,862,946.00 | Establishment Expenses | 61,155,323.00 |
| | Bank Balances: | | 28,093,595.43 | Administrative Expenses | 26,009,439.73 |
| 16,804,201.77 | Current Account | 19,600,137.88 | 54,621,191.50 | Utilisation of Plan Grant | 53,349,866.00 |
| 4,257,764.44 | Savings Account - Projects | 4,427,746.44 | | Grant Returned from Earmarked Fund | 16,665,795.00 |
| 302,071.05 | Savings Account - IOB | 313,748.55 | | | |
| 85,850.27 | Savings Account- Corp Bank | 91,434.27 | 9,874,500.00 | Fixed Assets | 1,436,266.00 |
| 102,080,493.44 | Deposit : Development Fund | 118,972,038.14 | | Expenses for Various Projects | 4,245,152.50 |
| 5,192,193.82 | Gratuity Account - 1130025 | 5,430,784.26 | - | Other Agencies : Expenses | 7,138,769.00 |
| 4,828,839.38 | Leave Encashment - 1130026 | 4,897,279.38 | 1,901,381.00 | | |
| 52,738.00 | Postage in hand | 28,245.00 | | Advance to Staff | 373,184.00 |
| 2,955,794.75 | EMD & Security Deposit-1150006 | 4,027,790.66 | | Departmental Advance | 1,386,500.00 |
| 20,279,782 | Corporation Bank-SB Flexi A/c 150025 | 12,587,976.03 | 92,844.00 | | |
| | Security Deposit in I G L | - | 625,980.00 | Other Payments | |
| | Grants Received | | | Repayment of Security Deposit | 502,763.00 |
| 115,400,000.00 | From Govt. of India (MOL&E) | 105,900,000.00 | | | |
| 1,222,397.00 | From Other Agencies | 1,787,375.00 | | Closing Balance | |
| - | From Other Projects | 2,243,583.00 | 334,650.00 | Cash in Hand | 3,891.95 |
| | Interest Received | | | Bank Balances | |
| 8,299,919.50 | Development Fund | 8,539,929.00 | | Current Account | 8,055,356.74 |
| - | Earmarked Fund | - | 31,796.95 | Savings Account- IOB | 324,813.55 |
| 6,131.00 | Vehicle Advance | 4,103.00 | 19,600,137.88 | Savings Account- Corp Bank | 97,019.27 |
| 1,896,596.95 | Savings Accounts | 2,278,763.00 | 313,748.55 | Gratuity Account - 1130025 | 13,103,240.76 |
| 169,982.00 | Interest: Project Accounts | 159,832.00 | 91,434.27 | Leave Encashment - 1130026 | 10,164,499.38 |
| 19,760,251.00 | Fees/Subscription | 28,287,901.74 | 5,430,784.26 | Postage in hand | 34,801.00 |
| 18,156,610.89 | Other Income | 16,611,316.00 | 4,897,279.38 | Deposit : Development Fund | 127,511,967.14 |
| 25,576.00 | Prior Period Income | - | 28,245.00 | Savings Account - Projects | 2,585,955.44 |
| 552,404.00 | Departmental Advance | 1,360,023.00 | 118,972,038.14 | EMD & Security Deposit-1150006 | 3,706,645.81 |
| | Recovery of Advances | | 4,427,746.44 | Corporation Bank-SB Flexi A/c 150025 | 43,027.03 |
| 339,664.00 | From Staff | 354,546.00 | 4,027,790.66 | Security Deposit in I G L | 42,073 |
| | Other Receipts | | 12,587,976.03 | | |
| - | Income Tax Refund | - | - | | |
| 1,119,601.00 | Security Deposit Received | - | | | |
| 323,816,065.49 | TOTAL | 337,936,349.30 | 323,816,065.49 | TOTAL | 337,936,349.30 |

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

**Significant Accounting Policies,
Contingent Liabilities & Notes to Accounts**
For K. K. Chanani & Associates
Chartered Accountants (FRN 322232E)

18

Sd/-

Krishna Kumar Chanani
Partner (Mem. No. 056045)
Place: New Delhi
Dated: 15th June 2019

Sd/-

Shailesh Kumar
Accounts Officer

Sd/-

Harsh Singh Rawat
Administrative Officer

Sd/-

Dr. H. Srinivas
Director General



V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2019

SCHEDULE 1- CAPITAL FUND

(Amount in Rs.)

| | | Fig as at 31.03.2019 | | Fig as at 31.03.2018 |
|---|--------------|-------------------------|---------------|-------------------------|
| Balance at the beginning of the year | | 105,483,322.51 | | 106,333,315.77 |
| Add: Transfer to Development Fund | | - | | (8,591,625.20) |
| Add: Contributions towards Capital Fund | | | | |
| From Plan Grants | 4,051,517.00 | | 30,441,206.00 | |
| | | 4,051,517.00 | - | 30,441,206.00 |
| Excess of Income over Expenditure | | (9,894,870.13) | | (22,699,574.06) |
| TOTAL | | 99,639,969.38 | | 105,483,322.51 |

SCHEDULE 2- DEVELOPMENT FUND

| | | | | |
|--------------------------------------|--|-----------------------|--|-----------------------|
| Balance at the beginning of the year | | 118,972,038.14 | | 102,080,493.44 |
| Add : Depreciation Reserve Fund | | - | | 8,591,625.20 |
| Add; Interest on Bank FDR | | 8,539,929.00 | | 8,299,919.50 |
| TOTAL | | 127,511,967.14 | | 118,972,038.14 |

SCHEDULE 3- RESERVES & SURPLUS

REVOLVING FUND

| A- REVOLVING HBA FUND | | | |
|--|--|----------|---------------------|
| Balance at the beginning of the year | | - | 6,468,640.93 |
| Add: Interest Earned from Bank- SB & FDR | | - | 328,865.00 |
| Add: Interest on HBA from Staff | | - | 61,594.00 |
| TOTAL (A) | | - | 6,859,099.93 |

| | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|--------------------------------------|-------------------------|-------------------------|
| B- REVOLVING COMPUTER FUND | | |
| Balance at the beginning of the year | - | 527,095.30 |
| Add: Interest Received from Bank | - | 18,515.00 |
| Add: Interest accrued from Staff | - | 4,313.00 |
| Less: Recovered from Staff | | (12,000.00) |
| Add: Previous year adjusted | | 12,000.00 |
| TOTAL (B) | - | 549,923.30 |

C- PROJECT FUND

| | | |
|---|---|----------------------|
| Balance at the beginning of the year | - | 4,257,764.44 |
| Add: Received During The Year | - | |
| Add: Interest Received from Bank | - | 169,982.00 |
| Less: Expenditure During the Year, if any | - | - |
| TOTAL (C) | - | 4,427,746.44 |
| TOTAL (A+B+C) | - | 11,836,769.67 |

SCHEDULE 4 - EARMARKED FUND

| | | |
|--|---------------------|---|
| A- REVOLVING HBA FUND | | |
| Balance at the beginning of the year | 6,859,099.93 | - |
| Add: Interest Earned from Bank- SB & FDR | 345,160.00 | - |
| Add: Interest on HBA from Staff | 44,757.00 | - |
| TOTAL (A) | 7,249,016.93 | - |

| | | |
|--------------------------------------|-------------------|---|
| B- REVOLVING COMPUTER FUND | | |
| Balance at the beginning of the year | 549,923.30 | - |
| Add: Interest Received from Bank | 18,020.00 | - |
| Add: Interest accrued from Staff | 2,933.00 | - |
| TOTAL | 570,876.30 | - |

| | | |
|---|---------------------|---|
| C- PROJECT FUND | | |
| Balance at the beginning of the year | 4,427,746.44 | - |
| Add: Received During The Year | 2,243,583.00 | - |
| Add: Interest Received from Bank | 159,832.00 | - |
| Less: Expenditure During the Year, if any | (4,245,206.00) | - |
| TOTAL | 2,585,955.44 | - |



| | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|---|-------------------------|-------------------------|
| D- WORK-IN-PROGRESS | | |
| Balance at the beginning of the year | 71,618,471.00 | 86,860,652.00 |
| Add: Plan Grant for Infrastructure Work - carried Over | 4,569,807.00 | 5,324,525.00 |
| Less : Unutilised Grant -in - aid return to MOL&E | (16,665,795.00) | |
| Add (Less): Amount advanced (capitalised) during the Year | | |
| Less:- Amount advanced (capitalised) during the Year | (2,615,251.00) | (20,566,706.00) |
| TOTAL (D) | 56,907,232.00 | 71,618,471.00 |
| TOTAL (A+B+C+D) | 67,313,080.67 | 71,618,471.00 |

SCHEDULE -5 -CURRENT LIABILITIES AND PROVISIONS

| | | |
|--|----------------------|----------------------|
| A- CURRENT LIABILITIES | | |
| EMD and Security Deposit | 2,759,813.00 | 3,262,576.00 |
| Outstanding Liabilities including Sundry Creditors | 3,330,869.00 | 4,169,218.00 |
| GST Output | 390,098.47 | - |
| Misc Projects of Outside Agencies | 991,525.00 | 1,488,875.00 |
| Advance from Sale of Unusable Items | 390,580.00 | - |
| TOTAL (A) | 7,862,885.47 | 8,920,669.00 |
| B- PROVISIONS | | |
| Statutory Liabilities- Payable on Retirement | 60,540,856.00 | 57,248,318.00 |
| TOTAL (B) | 60,540,856.00 | 57,248,318.00 |
| TOTAL (A+B) | 68,403,741.47 | 66,168,987.00 |

SCHEDULE 6- FIXED ASSETS

Schedules forming part of Accounts for the year ended on 31.03.2019

| Particulars | Rate of Dep. | WDV as at 01.04.2018 | Additions | | Disposal during the year | Total as at 31.03.19 | Depreciation Amount | WDV as At 31.03.19 |
|----------------------------------|--------------|----------------------|------------------|----------------|--------------------------|----------------------|---------------------|--------------------|
| | | | Upto 31.10.18 | After 31.10.18 | | | | |
| Land * | 0% | - | - | - | - | - | - | - |
| Building | 10% | 111,358,257 | 2,832,435 | 361,352 | 4,983,728 | 109,568,316 | 10,938,764 | 98,629,552 |
| Furniture & Fittings | 10% | 3,620,718 | | 65,041 | - | 3,685,759 | 365,324 | 3,320,435 |
| Equipments | 15% | 7,662,833 | 340,717 | 433,650 | - | 8,437,200 | 1,233,056 | 7,204,144 |
| Vehicles | 15% | 316,295 | | | - | 316,295 | 47,444 | 268,851 |
| Library Books | 40% | 559,419 | 3,151 | | - | 562,570 | 225,028 | 337,542 |
| Intangible Assets (MS Office) | 25% | 116,553 | | | - | 116,553 | 29,138 | 87,415 |
| Computers | 40% | 1,525,050 | | | - | 1,525,050 | 610,020 | 915,030 |
| Information Technology (Website) | 15% | 4,384,307 | 15,171 | | - | 4,399,478 | 659,922 | 3,739,556 |
| | | 129,543,432 | 3,191,474 | 860,043 | 4,983,728 | 128,611,221 | 14,108,696 | 114,502,525 |

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

SCHEDULE 7- INVESTMENTS :EARMARKED FUNDS

| | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|-----------------------------------|-------------------------|-------------------------|
| a. DEVELOPMENT FUND | | |
| Fixed Deposit Accounts | 115,837,483.83 | 101,641,405.83 |
| Interest Accrued on FDRs | 11,659,488.00 | 17,316,092.00 |
| Indian Overseas Bank : SB Account | 14,995.31 | 14,540.31 |
| TOTAL (a) | 127,511,967.14 | 118,972,038.14 |
| b. REVOLVING HBA FUND | | |
| Indian Overseas Bank :FDR | 4,508,234.00 | 3,771,360.00 |
| Interest Accrued on FDRs | 172,461.00 | 597,428.00 |
| Indian Overseas Bank : SB Account | 1,122,409.93 | 888,038.93 |
| HBA Advance to Staff | 1,445,912.00 | 1,602,273.00 |
| TOTAL (b) | 7,249,016.93 | 6,859,099.93 |
| c. REVOLVING COMPUTER FUND | | |
| Indian Overseas Bank : SB Account | 535,206.30 | 505,186.30 |
| Computer Advance to Staff | 35,670.00 | 44,737.00 |
| TOTAL (c) | 570,876.30 | 549,923.30 |
| TOTAL (a+b+c) | 135,331,860.37 | 126,381,061.37 |

SCHEDULE 8- CURRENT ASSETS, LOANS & ADVANCES

| A- CURRENT ASSETS | | |
|---|----------------------|----------------------|
| (a) CASH & BANK BALANCES | | |
| Cash -in- Hand | 3,891.95 | 31,796.95 |
| <u>Bank Balances</u> | | |
| In Current Accounts with Indian Overseas Bank | 8,055,356.74 | 19,600,137.88 |
| Corporation Bank- SB Flexi Account | 43,027.03 | 12,587,976.03 |
| Indian Overseas Bank :S B Account | 324,813.55 | 313,748.55 |
| Corporation Bank SB Account | 97,019.27 | 91,434.27 |
| Gratuity S.B. Account - 1130025 | 13,103,240.76 | 5,430,784.26 |
| Leave Encashment S.B. Account - 1130026 | 10,164,499.38 | 4,897,279.38 |
| EMD & Security Deposit S.B. Account- 1150006 | 3,706,645.81 | 3,985,717.66 |
| Postage Account | 34,801.00 | 28,245.00 |
| Security Deposit in I G L | 42,073.00 | 42,073.00 |
| TOTAL (a) | 35,575,368.49 | 47,009,192.98 |



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

| (b) PROJECT ACCOUNT | Fig as at 31.03.18 | Received during the year | Bank Interest | Expenditure During the year | Bank Charges | Fig as at 31.03.19 |
|--|----------------------|--------------------------|-------------------|-----------------------------|--------------|----------------------|
| In S B Accounts with Indian Overseas Bank | | | | | | |
| NRCCL Account-4475 | 2,966,113.36 | - | 98,902.00 | 3,065,015.36 | | - |
| FCNR Account -10500 | 144,904.94 | - | 5,139.00 | | 29.50 | 150,014.44 |
| UNICEF Child Labour Data Analysis - 50721 | 4,819.14 | - | 193.00 | 5,012.14 | | - |
| UNICEF Responding Child Labour - 50722 | 1,310,589.00 | 2,243,583.00 | 55,551.00 | 1,175,125.00 | 24.00 | 2,434,574.00 |
| S B ACCOUNT: CORPN. BANK | | | | | | |
| VVGNI Employee Welfare Fund-4098 | 1,320.00 | - | 47.00 | | | 1,367.00 |
| TOTAL (b) | 4,427,746.44 | 2,243,583.00 | 159,832.00 | 4,245,152.50 | 53.50 | 2,585,955.44 |
| TOTAL (A) (a+b) | 51,436,939.42 | | | | | 38,161,323.93 |

B: LOANS AND ADVANCES

| | Fig as at 31.03.2018 | Advances during the year | Recovery / adjusted During the year | Fig as at 31.03.2019 |
|--------------------|----------------------|--------------------------|-------------------------------------|----------------------|
| a. TO STAFF | | | | |
| Car Advance | 164,109.00 | 11,672.00 | 29,602.00 | 146,179.00 |
| Scooter Advance | 7,244.00 | 2,832.00 | 7,740.00 | 2,336.00 |
| LTC- Advance | 18,868.00 | 358,680.00 | 317,204.00 | 60,344.00 |
| TOTAL (a) | 190,221.00 | 373,184.00 | 354,546.00 | 208,859.00 |

| | Fig as at 31.03.2018 | Advances during the year | Recovery/adjusted During the year | Fig as at 31.03.2019 |
|-------------------------------|----------------------|--------------------------|-----------------------------------|----------------------|
| b. TO OTHER AGENCIES | | | | |
| Advance to CPWD -Plan 2000-01 | 487,691.00 | - | - | 487,691.00 |
| Advance to CPWD-Plan 2005-06 | 3,755,713.00 | - | - | 3,755,713.00 |
| Advance to CPWD- 2015-16 | 7,161,633.00 | 3,748,328.00 | 5,854,971.00 | 5,054,990.00 |
| Advance to NICSI - 2015-16 | | 3,239,720.00 | | 3,239,720.00 |
| Advance to CPWD- 2016-17 | 24,297,641.00 | 1,235,400.00 | - | 25,533,041.00 |
| Advance to CPWD- 2017-18 | 5,324,525.00 | - | - | 5,324,525.00 |
| Advance to NICSI 2016-17 | 13,925,473.00 | - | - | 13,925,473.00 |
| Advance to CPWD- 2018-19 | | 4,569,807.00 | | 4,569,807.00 |
| Advance to NICSI 2018-19 | | 676,015.00 | | 676,015.00 |
| TOTAL(c) | 54,952,676.00 | 13,469,270.00 | 5,854,971.00 | 62,566,975.00 |

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

| | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|--|-------------------------|-------------------------|
| c. OTHER ADVANCES | | |
| Advance to Outside Agencies | 1,503,603.00 | 861,420.00 |
| Expenses (Receipts): Misc Projects of Outside Agencies | 1,861,086.00 | 416,348.00 |
| TDS deducted at source | 4,136,713.00 | 3,330,096.00 |
| GST | - | 1,336,376.53 |
| GST On TDS | 70,200.00 | - |
| Departmental Advance (N.P.) | 97,758.00 | - |
| Departmental Advance (P) | 62,574.00 | 133,855.00 |
| Prepaid Expenses | 640,209.00 | 2,010,425.00 |
| Sundry Debtors | 3,725,072.36 | 3,486,738.00 |
| TOTAL (c) | 12,097,215.36 | 11,575,258.53 |
| TOTAL (A+B) | 113,034,373.29 | 118,155,094.95 |

SCHEDULE '9' GRANTS-IN-AID

| | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|--|-------------------------|-------------------------|
| Grant - in- Aid From Govt. of India (MOL&E) | 105,900,000.00 | 110,000,000.00 |
| TOTAL | 105,900,000.00 | 110,000,000.00 |
| Add: Grant-in-Aid Utilised during the Year | | |
| Less: Grant-in-Aid Earmarked for Infrastructure | 4,569,807.00 | 5,324,525.00 |
| Less: Grants-in- Aid Capitalised | 1,436,266.00 | 9,874,500.00 |
| | (6,006,073.00) | (15,199,025.00) |
| Amounts shown to Income & Expenditure Account | 99,893,927.00 | 94,800,975.00 |

SCHEDULE '10' FEES AND SUBSCRIPTION

| | | |
|--|----------------------|----------------------|
| Education Training Programme Fee | 24,028,178.10 | 22,651,564.00 |
| Subscription of Award Digest | 23,930.00 | 39,340.00 |
| Subscription of Labour & Development | 22,510.00 | 32,055.00 |
| Receipts from Sale of Glossary-Labour Laws | 11,000.00 | 17,000.00 |
| Subscription of Shram Vidhan | 16,920.00 | 22,900.00 |
| Receipts from Sale of Other Publications | 240.00 | 2,000.00 |
| TOTAL | 24,102,778.10 | 22,764,859.00 |

**SCHEDULE '11' INTEREST EARNED**

| | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|-------------------------------------|---------------------------------|---------------------------------|
| Interest on Scooter/Vehicle Advance | 4,103.00 | 6,131.00 |
| Interest Received | 2,278,763.00 | 1,896,596.95 |
| TOTAL | 2,282,866.00 | 1,902,727.95 |

SCHEDULE '12' OTHER INCOME

| | | |
|---------------------------------------|----------------------|----------------------|
| Non Plan Income | 3,059,906.00 | 3,797,209.00 |
| Income from Hostel Utilisation | 10,719,520.00 | 13,039,200.00 |
| Sale of Tender Forms | 19,000.00 | 26,350.00 |
| Income from Photostat | 457,914.00 | 459,666.00 |
| Rent from Staff Quarters- Licence Fee | 148,086.00 | 152,328.00 |
| Income From External Project | 5,469,451.50 | 19,438.00 |
| Consultancy Faculty Charges | 1,669,200.00 | 662,419.89 |
| Income From Other Receipts | 147,110.00 | - |
| TOTAL | 21,690,187.50 | 18,156,610.89 |

SCHEDULE '13' PRIOR PERIOD INCOME

| | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|---------------------|---------------------------------|---------------------------------|
| Prior Period Income | 0 | 25,576.00 |
| | 0 | 25,576.00 |

SCHEDULE '14' ESTABLISHMENT EXPENSES

| | | |
|---|----------------------|----------------------|
| Salaries to Staff | 49,960,521.00 | 44,367,914.00 |
| Allowances and Bonus | 4,481,713.00 | 2,339,062.00 |
| Contribution to NPS | 3,946,894.00 | 3,569,764.00 |
| Expenses on Employee Retirement & Terminal Benefits | 6,092,519.00 | 15,430,637.50 |
| Leave Salary & Pension Contribution For Staff on Deputation | 956,220.00 | 461,016.00 |
| Seventh Pay Commission Arrears | - | 794,750.00 |
| Transfer T.A (Dep) | - | 361,372.00 |
| TOTAL | 65,437,867.00 | 67,324,515.50 |

SCHEDULE '15' ADMINISTRATIVE EXPENSES

| | | |
|---|---------------|---------------|
| Advertisement & Publicity | 280,309.00 | 5,131.00 |
| Building Renovation & Upgradation | 379,736.00 | 357,154.00 |
| Electricity and Power Charges | 6,769,791.00 | 7,459,625.00 |
| Hindi Protsahan Expenses | 206,047.00 | 238,137.00 |
| Insurance | 70,316.00 | 15,776.00 |
| Legal & Professional Charges | 76,749.00 | 284,840.00 |
| Miscellaneous Expenses | 404,601.27 | 119,188.93 |
| Paid Training Programme Expenses | 15,063,032.00 | 15,495,268.56 |
| Photostat Expenses | 130,511.00 | 117,175.00 |
| Postage, Telegram & Communication Charges | 81,684.00 | 50,926.00 |
| Printing & Stationery | 190,990.00 | 166,526.87 |

| REPAIR & MAINTENANCE | | |
|---|----------------------|----------------------|
| a. Computer | 117,132.00 | 114,937.00 |
| b. Cooler/ A.C. | 766,977.00 | 770,238.00 |
| c. Office Building and Allied | 109,024.00 | 96,123.00 |
| Staff Welfare Expenses | 433,435.00 | 297,601.00 |
| Telephone, Fax & Internet Charges | 458,134.00 | 704,678.54 |
| Travelling and Conveyance Exp. | 1,168,796.00 | 1,690,012.00 |
| Vehicle Running and Maintenance Expenses | 548,073.46 | 475,738.00 |
| Water Charges | 356,549.00 | 355,555.00 |
| Amounts Transfer to Income & Expenditure Account | 27,611,886.73 | 28,814,630.90 |
| Cost of Assets Capitalised | - | - |
| Total | 27,611,886.73 | 28,814,630.90 |

SCHEDULE '16' PRIOR PERIOD EXPENDITURE

| | Fig as at 31.03.2019 | Fig as at 31.03.2018 |
|--------------------------|---------------------------------|---------------------------------|
| Prior Period Expenditure | 109662.00 | - |
| Total | 109662.00 | - |

SCHEDULE '17' EXPENDITURE ON PLAN GRANTS

| | | |
|---|----------------------|----------------------|
| A. RESEARCH, EDUCATION AND TRAINING | | |
| Research Projects, Workshop & Publication | 9,384,742.00 | 9,408,641.59 |
| Education Programmes | 12,766,768.00 | 10,676,763.76 |
| Rural Programmes | 3,243,367.00 | 2,427,483.00 |
| Information Technology | 719,013.00 | 436,810.00 |
| Campus Services | 14,235,143.00 | 14,245,901.37 |
| TOTAL (A) | 40,349,033.00 | 37,195,599.72 |
| B. PROGRAMME/PROJECTS FOR N.E. STATES | | |
| Education Programmes | 7,570,616.00 | 8,284,820.78 |
| Projects (Including Workshop, Info. Tech./Infra/ Pub.) | 855,746.00 | 2,284,951.00 |
| TOTAL (B) | 8,426,362.00 | 10,569,771.78 |
| C. AUGMENTATION OF LIBRARY FACILITIES | | |
| Subscription to Journals/Periodicals | 1,738,894.00 | 2,235,280.00 |
| Library Books | 3,151.00 | 198,995.00 |
| Library Augmentation/ Modernisation | 82,228.00 | - |
| TOTAL (C) | 1,824,273.00 | 2,434,275.00 |
| D. INFRASTRUCTURE | | |
| Administrative Block: Renovation and Upgradation | 4,161,710.00 | 5,324,525.00 |
| Infrastructure Development | 1,841,212.00 | 9,675,505.00 |
| TOTAL (D) | 6,002,922.00 | 15,000,030.00 |
| TOTAL PLAN EXPENSES (A to D) | 56,602,590.00 | 65,199,676.50 |
| Amounts Transfer to Earmarked Fund | 4,569,807.00 | 5,324,525.00 |
| Less: Cost of Assets Capitalised | 1,436,266.00 | 9,874,500.00 |
| | 6,006,073.00 | 15,199,025.00 |
| Amounts Transfer to Income & Expenditure Account | 50,596,517.00 | 50,000,651.50 |



V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2019

SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS

Schedule No. 18: Significant Accounting Policies and Notes on Accounts

A. SIGNIFICANT ACCOUNTING POLICIES

1 Standard of Financial Propriety

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

2 Financial Statements

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

3 Fixed Assets

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

4 Depreciation

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

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

5 Input Tax Credit (GST) on Capital Items

As per Sec 2(19) "capital goods" means goods, the value of which is capitalised in the books of account of the person claiming the input tax credit and which are used or intended to be used in the course or furtherance of business.

Institute has not been claimed any ITC in respect of Capital Item purchased, and the amount has been fully capitalised with respective Assets.

6 Prior Period Adjustments

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



7 Inventories

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

8 Employee Benefits

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

B NOTES ON ACCOUNTS

1 Basis of Accounting

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

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

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

2 Investment Policy

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

3 Grants in Aid

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

4 Capital and Revenue Accounts

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

5 Sundry Debtors and Sundry Creditors

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

6 Fixed Assets & Depreciation

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

b. Depreciation has been charged at half rates of depreciation on the assets which were used for less than 180 days during the year. The assets (other than Library Books) costing less than Rs.10,000 has been charged to the revenue account.

7 Physical Verification of Assets

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

**8 Block of Government Money**

The Institute had advanced a sum of Rs. 6,25,66,975 to the C.P.W.D. & NICS I as advance during the years from 2000-01 to 2018-19 for construction/ renovation of various civil work and electrical works etc in the Institute. Out of the above advance the said Rs. 26,15,251 is Utilised & Capitalised in Building by the said amount. The utilisation of the rest advance is still awaited from C.P.W.D & NICS I. The Institute is in process of settling the said advance from C.P.W.D & NICS I.

- 9 The Institute has made provision during the current year for Gratuity and Earned Leave Payable on actuarial basis upto the the period ended on 31.03.2019.

| Particulars | Provision Upto 31.03.2019 | Provision Upto 31.03.2018 |
|--------------|---------------------------|---------------------------|
| Gratuity | 34,965,032.00 | 33,466,205.00 |
| Earned Leave | 25,575,824.00 | 23,782,113.00 |
| | 60,540,856.00 | 57,248,318.00 |

10 Income Tax Returns

The Institute had filed its return of Income for the year ended on 31.03.18.

The Institute had filed its quarterly TDS return during the year under reference.

11 Carry Forward of Surplus

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

12 Contingent Liabilities

There is No Contingent liability exist till date.

13 Reclassification of Reserve & Surplus items

As per common format of Accounts the HBA, Computer and Outside Project Fund has been incorporated with Earmarked Fund.

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

Signatures to Schedule 1 to 18

For K. K. Chanani & Associates

Chartered Accountants (FRN 322232E)

For and on behalf of VV GIRI NATIONAL LABOUR INSTITUTE

Sd/-

Krishna Kumar Chanani
Partner (Mem. No. 056045)
Place: New Delhi
Dated: 15/06/2019

Sd/-

Shailesh Kumar
Accounts Officer

Sd/-

Harsh Singh Rawat
Administrative Officer

Sd/-

Dr. H. Srinivas
Director General

V.V. Giri National Labour Institute (VVGNI) is a premier institution involved in research, training, education, publication and consultancy on labour and related issues. Set up in 1974, the Institute is an autonomous body of the Ministry of Labour and Employment, Government of India.

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

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.



V.V. GIRI NATIONAL LABOUR INSTITUTE

SECTOR-24, NOIDA - 201 301

UTTAR PRADESH, INDIA

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