



ANNUAL REPORT **2020-2021**

V.V. GIRI NATIONAL LABOUR INSTITUTE

ANNUAL REPORT 2020-2021



V.V. Giri National Labour Institute

Sector-24, Noida - 201 301 (U.P.)

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Major Achievements (2020-2021)

- ❖ **V.V. Giri National Labour Institute is a premier institution involved with research, training, education, publication, and consultancy on labour and related issues.** The Institute, established in 1974, is an autonomous body of the Ministry of Labour and Employment, Government of India. The Institute was renamed in 1995 in honour of Shri V.V. Giri, the former President of India and a renowned trade union leader. It continues its quest to emerge as a globally reputed institution and centre of excellence in labour research and training committed to enhancing quality of work and work relations.
- ❖ **Preparing the social partners to respond to the challenges of change:** India is currently witnessing rapid transformations in the world of work which in turn has been providing opportunities as well as policy challenges. Due to prevailing COVID-19 pandemic and the nation-wide lockdown during the month March and April 2020, V.V. Giri National Labour Institute immediately switched over to the online mode of training without compromising on the content or delivery or number of trainees. The Institute organised 154 training programmes attended by 6048 participants from the length and breadth of the country representing different stakeholders and social partners like labour administrators, industrial relations managers, trade union leaders, social activists and researchers, with a view to enhance their skills and capabilities to respond to the challenges of change. This is the highest number of training programmes conducted by VVGNI in a year and largest number of trainees in a year since its inception. The Institute had also organised 16 Webinars/workshops attended by 3569 participants, apart from the 6048 trainees belonging to the training programmes. Incidentally, the increase in the number of trainees in a single year – from 2019-20 (4533) to 2020-21 (6048) is also the highest ever increase (33.5%).
- ❖ **Knowledge base for policy formulation:** The Institute completed 22 research projects/case studies (14 research projects and 8 case studies) on various facets of labour that provided the requisite knowledge base to various stakeholders & social partners.
- ❖ **Think Tank Services:** The Institute has been providing necessary inputs from time to time that would be of relevance in policy making to the Ministry of Labour and Employment (MoLE) and other Ministries/Organisations like the Ministry of Skill Development & Entrepreneurship, Niti Aayog, National Human Rights Commission, etc. through MoLE. These inputs are based on research and discussions with the



various stakeholders viz. academia, experts, trade union officials, civil society members, employers and employee organisations, etc.

- ❖ **Empowering unorganized workers:** The Institute organised 61 Capacity Building training programmes attended by 2521 participants on various dimensions of unorganized sector. Such training interventions were primarily aimed at addressing the problems encountered by socially disadvantaged groups and grass-root level functionaries in the labour market and demonstrate how empowerment can be a powerful instrument of social and economic inclusion.
- ❖ **Specialised training addressing concerns of North-East region:** The Institute organised 16 training programmes exclusively for labour administrators, trade union leaders, NGOs and other social partners representing the North Eastern States. The training programmes were conducted for about 376 people of the north eastern region. 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 as mandated by the General Council in one of the meetings.
- ❖ **Hub of organising international training programmes on labour issues:** The Institute is empanelled as a training institution under the ITEC/SCAAP Scheme of the Ministry of External Affairs, Government of India. Due to Covid 19 pandemic, the Ministry of External Affairs had cancelled all its training programmes for the overseas participants during 2020-21. However, during the year 2021-22, two online programmes would be organised under ITEC/SCAAP Scheme as requested by the Ministry of External Affairs.
- ❖ **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), *VVGNNLI Indradhanush* (a bi-monthly newsletter), *Child Hope* (Quarterly Newsletter) and *Shram Sangam* (biannual Hindi Magazine). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. Apart from these, other publications from time to time like the 'VVGNNLI Policy Perspectives' which focuses on key policy interventions of the government and its implications for labour and employment and 'VVGNNLI Case Studies Series' highlighting some case studies/interventions were published. The Institute brought out 40 publications during 2020-21.
- ❖ The Institute brought out four Occasional Publications during 2020-21:
 - VVGNNLI Policy Perspectives highlighting the key provisions of the four Labour Codes entitled, '*New Labour Codes- Putting India on a High Growth Trajectory*' written by Dr. H.Srinivas, Director General

- Impact on Employment of the Maternity Benefit (Amendment) Act, 2017 – Dr. Shashi Bala
- कृषि संकट को समझना: उभरती चुनौतियों का अध्ययन –डॉ. शशि बाला
- कृषि संकट को समझना: एक लैंगिक परिप्रेक्ष्य –डॉ. शशि बाला

❖ **Inauguration of Renovated Administrative Block**

Hon'ble Minister of State for Labour and Employment (Independent Charge) inaugurated the Renovated Administrative Block of the V.V. Giri National Labour Institute on 18th December, 2020 in the presence of Shri Kamakhya Prasad Tasa, Hon'ble Member of Parliament (Rajya Sabha), Shri Apurva Chandra, Secretary, Ministry of Labour and Employment; Smt. Sibani Swain, Additional Secretary & Financial Advisor, MoLE ; Smt. Kalpana Rajsinghot, Joint Secretary, MoLE ; Dr. H.Srinivas, Director General, VVGNNLI; other General Council members, faculty memebtrs, officers and employees of the Institute.



Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (Independent Charge) inaugurating the Renovated Administrative Block of VVGNNLI in the presence of Shri Apurva Chandra, Secretary (L&E), Smt. Sibani Swain, Additional Secretary & Financial Advisor, MoLE, Smt. Kalpana Rajsinghot, Joint Secretary, MoLE , GC members, Dr. H. Srinivas, Director General, VVGNNLI and faculty members, officers and employees of VVGNNLI

- ❖ The meeting of the Executive Council of VVGNNLI was held on 24th August, 2020 chaired by Shri Heeralal Samariya, Secretary (L&E) and Chairperson, Executive Council through video conferencing at the Ministry of Labour & Employment. Ms. Sibani Swain, Additional Secretary & Financial Advisor, MoL&E, Ms. Kalpana Rajsinghot, Joint Secretary, MoL&E and Dr. H. Srinivas, Director General, VVGNNLI & Member Secretary attended the meeting. Dr. Virendra Kumar, Hon'ble Member of Parliament (Lok Sabha); Shri Arun Chawla, FICCI; Shri Rohit Bhatia, ASSOCHAM;

Shri B. Surendran, BMS; Shri Sukumar Damle, AITUC; Shri Satish Rohatgi; and Shri Virendra Kumar, BMS attended the meeting online.



Shri Heeralal Samariya, Secretary (L&E), Smt. Sibani Swain, Additional Secretary & Financial Advisor, MoLE, Smt. Kalpana Rajsinghot, Joint Secretary, MoLE and Dr. H. Srinivas, Director General, VVGNI releasing the publication

- ❖ A meeting of the General Council of the VVGNI was held on 18th December, 2020 chaired by Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (Independent Charge) & President, General Council. Shri Apurva Chandra, Secretary, Ministry of Labour & Employment & Vice-President, General Council; Dr. Virendra Kumar, Hon'ble Member of Parliament (Lok Sabha); Shri Kamakhya Prasad Tasa, Hon'ble Member of Parliament (Rajya Sabha) ; Ms. Sibani Swain, Additional Secretary & Financial Advisor, MoLE; Ms. Kalpana Rajsinghot, Joint Secretary, MoLE; Shri B.Surendran, BMS; Shri Sukumar Damle, AITUC; Shri P.K. Gupta, Chancellor of Sharda University; Shri Arun Chawla, Dy. Secretary General, FICCI; and Shri Virendra Kumar, BMS attended the meeting, coordinated by Dr. H. Srinivas, DG, VVGNI & Member Secretary, General Council, VVGNI.



Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (Independent Charge), Shri Apurva Chandra, Secretary (L&E), Dr. H. Srinivas, Director General, VVGNI releasing the publications in the meeting of General Council held on 18.12.2020

- ❖ **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 a MoU with International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy on 28th November, 2018 at Turin, Italy for a period of 05 years. The purpose of this MoU is to facilitate collaboration between two institutions in training and education that results in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile.
 - ⇒ During the year 2020-21, faculty members from ITC-ILO, Turin and ILO, Geneva were involved for delivering sessions during online training programmes conducted by the Institute due to Covid-19 outbreak.
 - ⇒ The ITC-ILO had also requested the VVGNI to participate in an Online International Global E-Coaching Forum on '**Effective Project Implementation in Emergency Situations**' held during December 7-9, 2020. The programme was attended by faculty members and officers from V.V. Giri National Labour Institute and Ministry of Labour & Employment.
 - VVGNI has been recognized by the Government of India as the Nodal Labour Research Institute to network with other Labour Institutions of **BRICS** countries.
 - ⇒ As a part of the professional activities of this Network, the Institute conducted a Research Study on '**Skills and the Changing World of Work**' under the aegis of **BRICS** Network of Labour Research Institutes, 2020) and sent to Russian Research Scientific Institute of Labour. The Institute is also engaged in the Research Work on 'Support of Employment and Income in the Context of Covid-19 Crisis' decided during the Russian Presidency 2020.
 - ⇒ BRICS Labour and Ministerial meeting would be presided over by India during the year 2021-22. Since VVGNI represents India in the Network of Labour Research Institutes, the Institute has been entrusted with the responsibility of finalising four Issue Papers on the following themes in consultation with International Labour Organisation, Geneva and Decent Work Technical Team Support (DWT) for South Asia:
 - (i) Promoting Social Security Agreements amongst BRICS Nations;
 - (ii) Formalisation of Labour Markets;
 - (iii) Participation of Women in the Labour Force; and
 - (iv) Gig and Platform Workers: Role in the Labour Market.

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

➤ A Webinar titled **'Safety and Health at Workplaces: Occupational Safety and Health with a Focus on Gender'** was organized by V.V. Giri National Labour Institute (VVGNI) in collaboration with PRIA International Academy (PIA) and Martha Farrell Foundation (MFF) on April 28, 2020 the 'World Day for Safety and Health at Work'. The workshop discussed



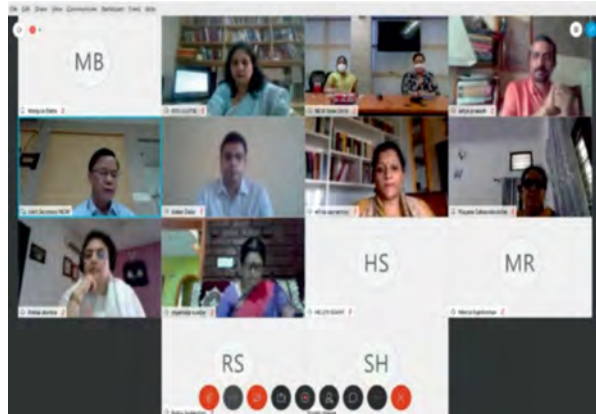
various facets of occupation safety and health issues apart from conditions of work. Dr. H. Srinivas, Director General, VVGNI, delivered the Opening Address of the Webinar. The webinar was attended by over 80 participants including Labour Department Officers and other social partners.

➤ A National-level Webinar on **'Covid-19: Protect Children from Child Labour, now more than ever'** on 12th June 2020 was organised jointly with the MOLE, ILO DWT/CO India and KSF to observe the 'World Day Against Child Labour (WDACL)' launched by the ILO for the first time in the year 2002. The Webinar was inaugurated by Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (Independent Charge). Shri Kailash Satyarthi, Nobel Peace Laureate, addressed the participants. Shri Heeralal Samariya, Secretary, MoLE, Gol, presided over the inaugural session. Ms. Dagmar Walter, Director, ILO India; Ms. Kalpana Rajsinghot, Joint Secretary, MoLE; and Dr. H. Srinivas, Director General, V. V. Giri National Labour Institute addressed the participants at the Inaugural Session of the Webinar.



- The Institute celebrated the '**International Yoga Day**' (IDY) on 21st June, 2021. It was attended by faculty, officers and staff members along with their families from their homes.

- The National Commission for Women (NCW) in collaboration with the V.V.Giri National Labour Institute (VVGNI) and the National Law University, Delhi (NLUD) organized the fifth regional consultation on '**Female Labour Force Participation**' on 9th July 2020. The consultation was inaugurated by Ms Rekha Sharma, Chairperson, NCW. Ms. Meeta Rajivlochan, Member Secretary,



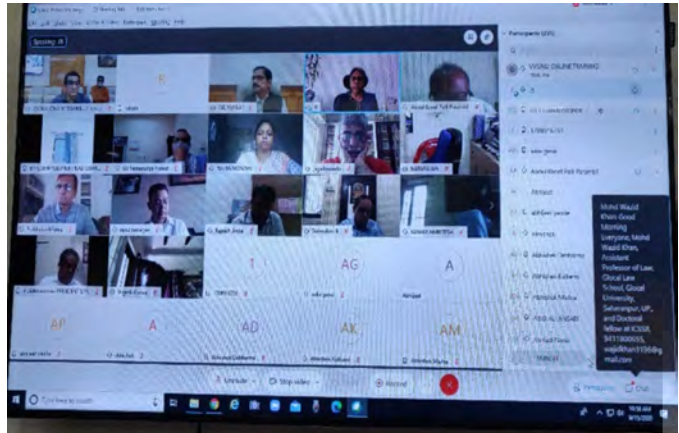
NCW delivered the welcome address. Prof (Dr.) Ranbir Singh, Hon'ble Vice-Chancellor of the National Law University Delhi (NLUD) delivered his presidential address. Mr. Priyank Kanoongo, Chairperson of NCPCR delivered a special address in the consultation. Dr. Ellina Samantroy, Fellow, VVGNI and Dr Helen R. Sekar, Senior Fellow, VVGNI made a presentation at the event. Dr. Ellina Samantroy also co-ordinated the event along with the NCW, New Delhi.

- A Workshop on '**Understanding Kerala's Job Challenges**' was organized online by V.V. Giri National Labour Institute in collaboration with Kerala Institute of Labour & Employment (KILE) during August 25-26, 2020. This workshop was attended by 55 participants from Kerala including trade unions, employers, researchers, officials from labour departments, civil society organizations. Dr. H. Srinivas, Director General, VVGNI inaugurated the workshop and Smt. M. Shajeena, Executive Director, KILE delivered the special address. Dr. Dhanya M.B., Associate Fellow, VVGNI and Shri Kiran, KILE, Thiruvananthapuram coordinated the workshop.



- An Online National Workshop on '**Labour Migration: Issues and Way Forward**' was organised on September 15, 2020. The Workshop was inaugurated by

Ms. Kalpana Rajsinghot, Joint Secretary, Ministry of Labour and Employment, Government of India. Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute set the context and detailed the objectives of the Workshop. The workshop deliberated on issues like: trends and patterns of labour migration; effectiveness of existing secondary sources of data in capturing all forms of labour migration flows; effect of employment generation programmes on migration flows; major hurdles encountered by the migrant workers especially in the light of recent Covid-19 pandemic; measures taken by different stakeholders in mitigating insecurities of the migrant workers etc. The Online National Workshop was attended by 318 participants representing Central Government, State Government, Trade Unions, Employers' Organisations, Civil Society Organisations and Academic Institutions. Dr. S.K. Sasikumar, Senior Fellow was the Workshop Co-ordinator.



- A National-level Training Workshop on '**PENCIL Portal**' for the Chairpersons of NCLP was conducted on-line on 17th September 2020 by VVGNI and MoLE. The objectives of this Workshop were to highlight diligent marking of online attendance on PENCIL portal; to emphasize on working of the stipend module; registration of DSC; beneficiary validation, and other related aspects. Shri Heeralal Samariya, Secretary, Ministry of Labour and Employment (MoLE), Government of India inaugurated the Workshop. Ms. Kalpana Rajsinghot, Joint Secretary, MoLE presided over the workshop and Dr. H. Srinivas, Director General, VVGNI set the tone to the workshop.



Shri Heeralal Samariya, Secretary (Labour & Employment) inaugurating the workshop in the presence of Ms. Kalpana Rajsinghot, Joint Secretary, MoLE

➤ A National Webinar on '**SAMADHAN**' Portal (Software Application for Monitoring and Disposal, Handling of Industrial Disputes) was organised by VVGNI and MoLE on September 17, 2020 with an objective to share knowledge about the functioning and effectiveness of the portal. Shri Heeralal Samariya, Secretary, MoLE inaugurated the Webinar and Ms. Kalpana Rajsinghot, Joint Secretary, MoLE presided over the webinar and elaborated the functioning of the portal. Shri D.P.S Negi, CLC & SLEA spoke on the importance of the SAMADHAN Portal. Dr. H. Srinivas, Director General, VVGNI welcomed the participants and set the context. Dr. Sanjay Upadhyaya, Senior Fellow, VVGNI along with officials of Ministry coordinated the programme.

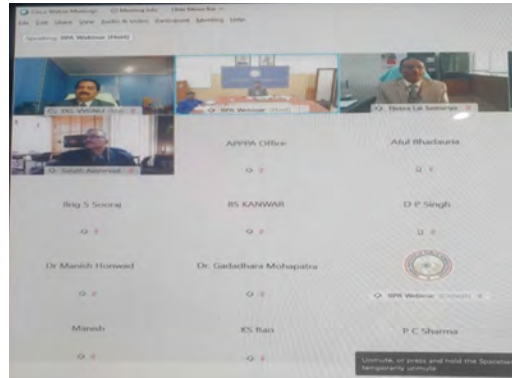


Shri Heeralal Samariya, Secretary (L&E) inaugurating the Webinar in the presence of Ms. Kalpana Rajsinghot, Joint Secretary (L&E), Shri D.P.S. Negi, CLC & SLEA and Dr. Sanjay Upadhyaya, Senior Fellow, VVGNI

➤ A National Webinar on '**Skill Development for Tribal and Rural Youth: Inclusion and Opportunities**' was organised by VVGNI in collaboration with Gandhigram Rural Institute, Gandhigram, Tamil Nadu during September 16-18, 2020. The workshop was inaugurated by Dr. H. Srinivas, Director General VVGNI, NOIDA and attended by 72 participants representing academicians; researchers; officials from PRIs; NGO/trade union representative; Skill Development Institutions to discuss the opportunities and challenges of tribal and rural youth's need of skill development in India with a focus on government policies and programs paving a way for their inclusion and well-being. The Webinar was co-ordinated by Dr. Shashi Bala, Fellow.

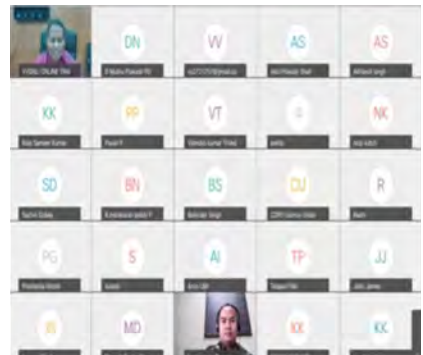


➤ Dr. H. Srinivas, Director General, VVGNI spoke as a panel member on the topic **'Real Labour Law Reforms : New Codes for Enhanced Social Security'** at 46th Advanced Professional Programme in Public Administration at Indian Institute of Public Administration (IIPA), New Delhi. Shri Heeralal Samariya, IAS, Information Commissioner, Government of India and Ex-Secretary, Ministry of Labour & Employment lead the panel discussion.



Dr. H. Srinivas, Director General, VVGNI speaking as a panel member at the 46th Advance Professional Programme in IIPA along with Shri Heeralal Samariya, Information Commissioner and Ex-Secretary, Ministry of Labour & Employment

➤ An e-Consultation on **'Coordination and Convergence in Bonded Labour Rehabilitation'** in collaboration with International Justice Mission was organised on 26th November 2020. The objectives of this Consultation were to share experience and implementation realities of relevant schemes and welfare programmes of states for sustainable rehabilitation of rescued bonded/ forced labour, migrants &, trafficked survivors and also to open-up for suggestions across stakeholders, CSOs and government officials towards identifying solutions for strengthening implementation of BLR Scheme through possible guidelines to states. Dr. H. Srinivas, Director General, V. V. Giri National Labour Institute inaugurated the consultation.



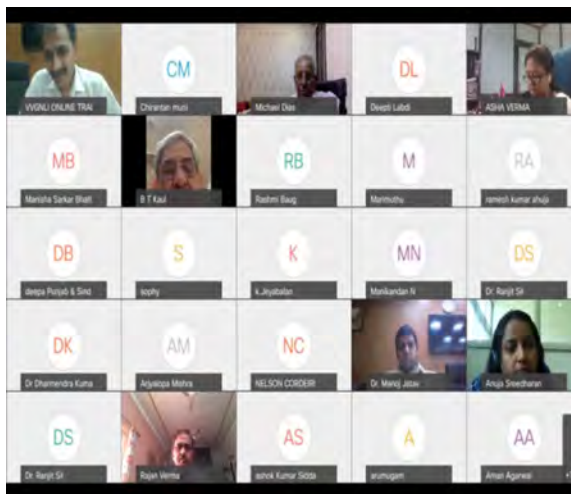
➤ A Workshop on **'Women at Work: Overcoming the Challenges of COVID 19'** was organised on the occasion of International Women's Day on 8th March, 2021 at the Institute. The workshop aimed at deliberating on the challenges experienced by women workers during the pandemic and the strategies to overcome them. The discussion was followed by poetry recitation on the theme. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI. The



Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute inaugurating the workshop

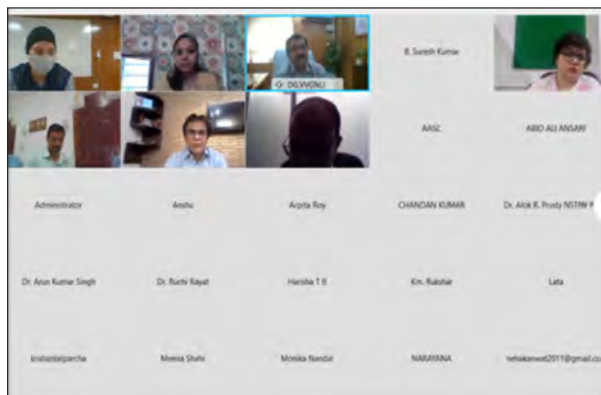
workshop was attended by faculty members, officers and staff of the Institute. The workshop was coordinated by Dr. Ellina Samantroy, Fellow, VVGNI and Shri B.S. Rawat, Senior Translation Officer, VVGNI.

- A tripartite Workshop on '**Industrial Relations Code 2020**' was organised on March 17th 2021 focusing on the key features of the perspective of various stakeholders on the code and its implications. The workshop was attended by about 53 delegates representing trade unions, employers' organizations, officials from Central and State labour departments, industry and the academic community. Dr. H. Srinivas, Director General, VVGNI made the opening remarks and Shri Rajan Verma, former Chief Labour Commissioner (C) provided an overview of the Industrial Relations Code.



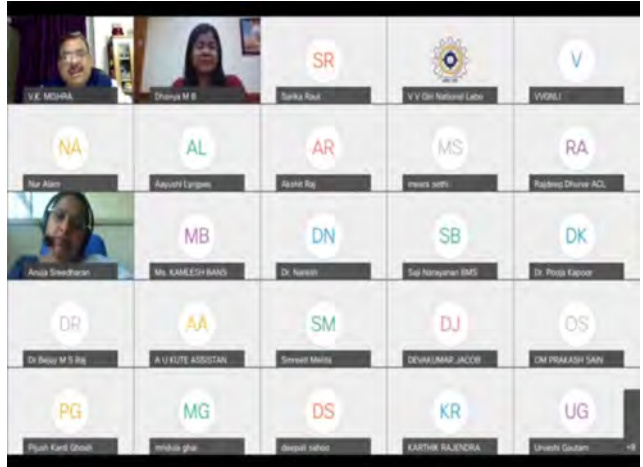
Shri S. Mallesham, National Vice President, Bhartiya Mazdoor Sangh shared the perspectives of trade unions and Mr. Michael Dias, Secretary, Delhi Employers' Association shared the perspective of the employers on the Industrial Relations Code. The workshop was jointly coordinated by Dr. Sanjay Upadhyaya, Senior Fellow and Dr. Manoj Jatav, Associate Fellow.

- An online Workshop on '**Art of Leadership**' was organised on March 17, 2021. The purpose of this workshop was to explore self and others in the dynamic context of the COVID -19 pandemic. It was intended to help participants to map and analyse their leadership style, frame strategies for effective leadership and performance. The workshop was Inaugurated by

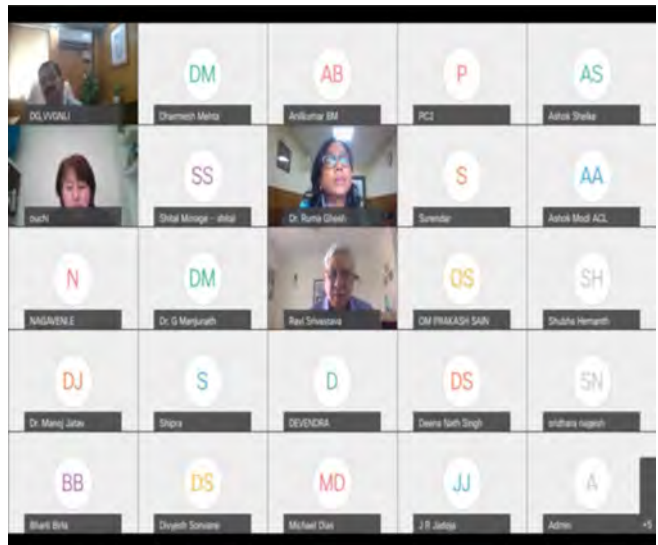


Dr. H. Srinivas, Director General, VVGNI and was attended by 39 participants representing Government Officials, HR Professionals, Trade Union Leaders, Academicians and PG Students. Dr. Shashi Bala, Fellow was the Coordinator of this workshop

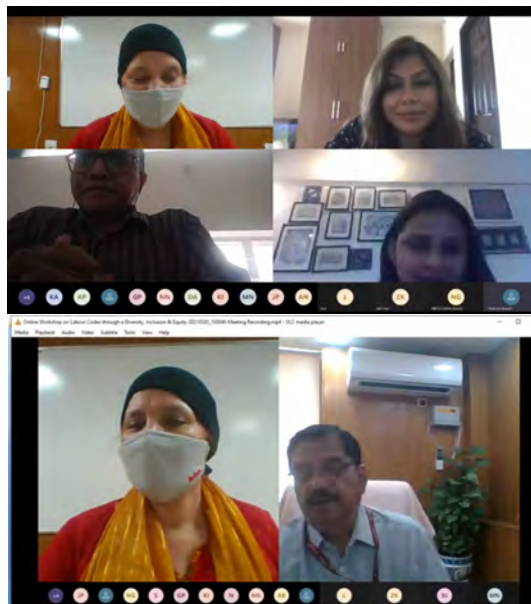
➤ An Online National Workshop on **'COVID-19 and its impact on India's Labour Market'** was organised on 26th March 2021. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI followed by two plenary sessions by experts. The experts' panel included: Shri Shabari Nair, Labour Migration Specialist for South Asia, DWT ILO-New Delhi; Prof Lekha Chakraborty, National Institute of Public Finance and Policy (NIPFP); Ms Mridula Ghai, Director- PDUNASS & Additional Central Provident Fund Commissioner, EPFO, Ministry of Labour & Employment; Dr Anuja Sreedharan, Ramaiah College of Law; Shri C.K Sajinarayan, Former National President, Bhartiya Mazdoor Sangh; Shri V K Mishra, PHD Chamber of Commerce and Industry, New Delhi. Dr. Dhanya MB, VVGNI made a presentation on youth employment. 39 participants including middle and senior level officers and key functionaries from trade unions, employers' and civil society organizations, international organisation and researchers specializing in labour market studies attended the workshop. The workshop was coordinated by Dr. Dhanya MB, Associate Fellow, VVGNI.



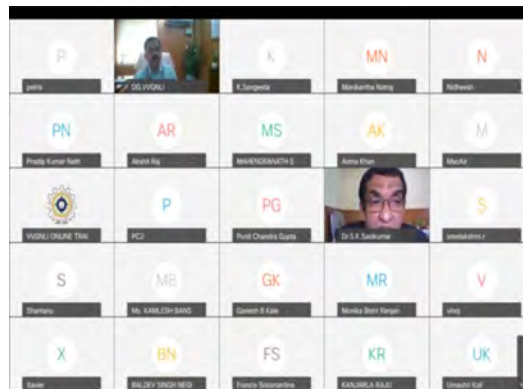
➤ Virtual Consultative Workshop on, **'Strengthening Social Protection for Workers in New Forms of Employment'** was organised on 30th March, 2021 to deliberate on the different aspects of strengthening the social protection system for gig and platform workers. The workshop was attended by 37 participants covering policy makers, representatives of workers', employers', civil society organizations and academics. Dr. Ruma Ghosh, Fellow coordinated the Workshop.



➤ A Workshop on **'Labour Codes through a Diversity, Inclusion and Equity Laws'** was organised on 30th March, 2021. The purpose of the workshop was to discuss aspects of diversity, inclusion and equity in the world of work, workplace discrimination & harassment and reasonable accommodation in policy making by organizations in line with the new labour codes. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI and was attended by 31 participants representing Government Officials, Trade Union Leaders, Academicians and Gender Specialists. Dr. Shashi Bala, Fellow Coordinated this workshop.



➤ An Online Workshop on **'Technology and the Future of Work'** was organised by the Integrated Labour History Research Programme, VVGNI on March 31, 2021. Dr. H. Srinivas, Director General, VVGNI inaugurated the workshop. The Workshop was attended by 88 participants representing all concerned stakeholders. Dr. S.K. Sasikumar, Senior Fellow coordinated the Workshop.



➤ **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 65544 books/reports/bound volumes of journals and subscribed to 148 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** - V.V. Giri National Labour Institute, Sector- 24, Noida was conferred with the following awards :
- Under the Board/Autonomous Bodies/Trust/Society category of the **Rajbhasha Kirti Puraskars** of Official Language Department the Ministry of Home Affairs, Govt. of India conferred Institute with the **Second Prize in 'Ka' kshetra'** for the best implementation of Official Language Policy during the year 2019-20. The award will be presented on 14 September 2021 on the occasion of Hindi Diwas Samaroh (the award presentation event could not be held in September 2020 due to Covid -19 pandemic).
- The Institute was conferred with the First Prize (Rolling Trophy & First Shield) by the Town Official Language Implementation Committee (TOLIC), Noida for outstanding performance in the activities related to the implementation of Official Language Policy during the year 2019-20.



Dr. Sanjay Upadhyaya, Senior Fellow and Shri Beerendra Singh Rawat, Sr. Translation Officer, VVGNI receiving the Award from Shri Arvind Kumar, Member-Secretary, TOLIC

Institute's Vision and Mission

Vision

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

Mission

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

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



Institute's Mandate

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

Objectives and Mandate

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

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

Institute's Structure

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

Composition of General Council

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| 1. | Shri Santosh Kumar Gangwar Hon'ble Minister of State for Labour & Employment (Independent Charge) Ministry of Labour & Employment Shram Shakti Bhawan New Delhi – 110 001 | President |
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Six Central Government Representatives

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| 2. | Shri Apurva Chandra, IAS Secretary (Labour & Employment) Ministry of Labour & Employment Shram Shakti Bhawan New Delhi – 110 001 | Vice- President |
| 3. | Smt. Anuradha Prasad, IDAS Additional Secretary Ministry of Labour & Employment Shram Shakti Bhawan New Delhi – 110 001 | Member |



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| 4. | Smt. Sibani Swain, IES Additional Secretary & Financial Advisor Ministry of Labour & Employment Shram Shakti Bhawan New Delhi – 110 001 | Member |
| 5. | Ms. Kalpana Rajsinghot, IPoS Joint Secretary Ministry of Labour & Employment Shram Shakti Bhawan New Delhi – 110 001 | Member |
| 6. | Shri Amit Khare, IAS Secretary Deptt. of Secondary and Higher Education Ministry of Human Resource Development Shastri Bhawan New Delhi – 110 001 | Member |
| 7. | Dr. K. Rajeswara Rao, IAS Special Secretary (Skill Development, Labour & Employment) NITI Aayog New Delhi – 110 001 | Member |

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

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| 8. | Dr. Virendra Kumar Hon'ble Member of Parliament (Lok Sabha) 22, Mahadev Road New Delhi – 110 001 | Member |
| 9. | Shri Kamakhya Prasad Tasa Hon'ble Member of Parliament (Rajya Sabha) 157, South Avenue, New Delhi – 110 001 | Member |



Two Workers' Representatives

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| <p>10. Shri B. Surendran All India Organising Secretary Bhartiya Mazdoor Sangh (BMS) Kesavar Kudil 5, Rangasayee Street, Perambur, Chennai – 600 011 (Tamil Nadu)</p> | <p>Member</p> |
| <p>11. 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</p> | <p>Member</p> |

Two Employers' Representatives

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| <p>12. Shri Rohit Bhatia Director The Associated Chambers of Commerce and Industry of India (ASSOCHAM) 5, Sardar Patel Marg, Chanakyapuri New Delhi -110 021</p> | <p>Member</p> |
| <p>13. Shri Arun Chawla Dy. Secretary General Federation of Indian Chambers of Commerce and Industry (FICCI) Federation House, Tansen Marg New Delhi -110 001</p> | <p>Member</p> |

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

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| <p>14. Shri P.K. Gupta Chancellor Sharda University Greater Noida - 201 306(U.P.)</p> | <p>Member</p> |
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| 15. | Shri Raja M. Shanmugam President Tiruppur Exporter's Association 62, Appachi Nagar Main Road Kongu Nagar, Tiruppur – 641607 (T.N.) | Member |
| 16. | Shri Satish Rohatgi Opposite Dr. Badri Prasad Clinic Bada Bazar, Bareilly (U.P.) – 243 003 | Member |
| 17. | Shri Virendra Kumar Bharatiya Mazdoor Sangh Office- Ram Naresh Bhawan Tilak Gali, Chuna Mandi Paharganj New Delhi – 110 055 | Member |

Representative from Research Institution

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| 18. | Shri Vipul Mitra, IAS Addl. Chief Secretary (Labour & Employment) / Director General Mahatma Gandhi Labour Institute Drive-in-Road, Near Manav Mandir, Memnagar Ahmedabad - 380054 (Gujarat) | Member |
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Representative from V.V. Giri National Labour Institute, Noida

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

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

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

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

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

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



Centre for Labour Market Studies

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

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

Completed Research Projects/Case Studies

1. Skills and the Changing World of Work

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

V.V. Giri National Labour Institute (VVGNI) represents India in the BRICS Network of Labour Research Institutes which was established in 2017. Other member Institutions of this Network are: National Labour Market Observatory of the Ministry of Labour of Brazil, Brazil; All Russia Research Institute for Labor and Ministry of Labor and Social Protection of the Russian Federation; Chinese Academy of Labour and Social Security, China; and University of Fort Hare, Republic of South Africa.

One of the major objectives of this network is to undertake research studies on contemporary concerns related to labour and provide policy inputs to achieve strong, sustainable and inclusive growth. Accordingly, the BRICS Network of Labour Research Institutes had undertaken a research study relating to the various dimensions of skills supply and demand in the changing world of work in the BRICS countries; the purpose was to gather, share and discuss comparable evidence and policy options across the BRICS countries for better-informed policy design.

Objectives

This research study in the context of India was undertaken with the following specific objectives: (i) highlight the trends in labour supply and demand in India; (ii) analyse



the jobs and skills that will be impacted the most as the world of work transforms; (iii) highlight which skills are in demand or in decline; (iv) assess the skills mismatch; (v) examine the emerging types of new employment relations; and (vi) discuss the policy framework adopted by the government and suggest how can it be reoriented to meet the challenges of change.

Outcomes

In India, where nearly half of the working population have attained educational levels only upto primary level, and about 85 per cent have low level of skills, a comprehensive policy to scale up the skill base is a pre-requisite for economic growth. This scaling-up requires an integrated strategy of building strong foundational skills right in the early years (both at primary and secondary school) and also providing institutionalised infrastructure for the technical and vocational training to 5-7 million labour force that is added up to the labour market annually. The skill ecosystem must move towards a lifelong learning system with a focus on problem-solving skills (to aid critical and analytical thinking), learning skills (to enable acquisition of new knowledge), and social skills (for promoting collaborations and teamwork). The curriculum of the skill development centres should always include a judicious combination of technological and problem-solving skills. Strong emphasis must be placed on 'on-the-job training'. Workers, particularly young workers, should be incentivised for skill acquisition. Firms should also be provided subsidies to skill workers. Although the amendments to the Apprenticeship Act in 2014 has created an enabling environment for the growth of young apprentices in India, there is a need to promote quality apprenticeship as a strategy to skill youth and enhance their employability. Assessments of successful apprenticeship systems around the world indicate that a dual system that combines work- and school-based learning may be ideal for transitioning to full-time employment. One of the fundamental strengths of this approach is the high degree of encouragement and ownership by employers.

With rapid technological advancements emerging as a central feature influencing transformations in the world of work, promoting the acquisition of digital skills alongside vocational training can considerably enhance employability of the youth. In order to keep pace with emerging future demands, require the acquisition of new digital skills in the domain of artificial intelligence, cloud computing, robotics and internet of things in the digital-based economy, must be accorded top priority. It begins with promoting digital literacy at the foundational level. There is also an increase in the demand for non-cognitive, emotional and soft skills, especially in the education and health sectors, as they are hard to be replaced by technology.

ASEEM (Aatamanirbhar Skilled Employee Employer Mapping), an AI-based portal has already been introduced by MSDE with an objective to provide a platform that matches supply of skilled workforce with the market demand. This will not only enable



the assessment of current and future skill needs, but also can help develop sectoral-occupational forecasting models, target career guidance and counselling services, and ultimately improve the labour market information system in India.

Date of Initiation and Date of Completion

The study was initiated in April 2020 and completed in December 2020.

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

Case Study

- Regulating Platform and Gig Economy: Domestic and International Responses-
Dr. Ramya Ranjan Patel, Associate Fellow

Ongoing Research Projects

1. BRICS India 2021 - Issue Paper on Gig and Platform Workers: Role in Labour Markets

India holds the BRICS Presidency in 2021. Accordingly, Ministry of Labour and Employment will be organising the Employment Working Group and Labour Ministerial Meetings during 2021. The four themes identified for deliberations in these meetings are: Promoting Social Security Agreements amongst BRICS Nations; Formalisation of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. VVGNI had been entrusted with the responsibility of finalizing the Issue Papers on these themes.

The *Issue Paper on 'Gig and Platform Workers: Role in the Labour Market'* provides an overview of platform work in the BRICS countries. It presents some estimates of the number of platforms in the BRICS countries, the funding or investments in these platforms and revenue generated by them over the past decade. It presents some of the ambiguities related to data and definitional aspects pertaining to platform work and explores certain opportunities and challenges related to platform workers in the BRICS countries based on secondary literature. The issue paper also examines the regulatory steps initiated by the BRICS countries to protect the platform workers. The final section puts forth some key issues for discussion.

The work relating to this project was initiated in February 2021.

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

Major Workshops/Conferences

• Workshop on Understanding Kerala's Job Challenges

This online workshop was organized by V.V Giri National Labour Institute in collaboration

with Kerala institute of Labour & Employment (KILE) during Augst 25-26, 2020. The specific objectives of the programme were: 1) Provide an overview of emerging trends in employment scenario at the national and state level; 2) Acquire knowledge about Labour Market dynamics in Kerala; 3) Understand the pattern and complex phenomenon of employment, especially female employment in Kerala; 4) Capacity building to undertake labour market surveys and strategies in employment generation. This workshop was attended by 55 participants from Kerala including trade unions, employers, researchers, officials from labour departments, civil society organizations. Dr. H. Srinivas, Director General, VVGNI inaugurated the workshop and Smt. M Shajeena, Executive Director, KILE delivered special address. The invited speakers were: Dr.Jayan Jose Thomas, IIT Delhi & Member, Kerala State Planning Board; Dr. Surjit Das, Jawaharlal Nehru University; Dr.Shyjan D, Calicut University. Dr. Dhanya M.B., Associate Fellow was the Coordinator of the workshop and Shri Kiran coordinated the programme on behalf of KILE, Thiruvananthapuram.

• **Online National Workshop on Labour Migration: Issues and Way Forward**

V.V. Giri National Labour Institute organised a National Workshop on Labour Migration: Issues and Way Forward on September 15, 2020.

The Workshop was inaugurated by Ms. Kalpana Rajsinghot, Joint Secretary, Ministry of Labour and Employment, Government of India. Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute set the context and detailed the objectives of the Workshop.

The Workshop deliberated important issues like: How effective are existing secondary sources of data in India in capturing all forms of labour migration flows? What are the recent and major trends and patterns of labour migration streams across space and over time? How do labour regulations and public employment programmes (like MGNREGA) affect the different types of migration flows? What are the major vulnerabilities encountered by the migrant workers, particularly short-term and circular migrants, in the aftermath of the COVID-19 pandemic? How far have the measures taken by different stakeholders been effective in mitigating the insecurities of the migrant workers? and How do we situate the intersection of labour migration and future of work at a time of rapid change, uncertainty and disruption?

The deliberations of the Workshop were organised in two Panels.

Panel Discussion I

- Shri Mihir Kumar Singh, Principal Secretary (Labour), Government of Bihar
- Shri Virjesh Upadhyaya, General Secretary, Bharatiya Mazdoor Sangh (BMS)



- Shri Rahul Banerjee, Vice President & Head-Corporate Affairs, Qness Corp Ltd. All India Organisation of Employers (AIOE)

Panel Discussion II

- Dr. K. Ravi Raman, Member, State Planning Board, Kerala
- Dr. Rajesh Tandon, President, Participatory Research in Asia (PRIA)
- Dr. S. Chandrasekhar, Professor, Indira Gandhi Institute of Development Research

The panel presentations were followed by detailed discussions.

The Online National Workshop was attended by 318 participants representing Central Government, State Government, Trade Unions, Employers Organisations, Civil Society Organisations and Academic Institutions. Dr. S.K. Sasikumar, Senior Fellow, was the Workshop Co-ordinator

- **Online National Workshop on 'COVID 19 and its impact on India's Labour Market'**

The V.V. Giri National Labour Institute organized an Online National Workshop on 'COVID 19 and its impact on India's Labour Market' on 26th March 2021 with the following objectives: a) what are the impact of Covid-19 lockdown on the level of employment b) to explore the Labour Market dynamics in the Post COVID situation and how far these recent changes affected on youth and female employment. c) How effective are existing sources of data to capture these dynamic changes of post COVID situation. d) What extend the measures taken by different stakeholders been effective in mitigating the insecurities of most vulnerable workforce including migrant workers, self-employed and gig workers etc.

The workshop was inaugurated by Dr. H Srinivas, Director General, VVGNI followed by two plenary sessions by experts. The experts' panel included : Shri Shabari Nair, Labour Migration Specialist for South Asia, DWT ILO- New Delhi; Prof Lekha Chakraborty, National Institute of Public Finance and Policy (NIPFP); Ms Mridula Ghai, Director-PDUNASS & Additional Central Provident Fund Commissioner, EPFO, Ministry of Labour & Employment ; Dr Anuja Sreedharan, Ramaiah College of Law; Shri C.K Sajinarayan, Former National President, Bhartiya Mazdoor Sangh; Shri V K Mishra, PHD Chamber of Commerce and Industry, New Delhi. Dr. Dhanya MB, VVGNI made a presentation on youth employment. Thirty nine participants including middle and senior level officers and key functionaries from representatives from trade union, employers and civil society organizations, international organisation and researchers specializing in labour market studies attended the workshop. The workshop was coordinated by Dr. Dhanya MB, Associate Fellow, VVGNI.



Centre for Agrarian Relations, Rural and Behavioural Studies

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

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

Importance of Behaviour Studies

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

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

The centre aims at addressing the behavioral and attitudinal skill requirements of various stakeholders and social partners i.e. trade Union leaders and workers; members of the



employers' organizations; managers and staff of the public sector undertakings; central and state government officials of various departments, researchers, trainers, members of civil society organizations, panchayati raj institutions, members of grass-root level organizations of both rural and urban areas, etc. The centre has been enhancing the capacities of managers and staff of various organizations like all Nationalised Banks, Reserve Bank of India, Oil India Limited, National Fertilizers Limited, NALCO, NTPC, BHEL, etc.

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

Completed Research Projects

1. Decoding Agrarian Crisis: Emerging Challenges

Objectives

- This research study focuses on detecting and analyzing the Agrarian Crisis at the grass root level.
- It aims to develop a strategy for the dynamic and sustainable development of Agriculture sector of India.

Outcome

The study highlights the severity of Agrarian crisis. It proposes innovative changes in the economic policy of the nation, a requirement of new-Agro technology, up-gradation of rural infrastructure and creation of employment in non-farming sector which will fix the poverty among the rural households.

Date of Initiation and Date of Completion

The study was initiated in January 2020 and completed in October 2020.

(Project Director: Dr. Shashi Bala, Fellow)

2. Decoding Agrarian Crisis: a Study of Production, Employment and emerging Challenges

Objectives

- This research study focuses on examining the present agrarian crisis in India from different dimensions and tries to understand its underlying causes; so that a design strategy can be conceptualized which supports the dynamic growth and sustainable development of Agriculture in the country.

- The study specifically intend to investigate the existing production process, the pattern of employment & productivity and every transpiring and emerging challenges in Agriculture.

Outcome

The study describes that the research area is dominated by the small and marginal farmers, the population of the area is migrating for the education and employment opportunities as there are less employment opportunities are present. It was also found that 30-50% of the respondents have lost their employment due to Covid-19 and 70-80% are engaged in allied activities of the Agriculture. The study recommends the concerned stakeholders to strengthen the rural infrastructure, invest in research and development of Agriculture sector and strengthen the allied Agriculture sector for generation of employment.

Date of Initiation and Date of Completion

The study was initiated in November 2020 and completed in March 2021.

(Project Director: Dr. Shashi Bala, Fellow)

Case Study

- Employee's Compensation Act: A Case Study- Dr. Shashi Bala, Fellow

Major Workshops

- **Online National Workshop on Skill Development for Tribal and Rural Youth: Inclusion and Opportunities**

Centre for Agrarian Relations, Rural and Behavioural Studies, V.V. Giri National Labour Institute, Noida, Uttar Pradesh in collaboration with Centre for Study of Social Exclusion and Inclusive Policy Gandhi Gram Rural Institute, Gandhigram, Tamil Nadu organized three days National Workshop on, "Skill Development for Tribal and Rural Youth: Inclusion and Opportunities" during September 16-18, 2020. This workshop provided an opportunity and a platform for Academicians; Researchers; Officials from PRIs; NGO & trade union representative; Skill Development Institutions to discuss the opportunities and challenges of tribal and rural youth's need of skill development in India with a focus on government policies and programs paving a way for their inclusion and well-being.

Sub themes of the workshop were:

1. Skill development challenges faced by tribal and rural youth.



2. Skill development opportunities for tribal and rural youth.
3. Promoting entrepreneurship through Skill development of tribal and rural youth.
4. To discuss inclusion policies pertaining to Skill development for tribal and rural youth.
5. Government, civil society and private sector initiatives in enhancing tribal and rural youth through inclusive and meaningful skill development.

The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI and attended by seventy two participants. Dr. Shashi Bala, Fellow was the Coordinator of this training programme.

● **Online Workshop on Art of Leadership**

The purpose of this workshop was to explore self and others in the context of dynamic conditions during crisis of COVID-19 pandemic. It was intended to help participants to map and analyse their leadership style, frame strategies for effective leadership and performance. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI and attended by thirty nine participants representing Government Officials, HR Professionals, Trade Union Leaders, Academicians and PG Students. Dr. Shashi Bala, Fellow was the Coordinator of this workshop.

National Resource Centre on Child Labour (NRCCL)

National Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute has been set up as a Centre of eminence to work in partnership with UNICEF, ILO, and the Ministry of Labour 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 and the research studies cover various aspects including the magnitude of the problem, dimensions, and determinants of children in labour exploitation with the view to evolve deterrents. The vulnerabilities and insecurities of trafficked and migrant child workers are given specific focus in these micro-level studies. Besides, the structure and functions of child protection mechanisms, policy and legislative framework and status enforcement of legislation, impact of state and non-state interventions, status of education, living and working conditions, occupational health hazards, etc. are also assessed. NRCCL has completed several such research studies and major evaluation studies.



The focus of research projects revolves around:

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

Completed Research Projects

1. Towards Child Labour Free India: 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 (Third Phase)

Child labour is one of the most violated human rights issues. The phenomenon of children in labour exploitation which deprives them of opportunities and denies them of their rights, thereby exposing them to extremely adverse and exploitative situations, must cease to exist at the earliest. The Government of India has made several initiatives and also made systematic efforts to prevent and respond to child labour across the country. Preventing and responding to child labour is a challenge that demands concerted and harmonized efforts requiring far greater commitment and dedication of a range of social partners and stakeholders. Contributing significantly to this endeavor, the V.V. Giri National Labour Institute has carried out this capacity building project and brought out a Handbook "Towards Child Labour Free India Handbook on Preventing and Responding to Child Labour" which is a collection of useful information providing clarity on some basic questions on significant aspects of child labour but also offers readings in a lucid manner on the concept, magnitude and forms of child labour, legislation and policy, judicial intervention and other initiatives aimed at preventing and responding to child labour. The idea is to make basic information on child labour readily available, which would be useful for government functionaries of different line departments, labour law enforcement officials, civil society organizations, local governments, elected representatives of Panchayati Raj Institutions, and other social



partners and stakeholders dealing with the issues of child protection and childrights, in general, and child labour, in particular.

Objectives

The objective of this project was 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 cities and Districts of child labour concentration. The objective was also to enable sustaining the learning for application and utilization for combating child labour. Transfer of learning and acquiring knowledge and skills to facilitate in a systematic manner. States/Districts known for child labour prevalence were the target areas where NCLP Project societies already exist and the areas where either child labour is particularly entrenched due to poverty, social disparity, or low education levels or where child labour due to rural-urban migration has been on the rise. The project focus was on highlighting the importance of providing poor families with the social safety net, livelihood assistance, and encouragement that will help them keep their children in school and out of work.

Outcome

Even though the focus was on building capacity of various social actors dealing with the issue of child labour, a handbook was also developed and published providing information on children in different forms of work duly categorized into various sectors, occupations and processes. Different sections of the handbook throw light on the magnitude, trends and geographical spread of the problem while discussing the conceptual and definitional aspects of child labour are duly contextualized the circumstances which push them into work and situations in which they work and also demand-and supply-side factors. Social Actors capacity was developed specifying their role and responsibilities and also the methods, procedures and techniques to carry out their role and responsibilities effectively towards preventing and responding to labour exploitation of children and adolescents. Convergence model has been refined in the light of the developments in the labour reforms pertaining to the issue of child labour legislation in the recent years and made available through knowledge-sharing, and networking. The linkages between Central, State and District levels and within each of these levels were strengthened. Technical support has been provided to coordinative structures and mechanisms of child protection in general and those of child labour in particular at the national, state and local levels.

Date of Initiation and Date of Completion

The project was initiated in Feb, 2020 and completed by August, 2020.

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



Case Study

Impact of the Cyclones and other Disasters on Fishing Communities and Fisheries Livelihoods: The Case Study of Select States in India (Phase I) - *Dr. Helen R. Sekar, Senior Fellow*

Ongoing Research Projects

1. Locating challenges, insecurities and vulnerabilities to bondage in the wake of Covid-19 Pandemic ensuing lockdowns and reverse migration for evolving Advisory to Identify, Release and Rehabilitate Bonded Labour

The VVGNI has been providing technical support to the National Human Rights Commission on the issue of bonded labour and related aspects. Under the Bonded Labour System (Abolition) Act, 1976 bonded labour have a right to immediate rehabilitation. The Supreme Court has explained that the state's duty to "suitable rehabilitate" its bonded labour is also required by Article 21 of the Indian Constitution, guaranteeing the right to life and liberty, and Article 23, prohibiting the practice of debt bondage and other forms of forced labour or slavery. The Government of India has since 1978 provided for the rehabilitation of released bonded labour through a dedicated government scheme administered by the Ministry of Labour of Employment. The scheme has undergone couple of revisions over the years. In 2016, the government adopted the new "Central Sector Scheme for Rehabilitation of Bonded Labour". Through this scheme the government recognized the need to enhance initial rehabilitation cash assistance for released bonded labour. This scheme recognizes the needs of different groups trapped in bonded labour by providing cash compensation. Full rehabilitation cash assistance under the BLR Scheme is linked to the outcome of legal proceedings against the offender.

The primary objective of this project is to locate push factors of migrant labour especially those from socio-economically disadvantaged and marginalized communities searching for better economic and employment opportunities. Attempt would be made to trace the barriers in accessing education for their children in situations of their isolated work sites and also cultural and linguistic differences in their destination. The objective is also to identify the challenges, insecurities and vulnerabilities in accessing basic social services and livelihoods in the wake of reverse migration due to covid-19 pandemic and ensuing lockdowns.

Date of Initiation and Date of Completion

The project was initiated in September 2020 and is to be completed by July 2021.

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

Major Workshops/Conferences/Technical Consultations

- **National Stakeholder Webinar on “COVID-19: Protect Children From Child Labour, Now More Than Ever”:**

This National Webinar on World Day against Child Labour 12th June 2020 was organized by the V.V. Giri National Labour Institute (VVGNI) jointly with the MOLE, ILO DWT/CO India and KSF to observe the World Day Against Child Labour (WDACL) launched by the ILO for the first time in the year 2002 as a way to highlight the plight of children working in different forms of labour and to serve as a catalyst for the worldwide movement against child labour reflected in a large number of ratifications including those mentioned in the ILO Convention No. 182 on the Worst Forms of Child Labour and in the ILO Convention No. 138 on the Minimum Age for Employment. Agenda and the Link of this Webinar were placed on the VVGNI Website and were also communicated to various Stakeholders and Social Partners.

The focus of this year was on the impact of COVID-19 crisis on child labour with the objective to gain further support of the Government, ILO social partners, media, civil society organizations, youth groups, women’s groups and others in the campaign against child labour. This Webinar focused on the impact of COVID-19 crisis on child labour, which is reflected in the title, ‘COVID-19: Protect Children from Child Labour, Now, more than Ever’. The Webinar was organized with the backdrop that the COVID-19 health pandemic and the resulting economic and labour market shock are having a huge impact on people’s lives and livelihoods. The crisis can push millions of vulnerable children into child labour. Governments around the world are taking wide-ranging actions to contain and mitigate the pandemic. Building on best practices, the right policy choices, and quick action to implement them, a better future can be built for our children. The objective was also to spread the message to protect all children in or at risk of child labour and to ensure that they are a priority in the COVID-19 response. Further, the objective was to call upon all the partners to join efforts and to reiterate the commitment to prioritize the following recommendations that have proven to be effective for fighting child labour; protect workers and their families and provide livelihood support; strengthen social protection for all; provide quality public education for all, enhancing partnerships and integrated approach for elimination of child labour. The Webinar was inaugurated by Shri Santosh Kumar Gangwar, Hon’ble Minister for Labour & Employment (I/C). Shri Kailash Satyarthi, Nobel Peace Laureate, addressed the

participants. Shri Heeralal Samariya, Secretary, MoLE, Gol, presided over the inaugural session. Dagmar Walter, Director, ILO India, Ms. Kalpana Rajsinghot, Joint Secretary, MoLE, and Dr. H Srinivas, Director General, V.V.Giri National Labour Institute, have addressed the participants at the Inaugural Session of the Webinar.

There were two technical sessions on the theme “COVID-19: Protect Children from Child Labour – Across Sectors” and on “A Dialogue on Barriers and Solutions in Accessing the Rehabilitation Programmes. Dr. Helen R. Sekar, Senior Fellow, VVGNI was one of the resource persons for the first Technical Session of this Webinar. The Technical Sessions were chaired by Mr. G. Asok Kumar, Additional Secretary, & Mission Director at National Water Mission, Ministry of Water Resources, River Development and Ganga Rejuvenation (MoWR, RD & GR). Other Resource Persons were Mr. Insaf Nizam (ILO Specialist on Child Labour), Ms. Manali Shah, National Secretary, Self Employed Women’s Association (SEWA), and Mr. Sanjay Bhatia, Member, Executive Committee, AIOE. The second Technical Session of this Webinar was on “Barriers in accessing rehabilitation programmes and the Solutions”. Prof. Faizan Mustafa, Vice-Chancellor, NALSAR, Hyderabad, Shri Priyank Kanoongo, Chairperson, NCPCR and Shri B. L. Soni, DGP, Rajasthan, were the resource persons. Dr. Helen R. Sekar, Senior Fellow, VVGNI, Coordinated this Webinar.

- **Online Training Workshop on ‘PENCIL Portal’ for Chairpersons of NCLP**

The National-level Training Workshop on ‘PENCIL Portal’ for the Chairpersons of NCLP was conducted On-line on 17th September 2020. The objectives of this Workshop were to highlight diligent marking of online attendance on PENCIL portal; to emphasize on stipend module on PENCIL Portal; Registration of DSC; Beneficiary Validation, and other related aspects. The purpose was to enable release of stipend to the beneficiaries and to discuss the challenges with regard to uploading of On-line Attendance on PENCIL Portal, Registering DSC, Beneficiary Data, QPRs, APRs, Survey Reports, etc. by the NCLP Districts.





Shri Heeralal Samariya, Secretary, Ministry of Labour and Employment, GoI, Inaugurated the Workshop and delivered the inaugural address. Dr. H Srinivas, Director General, VVGNI welcomed the participants and set the text of the workshop. Ms. Kalpana Rajsinghot, Joint Secretary, MoLE chaired the Technical session on the theme 'Operational Challenges: An Overview'. Officials of the Child Labour Division, MoLE made a presentation on different aspects of PENCIL Portal and the district-specific challenges. Dr. Helen R. Sekar, Senior Fellow, VVGNI, moderated the interactive session, anchored and coordinated this National Training Workshop.

- **National-level E-Consultation on “Coordination and Convergence in Bonded Labour Rehabilitation”**

An E-Consultation on “Coordination and Convergence in Bonded Labour Rehabilitation” was organized in collaboration with International Justice Mission on 26th November 2020. The objectives of this Consultation was to share experience and implementation realities of relevant schemes and welfare programmes of states for sustainable rehabilitation of rescued bonded/ forced labour, migrants &, trafficked survivors and also to open-up for suggestions across stakeholders, CSOs and government officials towards identifying solutions for strengthening implementation of BLR Scheme through possible guidelines to states. Dr. H. Srinivas, Director General, V. V. Giri National Labour Institute in his inaugural address to the consultation, he introduced the concept of working towards the issue of bonded labour with a heart and mind approach in keeping with India’s commitment under various ILO Conventions. He advised to continue sensitization for appropriate implementation of the law in order to successfully identify, rescue and rehabilitate bonded labour. He insisted on efficiently mainstreaming the issue for holistic rehabilitation of bonded labour survivors. He also suggested to make everyone a stakeholder in addressing the same. Continuous training and sensitization to bring together coordination and convergence across departments such as Health and Family Welfare, Law & Order, Labour, Women and Children etc. is also critical. He informed that the Parliament has brought into action Labour Codes to deal with any unjust practice. According to him, these Codes are relevant for their emphasis on universalization of minimum wages and social security. He also emphasized on starting labour rights awareness programmes for maximum benefits from Labour Codes. Workers must be aware to reach up to a particular institution for grievance redressal. The primary issue behind bonded labour is unemployment and unequal distribution of resources. Provision of social security, pension, proper wages and health facilities can improve the current situation. Employers must be held responsible for annual check-ups of their employees especially for hazardous industries.



Centre for Employment Relations and Regulation

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.

Ongoing Research Project

1. Documentation of Select Practices on Industrial Relations

Industrial relations are the relations between management and the workers associated with industry. Both of these parties have common as well as conflicting interest. Healthy industrial relations are in the interest of not only both of these parties but also in the interest of the economy, society and the nation as a whole. Hence, all possible endeavours need to be made to ensure the healthy industrial relations. Some of the key elements of industrial relations include consultation, co-operation, participation and partnership concerning the various aspects associated with industry and the workers. Various kinds of organizations not only in the government and the public sector but also in the private sector adopt various methods to implement the various above mentioned aspects i.e. consultation, co-operation, participation and partnership. The overall health of industrial relations in any organization depends on the extent upto which the organization succeeds in implementing these measures. It is in this context, the present study has been undertaken.

Objectives

- to make a comparative study of the prevailing industrial relations practices in the government, private and public sector;

- to make recommendations for suitable legal and non-legal measures for promoting healthy industrial relations.

Methodology: The study would primarily be based on secondary sources. However, in case of need it may also make use of interview schedule and group discussions as per need.

Current status: The study is in the phase of literature review.

Date of Initiation and Date of Completion:

The study was initiated in December 2019. However, due to COVID-19 pandemic immediately after initiation of the study, the work on the project could not progress much.

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

Case Studies

- Socio-economic Empowerment of People by Civil Society: A Case Study of Murshidabad Zilla Peoples Educational Welfare Society - *Dr. Sanjay Upadhyaya, Senior Fellow*
- Dissemination of Knowledge, Sensitization on Labour and Development through Outreach and Advocacy Events: Cases of Three Special Events Participated By V.V. Giri National Labour Institute – *Sh. Priyadarsan Amitav Khuntia, Associate Fellow*
- Awareness on New Code on Wages: Case Studies - *Dr. Dhanya MB, Associate Fellow*
- Employment security and Industrial Relations Code: The Case of Organized Non-farm Sector - *Dr. Manoj Jatav, Associate Fellow*

Major Workshop

Online Workshop on Industrial Relations Code, 2020

V.V. Giri National Labour Institute organised an online Workshop on 'Industrial Relations Code, 2020' on March 17, 2021.

Context: Recognizing the long-felt need of the industry and the workers belonging to various sectors and sub-sectors of the economy, the present government initiated a comprehensive process of labour law reforms by undertaking the exercise of codification of large number of existing labour legislations in four major Labour Codes viz. (i) Labour



Code on Wages; (ii) Labour Code on Industrial Relations; (iii) Labour Code on Social Security; and (iv) Labour Code on Occupational Safety, Health, and Working Conditions. These codes amalgamate, simplify and rationalize the core features of various central labour legislations. These codes are quite comprehensive and seek to address many of the overdue issues of vital importance, affecting not only the industry and the workers but also the economy and the nation as a whole. Hence, an understanding and discussion on the key features of these codes becomes quite relevant and important for all the stakeholders, all the more in the newly emerging labour and employment scenario in the country.

Key objectives: In this broad context, the institute conducted this tripartite workshop on March 17th, 2021 focusing on the key features of the Industrial Relations Code 2020, the perspective of various stakeholders on the code and its implications. The key objectives of the workshop included: (1) to promote a better understanding of the Industrial Relations Code and (2) to facilitate a detailed discussion on various features of the Code among the various stakeholders in general and the representatives of trade unions, employers and the government.

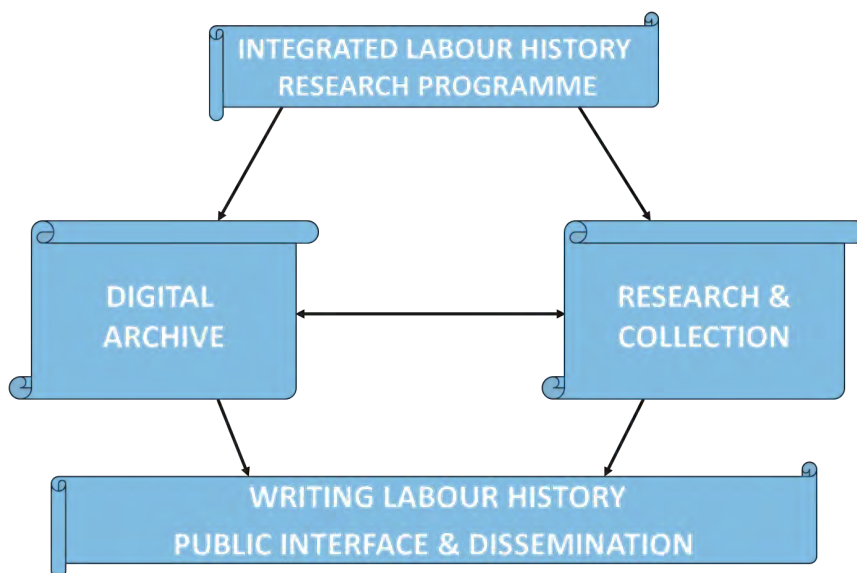
Participation: The workshop was attended by a total number of 53 delegates representing trade unions, employers' organizations, officials from Central and State labour departments, industry and the academic community. Dr. H. Srinvas, Director General, VVGNI made the opening remarks, Shri Rajan Verma, former Chief Labour Commissioner (C) provided an overview of the key features of the Industrial Relations Code, Shri S. Mallesham, National Vice President, Bhartiya Mazdoor Sangh shared the perspectives of trade unions and Mr. Michael Dias, Secretary, Delhi Employers' Association shared the perspective of the employers on the Industrial Relations Code. In addition, Dr. Anuja Sreedharan, Senior Faculty member from Ramaiah College of Law, Bengaluru provided the perspective on the code as an academican. Prof. B.T. Kaul former Chairperson, Delhi Judicial Academy made the concluding remarks. The workshop was coordinated by Dr. Sanjay Upadhyaya, Senior Fellow and Dr. Manoj Jatav, Associate Fellow.

Integrated Labour History Research Programme (ILHRP)

ILHRP : An Introduction

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

Structure of the Programme



Features of the Digital Archives of Indian Labour

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



Completed Digitisation Projects

1. Digitisation of All India Trade Union Congress Collection 1928-1996

This collection comprises of the selected major files, pamphlets and inventory lists of the All India Trade Union Congress, the oldest trade union of India. The history of AITUC is coterminous with the history of organized Labour movement and the freedom movement in India.

2. Digitisation of Oral History of Informal Sector Workers

Given the massive presence of informal labour in India, study of undocumented workers has been a major concern of the ILHRP. Amongst its many collection and research projects, the informal sector workers in various industries and occupations have been prominent. At present we possess visual and audio material connected with Informal workers and their organisations. Oral history and life history approach has been a major method in uncovering the invisible workforce of India. In the current year the ILHRP started creating a specialised archival collection of life history/oral history of informal workers, and twenty life stories were collected by using the life story approach mainly in the Delhi NCR region.

Major Workshops/Conferences

▪ Online Workshop on Technology and the Future of Work

V.V. Giri National Labour Institute organised an Online Workshop on Technology and Future of Work on March 31, 2021.

The world of work is in a churn. A cluster of digitally driven technologies ranging from automation and robotics to artificial intelligence and the internet of things – collectively referred to as the ‘Industrial Revolution 4.0’ or the ‘Second Machine Age’ – has kindled profound transformations in the world of work. The COVID-19 pandemic and the massive economic and social disruptions caused by it have dramatically pushed to the fore the rapid transformations in the workplace. If the earlier mass production technology and factory work had facilitated the separation of home and work, the contemporary technological advancements have enabled millions to work from home. This, of course, has longer-term implications for the links between technology, work and society.

Contemporary times are also characterised by the pervasion of technology into every sphere of life, and digital tech in particular, has dramatically transformed the way we work. This shift has also ushered in new avenues in the future of work. Despite being a development catastrophe, the COVID-19 pandemic has hastened a predominantly



technology-mediated world. Besides a global transition to working from home, urban areas have moved their consumption of essential services to the home as well, due to the proliferation of digital platform businesses that connect buyers and providers through the medium of a mobile application. How will the future of work pan out and what strategies need to be put in place to seize the opportunities and overcome the challenges presented by the transformations? These have become dominant themes in public policy discourse related to labour.

It is in this context that the Integrated Labour History Research Programme, V.V. Giri National Labour Institute organised an **Online Workshop on Technology and the Future of Work** on March 31, 2021 to deliberate on key issues like: Nature and spread of contemporary technological change, i.e. the degree to which it is historically 'unprecedented' and how evenly or unevenly it has spread across the globe; Question of automation and its impacts on and implications for jobs; Issues of rising income and wage inequality associated with new technology and their consequences; Changes in dominant models of work relations influenced by technological transformations and their effects on employment, workers' rights and social security; and Policy options to respond to the emerging trajectories of the future of work.

Dr. H. Srinivas, Director General, VVGNI inaugurated the Online Workshop. The panelists of the Workshop were: Prof. Prabhu Mohapatra, Delhi University; Ms. Aishwarya Raman, Ola Mobility Institute; Prof. Balaji Parthasarathy, IIT, Bengaluru and Prof. Vinoj Abraham, Centre for Development Studies, Thiruvananthapuram.

The Workshop was attended by 88 participants representing all concerned stakeholders.

Dr. S.K. Sasikumar, Senior Fellow coordinated the Workshop.



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/Case Study

1. Implementation of the Equal Remuneration Act, 1976

Objectives

- To review International initiatives in promoting equal wages.
- To measure the implementation of ERA in selected Industries for capturing the gender wage gap.
- To correlate the promotion/career progress avenues of employees/workers in relation to the 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.
- To develop model for reducing gender pay gap

Outcome

Present research study focuses on the grass-root realities in the industries in terms of the equal remuneration provisions. India rectified the Convention no (100) of ILO during 1951 and enacted The Equal Remuneration Act, 1976. As per the Act provisions, any discrimination, between men and women, in all matters relating to employment, from the stage of recruitment to superannuation, is considered as an offence. The Act was specific on three main terms: Recruitment, Remuneration and Promotion. These three terms are interrelated with each other. We need to provide level playing field to women via providing equal opportunity at the time of recruitment and also in the related matters during her career progression stages. For this access to quality education and training must be the priority.

The present study is an attempt to introspect this important legislation. Though the Code of wages has been published in the Gazette of India., still we are hopeful that the present research will be beneficial for all the stakeholders in their endeavor to reduce existing gender pay gaps.

Date of Initiation and Date of Completion

The study was initiated in January 2019 and completed in December, 2020.

(Project Director: Dr. Shashi Bala, Fellow)



2. Impact on Employment of the Maternity Benefit (Amendment) Act, 2017: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act”.

Objectives

To identify the challenges, constraint in the implementation and the impact on employment of the women of the MB Amendment Act.

Outcome

India is amongst the leading nations in providing maternity leave benefits to the employees engaged in both Government as well as private sectors. Ministry of Labour and Employment, Government of India made an amendment to the Maternity Benefit Act during 2017, wherein maternity leave was enhanced from 12 weeks to 26 weeks. The Act also mandates that crèche facilities should be provided within a prescribed distance and women should be allowed up to four visits a day to the crèche. Commissioning mothers are also provided 12 weeks of leave. The amendment is a welcome move, appreciated by many and enables a woman to fulfill her social and personal obligations. It is necessary to understand the implications and positive effects of this Act at the grass-root-levels. This report puts together the different points of views from different stakeholders in the amendments to the Maternity Benefit Act, 1961 and its impact on employment of women.

Date of Initiation and Date of Completion

The study was initiated in October 2019 and completed in November, 2020.

(Project Director: Dr. Shashi Bala, Fellow)

3. Decoding Agrarian Crisis: A Gender Perspective

Objective

This research study focuses on underlining the inequalities faced by women in Agriculture sector.

Outcome

It attempts to promote and implement a fair and equitable approach towards gender dimensions. This study provides the perspective to understand the role played by women in Agriculture and its effectiveness and it argues that if women are provided level playing opportunities, the nations can fight hunger and poverty in a sustainable

method. The study supports that there should be equal development policies for women in Agriculture such as providing education opportunities, training and extension services of Agriculture.

Date of Initiation and Date of Completion

The study was initiated in January 2020 and completed in October, 2020.

(Project Director: Dr. Shashi Bala, Fellow)

4. Emerging Trends of Gender in Agriculture: A Case of Uttar Pradesh

Objectives

- This research study aims to examine the role of women in Agriculture from different dimensions; to unearth the root causes of discrimination and Gender Inequality;
- To minimize the discrimination against women and achieve equal rights, roles, employment and pay in Agriculture;
- To design strategy to support & strengthen the role of women in Agriculture and to help them in the process of self-development & empowerment.

Outcome

The study witnessed that the women from the study area does not own rights regarding land, capital and other key resources; they are majorly employed as harvesters in the agriculture lands or as embroiderers and they own little power to take decisions. The study suggests the concerned stakeholders to create Self Help Groups and employment opportunities specifically for women promote the art form of embroidery among rural women and introduce women intensive technologies to increase their participation in other agricultural activities.

Date of Initiation and Date of Completion

The study was initiated in November 2020 and completed in March 2021.

(Project Director: Dr. Shashi Bala, Fellow)

Ongoing Research Projects

1. BRICS India 2021 – Issue Paper on Participation of Women in Labour Force

India holds the BRICS Presidency in 2021. Accordingly, Ministry of Labour and Employment will be organising the Employment Working Group and Labour Ministerial



Meetings during 2021. The four themes identified for deliberations in these meetings are: Promoting Social Security Agreements amongst BRICS Nations; Formalization of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. VVGNI had been entrusted with the responsibility of finalizing the Issue Papers on these themes.

The *Issue Paper on 'Participation of Women in Labour Force'* provides a brief review of the trends in participation of women in labour force in BRICS countries. It tries to identify the opportunities and challenges for promoting women's work and highlights some of the recent and innovative policy interventions introduced in all the BRICS countries for boosting women's employment. This issue paper also aims at providing insights to engage in a meaningful discussion for contributing towards larger policy issues on improving female labour force participation.

The work relating to this project was initiated in February 2021.

(**Project Director: Dr. Ellina Samantroy, Fellow**)

Major Workshops/Consultation

- **National Workshop on “Labour Codes through a Diversity, Inclusion & Equity Lens”**

The purpose of the workshop was to discuss aspects of diversity, inclusion and equity in the world of work, workplace discrimination and harassment and reasonable accommodation in policy making by organizations in line with the new labour codes. The workshop was inaugurated by Dr. H. Srinivas, Chairperson and the Director General, VVGNI and was attended by 31 participants representing Government Officials, Trade Union Leaders, Academicians and Gender Specialists. Dr. Shashi Bala, Fellow was the Course Director of this workshop.

- **Fifth Regional Consultation on Female Labour Force Participation**

The National Commission for Women (NCW) in collaboration with the V.V. Giri National Labour Institute (VVGNI) and the National Law University, Delhi (NLUD) organized the fifth regional consultation on female labour force participation on July 9 2020. The online consultation was organized through digital platform WebEx. The consultation was inaugurated by Ms Rekha Sharma, Chairperson, NCW. Ms. Meeta Rajiv lochan, Member Secretary, NCW delivered the welcome address. Prof (Dr.) Ranbir Singh, Hon'ble Vice-Chancellor of the National Law University Delhi (NLUD) delivered his Presidential address. Mr. Priyank Kanoongo, Chairperson of NCPCR delivered a special address in the consultation. The consultation deliberated upon the following; (i) key



concerns related to Female Labour Force Participation in India; (ii) impact of Existing Legislations on Women Worker; (iii) impact of Child Protection Policies on FLFP and Policy Perspectives for addressing declining FLFP. The consultation provided a recap for the previous consultations conducted in four regions of the country (Gujarat, Bangalore, Assam and Cuttack). The programme was attended by participants representing the government particularly from the NCW, VVGNI, State Commission for Women, SCPCR, senior government officials, representatives from UNICEF, civil society representatives, scholars from universities and research institutions, legal experts, faculty and students from NLU also attended the consultation. Dr. Ellina Samantroy, Fellow, VVGNI and Dr. Helen R. Sekar, Senior Fellow, VVGNI made a presentation at the event. Dr. Ellina Samantroy also co-ordinated the event along with the NCW, New Delhi.

- **Workshop on “Women at Work: Overcoming the Challenges of COVID 19” on the occasion of International Women’s Day**

The V.V. Giri National Labour Institute organised a workshop on “Women at Work: Overcoming the Challenges of COVID 19” on the occasion of International Women’s Day on 8 March, 2021 at the Institute. The workshop aimed at deliberate on the challenges experienced by women workers during the pandemic and the strategies to overcome them. The discussion was followed by poetry recitation on the theme. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI. The resource persons for the workshop were Prof. Rita Singh Professor & Ex-Director, Centre for Women’s Studies and Development, Banaras Hindu University, Varanasi, Dr. Rachna Bimal, Associate Professor, Delhi University, Ms. Sonal Dahiya, Journalist & Poet. The workshop was attended by faculty members, officers and staff of the Institute. The workshop was coordinated by Dr. Ellina Samantroy, Fellow, VVGNI and Shri B.S. Rawat, Senior Translation Officer, VVGNI.



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

Completed Research Projects/Case Study

1. North East Migrants in Delhi: A Socio-Economic Study

Objectives:

- To examine the trends and nature of migration of North East people to other states in general and Delhi in particular
- To study the occupational profile and working conditions of the North East Migrants in Delhi
- To study the living conditions of the North East Migrants in Delhi and examine access to social security benefits, social networking & community participation
- To understand impact of COVID-19 pandemic on North East Migrants

Outcome

- In spite of work insecurity, racial bias and bigotry, the North-East individuals have increasingly migrated to city such as Delhi in search of job opportunities triggered by the unemployment problems at home. Involuntary unemployment



continues to be widespread because underdevelopment and weak economic growth have largely resulted in a shortage of job opportunities.

- Migration to Delhi is increasing for jobs and education, suggesting inadequate employment and educational opportunities and a weak infrastructure in the North-East. Education has raised the expectations of people, especially young people who aspire to have a formal job that is restricted in the region. The North-East individuals migrated to cities outside their area after failing to get their desired employment, largely a phenomenon of chain migration via social networking, hoping to get their desired full-time position.
- Migration of women from North-East India has huge potentiality to break the conservative and traditional societal set up existing in societies where gender roles are strictly defined and boundaries based on high moral ground set for women. The aspirations of these women from this region coming to Delhi or other Indian cities, for better career, higher education and skilled employment, to have economic and social autonomy need to be recognized.
- Apart from Kerala, North-east is the only region which record female outmigration for reasons like employment and education, unlike other regions where 'marriage' still dominates the reason for migrating out of the state. There is a need to curb any such practices which make these women feel insecure and vulnerable in large cities like Delhi and propagate a feeling of being 'others'. Therefore, it is highly imperative to implement legal safeguards as it would not only ensure safety of women from certain regions but also promote women empowerment in its true sense
- There has been a significant decline in the North-East migration to Delhi. This might be due to the low-level local community understanding of the unique cultures of the North Eastern communities often contributing to the detrimental cultural discrimination and eventual migrant atrocities. The assumed conceptions of subservience of North East community often contribute to occupational and public sphere racism and abuse.
- Another issue that contributes to the vulnerabilities of the North-eastern community in the city is the absence of strong groups of citizens from North-East India. Such significant changes could be made for migrant community in the urban centers only through the organized and concerted efforts by all stakeholders, including civil society organizations, government organizations, cooperatives, etc.
- Presently, the misery created by the pandemic of Covid-19 has significantly impacted the North-East migrants who are vulnerable due to the characteristics

of having different features and being racially distinct from the people of the mainland of India. The pandemic ultimately resulted in the closing of facilities, the reduction of the workforce, economic deprivation, and many other questions regarding the restoration of their lost employment or livelihoods for both migrants who continue to stay at the destination of migration and who have returned to their migration roots.

Date of Initiation & Date of Completion:

The project was initiated in January 2020 and completed in March 2021.

(Project Director: Dr. Otojit Kshetrimayum, Fellow)

2. Livelihood Security and Social Protection of Tea Plantation Workers in Assam

Objectives:

- To study tea industry in Assam
- To examine who constitutes the tea plantation workers
- To assess the history of migration of tea labourers and their settlement patterns in Assam
- To interrogate accessibility of the plantation workers to various facilities, livelihood security and social protection
- To understand Implications of COVID-19 Pandemic to Tea Plantation Workers of Assam

Outcome

- Low wage is not only the factor which makes the life of tea workers difficult. There is lot more than this to the picture which is responsible for the plight of tea workers' whole family. Most of the families have a big family consisting of 6 to 7 members. Then, there is illiteracy which adds on to the problem as parents are not aware of education.
- In the tea plantation areas, a sound healthy environment for the growth and prosperity of women, children, men and senior citizen is not there. There are social problems like domestic violence, insecurity regarding job for temporary workers, inequality of income, and no liberty to raise voice against the atrocities they face. Another aspect is human trafficking which is also prevalent at some places for these poor and vulnerable tea workers.
- At the same time, benefits of the schemes run by the government are not reaching to all these people. Lack of infrastructure development such as proper



school, hospitals, colleges and skill centers for all age group is absent. Due to this, most of the people depend on tea garden for living.

- If we see the other side, there is improvement too which is slow. Some children of the tea plantation workers are coming out of the social structure of tea bonded labor. The next generation of the tea labor is able to achieve and make their places such as lawyers, doctors, civil servant, nurse, engineers and managers etc.

Date of Initiation & Date of Completion:

The project was initiated in January 2020 and completed in March 2021.

(Project Director: Dr. Otojit Kshetrimayum, Fellow)

3. Social Security of Handloom Weavers in Manipur

Objectives:

- To understand handloom industry in Manipur
- To examine the trends and patterns of handloom weavers in the state
- To study accessibility of handloom weavers to social security benefits
- To evaluate social security schemes for handloom weavers

Outcome

- Handloom industry in India provides more than 31 lakh weavers and allied workers with almost direct or indirect jobs as per the National Handloom Census of India (2019-2020). Handloom industry is important for the financial system not only because of low resource venture and a great capability for export and foreign exchange earnings but also due to its association with the rural agricultural market.
- The Census registered total 221,855 handloom weavers in the state. Thus, Manipur has both traditional and natural potential for the handloom workers. There are 192,431 rural households and 29,424 urban households devoted to the handloom industry in Manipur.
- The handloom industry is entirely dominated by women in the entire North-East Region of India; Manipur's handloom industry too is occupied by the female workforce. Total 94% (211,327) women in the state of Manipur are engaged in the handloom weaving. Male weavers comprise 6% (13,319) of the labor force and only 38 transgender were registered to contribute in this traditional form of art.
- A greater part of handloom artisans and allied worker belong to the most susceptible and underprivileged section of our labour force. Social Security is



progressively seen as an essential part of the development cycle. It helps to generate a more optimistic approach to the structural and technological transformation and also challenges the process of globalization and its potential benefits in terms of greater competence and higher efficiency.

- The Manipur Government should focus on providing the Handloom Workers all the benefits credited by the Central Government, such as Antyodaya Anna Yojana (AAY), as 91% of the Manipur Handloom Weavers do not have the Antoyadaya Card with them.
- Also, the study reveals that most of the Handloom Workers in Manipur rely on their friends and relatives to source their loans for Handloom related activities. It is highly suggested that the State Government of Manipur and the other stakeholders should consider this as their responsibility to conduct sensitization programmes to provide them the education about sourcing of loans from the Government affiliated agencies.
- Majority of the weavers in the region are women and most of them are uneducated. Consequently, they are not attentive of the obtainable schemes and projects introduced by the State Government. The government needs to take some productive decisions because the industry's state is on the verge of deterioration, regardless of various government projects in process.
- The government interventions should be planned considering both short and long-term impacts on the weaving community and the handloom sector. As the business environment has changed due to the Covid-19 global pandemic, it is important to take measures to impress ideas, principles and faith in handloom products and declare it as a safe occupation and product. It may entail competent supply, brand building, chain management and marketing efforts.
- The state and central government have to play enabling roles in promoting the local economy and endorse the expenditure of locally made handloom products. Any long-term measure should be directed towards boosting the sector by way of implementing policies that support in reviving, creating and sustaining employment.

Date of Initiation & Date of Completion:

The project was initiated in January 2020 and completed in March 2021.

(Project Director: Dr. Otojit Kshetrimayum, Fellow)

Case Study

- Linking Skill Training Centres with Industry: Lessons from Karnataka German Multi Skill Development Centres – *Dr. Otojit Kshetrimayum, Fellow*



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.

Ongoing Research Projects

1. Promoting Social Security Agreements amongst BRICS Nations

India holds the BRICS Presidency in 2021. Accordingly, Ministry of Labour and Employment will be organising the Employment Working Group and Labour Ministerial Meetings during 2021. The four themes identified for deliberations in these meetings are: Promoting Social Security Agreements amongst BRICS Nations; Formalisation of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. VVGNI had been entrusted with the responsibility of finalizing the Issue Papers on these themes.

The Issue Paper on '**Promoting Social Security Agreements amongst BRICS Nations**' gives an overview of the growing transnational trade and migration and presents some estimates of transnational trade and migration amongst the BRICS nations. It highlights the major challenges of the transnational migrant workers in terms of social security benefits and also discusses the international standards that are in place to protect these workers. The paper examines some of the steps initiated by BRICS countries in the form of bilateral and multilateral social security agreements to protect the transnational

workers. The paper also discusses issues and challenges which require attention to maximise benefits from these bilateral/ multilateral agreements. The final section of the paper puts forth some key issues for discussion.

The work relating to this project was initiated in February 2021.

(Project Director: Dr. Ruma Ghosh, Fellow)

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

The project intends to study the key aspects of effective enforcement of the Social Security benefits to the workers of the unorganised sector. Here the issue of implementation is crucial and the project titled, 'Social Security for All – Way Forward' is an attempt to understand the issues in the implementation of the UWSSA, 2008 (through the state unorganised workers board and the facilitation centres at the district levels), its enabling factors and the major deterrents and thereby suggest way forward with regard to the implementation of the Code on Social Security, 2020.

Objectives

The major objectives of the study are as follows:

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

The study is based on available secondary data and primary data from two states, i.e. Gujarat and Madhya Pradesh. The study would be carried out in collaboration with Dattopant Thengadi Foundation.

Date of Initiation and Completion

The project was initiated in March, 2021

(Project Director: Dr. Ruma Ghosh, Fellow)

Major Workshops/Seminars/Conferences

- **Workshop on Safety and Health at Workplaces: Occupational Safety and Health with a Focus on Gender**

V.V. Giri National Labour Institute along with PRIA International Academy and Martha Farrell Foundation conducted this webinar on April 28, 2020, which is the Annual



World Day for Safety and Health at Work. This day is celebrated with an aim to promote the prevention of occupational accidents and diseases globally. The Webinar was attended by over 80 participants including Labour Department Officers, development professionals, gender rights activists, Trade Union leaders and Faculty Members of VVGNI.

Dr. H Srinivas, Director General of VVGNI delivered the opening address. The Panelists included Mr. P.K. Goswami, Deputy Director at Directorate of Industrial Safety and Health (DISH), Labour Department, Government of Delhi, Dr. Rajesh Tandon, Founder-Director, PRIA, Ms. Amarjeet Kaur, General Secretary of All India Trade Union Congress (AITUC), Mr. SA Azad, Director, People's Rights and Social Research Centre (PRASAR) and Ms. Aya Matsuura, Gender Specialist, ILO Decent Work Team for South Asia. Mr. Souvik Bhattacharya, Member of National Campaign Committee on Unorganised Sector Workers, shared his experiences from the field after which the panelists addressed some of the questions from the audience. The Summing Up and conclusion was carried out by Dr. Ruma Ghosh, Fellow, VVGNI. The Webinar was jointly coordinated by Dr. Ruma Ghosh, Fellow and Ms. Nandita Bhat, Director, Martha Farrell Foundation, New Delhi.

- **Consultative Workshop on Strengthening Social Protection for Workers in New Forms of Employment – The Case of Gig and Platform Workers**

The Code on Social Security 2020 envisages extending and strengthening of the social protection system by formulating suitable schemes for the unorganized sector, gig workers and platform workers. It also aims to provide occupational safety, health and better conditions and bringing various sections of workers under the ambit of different social security schemes, including life and disability insurance, provident fund, health and maternity benefits and skill-upgradation. It is in this context that this Workshop was conducted on March 30, 2021 to deliberate on the different aspects of strengthening the social protection system for gig and platform workers. The workshop was attended by 37 participants covering policy makers, representatives of workers, employers, civil society and academics.

Dr. H, Srinivas, Director General, V.V. Giri National Labour Institute, Noida delivered the Inaugural Address and Prof. Ravi Srivastava, Former Faculty of JNU, New Delhi delivered the Keynote Address on New Forms of Employment and the Need for Social Protection. Ms. Mariko Ouchi, Senior Technical Specialist on Social Protection, ILO DWT for South Asia and Country Office for India, Dr. Ruma Ghosh, Fellow, VVGNI, Shri Virjesh Upadhyay, General Secretary, Bhartiya Majdoor Sangh, Shri Michael Dias, Secretary, Employers Association, Delhi, Dr. Pravin Sinha, President, National Labour Law Association & Secretary General, Social Security Association of India and Dr. Kingshuk Sarkar, Joint Labour Commissioner, Labour Department, Government of West Bengal were the Panelists of the Workshop. Dr. Ruma Ghosh, Fellow coordinated the Workshop.

Centre for Climate Change and Labour

The impact of climate change is a global concern and in India where large numbers of people are poor and dependent on agriculture and informal sector for their livelihoods, the impact of climate change is quite critical. The major objective of the research centre is to carry out policy oriented research on climate change and its inter-linkages with labour and livelihoods. The core research areas of the centre are as follows:

Core Research Areas of the Centre

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

Specific Researchable Issues include:

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



Ongoing Research Project

1. BRICS India 2021 – Issue Paper on Formalisation of Labour Markets

India holds the BRICS Presidency in 2021. Accordingly, Ministry of Labour and Employment will be organising the Employment Working Group and Labour Ministerial Meetings during 2021. The four themes identified for deliberations in these meetings are: Promoting Social Security Agreements amongst BRICS Nations; Formalisation of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. VVGNLI had been entrusted with the responsibility of finalizing the Issue Papers on these themes.

The *Issue Paper on 'Formalisation of Labour Markets'* is prepared in a comparative framework to share information with policy makers (and other stakeholders) and to support discussion during the upcoming BRICS Labour and Employment Ministers' Meeting under the Indian Presidency in 2021. The Issue Paper specifically focuses on four key aspects: the statistical profile of the informal economy in BRICS countries; the effect of the Covid-19 crisis and the risks of informalisation risks it brings; documenting policy interventions and successful formalization practices at country levels; and highlights emerging issues and questions for deliberations during the meeting.

The work relating to this project was initiated in February 2021.

(Project Director: Dr. Anoop Satpathy, Fellow)

Centre for International Networking

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

The Institute is also currently empanelled as a training institution for organizing international training programmes under Indian Technical and Economic Cooperation (ITEC) Scheme of the Ministry of External Affairs, Govt. of India. Till date, nearly 100 international training programmes have been conducted under this Scheme participated by about 2260 participants representing nearly 123 countries. During year 2020-2021, the Institute could not organise international training programmes as the Ministry of External Affairs had postponed all the proposed training programmes due to Covid 19 pandemic.

A Memorandum of Understanding (MOU) between V.V. Giri National Labour Institute (VVGNI) and International Training Centre (ITC) of International Labour Organisation



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



(ILO) Turin, Italy was signed on 28th November, 2018 at Turin, Italy for a period of 05 years for professional collaboration. The purpose of this MoU is to facilitate collaboration between two institutions in training and education that result in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile.

During the year 2020-21, faculty members from ITC-ILO, Turin and ILO, Geneva were involved for delivering sessions during online training programmes conducted by the Institute cited as follows:

- (i) Mr Joel Alcocer, Manager of the Jobs for Peace and Resilience Training Programme (JPR) delivered a lecture on the theme, 'Enterprise Development and Future of Work' in an online training programme on *Future of Work: Navigating Transformations Effectively*.
- (ii) Ms Johanne Lortie, Gender Expert and Senior Programme officer delivered a lecture on 'Impact of Pandemic on Women Workers and the Role of International Labour Standards' in an online training programme on *Emerging Perspectives on Gender, Labour Laws and International Labour Standards*.
- (iii) Mr. Michael Frosch, Senior Statistician, Department of Statistics, ILO, delivered a lecture on 'Measuring the Informal Economy: Statistical Definitions and Measurement' in an online training programme on *Transitioning from Informality to Formality*.
- (iv) Mr. Xavier Estupinan, Wage & Informal Sector Specialist, ILO delivered a lecture on 'Covid-19 Impact on Informal Economy and its Implications' in the online training programme on *Transitioning from Informality to Formality*.
- (v) Ms. Florence Bonnet, Labour Market and Informal Economy Specialist, ILO, Geneva delivered a lecture on 'National Diagnoses of Informality: Setting priorities and indicators for action towards formalization' in the online training programme on *Transitioning from Informality to Formality*.

The ITC-ILO has also requested the VVGNI to participate in an Online International Global E-Coaching Forum on '**Effective Project Implementation in Emergency Situations**' held during December 7-9, 2020. The programme was attended by faculty members and officers from V.V. Giri National Labour Institute and Ministry of Labour & Employment.

V.V. Giri National Labour Institute has been recognised by the Government of India as the Nodal Labour Institute of the country to network with other Labour Institutions of four BRICS countries. Accordingly, VVGNI is also the partner institution in the



BRICS Network of Labour Research Institutes established during the BRICS Labour & Employment Ministerial meetings held under the Presidency of China in 2017. Other member Institutions of this Network are: National Labour Market Observatory of the Ministry of Labour of Brazil, Brazil; All-Russian Scientific Research Institute of Labor of the Ministry of Labor and Social Protection of the Russian Federation, Russia; Chinese Academy of Labour and Social Security, China; and University of Fort Hare, Republic of South Africa.

One of the major objectives of this network is to undertake research studies on contemporary concerns related to labour and provide policy inputs to achieve strong, sustainable and inclusive growth. Accordingly, the BRICS Network of Labour Research Institutes undertook during 2020-2021, a research study relating to the various dimensions of skills supply and demand in the changing world of work in the BRICS countries; the purpose was to gather, share and discuss comparable evidence and policy options across the BRICS countries for better-informed policy design.

India has taken over the Presidency of BRICS in 2021. Accordingly, Ministry of Labour and Employment will be organising Employment Working Group (EWG) and Labour and Employment Ministers' Meeting (LEMM) during the middle of 2021. Ministry of Labour and Employment has already initiated the preparation of the Issues Papers to be discussed during these meetings. The Institute is preparing these Issue Papers jointly with International Labour Organisation, Geneva and Decent Work Technical Team Support (DWT) for South Asia on four core areas of labour and employment policies, namely, (i) Promoting Social Security Agreements amongst BRICS Nations; (ii) Formalisation of Labour Markets; (iii) Participation of Women in Labour Force; and (iv) Gig and Platform Workers: Role in Labour Market.



TRAINING AND EDUCATION (2020-21)

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

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

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

The Institute offers education and training to the following groups:

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

During the year 2020-21, the Institute has conducted 152 online training programmes and 02 offline training programmes with 6048 personnel participating in these programmes.

Further, the Institute has undertaken following initiatives. Due to COVID-19 pandemic, training programmes were conducted through online mode:

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. 31 such online programmes were organized in which 1329 participants participated.

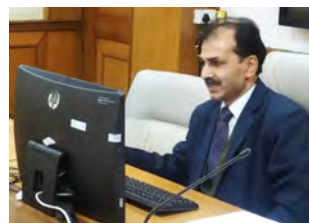


The Industrial Relations Programmes

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. 11 such online programmes were organized in which 221 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. 61 such online programmes were organized in which 2551 participants participated.



Some of these programmes are held at different centres of the country to ensure larger participation. 61 such online programmes were organized in which 2551 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. 07 such online programmes were organized in which 587 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. Due to COVID-19 pandemic, no international training programme was sanctioned by MEA during 2020-21

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 16 online training programmes on the subject in which 376 personnel participated.



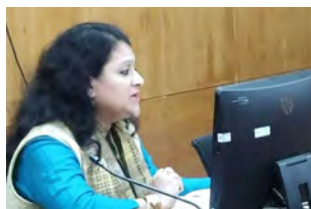
Research Methods Programmes

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. 05 such online programmes were organized in which 165 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, Mahatma Gandhi Labour Institute, Ahmedabad, Gujarat, State Labour Institute, Odisha, Gandhigram Rural Institute, Tamil Nadu, Kerala Institute of Labour and Employment, Kerala, Jesus and Marry College, New Delhi, Tezpur University, Assam, Maharaja Sayajirao University



of Baroda, Gujarat, Rafi Ahmed Kidwai National Postal Academy, Ghaziabad and Council for Social Development, Hyderabad has been conducting training programmes on various subjects. In all 18 such online programmes and one offline programme were organized in which 719 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 05 in-house online/offline training programmes for Officials of Central Labour Service Officers, Officials of THDC India Limited, Labour Officials of Haryana Government and Government of Uttar Pradesh. In all 130 participants participated.



Mohammad Mustafa, Labour Commissioner, Govt. of Uttar Pradesh, Dr. H. Srinivas, Director General, Dr. Sanjay Upadhayaya, Senior Fellow, Dr. Anoop Kumar Satpathy, Fellow, Dr. Otojit Kshetrimayum, Fellow, Shri J.K. Kaul, Consultant (Programme) along with the participants of the programme conducted for the Officers of UP on 'New Labour Codes'

**ONLINE TRAINING PROGRAMMES DURING FY 2020-21**

| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|---------------------|
| | LABOUR ADMINISTRATION PROGRAMME (LAP) | | | |
| 1. | Recent Initiatives towards Codification of Labour Laws in India, May 27-29, 2020 | 03 | 49 | Sanjay Upadhyaya |
| 2. | Laws Relating to Equality and Empowerment of Women during June 15-19, 2020. | 05 | 42 | Shashi Bala |
| 3. | Recent Initiatives towards Codification of Labour Laws in India June 15-17, 2020 | 03 | 55 | Sanjay Upadhyaya |
| 4. | Making Conciliation Effective July 08-10, 2020 | 03 | 31 | Manoj Jatav |
| 5. | Quasi-Judicial Authorities: Role and Functions, July 15-17,2020 | 03 | 23 | Sanjay Upadhyaya |
| 6. | Good Governance through Labour Administration and Labour Inspection August 17-19,2020 | 03 | 40 | Otojit Kshetrimayum |
| 7. | Towards Generating Quality Employment: Challenges and Options September 14-16, 2020 | 03 | 40 | S.K. Sasikumar |
| 8. | Affirmative Policies Pertaining to Equity and Parity for Enhancing Women Participation in the Labour Market September 28-October02, 2020 | 05 | 53 | Shashi Bala |
| 9. | Effective Labour Law Enforcement October 12-14, 2020 | 03 | 34 | Sanjay Upadhyaya |
| 10. | Ensuring Safety, Health and Welfare at Workplace, January 11-13, 2021 | 03 | 23 | Ruma Ghosh |
| 11. | Labour Codes, Industrial Relations and Labour Administration, January 18-22, 2021 | 05 | 131 | Ellina Samantroy |
| 12. | Orientation Programme on New Labour Codes January 21-22, 2021 | 02 | 54 | Ruma Ghosh |
| 13. | Capacity Building on New Labour Codes for Labour Officials, February 1-2, 2021 | 02 | 101 | Ellina Samantroy |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|------------------|
| 14. | Capacity Building on New Labour Codes for Labour Officials and Trade Unions, February 08-09, 2021 | 02 | 45 | Dr. R.R. Patel |
| 15. | Technology, New Forms of Employment and Future of Work, February 08-11, 2020 | 04 | 80 | S.K. Sasikumar |
| 16. | Code on Wages 2019 for Labour Officials February 18-19, 2021 | 02 | 52 | Dhanya M.B |
| 17. | Orientation Programme on OSH Code for Labour Officials and Trade Union February 22-23, 2021 | 02 | 83 | Helen R. Sekar |
| 18. | Orientation Programme on New Labour Codes Employers' organization, February 25-26, 2021 | 02 | 30 | Sanjay Upadhyaya |
| 19. | Code on Wages 2019 for Labour Officials and Trade Unions , March 01-02, 2021 | 02 | 51 | Dhanya M.B. |
| 20. | Capacity Building on New Labour Codes for Labour Officials and Trade Union Leaders, March 04-05, 2021 | 02 | 19 | Ellina Samantroy |
| 21. | Code on Social Security 2020 for Labour Officials and Trade Unions March 08-09, 2021 | 02 | 37 | Ruma Ghosh |
| 22. | Orientation Programme on New Labour Codes for Employers' Organisations March 11-12, 2021 | 02 | 28 | Sanjay Upadhyaya |
| 23. | Capacity Building Programme on New Codes, March 15-16, 2021 | 02 | 28 | Sanjay Upadhyaya |
| 24. | Orientation Programme on Code on Wages 2019 for Labour Officials March 18-19, 2021 | 02 | 19 | Dhanya M. B. |
| 25. | Orientation Programme on Occupational Safety, Health and Working Condition Code 2020 March 18-19, 2021 | 02 | 36 | Helen R. Sekar |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|-----------------------------------|
| 26. | Orientation Programme on Social Security Code for Labour Officials and Trade Unions, March 22-23, 2021 | 02 | 11 | Ruma Ghosh |
| 27. | Orientation Programme on New Labour Codes for Trade Unions March 25-26, 2021 | 02 | 23 | Ellina Samantroy |
| 28. | Orientation Programme on New Labour Codes March 30-31, 2021 | 02 | 22 | Ramya Ranjan Patel |
| 29. | Orientation Programme on OSH Code for Labour Officials and Trade Union March 30-31, 2021 | 02 | 27 | Ellina Samantroy |
| 30. | Code on Wages 2019 March 30-31, 2021 | 02 | 19 | Dhanya M.B. |
| 31. | Orientation Programme on Social Security Code March 30-31, 2021 | 02 | 43 | Otojit Kshetrimayum |
| | Sub Total – 31 | 81 | 1329 | |
| | INDUSTRIAL RELATIONS PROGRAMMES (IRP) | | | |
| 32. | Managing Work Effectively: A Behavioural Approach October 13-16, 2020 | 04 | 8 | Shashi Bala |
| 33. | Fundamental of Labour Laws October 26-29, 2020 | 04 | 16 | Sanjay Upadhyaya |
| 34. | Empowering Trade Union Leaders November 16-19, 2020 | 04 | 5 | Ramya Ranjan Patel |
| 35. | Enhancing Capacity in Preventing Sexual Harassment at Workplace November 25-27, 2020 | 03 | 11 | Shashi Bala |
| 36. | TOT Enhancing Capacity in Preventing Sexual Harassment at Workplace November 25-27, 2020 | 03 | 16 | Shashi Bala |
| 37. | Labour Code on Industrial Relations December 03-04, 2020 | 02 | 10 | Sanjay Upadhyaya Manoj Jatav |
| 38. | Labour Code on Social Security December 17-18, 2020 | 02 | 10 | Ruma Ghosh Otojit Kshetrimayum |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|--|---|-------------|--------------|--------------------------------|
| 39. | Code on Wages 2019 December 28-29, 2020 | 02 | 36 | Anoop Satpathy Dhanya M. B. |
| 40. | Domestic Enquiry: Principles and Practice February 02-05, 2021 | 04 | 14 | Manoj Jatav |
| 41. | Code on Wages 2019 February 04-05, 2021 | 02 | 67 | Anoop K. Satpathy |
| 42. | Labour Code on Industrial Relation 2020 March 22-23, 2021 | 02 | 28 | Manoj Jatav |
| Sub Total - 11 | | 32 | 221 | |
| CAPACITY BUILDING PROGRAMME (CBP) | | | | |
| 43. | Leadership Development of Domestic Workers, May 04-08, 2020 | 05 | 29 | Shashi Bala |
| 44. | Enhancing Work Proficiency May 11-15, 2020 | 05 | 43 | Shashi Bala |
| 45. | Future of Work : Navigating Transformations Effectively May 20-22, 2020 | 03 | 52 | S.K. Sasikumar |
| 46. | Training of Trainer Programme for Rural Educators, May 26-30, 2020 | 05 | 45 | Shashi Bala |
| 47. | Training of trainers Gender and Social Security June 08-12, 2020 | 05 | 51 | Shashi Bala |
| 48. | Capacity Building Programme on Emerging Labour Market Issues and Strategic Responses June 8-10, 2020 | 03 | 49 | Dhanya M.B. |
| 49. | Training Programme on the Future of Work: Navigating Transformations Effectively, June 10-12, 2020 | 03 | 49 | S.K. Sasikumar |
| 50. | Training Programme on Ensuring Safety, Health and Welfare at Workplace June 15-17, 2020 | 03 | 35 | Ruma Ghosh |
| 51. | Training Programme on Emerging Perspectives on Gender, Labour Laws and International Labour Standards June 22-24, 2020 | 03 | 49 | Ellina Samantroy |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|---------------------|
| 52. | Enhancing Competence Of Youth Employability, July 01-03, 2020 | 03 | 38 | Dhanya M. B. |
| 53. | Creation of Employment July 01-03, 2020 | 03 | 24 | Ramya Ranjan Patel |
| 54. | Transitioning from informality to Formality, July 08-10, 2020 | 03 | 76 | Anoop Satpathy |
| 55. | Skills and Entrepreneurship Development July 13-15, 2020 | 03 | 39 | Anoop Satpathy |
| 56. | Gender Responsive Budgeting July 13-17, 2020 | 05 | 54 | Shashi Bala |
| 57. | Labour and Globalization July 20-22, 2020 | 03 | 60 | Otojit Kshetrimayum |
| 58. | Training of Trainers programme for Rural Educators, July 20-22, 2020 | 03 | 11 | Ramya Ranjan Patel |
| 59. | Informality, New Forms of Work and Social Protection, July 20-22, 2020 | 03 | 47 | Ruma Ghosh |
| 60. | Leadership Development for Trade Union Leaders from Informal Sector July 27-31, 2020 | 05 | 27 | Shashi Bala |
| 61. | Gender, Decent Work and Social Protection, August 03-07, 2020 | 05 | 21 | Ruma Ghosh |
| 62. | Gender, Work and Development August 05-07, 2020 | 03 | 74 | P. Amitav Khuntia |
| 63. | Gender, Poverty and Employment August 10-14, 2020 | 05 | 30 | Shashi Bala |
| 64. | Developing Skill Development Strategies for Women Workers in the Informal Economy, August 24-28,2020 | 05 | 38 | Shashi Bala |
| 65. | Labour Market and Employment Policies August 24-26,2020 | 03 | 45 | Anoop Satpathy |
| 66. | Labour Issues and Labour Laws August 10-12, 2020 | 03 | 34 | Manoj Jatav |
| 67. | Good Governance for Effective Implementation of Development Programmes, August 26-28, 2020 | 03 | 50 | P. Amitav Khuntia |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|---|-------------|--------------|-------------------|
| 68. | Mainstreaming Gender Issues In Employment, September 7-11, 2020 | 05 | 52 | Shashi Bala |
| 69. | Capacity Building Programme for Stakeholders in the Building and Construction Sector, September 01-03, 2020 | 03 | 24 | Sanjay Upadhyaya |
| 70. | Monitoring and Evaluation of Active Labour Market Policies September 21-23, 2020 | 03 | 38 | Anoop Satpathy |
| 71. | Skill and Development and Employment Generation, September 07-09, 2020 | 03 | 47 | Anoop Satpathy |
| 72. | Skill Development for Youth Employability and Entrepreneurship September 23-25, 2020 | 03 | 35 | P. Amitav Khuntia |
| 73. | Social Security for Unorganised Sector – September 23-25, 2020 | 03 | 48 | Manoj Jatav |
| 74. | Wage Policy and Minimum Wages October 06-08, 2020 | 03 | 98 | Anoop Satpathy |
| 75. | Migration and Development October 07-09, 2020 | 03 | 79 | S. K. Sasikumar |
| 76. | Labour issues and Labour Laws October 26-29, 2020 | 04 | 45 | Manoj Jatav |
| 77. | Capacity Building Programme on Mathadi Model for Unorganised Workers November 2-6, 2020 | 05 | 66 | Manoj Jatav |
| 78. | Social Protection and Livelihood Security November 09-11, 2020 | 03 | 38 | Dhanya M. B. |
| 79. | Social Security for Unorganised Sector Workers November 10-12, 2020 | 03 | 24 | Manoj Jatav |
| 80. | Migration and Development: Issues and Perspectives, December 01-04, 2020 | 04 | 51 | S.K. Sasikumar |
| 81. | Labour Market Information for Better implementation of Public Policies December 02-04, 2020 | 03 | 36 | Dhanya M.B. |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|---------------------|
| 82. | Skill Development of Women for Employability and Entrepreneurship December 07-10, 2020 | 04 | 38 | Otojit Kshtrimayum |
| 83. | Social Security for Unorganized Workers December 09-11, 2020 | 03 | 29 | Manoj Jatav |
| 84. | Facilitating Gender Sensitive Environment: A Behavioural Approach for Police Personnel, December 14-18, 2020 | 05 | 45 | Shashi Bala |
| 85. | Empowerment Programme for Beedi Workers, January 04-06, 2021 | 03 | 16 | Manoj Jatav |
| 86. | Leadership Development Programme January 11-15, 2021 | 05 | 49 | Manoj Jatav |
| 87. | Creation of Employment Opportunities: Learning from International experience January 18-22, 2021 | 05 | 12 | Ramya Ranjan Patel |
| 88. | Orientation Programme on New Labour Codes January 21-22, 2021 | 02 | 11 | Sanjay Upadhyaya |
| 89. | Labour and Employment Issues (NACIN, Fabridabad) January 22, 2021 | 01 | 40 | Dr. H. Srinivas |
| 90. | Gender, Poverty and Employment January 25-29, 2021 | 05 | 52 | Shashi Bala |
| 91. | Social Security for Unorganised Sector Workers January 25-29, 2021 | 05 | 47 | Otojit Kshetrimayum |
| 92. | Orientation Programme on New Labour Codes January 28-29, 2021 | 02 | 42 | Manoj Jatav |
| 93. | Social Security for Unorganised Workers February 01-03, 2021 | 03 | 33 | Ruma Ghosh |
| 94. | Fundamentals of Labour Codes for Trade Union Leaders February 03-04, 2021 | 02 | 11 | Sanjay Upadhyaya |
| 95. | Gender Decent Work and Social Protection February 15-17, 2021 | 03 | 47 | Ruma Ghosh |

| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|---|-------------|--------------|--------------------|
| 96. | Facilitating Gender Sensitive Environment: A Behavioral Approach for Police Personnel February 22-26, 2021 | 05 | 16 | Shashi Bala |
| 97. | Capacity Building on New Labour Codes for Academicians and Law/MSW Students, February 25-26, 2021 | 02 | 30 | Anoop K. Satpathy |
| 98. | Enhancing Capacity in Preventing Sexual Harassment at Workplace March 08-10, 2021 | 03 | 73 | Shashi Bala |
| 99. | Leadership Development Programme for Govt Officials and Trade Unions March 15-17, 2021 | 03 | 40 | Ramya Ranjan Patel |
| 100. | Leadership Development Programme for Domestic Workers March 15-17, 2021 | 03 | 31 | Shashi Bala |
| 101. | Orientation Programme on New Labour Code for Academicians and MSW students March 22-23, 2021 | 02 | 22 | Ramya Ranjan Patel |
| 102. | Migration and Development: Issues and Perspectives March 24-26, 2021 | 03 | 55 | S.K. Sasikumar |
| 103. | Gender Issues in Labour March 24-26, 2021 | 03 | 31 | Shashi Bala |
| | Sub Total 61 | 213 | 2521 | |
| | CHILD LABOUR PROGRAMME (CLP) | | | |
| 104. | Addressing Issues Relating to Child Labour June 02-03, 2020 | 02 | 62 | Helen R. Sekar |
| 105. | Addressing Issues Relating to Child Labour June 18-19, 2020 | 02 | 56 | Helen R. Sekar |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|---------------------------------------|--|-------------|--------------|---------------------|
| 106. | Addressing Issues Relating to Child Labour June 25-26, 2020 | 02 | 70 | Helen R. Sekar |
| 107. | Prevention and Elimination of Child Labour and Bonded labour for the North-Eastern Region, September 15-17, 2020 | 03 | 29 | Helen R. Sekar |
| 108. | Sensitisation Programme on Prevention and Elimination of Child Labour and Bonded Labour November 09-11, 2020 | 03 | 212 | Helen R. Sekar |
| 109. | Convergence Programme on Addressing Children and Adolescents Trafficked for Labour Exploitation February 15-17, 2021 | 03 | 107 | Helen R. Sekar |
| 110. | Enhancing Competence of NSS, NYK and Students of Social Work in Ending Child Labour and Bonded Labour in the North-Eastern Region March 08-10, 2020 | 03 | 51 | Helen R. Sekar |
| | Sub-Total -07 | 18 | 587 | |
| NORTH EASTERN PROGRAMMES (NEP) | | | | |
| 111. | Leadership Development Programme for Trade Union Leaders from N.E. States May 18-23, 2020 | 06 | 36 | Shashi Bala |
| 112. | Social Protection and Livelihood Security in the North East (NEP) June 24-26, 2020 | 03 | 18 | Otojit Kshetrimayum |
| 113. | Gender Issues in Labour: A Behavioural Approach for North Eastern States during June 29- July 03, 2020. | 05 | 42 | Shashi Bala |
| 114. | Promoting Entrepreneurship through Skill Development July 13-15, 2020 | 03 | 37 | Otojit Kshetrimayum |
| 115. | Fundamentals of Labour Laws For North Eastern States August 03-05, 2020 | 03 | 23 | Otojit Kshetrimayum |

| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|--|-------------|--------------|---------------------|
| 116. | Social Protection and Livelihood Security August 19-21, 2020 | 03 | 14 | Dhanya M. B. |
| 117. | Fundamental of Labour Laws September 28-30, 2020 | 03 | 21 | Sanjay Upadhyaya |
| 118. | Social Protection and Livelihood Security October 14-16, 2020 | 03 | 39 | Otojit Kshetrimayum |
| 119. | Fundamental of Labour Laws November 2-6, 2020 | 05 | 07 | Otojit Kshetrimayum |
| 120. | Understanding Labour Market & Employment Opportunities November 16-20, 2020 | 05 | 12 | Otojit Kshetrimayum |
| 121. | Strengthening Awareness on Labour Issues and Laws pertaining to Women Workers for North Eastern States November 23-27, 2020 | 05 | 13 | Dhanya M. B. |
| 122. | Social Protection and Livelihood Security for Plantation Workers from North Eastern States November 24-27, 2020 | 04 | 48 | Otojit Kshetrimayum |
| 123. | Social Protection and Livelihood Security for Construction Workers from North Eastern States, December 01-04, 2020 | 04 | 28 | Otojit Kshetrimayum |
| 124. | Promoting Entrepreneurship through Skill Development for North Eastern States, February 02-04, 2021 | 03 | 11 | Otojit Kshetrimayum |
| 125. | Development Schemes as an Instrument for Social Protection for NE States March 01-05, 2020 | 05 | 11 | Otojit Kshetrimayum |
| 126. | Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers for NE March 08-10, 2020 | 03 | 16 | Dhanya M.B. |
| | Sub Total – 16 | 63 | 376 | |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|--|---|-------------|--------------|--------------------|
| RESEARCH METHODS PROGRAMMES (RMP) | | | | |
| 127. | Research Methods on Gender, Poverty and the Informal Economy October 19-23, 2020 | 05 | 27 | Dhanya M. B. |
| 128. | Labour Market Analysis for Researchers and Practitioners, November 16-20, 2020 | 05 | 47 | S. K. Sasikumar |
| 129. | Qualitative Methods in Labour Research November 23-27, 2020 | 05 | 30 | Ruma Ghosh |
| 130. | Research Methods in Labour Studies January 18-22, 2021 | 05 | 23 | Anoop Satpathy |
| 131. | Research Methods in Gender Issues in Labour February 15-19, 2021 | 05 | 38 | Ellina Samantroy |
| | Sub Total - 05 | 25 | 165 | |
| COLLABORATIVE TRAINING PROGRAMMES (CTP) | | | | |
| 132. | Fundamentals of Labour Laws (MGLI, Gujarat) August 10-12, 2020 | 03 | 38 | Sanjay Upadhaya |
| 133. | Enhancing Leadership Skills: Mining Workers (SLI, Odisha) August 17-19, 2020 | 03 | 16 | Ramya Ranjan Patel |
| 134. | Fundamentals Of Labour Laws (MGLI, Gujarat), August 18-20, 2020 | 03 | 61 | Sanjay Upadhaya |
| 135. | Fundamentals Of Labour Laws (MGLI, Gujarat), August 24-26, 2020 | 03 | 55 | Sanjay Upadhaya |
| 136. | Understanding Kerala's Job Challenges (KILE, Kerala), August 25-26, 2020 | 02 | 55 | Dhanya M. B. |
| 137. | Leadership Development for Beedi Workers, SLI Odisha October 26-28, 2020 | 03 | 16 | Ramya Ranjan Patel |
| 138. | Wage Policy and Minimum Wages (SLI, Odisha) November 2-4, 2020 | 03 | 75 | Anoop Satpathy |
| 139. | Gender, Work and Social Protection (SLI, Odisha) December 07-09, 2020 | 03 | 33 | Ellina Samantroy |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|---|-------------|--------------|----------------------|
| 140. | Emerging Perspectives on Gender, Labour Laws and International Labour Standards (SLI, Odisha) December 21-23, 2020 | 3 | 37 | Ellina Samantroy |
| 141. | Fundamentals of Labour Codes in collaboration with MILS, Mumbai January 27-29,2021 | 03 | 20 | Manoj Jatav |
| 142. | Labour and Employment Issues for Rafi Ahmed Kidwai National Postal Academy, Ghaziabad January 28-29, 2021 | 02 | 15 | S. K. Sasikumar |
| 143. | Gender and Development: with special focus on the Labour Policies for Women Workers in collaboration with JMI, New Delhi January 27-29, 2021 | 03 | 73 | Dr. Ellina Samantroy |
| 144. | Inclusion of Marginalized Rural Labour in India in collaborative Programme with GRI, Tamil Nadu February 08-12, 2021 | 05 | 42 | Dr. Shashi Bala |
| 145. | Labour and Globalisation (Tezpur University, Tezpur) February 8-12, 2021 | 05 | 18 | Otojit Kshetrimayum |
| 146. | Enhancing Leadership Skill: Fishery Workers SLI, Odisha), February 16-18, 2021 (Offline) | 03 | 42 | Dr. R.R. Pate |
| 147. | Quantitative & Qualitative Methods in Labour Research, MGLI, Ahmedabad February 15-19, 2021 | 05 | 34 | Shashi Bala |
| 148. | Labour & Globalisation (MSBU University) March 15-17, 2021 | 03 | 76 | Otojit Kshetrimayum |
| 149. | Effects of Extreme Climate Events on Labour in Telangana: Challenges, and Migration in collaboration with Council for Social Development Hyderabad March 18-20, 2021 | 03 | 13 | Manoj Jatav |
| | Sub Total – 18 | 58 | 719 | |



| S. NO | NAME OF THE PROGRAMME | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR |
|-------|---|-------------|--------------|----------------------------------|
| | INHOUSE PROGRAMME | | | |
| 150. | Induction Programme for CLS Officer (ALC, ALWC, AWC) at induction stage December 07-January 15, 2021 | 25 | 31 | Sanjay Upadhyaya/ Manoj Jatav |
| 151. | Labour Laws- Labour Code 2020 for Officials of THDCIL February 18-19, 2021 | 02 | 36 | Anoop Satpathy |
| 152. | Induction Training Programme for ALCs of Govt. of Haryana February 08-19, 2021 | 10 | 8 | Sanjay Upadhyaya |
| 153. | New Labour Code, Inspection Policy and Processor for Labour Officers of Govt. of UP, March 08-12, 2021 (Offline) | 05 | 27 | Anoop Satpathy |
| 154. | New Labour Code, Inspection Policy and Processor Labour Officers of Govt. of UP March 15-19, 2021 (Offline) | 05 | 28 | Anoop Satpathy |
| | Sub Total – 05 | 47 | 130 | |
| | TOTAL - 154 | 537 | 6048 | |

Training Programmes held during FY 2020-21

| S. No. | Name of the Programme | No. of Progs. | No. of Days of Progs. | No. of Participants |
|--------|---|---------------|-----------------------|---------------------|
| 1. | LABOUR ADMINISTRATION PROGRAMMES | 31 | 81 | 1329 |
| 2. | INDUSTRIAL RELATIONS PROGRAMMES | 11 | 32 | 221 |
| 3. | CAPACITY BUILDING PROGRAMMES | 61 | 213 | 2521 |
| 4. | RESEARCH METHODS PROGRAMMES | 5 | 25 | 165 |
| 5. | CHILD LABOUR PROGRAMMES | 7 | 18 | 587 |
| 6. | NORTH EAST PROGRAMMES | 16 | 63 | 376 |
| 7. | COLLABORATIVE PROGRAMMES | 18 | 58 | 719 |
| 8. | INHOUSE PROGRAMME | 5 | 47 | 130 |
| | TOTAL | 154 | 537 | 6048 |

List of Workshops held during the year 2020-21

| Sl. No. | WEBINAR | NO. DAYS | PAX | COORDINATOR |
|---------|--|----------|------|------------------|
| 1. | Webinar on Safety and Health at Workplace - April 28, 2020 | 01 | 80 | Ruma Ghosh |
| 2. | “COVID-19: Protect Children From Child Labour, Now More Than Ever!” Jointly organized by the ILO & the V.V. Giri National Labour Institute June 12,2020 | 01 | 2300 | Helen R. Sekar |
| 3. | Fifth Regional Consultation on Female Labour Force Participation organised by VVGNI in collaboration with National Commission for Women (NCW) & National Law University, Delhi (NLUD)- July 09, 2020 | 01 | 50 | Ellina Samantroy |
| 4. | Webinar on Understanding Kerala’s Job Challenges August 25-26, 2020 | 02 | 55 | Dhanya M. B. |
| 5. | Online National Workshop on Labour Migration: Issues and Way Forward September 15, 2020 | 01 | 318 | S. K. Sasikumar |
| 6. | National Webinar on Skill Development for Tribal and Rural Youth: Inclusion and Opportunities in collaboration with Gandhigram Rural Institute, Gandhigram, Tamil Nadu September 16-18,2020 | 03 | 72 | Shashi Bala |
| 7. | National Webinar on ‘SAMADHAN’ Portal - September 17, 2020 | 01 | 122 | Sanjay Upadhaya |
| 8. | National Webinar on ‘PENCIL’ Portal September 17, 2020 | 01 | 145 | Helen R. Sekar |
| 9. | E-consultation on “Coordination and Convergence on Bonded Labour Rehabilitation”- November 26, 2020 | 01 | 72 | Helen R. Sekar |



| Sl. No. | WEBINAR | NO. DAYS | PAX | COORDINATOR |
|---------|--|----------|------|------------------|
| 10. | Workshop on "Women at Work: Overcoming the challenges of Covid 19 - March 08, 2021 | 01 | 50 | Ellina Samantroy |
| 11. | Workshop on Industrial Relations Code, 2020 - March 17, 2021 | 01 | 60 | Sanjay Upadhyaya |
| 12. | Online workshop on Art of Leadership March 23, 2021 | 01 | 39 | Shashi Bala |
| 13. | Online National Workshop on 'COVID-19 and Its Impact on India's Labour Market' March 26, 2021 | 01 | 39 | Dhanya M. B. |
| 14. | Virtual Consultative Workshop on 'Strengthening Social Protection for Workers in New Forms of Employment'- March 30, 2021. | 01 | 37 | Ruma Ghosh |
| 15. | Workshop on Labour Codes through a Diversity, Inclusion and Equity Laws March 30, 2021 | 01 | 30 | Shashi Bala |
| 16. | Online Workshop on Technology and the Future of Work March 31, 2021 | 01 | 100 | S.K. Sasikumar |
| | | 19 | 3569 | |

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 14 books/reports/bound volumes of journals during April 2020 to March 2021, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs /photographs / Posters etc. to **65544**.

Journals – The library regularly subscribed to **148** professional journals, magazines and newspapers in printed and electronic forms during period.

2. Services

The library is continuously maintaining the following services to user populations:-

- New upgraded version of library management software “**LIBSYS 10 EJB**” procured to start new web based library services; Selective dissemination of information (SDI); current awareness service ; Bibliographical service ; On-line search; Article indexing of Journals; Newspaper article clippings; Micro-fiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; 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 148 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.

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



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 24.06.2020, 29.09.2020, 24.12.2020 and 25.03.2021 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 26.06.2020, 17.08.2020, 04.12.2020 and 24.02.2021. 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 and initiatives by the Government to promote official language and redressal of the practical difficulty being faced by the participants in their day-to-day work.

Quarterly Report

The quarterly reports for the four quarters ending on 31st March 2020, 30th June 2020, 30th September 2020 and 31st December 2020 were uploaded on Rajbhasha Vibhag's Website on regular basis.

Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from 14th–29th September 2020. During this Pakhwara, various competitions were organised which include Nibandh evam Patra Lekhan Pratiyogita, Sulekh evam Shrutlekh Pratiyogita, Tippan evam Alekhan Pratiyogita, Hindi Tankan evam Varg Paheli Pratiyogita, Hindi Kavya Path, Twarit Bhashan Pratiyogita, and Rajbhasha evam Samanya Gyan Pratiyogita. A large number



of employees participated in these competitions and won the prizes. The valedictory session was addressed and prizes were distributed by Dr. H. Srinivas, Director General of the Institute on 29.09.2020.

Awards for Promoting Official Language

- Under the Board/Autonomous Bodies/Trust/Society category of the Rajbhasha Kirti Puraskars of Official Language Department, Ministry of Home Affairs, Govt. of India, V. V. Giri National Labour Institute has been conferred with *Second Prize* in 'Ka kshetra' for the best implementation of Official Language Policy during the year 2019-20.
- These awards will be distributed on 14 September 2021 on the occasion of Hindi Diwas Samaroh since it could not be organized by the Official Language Department in the year 2020 due to prevailing Covid-19 pandemic situation in the country.
- V.V. Giri National Labour Institute, Sector- 24, Noida was conferred with the First Prize (Rolling Trophy & 1st Shield) by the Town Official Language Implementation Committee (TOLIC), Noida at its 41st meeting held on 29.01.2020 (Online) for outstanding performance in the activities related to the implementation of Official Language Hindi during the year 2019-20.

Publications

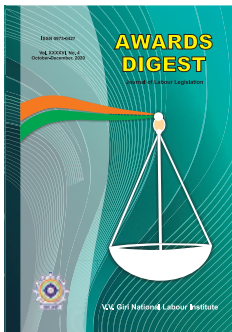
VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports.

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.



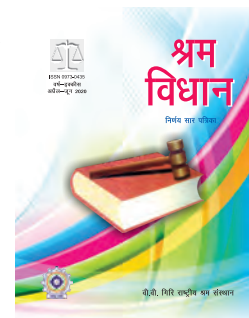
Awards Digest: Journal of Labour Legislation



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 144 research findings in this series. The research studies brought out as NLI Research Studies Series in 2020-2021 include:

- 141/2021 Promoting Youth Employment & Entrepreneurship: A Study with Special Focus on 'Startups' – *Dr. Dhanya M.B.*
- 142/2021 Implementation of the Equal Remuneration Act, 1976 – *Dr. Shashi Bala*

- 143/2021 Decoding Agrarian Crisis: Emerging Challenges–Dr. Shashi Bala
- 144/2021 Decoding Agrarian Crisis: A Gender Perspective– Dr. Shashi Bala



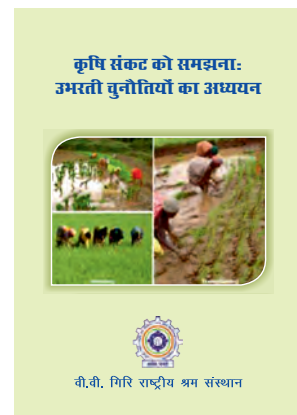
VVGNI Policy Perspectives

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.

- New Labour Codes – Putting India on a High Growth Trajectory - Dr. H Srinivas

Occasional Publications

- Impact on Employment of the Maternity Benefit (Amendment) Act, 2017 – Dr. Shashi Bala
- कृषि संकट को समझना : उभरती चुनौतियों का अध्ययन –डॉ. शशिबाला
- कृषि संकट को समझना : एक लैंगिक परिप्रेक्ष्य –डॉ. शशिबाला



**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 to benefit the disadvantaged people and backward regions. Ministry of Labour and Employment and other concerned ministries and organisations request the V.V. Giri National Labour Institute from time to time to be part of such advocacy and dissemination activities. The Institute while participating in such activities, primarily focuses to spread the information on recent innovative government schemes and interventions for enhancing the welfare of the people and disseminate the information related to Institute's training and other professional activities and also provide technical inputs on different aspects of labour like employment, skill development, social security and labour, child labour, gender and work, rural and agricultural labour etc. The Institute also displays all its major publications in such events.

During 2020-21, no activities related to advocacy and dissemination was undertaken as the activities that were scheduled by various States/organisations were postponed due to outbreak of COVID-19 pandemic.

Upgrading e-Governance and Digital Infrastructure of the Institute

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

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





Staff Strength (as on 31.3.2021)

| Group | Sanctioned Strength* (Live Posts) | In Position |
|------------------|--------------------------------------|-------------|
| Director General | 01 | 01 |
| Faculty | 14 | 12 |
| Group A | 04 | 03 |
| Group B | 10 | 09 |
| Group C | 20 | 08 |
| MTS | 17 | 17 |
| Total | 66 | 50 |

*Total sanctioned strength- 83, lapsed posts – 17, Balance sanctioned posts as on date-66.

Revival is in process.

Faculty

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

Dr. H. Srinivas, B.Sc.(Hons), M.Sc., PGDM (MDI), Ph.D., IRPS, Director General

Faculty of the Institute

| | | |
|-----|---|------------------|
| 1. | Dr. S.K. Sasikumar, M.A., Ph.D. | Senior Fellow |
| 2. | Dr. Helen R. Sekar, M.A., M. Phil., Ph. D. | Senior Fellow |
| 3. | Dr. Sanjay Upadhyaya, L.L.M., Ph.D. | Senior Fellow |
| 4. | Dr. Ruma Ghosh, M.A., M. Phil., Ph.D. | Fellow |
| 5. | Dr. Anoop K. Satpathy, M.A, M. Phil, Ph.D | Fellow |
| 6. | Dr. Shashi Bala, M.A, M. Phil, Ph.D | Fellow |
| 7. | Dr. Ellina Samantroy, M.A, M. Phil, Ph.D | Fellow |
| 8. | Dr. Otojit Kshetrimayum, M.A., M.Phil, Ph.D | Fellow |
| 9. | Mr. Priyadarsan Amitav Khuntia, M.A. M.Phil | Associate Fellow |
| 10. | Dr. M.B. Dhanya, M.A., Ph.D. | Associate Fellow |
| 11. | Dr. Ramya Ranjan Patel, M.A. M.Phil, Ph.D. | Associate Fellow |
| 12. | Dr. 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. | B.S.Rawat | Senior Translation Officer |
| 3. | A.K. Srivastava | Supervisor |
| 4. | S. P. Tiwari | Supervisor |
| 5. | Monika Gupta | Steno Assistant Gr. I |
| 6. | Pinki Kalra | Steno Assistant Gr. I |
| 7. | Sudha Vohra | Steno Assistant Gr. I |
| 8. | Geeta Arora | Steno Assistant Gr. I |
| 9. | Sudha Ganesh | Steno Assistant Gr. I |

Group C

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



AUDIT REPORT AND AUDITED ANNUAL ACCOUNTS 2020-2021

**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 2021.**

| Para No. | Audit observation | Reply of the Institute |
|-----------------|---|---|
| IV | Grants in Aid: | |
| | The Institute received Rs. 1363.01 Lakh (Govt. Grant Rs. 1222.61 Lakh and Internal Receipt Rs. 140.40 Lakh), taking opening balance of Rs. 119.89 Lakh the total fund available worked out to Rs. 1482.90 Lakh. The Institute utilized Rs. 1339.13 Lakh leaving a balance of Rs. 143.77 Lakh. | Factual Position, hence no comments to offer. |

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

ANNEXURE

| Para 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 a Chartered Accountant Firm for the year 2020-21.</p> | Factual position, hence no comment to offer. |
| 2. | <p>Adequacy of internal Control System</p> <p>Internal control system seems to be adequate.</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 conducted for the year 2020-21.</p> | Factual position, hence no comment to offer. |
| 4. | <p>System of Physical Verification of inventories</p> <p>Physical verification of inventories has been conducted for the year 2020-21.</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. |



भारतीय लेखापरीक्षा और लेखा विभाग
कार्यालय महानिदेशक लेखापरीक्षा (केन्द्रीय) लखनऊ,
शाखा कार्यालय - प्रयागराज



INDIAN AUDIT AND ACCOUNTS DEPARTMENT
Office of the Director General of Audit (Central) Lucknow,
Branch Office - Prayagraj

पत्र संख्या: म.नि0ले0प0 (केन्द्रीय)/पू.ले.प.-30/2021-22/

दिनांक : .09.2021

सेवा में,

सचिव, भारत सरकार,
श्रम एवं सेवायोजन मंत्रालय
श्रम शक्ति भवन,
नई दिल्ली -110001

विषय: वी.वी.गिरि राष्ट्रीय श्रम संस्थान, नोएडा के वर्ष 2020-21 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन ।
महोदय,

इस पत्र के माध्यम से वी.वी.गिरि राष्ट्रीय श्रम संस्थान, नोएडा के वर्ष 2020-21 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) अग्रसारित किया जा रहा है।

2. कृपया सुनिश्चित करें कि पृथक लेखापरीक्षा प्रतिवेदन एवं सम्बन्धित लेखे संसद के दोनों सदनों के समक्ष प्रस्तुत हुए।

3. कृपया पृथक लेखापरीक्षा प्रतिवेदन एवं लेखों को संसद के दोनों सदनों के समक्ष अन्तिम रूप-से प्रस्तुत करने की तिथि भारत के नियंत्रक एवं महालेखापरीक्षक के साथ-साथ इस कार्यालय को भी सूचित करने का कष्ट करें।

संलग्नक: उपर्युक्तानुसार।

भवदीय,
ह0/-

महानिदेशक लेखापरीक्षा (केन्द्रीय)
दिनांक : 10.09.2021

✓ पत्र संख्या: म.नि0ले0प0 (केन्द्रीय)/पू.ले.प.-30/2021-22/54

निदेशक, वी.वी. गिरि राष्ट्रीय श्रम संस्थान, सेक्टर 24, गौतम बुद्ध नगर, नोएडा-201301 को संस्थान के वर्ष 2020-21 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) की प्रति आवश्यक कार्यवाही हेतु प्रेषित है। संस्थान यदि आवश्यकता अनुभव करे, तो इस प्रतिवेदन का हिन्दी अनुवाद करवा सकता है। परन्तु इस प्रतिवेदन के हिन्दी अनुवाद में निम्नलिखित अंकित होना चाहिए:

“प्रस्तुत प्रतिवेदन मूलरूप से अंग्रेजी में लिखित पृथक लेखापरीक्षा प्रतिवेदन का हिन्दी अनुवाद है। यदि इसमें कोई विसंगति परिलक्षित होती है तो अंग्रेजी में लिखित प्रतिवेदन मान्य होगा।”

हिन्दी अनुवाद की एक प्रति इस कार्यालय को भी प्रेषित करने का कष्ट करें।

संलग्नक: उपर्युक्तानुसार।

निदेशक (केन्द्रीय व्यय)



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, 2021

We have audited the attached Balance Sheet of the V V Giri National Labour Institute, NOIDA (Institute) as at 31 March, 2021, 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 Service) Act, 1971. The audit of the Institute has been entrusted up to 2022-23. These financial statements are the responsibility of the Institute's management. Our responsibility is to express an opinion on these financial statements based on our audit.

2. This Separate Audit Report contains the comments of the Comptroller 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. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of financial statements. We believe that our audit provides a reasonable basis for our opinion.

4. Based on our audit, we report that:

- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit;
- (ii) The Balance Sheet, Income 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:



Grant-in- Aid

The institute received ₹1363.01 lakh (Govt. grant ₹1222.61 lakh and Internal receipt ₹140.40 lakh), taking opening balance of ₹119.89 lakh the total fund available worked out to ₹1482.90 lakh. The institute utilised ₹1339.13 lakh leaving a balance of ₹143.77 lakh.

- (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, 2021; 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/-

Director General of Audit (Central)

Place: Lucknow

Date: 9-9-2021

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 a Chartered Accountant Firm for the year 2020-21.

2. Adequacy of Internal Control System

Internal control system seems to be adequate.

3. System of Physical Verification of fixed assets

Physical verification of fixed assets has been conducted for the year 2020-21.

4. System of Physical Verification of inventories

Physical verification of inventories has been conducted for the year 2020-21.

5. Regularity in payment of statutory dues

The Institute is regular in payment of statutory dues.

Sd/-
Dy. Director (CE)



Kamal Tiwari & Associates
Chartered Accountant

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. 2020-21

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, 2021, the Income & Expenditure Account and also Receipt & Payment Account for the year ended on that date.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

Our responsibility to express an opinion on these financial statements based on our audit we conducted our audit in accordance with the standards on Auditing issued by the Institute of Chartered Accountants of India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on 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

Address: 21/201, East End Apartment, MayurVihar Phase-I Extn. Delhi-110096

Contact No.: 9871938860, Email: kamal8376@gmail.com

Kamal



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 2021 and,
- b) In the case of Income and Expenditure Account, of the deficit of the Institute for the year ended 31st March, 2021 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 in the report are in agreement with the books of accounts.


 Kamal Kumar
 Partner, Kamal Tiwari & Associates
Chartered Accountants
 FRN No. 035693N
 Membership No. 537361
 UDIN: 21537361AAAAAV7996
 New Delhi, 24th May 2021





V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

BALANCE SHEET AS ON 31ST MARCH 2021

| LIABILITIES | SCH. | Fig as at 31.03.2021 | Fig as at 31.03.2020 |
|-------------------------------------|------|-------------------------|-------------------------|
| CAPITAL FUND | 1 | 121,715,072.31 | 104,368,017.97 |
| DEVELOPMENT FUND | 2 | 162,370,051.57 | 141,831,197.88 |
| EARMARKED FUND | 3 | 36,618,512.97 | 59,377,078.33 |
| CURRENT LIABILITIES & PROVISIONS | 4 | 68,435,169.00 | 86,011,878.47 |
| TOTAL | | 389,138,805.85 | 391,588,172.65 |
| ASSETS | | | |
| FIXED ASSETS (NET BLOCK) | 5 | 131,397,805.00 | 116,259,339.00 |
| INVESTMENTS: EARMARKED FUNDS | 6 | 171,042,737.80 | 150,082,545.11 |
| CURRENT ASSETS LOANS & ADVANCES | 7 | 86,698,263.05 | 125,246,288.54 |
| TOTAL | | 389,138,805.85 | 391,588,172.65 |

Significant Accounting Policies, 17

Contingent Liabilities & Notes to Accounts 18

Signed in terms of our Report even date

For Kamal Tiwari & Associates

Chartered Accountants (FRN 035693N)

Sd/-

Kamal Kumar

Membership No.537361

Place: New Delhi

Dated: 24th May 2021

UDIN : 21537361AAAAAV7996

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 2021

| PARTICULARS | SCH. | Fig as at 31.03.2021 | Fig as at 31.03.2020 |
|--|------|-------------------------|-------------------------|
| INCOME | | | |
| Grants in Aid | 8 | 101,503,707.00 | 117,129,373.00 |
| Fees and Subscription | 9 | 6,657,487.00 | 37,477,534.00 |
| Interest Earned | 10 | 1,958,779.00 | 1,934,452.00 |
| Other Income | 11 | 5,423,648.00 | 15,773,498.26 |
| Prior Period Income | 12 | - | - |
| TOTAL (A) | | 115,543,621.00 | 172,314,857.26 |
| EXPENDITURE | | | |
| Establishment Expenses | 13 | 61,146,551.00 | 68,266,703.00 |
| Administrative Expenses | 14 | 10,133,752.54 | 28,554,475.67 |
| Prior Period Expenditure | 15 | 35,588.00 | 574,820.00 |
| Expenditure on Plan Grant & Subsidies | 16 | 29,850,507.53 | 62,929,868.00 |
| TOTAL (B) | | 101,166,399.07 | 160,325,866.67 |
| EXCESS OF INCOME OVER EXPENDITURE BEFORE DEPRECIATION (A-B) | | 14,377,221.93 | 11,988,990.59 |
| Less: | | | |
| Depreciation | 5 | 15,802,633.00 | 13,875,469.00 |
| BALANCE BEING DEFICIT CARRIED TO CAPITAL FUND | | (1,425,411.07) | (1,886,478.41) |

Significant Accounting Policies, 17

Contingent Liabilities & Notes to Accounts 18

**Signed in terms of our Report even date
For Kamal Tiwari & Associates**

Chartered Accountants (FRN 035693N)

Sd/-

Kamal Kumar
Membership No.537361
FRN No. 035693N
Place: New Delhi
Dated: 24th May 2021
UDIN : 21537361AAAAAV7996

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 2021

| Previous Year 31.03.2020 | RECEIPTS | AMOUNT(Rs.) 31.03.2021 | Previous Year 31.03.2020 | PAYMENTS | AMOUNT (Rs.) 31.03.2021 |
|-----------------------------|--------------------------------------|---------------------------|-----------------------------|--------------------------------------|----------------------------|
| | Opening Balance | | | Expenses | |
| 3,891.95 | Cash in Hand | 4,083.95 | 63,554,872.00 | Establishment Expenses | 63,576,840.00 |
| | Bank Balances: | | 21,435,822.84 | Administrative Expenses | 17,473,934.10 |
| 8,055,356.74 | Current Account | 20,388,176.42 | 62,427,696.00 | Utilisation of Plan Grant | 50,546,082.53 |
| 2,585,955.44 | Savings Account - Projects | 2,176,225.10 | | | |
| 324,813.55 | Savings Account- IOB | 336,272.55 | | | |
| 97,019.27 | Savings Account- Corp Bank | 103,171.27 | 1,478,735.00 | Fixed Assets | 1,775,933.00 |
| 127,511,967.14 | Deposit : Development Fund | 141,831,197.88 | | | |
| 13,103,240.76 | Gratuity Account - 1130025 | 13,548,113.47 | 503,757.34 | Expenses for Various Projects | 3,176,000.00 |
| 10,164,499.38 | Leave Encashment - 1130026 | 11,565,615.28 | 4,011,647.00 | Other Agencies : Expenses | 6,641,310.00 |
| 34,801.00 | Postage in hand | 29,163.00 | | | |
| 3,706,645.81 | EMD & Security Deposit-1150006 | 3,538,315.63 | | | |
| 43,027.03 | Corporation Bank-SB Flexi A/c 150025 | 894,504.51 | 243,421.00 | Advance to Staff | 178,719.00 |
| 42,073.00 | Security Deposit in I G L | 42,073.00 | | | |
| | Gem pool account | 2,500,000.00 | | | |
| | Grants Received | | 1,285,424.00 | Departmental Advance | 374,936.00 |
| 120,000,000.00 | From Govt. of India (MOL&E) | 122,260,624.00 | | | |
| 3,229,230.00 | From Other Agencies | 4,153,929.00 | | Service Tax Advance Deposit | 1,424,003.00 |
| - | | - | 430,835.00 | Repayment of Security Deposit | 25,000.00 |
| | Interest Received | | | Closing Balance | |
| 14,319,230.74 | Development Fund | 20,538,853.69 | | Cash in Hand | 8,116.95 |
| - | Earmarked Fund | - | | Bank Balances | |
| 5,256.00 | Vehicle Advance | 8,719.00 | 4,083.95 | Current Account | 8,527,859.50 |
| 1,929,196.00 | Savings Accounts | 1,695,431.00 | | Savings Account- IOB | 347,259.01 |
| 94,027.00 | Interest: Project Accounts | 43,570.00 | 20,388,176.42 | Savings Account- Corp Bank | 108,606.27 |
| 28,390,815.17 | Fees/Subsription | 4,411,629.64 | 336,272.55 | Gratuity Account - 1130025 | 13,522,563.77 |
| 16,111,244.26 | Other Income | 1,823,648.00 | 103,171.27 | Leave Encashment - 1130026 | 11,989,475.58 |
| - | Prior Period Income | - | 13,548,113.47 | Postage in hand | 64,450.00 |
| 1,373,633.00 | Departmental Advance | 427,913.00 | 11,565,615.28 | Deposit : Development Fund | 162,370,051.57 |
| | Recovery of Advances | | 29,163.00 | Savings Account - Projects | 166,430.74 |
| 317,709.00 | From Staff | 15,123.00 | 141,831,197.88 | EMD & Security Deposit-1150006 | 3,710,416.03 |
| | Other Receipts | | 2,176,225.10 | Corporation Bank-SB Flexi A/c 150025 | 7,921,211.34 |
| 835,490.00 | Income Tax Refund | 1,647,716.00 | 3,538,315.63 | Security Deposit in I G L | 42,073.00 |
| | | | 894,504.51 | Gem pool account | - |
| 50,000.00 | Security Deposit Received | - | 42,073.00 | State Bank of India | 12,797.00 |
| | | | 2,500,000.00 | | |
| | | | - | | |
| 352,329,122.24 | TOTAL | 353,984,068.39 | 352,329,122.24 | TOTAL | 353,984,068.39 |

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

Significant Accounting Policies, 17
Contingent Liabilities & Notes to Accounts 18

For K. K. Chanani & Associates
Chartered Accountants (FRN 322232E)

Sd/-

Kamal Kumar
Membership No.537361
FRN No. 035693N
Place: New Delhi
Dated: 24th May 2021
UDIN : 21537361AAAAAV7996

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 31.03.2021

SCHEDULE 1- CAPITAL FUND

(Amount in Rs.)

| Particulars | | Fig as at 31.03.2021 | | Fig as at 31.03.2020 |
|---|---------------|-------------------------|----------------|-------------------------|
| Balance at the beginning of the year | | 104,368,017.97 | | 99,639,969.38 |
| Add: Transfer to Development Fund | | (11,988,990.59) | | (4,213,826.00) |
| Add: Contributions towards Capital Fund | | | | |
| From Plan Grants | 30,761,456.00 | | 15,812,081.00 | |
| Less :- Earmarked from Capital Fund | | | (4,983,728.00) | |
| | | 30,761,456.00 | - | 10,828,353.00 |
| Excess of Income over Expenditure | | (1,425,411.07) | | (1,886,478.41) |
| TOTAL | | 121,715,072.31 | | 104,368,017.97 |

SCHEDULE 2- DEVELOPMENT FUND

| | | | | |
|--------------------------------------|--|-----------------------|--|-----------------------|
| Balance at the beginning of the year | | 141,831,197.88 | | 127,511,967.14 |
| Add : Depreciation Reserve Fund | | 11,988,990.59 | | 4,213,826.00 |
| Add; Interest on Bank FDR | | 8,549,863.10 | | 10,105,404.74 |
| TOTAL | | 162,370,051.57 | | 141,831,197.88 |

SCHEDULE 3- EARMARKED FUND

| A- REVOLVING HBA FUND | | | | |
|---|--|---------------------|--|---------------------|
| Balance at the beginning of the year | | 7,659,825.93 | | 7,249,016.93 |
| Add: Interest Earned from Bank-SB & FDR | | 372,761.00 | | 377,278.00 |
| Add: Interest on HBA from Staff | | 26,243.00 | | 33,531.00 |
| TOTAL (A) | | 8,058,829.93 | | 7,659,825.93 |

B- REVOLVING COMPUTER FUND

| | | | | |
|--------------------------------------|--|-------------------|--|-------------------|
| Balance at the beginning of the year | | 591,521.30 | | 570,876.30 |
| Add: Interest Received from Bank | | 17,694.00 | | 19,092.00 |
| Add: Interest accrued from Staff | | 4,641.00 | | 1,553.00 |
| TOTAL (B) | | 613,856.30 | | 591,521.30 |

C- PROJECT FUND

| | | | | |
|---|--|-------------------|--|---------------------|
| Balance at the beginning of the year | | 2,176,225.10 | | 2,585,955.44 |
| Add: Received During The Year | | - | | - |
| Add: Interest Received from Bank | | 43,570.00 | | 94,027.00 |
| Less: Expenditure During the Year, if any | | (2,053,364.36) | | (503,757.34) |
| TOTAL (C) | | 166,430.74 | | 2,176,225.10 |



| Particulars | Fig as at 31.03.2021 | Fig as at 31.03.2020 |
|--|-------------------------|-------------------------|
| D- WORK-IN-PROGRESS | | |
| Balance at the beginning of the year | 48,949,506.00 | 56,907,232.00 |
| Add: Plan Grant for Infrastructure Work - carried Over | 19,160,627.00 | 2,000,000.00 |
| Less : Unutilised Grant -in - aid (CPWD) return to MOL&E | (11,165,571.00) | - |
| Less : Amount advanced (capitalised) during the Year | (29,165,166.00) | (14,941,454.00) |
| Add : Earmarked from Capital Fund | - | 4,983,728.00 |
| TOTAL (D) | 27,779,396.00 | 48,949,506.00 |
| TOTAL (A+B+C+D) | 36,618,512.97 | 59,377,078.33 |

SCHEDULE -4 -CURRENT LAIBILITIES AND PROVISIONS

| | | |
|--|----------------------|----------------------|
| A- CURRENT LAIBILITIES | | |
| EMD and Security Deposit | 2,353,978.00 | 2,378,978.00 |
| Outstanding Liabilities including Sundry Creditors | 3,296,507.00 | 11,434,245.00 |
| GST Output | 230,220.00 | 1,583,678.47 |
| Misc Projects of Outside Agencies | 80,887.00 | 6,510,973.00 |
| TOTAL (A) | 5,961,592.00 | 21,907,874.47 |
| B- PROVISIONS | | |
| Statutory Liabilities- Payable on Retirement | 62,473,577.00 | 64,104,004.00 |
| TOTAL (B) | 62,473,577.00 | 64,104,004.00 |
| TOTAL (A+B) | 68,435,169.00 | 86,011,878.47 |

SCHEDULE 5- FIXED ASSETS

| Particulars | Rate of Dep. | GROSS BLOCK | | | | DEPRECIATION | | | | NET BLOCK | | |
|--|--------------|--|---------------------------|-------------------|---------------------------|--|-----------------------------|------------------------------|------------------------------|---------------------------|----------------------------|------------------------------|
| | | Cost /Valuation As at beginning of the year 01.04.2020 | Additions during the Year | | Dductions during the Year | Cost /Valuation at the year end 31.03.2021 | As at beginning of the year | On Additions during the Year | On Dductions during the Year | Total up to the year -end | As at the Current Year-end | As at the Previous Year -end |
| | | | Upto 03.10.2020 | After 03.10.2020 | | | | | | | | |
| Land * | 0% | - | - | - | - | - | - | - | - | - | - | |
| Building | 10% | 102,506,133 | - | 16,111,299 | - | 118,617,432 | 10,250,613 | 805,565 | - | 11,056,178 | 107,561,254 | 102,506,133 |
| Furniture & Fittings | 10% | 2,663,898 | - | - | - | 2,663,898 | 266,390 | - | - | 266,390 | 2,397,508 | 2,663,898 |
| Equipments | 15% | 6,497,291 | 13,260,986 | 679,383 | - | 20,437,660 | 974,594 | 2,040,102 | - | 3,014,695 | 17,422,965 | 6,497,291 |
| Vehicles | 15% | 228,523 | - | - | - | 228,523 | 34,278 | - | - | 34,278 | 194,245 | 228,523 |
| Library Books | 40% | 658,155 | - | - | - | 658,155 | 263,262 | - | - | 263,262 | 394,893 | 658,155 |
| Computers | 40% | 406,433 | - | 836,550 | - | 1,242,983 | 162,573 | 167,310 | - | 329,883 | 913,100 | 406,433 |
| Information Technology (Intangible Assets) | 25% | 3,298,906 | 52,881 | - | - | 3,351,787 | 824,727 | 13,220 | - | 837,947 | 2,513,840 | 3,298,906 |
| TOTAL | | 116,259,339 | 13,313,867 | 17,627,232 | - | 147,200,438 | 12,776,437 | 3,026,197 | - | 15,802,633 | 131,397,805 | 116,259,339 |

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

SCHEDULE 6- INVESTMENTS :EARMARKED FUNDS

| Particulars | Fig as at 31.03.2021 | Fig as at 31.03.2020 |
|-----------------------------------|-------------------------|-------------------------|
| a. DEVELOPMENT FUND | | |
| Fixed Deposit Accounts | 153,013,143.59 | 131,895,705.20 |
| Interest Accrued on FDRs | 9,340,017.63 | 9,919,675.63 |
| Indian Overseas Bank : SB Account | 16,890.35 | 15,817.05 |
| TOTAL (a) | 162,370,051.57 | 141,831,197.88 |
| b. REVOLVING HBA FUND | | |
| Indian Overseas Bank :FDR | 5,308,475.00 | 4,678,550.00 |
| Interest Accrued on FDRs | 34,463.00 | 337,799.00 |
| Indian Overseas Bank : SB Account | 1,595,223.93 | 1,355,779.93 |
| HBA Advance to Staff | 1,120,668.00 | 1,287,697.00 |
| TOTAL (b) | 8,058,829.93 | 7,659,825.93 |
| c. REVOLVING COMPUTER FUND | | |
| Indian Overseas Bank : SB Account | 550,992.30 | 566,298.30 |
| Computer Advance to Staff | 62,864.00 | 25,223.00 |
| TOTAL (c) | 613,856.30 | 591,521.30 |
| TOTAL (a+b+c) | 171,042,737.80 | 150,082,545.11 |

SCHEDULE 7- CURRENT ASSETS, LOANS & ADVANCES

| | | |
|--|----------------------|----------------------|
| A- CURRENT ASSETS | | |
| (a) CASH & BANK BALANCES | | |
| Cash -in- Hand | 8,116.95 | 4,083.95 |
| Bank Balances | | |
| In Current Accounts with Indian Overseas Bank | 8,527,859.50 | 20,388,176.42 |
| Corporation Bank- SB Flexi Account S.B No 1150025 | 7,921,211.34 | 894,504.51 |
| Indian Overseas Bank :S B Account | 347,259.01 | 336,272.55 |
| Corporation Bank SB Account | 108,606.27 | 103,171.27 |
| Gratuity S.B. Account - 1130025 | 13,522,563.77 | 13,548,113.47 |
| Leave Encashment S.B. Account - 1130026 | 11,989,475.58 | 11,565,615.28 |
| EMD & Security Deposit S.B.Account- 1150006 | 3,710,416.03 | 3,538,315.63 |
| Postage Account | 64,450.00 | 29,163.00 |
| Security Deposit in I G L | 42,073.00 | 42,073.00 |
| V.V.G.NLI GeM pool Account | - | 2,500,000.00 |
| Statet Bank Of India S.B. A/c - 3455 | 12,797.00 | |
| TOTAL (a) | 46,254,828.45 | 52,949,489.08 |



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

| (b) PROJECT ACCOUNT | | | | | | |
|--|----------------------|--------------------------|------------------|-----------------------------|---------------|----------------------|
| Particulars | Fig as at 31.03.20 | Received during the year | Bank Interest | Expenditure During the year | Bank Charges | Fig as at 31.03.21 |
| In S B Accounts with Indian Overseas Bank | | | | | | |
| FCNR Account -10500 | 155,274.44 | - | 5,112.00 | | 85.54 | 160,300.90 |
| UNICEF Responding Child Labour - 50722 | 2,019,535.66 | | 38,417.00 | 2,053,221.00 | 57.82 | 4,673.84 |
| S B ACCOUNT: CORPN. BANK | | | | | | |
| VVGNI Employee Welfare Fund-4098 | 1,415.00 | - | 41.00 | | | 1,456.00 |
| TOTAL (b) | 2,176,225.10 | - | 43,570.00 | 2,053,221.00 | 143.36 | 166,430.74 |
| TOTAL (A) (a+b) | 55,125,714.18 | | | | | 46,421,259.19 |

| B: LOANS AND ADVANCES | | | | |
|------------------------------|----------------------|--------------------------|-------------------------------------|----------------------|
| Particulars | Fig as at 31.03.2020 | Advances during the year | Recovery / adjusted During the year | Fig as at 31.03.2021 |
| a. TO STAFF | | | | |
| Car Advance | 134,194.00 | 8,719.00 | 14,400.00 | 128,513.00 |
| Scooter Advance | 377.00 | - | 377.00 | - |
| LTC- Advance | - | 40,000.00 | 346.00 | 39,654.00 |
| Festival Advance | - | 130,000.00 | | 130,000.00 |
| TOTAL (a) | 134,571.00 | 178,719.00 | 15,123.00 | 298,167.00 |
| b. TO OTHER AGENCIES | | | | |
| Advance to CPWD- 2015-16 | 3,055,315.00 | | 3,055,315.00 | - |
| Advance to NICS I - 2015-16 | 52,881.00 | | 52,881.00 | - |
| Advance to CPWD- 2016-17 | 21,727,018.00 | - | 21,727,018.00 | - |
| Advance to CPWD- 2017-18 | 4,549,039.00 | - | 2,234,537.00 | 2,314,502.00 |
| Advance to NICS I 2016-17 | 13,925,473.00 | - | 13,260,986.00 | 664,487.00 |
| Advance to CPWD- 2018-19 | 3,639,780.00 | - | | 3,639,780.00 |
| Advance to NICS I 2018-19 | 19,712.00 | - | | 19,712.00 |
| Advance to NICS I 2020-21 | - | 2,537,121.00 | | 2,537,121.00 |
| Advance to CPWD- 2020-21 | | 21,160,627.00 | | 21,160,627.00 |
| TOTAL(c) | 46,969,218.00 | 23,697,748.00 | 40,330,737.00 | 30,336,229.00 |

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

| Particulars | Fig as at 31.03.2021 | Fig as at 31.03.2020 |
|--|-------------------------|-------------------------|
| c. OTHER ADVANCES | | |
| Advance to Outside Agencies | 169,017.00 | 934,972.00 |
| Expenses (Receipts) :Misc Projects of Outside Agencies | 36,134.00 | 3,212,134.00 |
| TDS deducted at source | 5,709,891.50 | 6,166,417.00 |
| GST On TDS | 75,084.00 | - |
| Departmental Advance (N.P.) | 292.00 | 3,668.00 |
| Departmental Advance (P) | 18,854.00 | 68,455.00 |
| Prepaid Expenses | 1,020,127.00 | 1,482,320.00 |
| Sundry Debtors | 1,189,205.36 | 11,148,819.36 |
| Service Tax Department | 1,424,003.00 | - |
| TOTAL (c) | 9,642,607.86 | 23,016,785.36 |
| TOTAL (A+B+C) | 86,698,263.05 | 125,246,288.54 |

SCHEDULE '8' GRANTS-IN-AID

| | | |
|--|------------------------|-----------------------|
| Grant - in- Aid From Govt. of India (MOL&E) | 130,300,000.00 | 120,000,000.00 |
| TOTAL | 130,300,000.00 | 120,000,000.00 |
| Add: Grant -in -Aid Utilised received from CPWD | 11,165,571.00 | |
| Less: Grant -in -Aid Earmarked for Infrastructure | 19,160,627.00 | 2,000,000.00 |
| Less: Grants-in- Aid Capitalised | 1,596,290.00 | 870,627.00 |
| Less: Grants-in- Aid Return to MOL&E | 19,204,947.00 | - |
| | (28,796,293.00) | (2,870,627.00) |
| Amounts shown to Income & Expenditure Account | 101,503,707.00 | 117,129,373.00 |

SCHEDULE '9' FEES AND SUBSCRIPTION

| | | |
|--|---------------------|----------------------|
| Education Training Programme Fee | 6,646,737.00 | 37,363,984.00 |
| Subscription of Award Digest | 3,490.00 | 42,760.00 |
| Subscription of Labour & Development | 4,040.00 | 28,890.00 |
| Receipts from Sale of Glossary-Labour Laws | 2,000.00 | 22,500.00 |
| Subscription of Shram Vidhan | 1,220.00 | 19,200.00 |
| Receipts from Sale of Other Publications | | 200.00 |
| TOTAL | 6,657,487.00 | 37,477,534.00 |

SCHEDULE '10' INTEREST EARNED

| | | |
|-------------------------------------|---------------------|---------------------|
| Interest on Scooter/Vehicle Advance | 8,719.00 | 5,256.00 |
| Interest Received | 1,950,060.00 | 1,929,196.00 |
| TOTAL | 1,958,779.00 | 1,934,452.00 |

**SCHEDULE '11' OTHER INCOME**

| Particulars | Fig as at 31.03.2021 | Fig as at 31.03.2020 |
|---------------------------------------|-------------------------|-------------------------|
| Non Plan Income | 572,233.00 | 3,303,879.26 |
| Income from Hostel Utilisation | 3,600,000.00 | 11,243,468.00 |
| Sale of Tender Forms | - | 5,500.00 |
| Income from Photostat | 71,696.00 | 751,491.00 |
| Rent from Staff Quarters- Licence Fee | 180,365.00 | 167,100.00 |
| Income From External Project | 957,397.00 | - |
| Consultancy Faculty Charges | 1,800.00 | 192,000.00 |
| Income From Other Receipts | 1,393.00 | 58,492.00 |
| Sales of Unusable Item | - | 51,568.00 |
| Interest on TDS Refund | 38,764.00 | - |
| TOTAL | 5,423,648.00 | 15,773,498.26 |

SCHEDULE '12' PRIOR PERIOD INCOME

| | | |
|---------------------|---|---|
| Prior Period Income | - | - |
| | - | - |

SCHEDULE '13' ESTABLISHMENT EXPENSES

| | | |
|---|----------------------|----------------------|
| Salaries to Staff | 50,615,782.00 | 51,697,105.00 |
| Allowances and Bonus | 2,943,646.00 | 3,645,625.00 |
| Contribution to NPS | 4,068,197.00 | 5,492,926.00 |
| Expenses on Employee Retirement & Terminal Benefits | 2,728,186.00 | 6,680,351.00 |
| Leave Salary & Pension Contribution For Staff on Deputation | 790,740.00 | 750,696.00 |
| TOTAL | 61,146,551.00 | 68,266,703.00 |

SCHEDULE '14' ADMINISTRATIVE EXPENSES

| | | |
|--|--------------|---------------|
| Advertisement & Publicity | 163,512.00 | 150,948.00 |
| Building Renovation & Upgradation | 373,862.00 | 574,617.00 |
| Electricity and Power Charges | 4,919,700.00 | 7,391,584.00 |
| Hindi Protsahan Expenses | 158,609.00 | 472,204.00 |
| Insurance | 69,895.00 | 6,036.00 |
| Legal & Professional Charges | 280,200.00 | 930,688.00 |
| Miscellaneous Expenses | 77,571.54 | 202,041.67 |
| Paid Training Programme Expenses | 454,565.00 | 14,350,386.00 |
| Photostat Expenses | 30,524.00 | 167,240.00 |
| Postage, Telegrams & Communication Charges | 74,890.00 | 58,261.00 |
| Printing & Stationery | 221,318.00 | 251,166.00 |
| Purchases of New Assets | 179,643.00 | 608,108.00 |



| | Fig as at 31.03.2021 | Fig as at 31.03.2020 |
|---|-------------------------|-------------------------|
| REPAIR & MAINTENANCE | | |
| a. Computer | 432,500.00 | 200,144.00 |
| b. Cooler/ A.C. | 424,564.00 | 816,247.00 |
| c. Office Building and Allied | 96,583.00 | 247,936.00 |
| Staff Welfare Expenses | 180,721.00 | 534,046.00 |
| Telephone, Fax & Internet Charges | 422,966.00 | 466,928.00 |
| Travelling and Conveyance Exp. | 561,109.00 | 813,679.00 |
| Vehicle Running and Maintenance Expenses | 471,519.00 | 566,184.00 |
| Water Charges | 719,144.00 | 354,140.00 |
| Total | 10,313,395.54 | 29,162,583.67 |
| Cost of Assets Capitalised | 179,643.00 | 608,108.00 |
| Amounts Transfer to Income & Expenditure Account | 10,133,752.54 | 28,554,475.67 |

SCHEDULE '15' PRIOR PERIOD EXPENDITURE

| | | |
|--------------------------|------------------|-------------------|
| Prior Period Expenditure | 35,588.00 | 574,820.00 |
| | 35,588.00 | 574,820.00 |

SCHEDULE '16' EXPENDITURE ON PLAN GRANTS

| | | |
|---|----------------------|----------------------|
| A. RESEARCH, EDUCATION AND TRAINING | | |
| Research Projects, Workshop & Publication | 2,878,594.00 | 9,766,162.00 |
| Education Programmes | 3,439,959.53 | 17,298,861.00 |
| Rural Programmes | - | 4,593,735.00 |
| Information Technology | 3,094,367.00 | 1,008,308.00 |
| Campus Services | 18,907,363.00 | 20,731,503.00 |
| TOTAL(A) | 28,320,283.53 | 53,398,569.00 |
| B. PROGRAMME/PROJECTS FOR N.E. STATES | | |
| Education Programmes | 395,318.00 | 7,949,742.00 |
| Projects (Including Workshop , Info.Tech./Infra/ Pub.) | 970,222.00 | 857,475.00 |
| TOTAL (B) | 1,365,540.00 | 8,807,217.00 |
| C. AUGMENTATION OF LIBRARY FACILITIES | | |
| Subscription to Journals/Periodicals | 1,753,908.00 | 724,780.00 |
| Library Books | - | 758,687.00 |
| Library Augmentation/ Modernisation | 7,066.00 | 111,242.00 |
| TOTAL (C) | 1,760,974.00 | 1,594,709.00 |
| D. INFRASTRUCTURE | | |
| Administrative Block: Renovation and Upgradation | | |
| Infrastructure Development | 19,160,627.00 | 2,000,000.00 |
| TOTAL (D) | 19,160,627.00 | 2,000,000.00 |
| TOTAL PLAN EXPENSES (A to D) | 50,607,424.53 | 65,800,495.00 |
| Amounts Transfer to Earmarked Fund | 19,160,627.00 | 2,000,000.00 |
| Less: Cost of Assets Capitalised | 1,596,290.00 | 870,627.00 |
| | 20,756,917.00 | 2,870,627.00 |
| Amounts Transfer to Income & Expenditure Account | 29,850,507.53 | 62,929,868.00 |



V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2021

SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS

Schedule No.17: SIGNIFICANT ACCOUNTING POLICIES

1 Standard of Financial Propriety

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

2 Financial Statements

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

3 Fixed Assets

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

4 Depreciation

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

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

5 Input Tax Credit (GST) on Capital Items

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

6 Prior Period Adjustments

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

7 Inventories

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



8 Employee Benefits

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

9 Development Fund

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

Schedule No. 18: NOTES ON ACCOUNTS

1 Basis of Accounting

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

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

- Salaries and allowances payable to employees on deputation from Central Government is accounted for on paid basis.
- 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 & Employment 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 incur expenditure on behalf of such agencies. The advances from these agencies or reimbursement of expenditure on account of above stated activities are being shown under Receipts or Payments-Other Agencies' Head.

6 Fixed Assets & Depreciation

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



b. Depreciation has been charged at half rates of depreciation on the assets which were used for less than 180 days during the year. 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 generally carried out its infrastructure work through CPWD and NICSI. The advance is being given to these Government Agencies for Construction/Renovation/IT Infrastructure of various Civil & Electrical work etc., in the Institute, on receipt of the utilisation certificate from these agencies during the year 2020-21 an amount of Rs. 2,91,65,166/- has been capitalised and balance unutilised amount of Rs. 1,11,65,571/- received from CPWD has been returned back to the Ministry by the Institute. Utilisation of Rs. 3,03,36,229/- is still awaited from the CPWD & NICSI.

9 The Institute has made provision during the current year for Gratuity and Earned Leave Payable on actuarial basis upto the period ended on 31.03.2021

| Particulars | Provision Upto 31.03.2021 | Provision Upto 31.03.2020 |
|--------------|---------------------------|---------------------------|
| Gratuity | 36,106,148.00 | 36,921,345.00 |
| Earned Leave | 26,367,429.00 | 27,182,659.00 |
| | 62,473,577.00 | 64,104,004.00 |

10 Income Tax Returns

The Institute had filed its return of Income for the year ended on 31.03.2020. 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 Reserve & Surplus Schedule

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

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

Signatures to Schedule 1 to 18

For Kamal Tiwari & Associates for and on behalf of VV GIRI NATIONAL LABOUR INSTITUTE

Chartered Accountants (FRN 035693N)

Sd/-

Kamal Kumar

Membership No.537361

Place: New Delhi

Dated: 24th May 2021

UDIN : 21537361AAAAV7996

Sd/-

Shailesh Kumar

Accounts Officer

Sd/-

Harsh Singh Rawat

Administrative Officer

Sd/-

Dr. H. Srinivas

Director General

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

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



V.V. GIRI NATIONAL LABOUR INSTITUTE

SECTOR-24, NOIDA - 201 301

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