



# ANNUAL REPORT

## 2017-2018

V.V. GIRI NATIONAL LABOUR INSTITUTE



# ANNUAL REPORT 2017-2018

---



**V.V. Giri National Labour Institute**

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

Published by V.V. Giri National Labour Institute  
Sector-24, Noida - 201 301, U.P.

No. of Copies : 350

This document can be downloaded from the Institute's  
website at [www.vvgnli.gov.in](http://www.vvgnli.gov.in)

Printed at Chandu Press, D-97, Shakarpur  
Delhi - 110 092

# Contents

○ Major Achievements	1
○ Institute's Vision and Mission	8
○ Institute's Mandate	9
○ Institute's Structure	10
○ Research	14
Centre for Labour Market Studies	15
Centre for Agrarian Relations and Rural Labour Studies	21
National Resource Centre on Child Labour (NRCCL)	23
Centre for Employment Relations and Regulations	33
Integrated Labour History Research Programme	38
Centre for Gender and Labour Studies	43
Centre for North East India	51
Centre for Labour and Health Studies	57
Centre for International Networking	62
○ Training and Education	67
○ N.R. De Resource Centre on Labour Information	83
○ Implementation of Official Language Policy	85
○ Publications	87
○ Upgrading e-Governance and Digital Infrastructure of the Institute	91
○ Staff Strength	92
○ Faculty	93
○ Audit Report and Audited Annual Accounts 2017-2018	95





## Major Achievements (2017-2018)

- **V.V. Giri National Labour Institute is a premier institution involved with research, training, education, publication, and consultancy on labour and related issues.** The Institute, established in 1974, is an autonomous body of the Ministry of Labour and Employment, Government of India. The Institute was **renamed in 1995 in honour of Shri V.V. Giri, the former President of India** and a renowned trade union leader.
- **Emerging as a globally reputed institution:** The Institute continued its quest to emerge as a globally reputed institution and centre of excellence in labour research and training committed to enhancing quality of work and work relations.
- **Knowledge base for policy formulation:** The Institute completed 23 research projects that provided the requisite knowledge base for policy formulation on key domain of Labour Studies.
- **Think Tank Services:** The Institute has been providing necessary inputs from time to time that would be of relevance in policy making to the Ministry of Labour and Employment. These inputs are based on intense research, discussions with the various stakeholders viz. academia, experts, trade union officials, civil society members, employers and employee organisations, etc. Some of the areas where inputs were provided during the last year are:
  - (i) Employment generation strategies in India with a focus on unorganised sector.
  - (ii) Draft Labour Code on Social Security, 2018.
  - (iii) Performance Evaluation and Impact 'Assessment' of National Child Labour Project (NCLP) Scheme.
  - (iv) Methods of fixation and adjustment of 'National Minimum Wage/Wages'.
  - (v) Problems and issues related to the Beedi Sector in India.
  - (vi) Adoption of best practices and initiatives in labour laws amendments undertaken by different states.



- **Preparing the social partners to respond to the challenges of change:** India is currently witnessing rapid transformations in the world of work which in turn is providing both opportunities and challenges. The Institute organised 138 training programmes attended by 4208 participants representing major stakeholders and social partners like labour administrators, industrial relations managers, trade union leaders, social activists and researchers, with a view to enhance their skills and capabilities to respond to the challenges of change. This is the highest number of training programmes conducted by VVGNNLI in a year since its inception and it is the first time that the Institute has crossed a figure of 4000 participants in a single year.
- **Empowering unorganized workers:** The Institute organised 48 training programmes attended by 1467 participants representing the various dimensions of unorganized sector. Such training interventions were primarily aimed at addressing the problems encountered by socially disadvantaged groups and grass-root level functionaries in the labour market and demonstrate how empowerment can be a powerful instrument of social inclusion.
- **Specialised training addressing concerns of North-East region:** The Institute organised 15 training programmes exclusively for labour administrators, trade union leaders, NGOs and other social partners representing the North Eastern States. The training programmes were conducted in the north eastern region and at VVGNNLI represented by 446 personnel. These programmes have been appreciated by the north eastern states and it is not out of place to mention that this Institute has been laying emphasis to address key issues related to north eastern region. The Institute also organised the following Workshops:
  - (i) Workshop on '*Labour and Employment in North East India: Issues, Concerns and Challenges*' in collaboration with the Department of Sociology, Maitreyi College, University of Delhi was organised on 12<sup>th</sup> April, 2017.
  - (ii) Workshop on '*Labour and Employment Issues in North East India*' was jointly organised in collaboration with Department of Political Science, Indira Gandhi National Tribal University and Regional Campus Manipur during May 26-29, 2017.
  - (iii) Workshop on '*Effective Implementation of Social Protection Programmes in North East India: Way Forward*' was organised in collaboration with the Centre for Labour Studies and Social Protection, Tata Institute of Social





Sciences (TISS), Guwahati on 16-17 March, 2018 at Guwahati, as a part of MoU between the VVGNI and TISS, Guwahati.

- **Hub of organising international training programmes on labour issues:** The Institute is empanelled as a training institution under the ITEC/SCAAP of the Ministry of External Affairs, Government of India. The Institute organised 7 international training programmes on key themes like, Gender Issues in the World of Work; Labour and Employment Relations in a Globalized Economy, Leadership Development, Social Security, Skill Development and Employment Generation, Research Methods in Labour Studies and Health Protection and Security, attended by 164 foreign nationals.

(i) Based on the request from the Labour Department of Royal Government of Bhutan, the Institute organised a customised Training Programmes on '*Labour Administration, Employment Services and Career Counselling*' for Officials of Royal Government of Bhutan from April 10-19, 2017. The programme was attended by 24 officers of the Labour Department of Royal Govt. of Bhutan.

(ii) The Institute in collaboration with the Association of Indian Labour Historians organised the *XII<sup>th</sup> International Conference on Labour History* during March 26-28, 2018 at the V.V. Giri National Labour Institute. 80 renowned scholars on labour history from 10 countries including India participated in the Conference. 34 research papers were presented and discussed during the Conference.

The broad theme of the Conference was "The Future of Work in the Mirror of the Past". The deliberations of the Conference focussed on the relation of technology with changing forms of work and work relations in the past and present in the light of possible future trends and policy pointers.

- **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 established collaboration with International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy. The basic objective of this MOU is to expand the collaboration between the two institutions in training activities to promote decent work for all.



- (i) As a part of the ITC, ILO - VVGNNLI collaboration, One Year International Training Programme on '*Employment Policies: Moving from Fragility to Resilience*' tailored for Social Partners from Afghanistan was developed. Six (06) training programmes were conducted under this One-year programme and were attended by 165 participants from Ministry of Labour Martyrs & Disabled (MoLSAMD), Workers organisations, Employers and Civil Society organisations from Afghanistan. The themes of these programmes were *Youth Employment : From policy to action; Entrepreneurship Development; Migration and Employment; Skills and Employment Ability; Gender and Labour Towards Empowering Women in Fragile States; and Design to Implementation: Institutions for Employment Policies.*
  - (ii) An addendum to the Memorandum of Understanding (MoU) was signed on October 27, 2017 by Dr. H. Srinivas, Director General, VVGNNLI and Mr. Yanguo Liu, Director of International Training Centre of the ILO for extending the duration of the present MoU by one year upto October, 2018.
  - (iii) The Institute established collaborations to facilitate collaborative research, training and academic activities related to labour and employment issues with the following renowned institutions:
    - (a) Signed a MoU with *Gujarat Institute of Development Research (GIDR), Ahmedabad* on 27<sup>th</sup> April 2017
    - (b) Signed a MoU with *Centre for Studies in Social Sciences, Kolkata (CSSS)* On July 20, 2017
    - (c) Signed a MoU with *Tata Institute of Social Sciences (TISS), Guwahati* on 6<sup>th</sup> October, 2017
- **Forum for intense debates on policy issues and dissemination of major initiatives:** Some of the workshops organised by this Institute related to contemporary issues and policy making are:
- (i) A Workshop was organised to discuss the *Draft Labour Code on Social Security and Welfare* in collaboration with Ministry of Labour and Employment for representatives of trade unions and civil society working in the area of informal sector on April 6, 2017.
  - (ii) A Workshop on '*State of Child Workers in India with Special reference to Bihar - Mapping Trends*' was organized on 12<sup>th</sup> April 2017 by



VVGNI in collaboration with Government of Bihar and UNICEF at Patna, Bihar.

- (iii) A Workshop on *Draft Labour Code on Social Security and Welfare* was organised in collaboration with Ministry of Labour and Employment and International Labour Organisation for academicians and international experts on April 13, 2017 at India Habitat Centre, New Delhi.
- (iv) A Workshop on '*Performance Evaluation and Impact Assessment of National Child Labour Project Scheme*' was organized during May 8<sup>th</sup> and 9<sup>th</sup>, 2017. The workshop was conducted with the objective to examine the effectiveness of NCLP scheme in addressing the issue of child labour, to share best practices, to assess the impact of awareness generation and also the optimal utilization of District Project Society Staff at the District Project Society level for effective implementation of NCLP Scheme.
- (v) A Workshop in collaboration with National Law University for academicians working in the area of labour law was organised to discuss the draft Labour Code on Social Security and Welfare, at National Law University, Delhi, on May 30<sup>th</sup>, 2017
- (vi) A Training Workshop on '*Effective Implementation of National Child Labour Project*' was organised during September 06<sup>th</sup> and 07<sup>th</sup>, 2017 which was attended by 189 Project Directors and other officials from the length and breadth of the country participated in the programme.
- (vii) A National Conference on '*Child Labour*' was organised by the Ministry of Labour and Employment with support from V.V. Giri National Labour Institute on September 26<sup>th</sup>, 2017 at the Pravasi Bhartiya Kendra (PBK), New Delhi. On this occasion the PENCIL Portal was launched and the Standard Operating Procedure (SOP) was released by Shri Rajnath Singh, Hon'ble Home Minister.
- (viii) A Brainstorming Session on '*Employment Generation Strategies in India*' was organised on November 08<sup>th</sup>, 2017 at the Institute's campus. Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour and Employment (I/C), Government of India inaugurated the programme and presided over by Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment.



- (ix) A Workshop on '*Issues Related to Beedi Sector*' was organized by the Institute with the aim to identify the problems and issues of beedi sector and locate solutions to address the issues during February 15<sup>th</sup> – 17<sup>th</sup>, 2018. A total of 40 representatives from Workers Organizations, Medical Officers, Employers and concerned officials of the Central and State Governments participated in this workshop.
- (x) A Workshop on '*Recent Amendments introduced by the Central and State Governments in different Labour Laws*' was organised during February 22<sup>nd</sup> -23<sup>rd</sup>, 2018. The workshop primarily aimed at sharing of best initiatives introduced by Central and State Governments in the recent past and ways and means to replicate these initiatives.

- **Disseminating information and analysis on labour issues:** The Institute brings out seven in-house publications: *Labour and Development* (a biannual journal), *Awards Digest* (quarterly journal), *Shram Vidhan* (quarterly Hindi journal), *VVG NLI Indradhanush* (a bi-monthly newsletter), *Child Hope* (Quarterly Newsletter) and *Shram Sangam* (biannual Hindi Magazine). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. The Institute brought out 37 publications during 2017-18.

A recent initiative of the VVG NLI was to focus on key policy interventions of the government and its implications for labour and employment. In this direction, a publication entitled '*VVG NLI Policy Perspectives*' was brought out and released by Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment and Chairperson, Executive Council, VVG NLI. The following two publications of the VVG NLI Policy Perspectives were released during the year 2017-18:

- ✓ Bold Initiative to Increase Women's Participation in India's Labour Market: New Measures in Maternity Benefit Act authored by Dr. S.K. Sasikumar, and
  - ✓ Towards Strengthening the Role of Employers in Skill Development authored by Prof. *Santosh Mehrotra*
- **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 65115 books/reports/bound volumes of journals and subscribes to 178 professional journals. The library also provides various professional services to its readers and also brings out different products to facilitate its usability. The Institute has procured



a new upgraded version of library management software “**LIBSYS 10 EJB**” to start new web based library services.

- **Highlighting the role of labour in shaping modern India:** The Institute has set up a Digital Archive on Labour to serve as an apex repository of historical documents related to labour. It has around **190000 pages of important documents on labour history in digital form uploaded in the website of labour archives** ([www.indialabourarchives.org](http://www.indialabourarchives.org)).



*Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (I/C), Govt. of India releasing the publication 'Labour & Development', in the presence of Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment, Shri Heera Lal Samariya, Additional Secretary, MoLE, Shri Arun Goel, Joint Secretary & Financial Advisor, MoLE Dr. H. Srinivas, Director General, VVGNI in the meeting of the General Council held on 30.1.2018*



## *Institute's Vision and Mission*

### **Vision**

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

### **Mission**

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

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

## Institute's Mandate

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

### Objectives and Mandate

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

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



## Institute's Structure

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

### Composition of General Council

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

### Six Central Government Representatives

2. Smt. M. Sathiyavathy Vice-President  
Secretary (Labour & Employment)  
Ministry of Labour & Employment  
Shram Shakti Bhawan  
New Delhi
3. Shri Heeralal Samariya Member  
Additional Secretary  
Ministry of Labour & Employment  
Shram Shakti Bhawan  
New Delhi





- |    |  |                  |
|----|--|------------------|
| 4. | Ms. Kalpana Rajsinghot<br>Joint Secretary<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi                                 | Member           |
| 5. | Shri Arun Goel<br>Joint Secretary & Financial Adviser<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi                     | Member           |
| 6. | Shri Satyanarayan Mohanty<br>Department of Secondary & Higher Education<br>Ministry of Human Resource Development<br>Shastri Bhawan<br>New Delhi | Member Secretary |
| 7. | Smt. Sunita Sanghi<br>Adviser (LEM)<br>NITI Aayog<br>New Delhi – 110 001   | Member           |

### Two Workers' Representatives

- |    |   |        |
|----|---|--------|
| 8. | Shri B. Surendran<br>All India Dy. Organising Secretary<br>Bhartiya Mazdoor Sangh (BMS)<br>Kesavar Kudil<br>5, Rangasayee Street, Perambur,<br>Chennai – 600 011 (Tamil Nadu) | Member |
| 9. | Dr. G. Sanjeeva Reddy – Ex. M.P.<br>President – INTUC<br>Street No. 14, House No. 658<br>GHMC, Barkatpura<br>Hyderabad – 500 027 (A.P.)                                       | Member |



## Two Employers' Representatives

- |  |        |
|--|--------|
| 10. Shri Rajiv Kapoor<br>Executive Director – Group HRM<br>Minda Industries Ltd. (Corporate office)<br>Village Nawada Fathepur<br>P.O. Sikanderpur Badda<br>Manesar -122 004, Distt. Gurgaon | Member |
| 11. Shri Jitendra Gupta<br>National President<br>Laghu Udyog Bharati (LUB)<br>181, Pitambra Apartment<br>Rachna Nagar<br>Bhopal – 462 023  | Member |

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

- |  |        |
|--|--------|
| 12. Shri Virendra Kumar<br>Bharatiya Mazdoor Sangh<br>Office- Ram Naresh Bhawan<br>Tilak Gali, Chuna Mandi<br>Paharganj<br>New Delhi             | Member |
| 13. Shri Arun Vashista<br>L-242, Shashtri Nagar<br>Meerut (U.P)  | Member |
| 14. Dr. T. Rajeshwar Rao<br>H. No. 7-1-44<br>Balasamudhram<br>Hanumakonda<br>Warangal Dt.<br>Telangana – 506001                                  | Member |
| 15. Shri T. Krishnamurthy<br>State President<br>Bharatiya Janta Mazdoor Morcha<br>Telangana State<br>1-2-56/74, Domalguda<br>Hyderabad – 500 029 | Member |



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

- |   |        |
|---|--------|
| 16. Shri Prahlad Singh Patel<br>Hon'ble Member of Parliament (Lok Sabha)<br>Res.14, Dr. B.D. Marg<br>New Delhi                              | Member |
| 17. Shri Bhushan Lal Jangde<br>Hon'ble Member of Parliament (Rajya Sabha)<br>Flat No. 201, Swarnjayanti Sadan<br>Dr. B.D. Marg<br>New Delhi | Member |

## Representative from Research Institution

- |  |        |
|--|--------|
| 18. Dr. Rajiv Kumar Gupta, IAS<br>Director General<br>Mahatma Gandhi Labour Institute<br>Drive-in Road, Mem Nagar<br>Ahmedabad – 380 062 (Gujarat) | Member |
|--|--------|

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

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



## Research

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

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

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

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

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

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



## Centre for Labour Market Studies

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

- Employment and Unemployment
- Migration and Development
- Skill Development
- Informal Sector and Decent Work

### Completed Research Projects

#### 1. Changing Dynamics of Internal Migration in India

Accelerated movement of people in search of employment marks the contemporary scenario in the world of work. This acceleration is reflected both within and across national boundaries. Driven by the forces of globalisation and economic liberalisation, a key feature of this movement is a structural disarticulation between economic growth and labour mobility. This leads to what is widely perceived as migration paradox. Economic growth appears to have been marked by slowdown in growth and employment and growth of migrant population. Moreover, there seems to have been spatial disarticulation – between labour supplying and receiving regions.

This disarticulation is a resultant of three interrelated factors. First, a measurement problem – most migration indicators measure stocks of migrant population and severely under enumerate migration flows. Thus while life time migration may be adequately represented, that of short-term, seasonal, circular and commuting migration is inadequately measured. Secondly, growing informalisation of employment relations, while accentuating the measurement problem (what with the largely undocumented employment pattern prevailing in the unorganised/informal sector) also may have deepened the spatial disarticulation, with the blurring of sharp distinction between labour supplying and receiving regions. Finally, and perhaps more crucially, it is now increasingly evident that the concept of labour migration may be inadequate to represent all forms of mobility of labour.



The concept of migration evolved in the mid-19<sup>th</sup> century connoted spatial movement of people in step with industrialisation and urbanisation (rural-urban migration). Policy measures too were crafted with this in mind. This conceptual paradigm with various modifications still informs descriptions of the movement of people in search of employment. In the mid-1970s dissatisfaction with migration paradigm had led to the discovery of labour circulation as an alternative. There are, however, several aspects of labour mobility that still remain outside the purview of the extant paradigm of migration. These include mobility within the same location (either within the urban or rural milieu), mobility between occupations, mobility within an occupation and mobility between sectors (such as from formal to informal; manufacturing to service; wage occupation to self employment). Exclusion of these forms of mobility from the purview of migration paradigm has both theoretical and policy implications. It has perhaps become imperative today to reconfigure the conceptual basis for the study of movement of people in the world of work.

While taking note of the need for reconceptualization, it is still important to analyse the trends and patterns across space and over time of labour migration streams. This exercise will enable one to gauge broad orders of magnitude of both external and internal patterns of migration. This should also address the issues of changes and continuity in the gender, social and regional composition of migrant streams. Issues of intensification and diversification of migration flows may also be considered in this light. Here it will be important to examine anew the available data sources at the macro level to determine these trends and patterns. Discussions on data sources may generate possibilities of capturing the hitherto missing aspects of mobility as also suggestions for improving the design of such data generating systems.

It is in this context that the study was undertaken with the following objectives:

- Sources of data exist on internal migration, their shortcomings, and what needs to be done to remedy these shortcomings?
- What are the current patterns of internal migration in India, and how do they differ from one region to another? Are trends changing over time?
- What new patterns of internal migration are emerging?
- What are the living and working conditions of the migrants in the urban informal labour markets?
- What are the linkages between migration and development?



## Date of Initiation and Date of Completion

The study was initiated in April 2017 and completed in October 2017.

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

## 2. Transformations in India-Gulf Labour Migration Corridor: Trends and Determinants

For developing economies like India, undergoing rapid structural transformation, international labour migration, particularly of low and medium skilled, has assumed crucial importance since robust economic growth has not translated into employment growth in the domestic secondary sector. An additional driver is the rapid demographic transition which has led to the rise of the largest proportion youthful population in the world. The existence of the so called “demographic dividend” depends on the deployment of its young labour force productively. However low skill base of the population along with slow generation of manufacturing jobs in India threatens to stymie the efforts to reap the full advantage from the onetime historic window of opportunity.

Viewed in this perspective, Indian labour migration to the Gulf countries assumes great significance in terms of its macro and micro household level impacts. At the macro level, growing worker remittances over the last two decades have helped in stabilising its external reserves. At the micro household level, migration has had a significant impact in reducing poverty and improving educational and health outcomes of the migrant households. Given the demographic structure of the country alongside relative low skill levels of the workforce, it is imperative for India to promote international labour migration both to maximise the demographic dividend as well as to improve income and livelihood structures of the relatively vulnerable sections of the population. There is an additional gain to be attained through skill upgradation of the migrant labour which can be harnessed once they return home.

It is in this context that the study was initiated with the following objectives:

- Delineate the major transformations in the trends and characteristics of the Indian labour flows to the Gulf
- Examine the changes in regulatory structures relating to international labour migration in India as well as in the receiving countries
- Analyse the components of migration costs and estimate the overall migration costs incurred by low skilled migrants



- Assess the changing composition of the skills being demanded in the Gulf countries
- Suggest policy interventions to improve the migration outcomes and also to strengthen the migration- development linkage.

### **Date of Initiation and Date of Completion**

The study was initiated in July 2017 and completed in March 2018.

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

### **On-Going Research Projects**

#### **1. New Forms of Employment: Issues and Perspectives**

This research study has been initiated under the aegis of BRICS Networking of Labour Research Institutes. The study is being conceptualised within the ILO's Centenary Initiatives on the theme, Future of Work. The study will analyse the implications of the rapid technological transformations and the new business models on forms of employment and employment relations. The specific issues being addressed include: conceptualising new forms of employment; the key macro-economic policy catalysts (financial, technological etc.) influencing employment and employment relations; the capabilities of traditional and standard employment relations to deal with new forms of employment. The study aims to provide policy contours for addressing opportunities and challenges posed by the new forms of employment.

### **Date of Initiation and Date of Completion**

The study was initiated in December 2017 and will be completed in May 2018.

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

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

Objectives of the study includes: a) To analyse the size, characteristics & structure of Micro and Small enterprises (MSEs) in India; b) to study the role of small scale industries in India in recent years and also examines trends and opportunities of MSEs; c) to examine how far labour laws & business environment in India is facilitating for MSEs and also various socio economic factors affecting the growth and development of MSEs; and d) to identify or suggest strategies to support quality employment generation in MSE sector in India.





### Date of Initiation and Date of Completion

The project was initiated in January 2018 and is expected to be completed by April, 2018

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

### 3. Promoting Youth Employment & Entrepreneurship: A Study with Special focus on 'Start-ups'

Objectives of the study includes: a) to understand the size and extent of workforce participation of youth in India with special reference to the informal employment. b) to understand how the 'start-ups' make changes over youth in India. c) Study the procedure, regulatory process and the challenges of start-ups in India. d) Are the start-ups a method for formalisation of self employment for youth and how youth's economic and social life changes with start-ups? e) Explore how start-ups promote employment among youth.

### Date of Initiation and Date of Completion

The project was initiated in August 2017 and is scheduled to be completed by September, 2018

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

### Major Workshops/Conferences

- **Brainstorming Session on Employment Generation Strategies in India**

V.V. Giri National Labour Institute organised a Brainstorming Session on "Employment Generation Strategies in India" on November 08, 2017 at the Institute's campus.

Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour and Employment (I/C), Government of India inaugurated the programme. In his inaugural address, the Hon'ble Minister highlighted that generating quality employment is critical for reaping the demographic benefits bestowed on India. He said that though Ministry of Labour and Employment is not engaged in directly creating jobs, it has taken a number of steps for creating an enabling environment for job creation and scaling up of investment. He also highlighted that the present government has taken a number of innovative initiatives to upgrade the skills and employability of the workforce.

Smt. M. Sathiyavathy, Secretary, Labour and Employment, in her presidential address highlighted that the government is committed to address the skill needs of the new

entrants to the labour market. She said that this is particularly important in the context of the IR-4.0 wherein automation is increasingly influencing the work and work relations.

Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute in his welcome address highlighted that ensuring decent and productive work is central to attaining the sustainable development goals of the United Nations.

Renowned scholars in the area of labour and employment studies, senior officials of the different ministries concerned with employment issues, members of the Governing Councils of the Institute and faculty of the Institute participated in the brainstorming session to formulate strategies for quality employment generation.

Dr. S.K. Sasikumar, Senior Fellow coordinated the brainstorming session.



*Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (I/C), Govt. of India releasing some of the Institute's publications at the Brainstorming Session on Employment Generation Strategies in India, organized by VVGNI in the presence of Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment, Ms Kalpana Rajsinghot, Joint Secretary M/o L&E, Dr. H. Srinivas, Director General, VVGNI and Shri Manish Kumar Gupta, Joint Secretary, M/o L&E*



## Centre for Agrarian Relations and Rural Labour Studies

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

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

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

### On-going Research Project

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

##### Objectives

- To review, analyse and understand the present agrarian situation in the country;
- To examine socio-economic status of rural labour in general and women agricultural labour in particular;
- To study the rural workers access to and impact of different development and welfare programmes and schemes on the conditions of rural/ agricultural labour;
- To study education and skill base of the rural workers;



- To examine the pattern of opinion and attitudes of rural labour about their own problems and solutions;
- To explore the employment potential in rural areas; and
- To suggest approaches and strategies for the empowerment of rural labour and women agricultural labour on the basis of the study.

### **Date of Initiation and Date of Completion**

The project was initiated in August, 2016 and is expected to be completed by May, 2018.

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

### **Major Workshop/Seminar**

- **Workshop on Issues Related to Beedi Sector**

The training workshop was organized in the institute with the aim to identify the problems and issues of beedi sector and locate solutions to address the issues during February 15–17, 2018. Forty (40) representatives from Workers' Organizations, Medical Officers, Employers and concerned officials of the Central and State Governments participated in this Workshop. As a part of the workshop, a panel discussion was held on "Addressing the Issues of Beedi Sector—Way Forward".



## 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 Centre 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 sectors including the CSR executives, social and cultural organizations, Office-bearers of Residents Welfare Associations (RWAs), NSS, NYK and other Youth Groups, Panchayati Raj Institutions and other social partners working towards prevention and elimination of child labour.

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

### Research

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

1. Reviewing Research Studies for locating different forms of child labour, definitional aspects of child labour, dimensions, determinants and deterrents
2. Studying socio-economic implications situating factors responsible for perpetuation of child labour



3. Creating benchmark information on employment of children in the geographical areas where there is concentration of child labour and in select sectors of economy particularly in occupations and processes that are hazardous for children and adolescents and are prohibited by law
4. Evolving strategies for Rehabilitation of child labour
5. Contextualizing Opportunity costs for withdrawal of child labour through Documenting Successful experiences.

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

### Completed Research Projects

#### 1. Review and Assessment of the Outcome of the Performance: Evaluation of the National Child Labour Project (Twelfth Five-Year Plan period)

Conducting of policy-oriented project evaluation studies becomes important when their objective is to achieve “relevance” to society by examining not just the organizations and institutions, but also the output of the policies and projects that impact on the population in multitudinous ways. Moreover, periodic review of any programme is of utmost importance as it helps the policy makers to initiate necessary steps to make the programme more effective and responsive to the progressive demand generated from time to time.

Child labour situation in India has been a serious and challenging one that has attracted the attention of policy makers in India. The magnitude and incidence of child labour varies across different states, with some states reporting high incidence while in others it is comparatively lower. The distribution of child labour also has varies across the sectors. The major sectors which constitutes large amount of child labour can be classified as mainly; cultivators, Agricultural labourers, Household industries and other categories.

This evaluation study of the NCLPs is commissioned by the Ministry of Labour and Employment, Government of India. The broad objectives of the evaluation exercise



was i) to assess the role of NCLP in identification of child labour, educational rehabilitation through the STCs and mainstreaming into regular schools; ii) to examine the effectiveness of NCLP in tracking and rescuing adolescents from hazardous occupations and processes and enabling their access to skill training.

### **Date of Initiation and Date of Completion**

The study was initiated in April, 2017 and completed in May 2017.

**(Project Directors: Dr. Helen R. Sekar, Senior Fellow, Dr. Ellina Samantroy, Fellow and Dr. Kingshuk Sarkar, Fellow)**

## **2. Family Labour in Small Holding Plantation Sector: A Study with Special Focus on Women and Children in Selected Areas of South India**

The study was conducted with the Objectives i) to understand the nature and extent of engagement of 'family' including women and children as part of employment in the small holding sector and economic implications thereof; ii) to study what are the social, economic and cultural contexts and factors that lead to the more involvement of family labour, especially women and children in small holding sector; iii) To examine gender dynamics of family labour in the small holding sector; iv) to examine how does involvement in family labour affect children in their education, skill development and aspirations; v) to understand how has family labour been perceived by women and children and whether it reproduces/reinforces any specific social relations vi) to explore the extent of social protection measures and organizing labour in this sector and vii) to examine the evolution, contribution and challenges faced by the small holders/growers/producers in commodity trade.

The Study found that the Small growers of tea and coffee in Niligiris and Coorg respectively use predominantly family labour and wage labour is used during the peak season in tea and during peak harvesting time in coffee. Incidences of children working at the family hold lands are very infrequent now-a-days. The next generation may not be interested to continue small plantations and move out in search of other alternative livelihoods. Further, the Tea and coffee plantations in respective areas are not kind of mono-culture rather part of diversified crops and related activities. Thus, economic health of that part is not sole dependent on tea not coffee prices. The risk factors involved in production of primary crops are lessened to a great extent because of such diversification and this is very unlike similar small-growers of tea in north-eastern regions. The study inferred that growing tea and coffee in small-holdings are profitable activities though volume of profit is not that high. It was



also revealed that the Small growers of tea do not have their own manufacturing facilities and Bought-Leaf-Factories (BLFs) use this opportunity and make substantial profit. The study suggested that for the greater benefit of all concerned particularly small growers, setting up of co-operative manufacturing units is very important. Some efforts should be put to generate awareness about quality consciousness because the Quality of green leaves plucked is a big concern. Shortage of labour is a big issue and supposed to become further aggravated because of disinterest shown by the next generation.

### **Date of Initiation and Date of Completion**

The study was initiated in August, 2016 and completed in October, 2017.

**(Project Director: Dr. Kingshuk Sarkar, Fellow)**

### **3. Developing State-specific Profiles on the Situation of Working Children in India**

India adopted a National Child labour Policy progressively eliminate different forms of child labour in August 1987, made amendments in the Child labour (Prohibition and Regulation Act) in July 2016 and ratified ILO conventions 138 and 182. However, despite sustained action by the Government of India to combat child labour, children continue to work in different sectors of informal economy. Natural disasters and social conflicts have exacerbated the already complex and wide-ranging social and economic issues, which contribute to the prevalence of child labour. In order to provide an evidence-based platform to help curb child labour a thorough examination into the magnitude and profile of working children in select states of the country. Accordingly, this study had made an attempt to provide government officials, civil society and the international community with the comprehensive profile of child labour in order to facilitate an effective response to working children.

The main objective of this study was to elucidate the various dimensions of working children in different states of India with the view to: i) profile situation of working children in the select states; ii) study the extent of child labour in different occupations and processes; and iii) assess the national policies, legal frameworks and institutional contexts relating child labour.

### **Date of Initiation and Date of Completion**

The study was initiated in February 2017 and completed in July, 2017.

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





#### 4. Critical Analysis of Child Labour (Prohibition and Regulation) Amendment Act 2016 in the overall Legal Framework on Child Labour

Legal measures were introduced in India in 1881 to curb child labour mainly to protect the employment and wages of adult workers, though the problem of Child Labour can be traced to the industrial revolution when the human dignity and labour had begun to be considered as a marketable commodity at the cheapest price. The 19<sup>th</sup> century witnessed a series of developments which transformed the legal status of the child. This transformation was mainly due to the realization that the society cannot disown its responsibility of child care and under the doctrine of “state protection” child came to occupy the centre of the legal stage. The introduction of prevention in child labour laws and compulsory education were the two important changes which affected the legal status of the child. Viewing child labour as a social problem and the need to protect them against it came to the fore front when labour exploitation of children became common.

The objectives of the research study are to: i) identify and examine research and other literature on child labour policy and legislation to understand the nature of these research studies, and the methods, instruments, and analytical tools used; ii) analyze the forte of the amendments in the Child Labour (Prohibition and Regulation Act 1986 and iii) examine the current capacities of labour enforcement machinery for enforcing the amended Act and iv) to explore the structure and mechanisms required for addressing Child and Adolescent labour in hazardous occupations that are prohibited in the Amended Act; and v) document the research findings, analysis, and provide recommendations

#### Date of Initiation and Date of Completion

The study was initiated in February, 2017 and completed in June, 2017.

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

#### 5. Deterring the Determinants of Child Labour through Documentation, Digitization and Dissemination (Phase 2)

The National Resource Centre plays an important role in capturing and disseminating information and knowledge on state-specific child labour issues that have strategic implications for academic and development thinking, and for policy formulation and capacity building of various groups. Effective sharing of knowledge depends on how efficiently and effectively the NRCCL processes acquired knowledge products



internally and how quickly it capitalizes on the skills and knowledge products acquired in different functional areas across the country and globe for addressing child labour.

The objectives of the project are i) to store all non-book databases, scanned documents, etc. at one place, ii) to provide pin-pointedly information seeker on child labour and other related subjects, iii) to make provision for the access of database subscribed and received in electronic form to the internal as well as external user.

### **Date of Initiation and Date of Completion**

The study was initiated in July, 2016 and completed by February, 2018.

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

### **On-going Research Projects**

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

Child Labour (Prohibition & Regulation) Act, 1986 has been amended by the parliament on 22nd July 2016 and for Child Labour (Prohibition & Regulation) Amendment Act, 2016, was notified on 1st September 2016. This project aims to provide technical support at every stage of the process of framing of Rules under Child Labour (Prohibition & Regulation) Act, 1986 as amended by Child Labour (Prohibition & Regulation) Amendment Act, 2016 by carrying out extensive literature review and also by eliciting views, perspectives suggestions and comments on a regular basis from various social partners across the country for framing rules on the amended legal provisions under the Child Labour (Prohibition and Regulation) Amendment Act, 2016 Act. The objective is also to organize National Level Training Workshops for Programme managers, Project Directors of NCLPs, imparting awareness on the amendment Act and its provisions to the Labour Enforcement machinery and to contribute to multi-social partners' national-level consultation on the draft rules. The purpose is also to provide technical support for finalization of Data-capturing tools for survey of child and adolescent labour under NCLP Scheme. Through its various activities this project contributes to the task force in a number of ways including suggesting measures for effective enforcement of provision of CLPR Act; other strategies for prevention of child labour; recommending standard operating procedures for trafficked and inter-state migrant children; and recommendations for effective implementation of the National Child Labour Projects by strengthening district-state level stakeholders' capacity by enhancing awareness and sensitization

on the problem of child labour, and equipping with required skills and knowledge to prevent and respond to child labour through a more coordinated approach.

### Date of Initiation and Date of Completion

The study was initiated in November, 2016 and is expected to be completed by May 2018.

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

### Major Workshops/Seminars

- State of Child Workers in India - Mapping Trends: A Study Dissemination Workshop with Special reference to Bihar** was organized by Government of Bihar in collaboration with UNICEF on 12<sup>th</sup> April 2017 at Patna, Bihar. The objective of the workshop was to disseminate the findings of the study in the context of Bihar thereby contributing to the policy decisions for developing Bihar State Action Plan on Child Labour. The workshop was inaugurated by **Shri Vijay Prakash, Hon'ble Minister of Labour, Government of Bihar**. A special address was delivered by **Shri. Dipak Kumar Singh, Principal Secretary, LRD, Government of Bihar** and **Shri Gopal Meena, Labour Commissioner, Bihar**. **Dr. Helen R. Sekar, Senior Fellow, and Dr. Ellina Samantroy, Associate Fellow,** were the resource persons from VVGNI



*Shri Vijay Prakash, Hon'ble Minister of Labour, Government of Bihar inaugurating the Workshop on State of Child Workers in India : Mapping Trends*

- **Workshop on Performance Evaluation and Impact Assessment of National Child Labour Project Scheme** was organized during May 8 and 9, 2017. The workshop was conducted with the objective to examine the effectiveness of NCLP scheme in addressing the issue of child labour, to share best practices, to assess the impact of awareness generation and also the optimal utilization of District Project Society Staff at the District Project Society level for effective implementation of NCLP Scheme. The Workshop was attended by sixty two participants who were the Project Directors, Programme Managers and the NGOs implementing National Child Labour Project from several districts covering Karnataka, Gujarat, Maharashtra, Assam, Telangana, Rajasthan, West Bengal, Haryana, Madhya Pradesh, Andhra Pradesh, Uttar Pradesh and Punjab. This training workshop was jointly organized by the faculty members **Dr. Helen R. Sekar**, Senior Fellow, **Dr. Ellina Samantroy**, Fellow and **Dr. Kingshuk Sarkar**, Fellow.



*Inaugural Session of Workshop on Performance Evaluation and Impact Assessment of National Child Labour Project Scheme*

- The **National Conference on Child Labour** was organised by the Ministry of Labour and Employment on September 26, 2017 at the Pravasi Bhartiya Kendra (PBK), New Delhi under the Chairpersonship of Shri Santosh Kumar Gangwar, Hon'ble Minister for Labour and Employment. On this occasion the PENCIL Portal was launched and the Standard Operating Procedure (SOP) was released by the Hon'ble Home Minister Shri Rajnath Singh. This occasion

was also graced with the presence of Noble Laureate Shri Kailash Satyarthi and many other State Ministers, Government Officials, Officials of the ILO, UNICEF, other international organisations and representatives of Civil Society Organisations. The deliberations of the conference focused on sensitising the State Governments, NCLP staff and other stakeholders about the amendment in Central Rules on Child and Adolescent Labour, amendment in the Schedule of Hazardous occupation, processes and about the ratification of ILO Conventions 138 and 182. Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute made a presentation on 'Issues in Enforcement of Child Labour Law: Role of V. V. Giri National Labour Institute' and also the Role of National Resource Centre on Child Labour (NRCCL) in Prevention and Elimination of Child Labour.



*Shri Rajnath Singh, Hon'ble Home Minister and Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (I/C), Govt. of India and other dignitaries at the National Conference on Child Labour*



*Dr. H. Srinivas, Director General, VVGNI and other officials at the Technical Session of the National Conference on Child Labour.*

- A Training Workshop on '**Effective Implementation of National Child Labour Project**' was organised during September 06<sup>th</sup> and 07<sup>th</sup>, 2017. The objectives of the programme were: (i) to impart skills for organising and co-ordinating child labour survey; (ii) to equip participants with abilities for forging convergence among various schemes focusing on child labour families; and (iii) to develop understanding on multi-pronged strategy of NCLP and the amendments in CAL(PR) Act 1986. A total of **189** Project Directors and other officials from the length and breadth of the country participated in the programme. Dr. H. Srinivas, Director General delivered the Key Note Address on "Multi-Stakeholder Capacity Building for Prevention and Elimination of Child Labour" in the Training Workshop. Shri Rajeev Arora, Joint Secretary, Ministry of Labour & Employment, Govt. of India inaugurated the training workshop. This Training Workshop was coordinated by Dr. Helen R.Sekar, Senior Fellow.



*Dr. H. Srinivas, Director General, VVGNI delivering the Key Note Address at the Inaugural Session of the Training Workshop on Effective Implementation of National Child Labour Project*



# Centre for Employment Relations and Regulations

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

## Completed Research Project

### 1. Review and Synthesis of Mapping Studies on Labour Administration, Labour Inspection and Social Dialogue in India

#### Context

This Study was drawn on four preliminary mapping studies on Social Dialogue and Labour Administration. These studies were carried out in four states namely Tamil Nadu, Kerala, Karnataka and Maharashtra.

This study sought to explore the complex legal framework and institutional architecture underpinning labour administration in India. The report of the study also highlighted weakened institutional capacity, including outdated management systems, under staffing and poor coordination as key constraints. In particular, it is clear that the highly informalised nature of the Indian workforce presents unique labour administration challenges especially from a labour inspection and enforcement perspective.

This study further sought to highlight the main challenges pertaining to Tripartite Social Dialogue – as well as highlighting examples of any good practices, including recommendations for strengthening tripartite social dialogue at the National and State Level. The report further revealed a wide array of tripartite institutional mechanisms at



the State Level - ranging from, Labour Advisory Committees, Welfare boards, Minimum wage Boards, and Industrial Relations Committees - despite these mechanisms not functioning adequately, in many cases, they are identified as critical and relevant from a governance perspective.

### Outcome of the study:

- As a response to large-scale informalization of the labour force in the last two decades and half, state mainly responded by forming various employment specific welfare and social security boards which are also tripartite in nature and these boards are constituted by drawing equal number of members from three stakeholders that is government, employers' organizations and trade unions.
- Effectiveness of social dialogue has suffered reverses in all these states except Kerala which still has very strong culture of tripartism and working class solidarity, as trade unions operating in this State are quite assertive and effective in ensuring better working and living conditions as well as wages.
- Except Kerala, in three other states, various statutory and non-statutory boards/committees have lost effectiveness to a certain degree because in some cases reconstitution of such bodies were kept pending and in some cases members are not getting nominated even after repeated persuasion.
- Again, except in Kerala, trade union bargaining power suffered decline substantially in the last two decades and half. This is particularly true for Maharashtra and Tamil Nadu.
- State is basically concentrating on redistribution rather than acting as a regulator of labour standards.
- In all states except to some extent Kerala, rigours of inspection mechanism have witnessed some sort of dilution in recent times. This is part of an all-India phenomena and a fallout of neo liberal economic environment where one state competes with other in attracting industrial investment and tries to sell itself as a cheap labour destination
- Implementation of various labour legislations has also performed much below the desired level.
- Labour administration itself suffers from some serious constraints. Both physical and human infrastructures are inadequate to deal with work in hand. Physical infrastructure and space are quite limited and much less as compared to the state-of-the art technology/innovation. This apart, on an average 40 per cent human positions are lying vacant.





- The immediate challenge faced by the labour administration is how to deal with growing informality. Informalization of the labour force seems to be irreversible process as of now.
- Number of disputes taken up for conciliation has come down considerably over the years. Bi-partism is preferred over tri-partism. Central industry-wide trade unions are being gradually replaced by unit specific union activities.
- In all the four states, there is considerable decent job deficit. Decent job deficit manifests itself in terms of wages below the stipulated minimum wages, longer working hours, dilution of occupational health and safety norms, lack of employment and social security, absence of explicit employer-employee relations, dismantling of written contracts etc.

### Date of Initiation and Date of Completion

The Study was initiated in August, 2016 and completed in December, 2017.

**(Project Director: Dr. Kingshuk Sarkar, Fellow)**

### On-going Research Project

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

##### Context

Of late, the trend towards engaging more and more persons on Fixed-Term Contract basis is constantly on the increase and this trend is going to continue in future also. FTCs typically offer a lower level of protection to workers in terms of termination of their employment, as generally no reasons are provided by the employer to justify the end of employment relationship beyond reaching the end date of FTC. The matter of concern therefore is that uncertain nature of fixed-term contracts can lead to crucial employment issues like, insecurity about employment, widening inequality between standard and non-standard workers in terms of working conditions and social security and increased stress etc. All these aspects need to be appropriately dealt with. Any regulatory policy on fixed term employment contract therefore requires a balance between the social protection of workers on the one hand and flexibility of the labour market on the other. However, regulation varies widely in practice from country to country. In this context, it would be interesting to identify, understand and capture the various kind of regulatory policies and practices prevailing in various countries in the world to draw suitable lessons for the purpose of formulating appropriate regulatory framework in India.



## Aim and Objectives of the study:

The study aims to identify, understand and capture the key features of the policies and practices pertaining to regulation of various aspects of fixed-term employment from selected countries with a view to draw suitable policy lessons. The key objectives of the study are as follows:

- i) To trace the historical evolution of non-standard (atypical non-regular) employment or fixed-term contract system.
- ii) Identification of the key characteristic attributes and features of fixed term contract system
- iii) Identification and analysis of the policies pertaining to regulation of various aspects of fixed-term employment from selected countries.
- iv) Identification of the prevailing practices pertaining to regulation of various aspects of fixed-term employment in particular the current regulation on fixed term contracts from selected countries
- v) To make a comparative analysis of these regulatory policies and practices with a view to draw appropriate policy framework for India.

## Date of Initiation and Date of Completion

The Study was initiated in August, 2017 and is expected to be completed in July, 2018.

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

## Major Workshop

- A Workshop on '*Recent Amendments introduced by the Central and State Governments in different Labour Laws*' was organised during February 22-23, 2018. The workshop primarily aimed at sharing of various recent initiatives towards labour law amendments of the Central and State Governments and other reform measures and replicable practices. Shri Surendra Nath, former Chief Labour Commissioner and former Secretary to Govt. of India made the opening remarks during the workshop. Day one of the workshop focused on the recent amendments in labour laws by the central government, key features of Shram Suvidha Portal, highlights of various draft Labour Codes and the reform initiatives of Government of Delhi.

On the second day, the discussions centred around the State amendments in labour laws and other reform measures undertaken by them. 33 participants

comprising of officials from the Ministry of Labour and Employment, the office of the Chief Labour Commissioner, senior officials from the State Governments etc. participated in the workshop. The concluding session of the workshop was chaired by Ms. Kalpana Rajsinghot, Joint Secretary, Ministry of Labour and Employment. Dr. Sanjay Upadhyaya, Fellow, VVGNI coordinated the workshop.

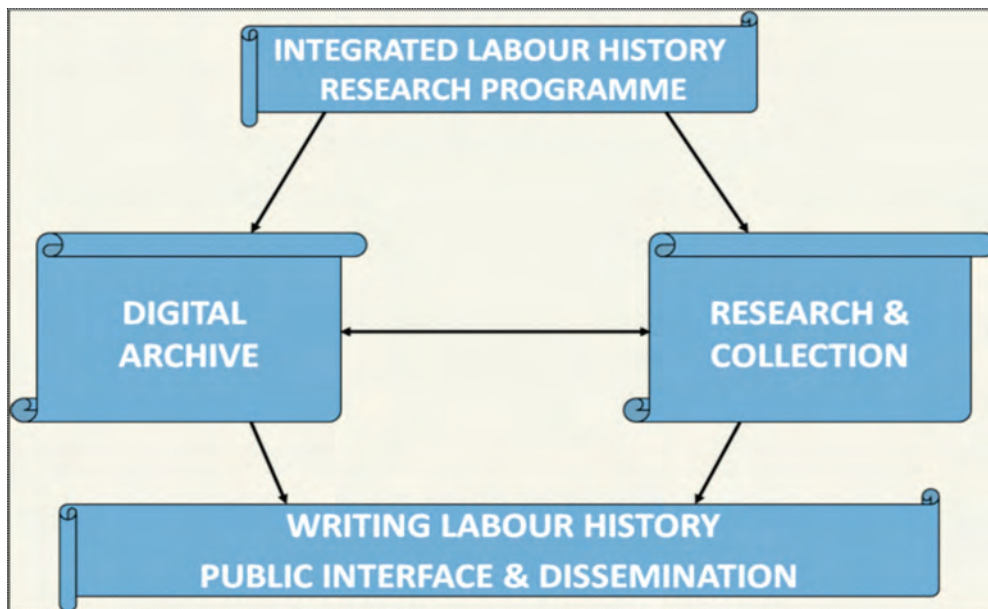


*Ms. Kalpana Rajsinghot, Joint Secretary, MoL&E inaugurating the Workshop on Recent Amendments in Labour Laws*

# Integrated Labour History Research Programme

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

## Structure of the Programme



## Features of the Digital Archives of Indian Labour

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



## Completed Research Projects

### 1. Research and Collection of the Indian Labour Conference Documents, 1942-2016

Indian Labour Conference (ILC) is the premier tripartite consultative body (involving Government, Employers' Associations and Trade Unions) and plays a crucial role in making of labour policy. Some of the key legislative initiatives taken by the Government such as minimum wages, social security of unorganised labour, industrial relations etc. are pursuant to recommendations of the ILC. The Indian Labour Conference in its tripartite form has been in existence since 1942 when it met under the Chairmanship of Dr. B.R. Ambedkar. Till date, 46 sessions of the ILC have been held.

This project was initiated with the objective of digitising the following:

- a) Collection of ILC proceedings 1942-2016
- b) Collection of SLC proceedings and minutes 1942-2016
- c) Collection of the State Labour Ministers Conference Proceedings

### 2. 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. During 2017-2018, the ILHRP initiated a specialised archival collection of life history/oral history of Informal workers through research projects either taken up independently or in collaboration with other institutions and scholars.

A total of twenty life stories were collected by using the life story approach mainly in the Delhi NCR region.

### 3. Collection on Dalit and Labour Movement with Focus on the Works of Shri Jagjivan Ram

Jagjivan Ram was the first Labour Minister of Independent India and during his stewardship in the initial years, the foundations laid by the work of Dr. B.R. Ambedkar as Labour Member in the Viceroy's Council was strengthened further and key social



security legislations pertaining to the Minimum Wages, EPFO and ESIC were passed. A comprehensive collection of the speeches, writings and official documentation of Shri Jagjivan Ram was collected during 2017-2018 and is being digitised.

#### **4. International Labour Organisation Monthly Reports of India Office, Delhi from 1929-1969**

India is a founding member of ILO and the India Office of ILO has been functioning since 1929 at Delhi. The Delhi office of ILO prepared extensive monthly reports on the issues of Indian labour scenario and social and economic policy. These monthly reports give us an overview about enacted laws, official policy and other government materials, trade unions or political movements during the period. This collection is a very important database for researchers and policy makers. This important collection has now been accessed by ILHRP and digitised for the period 1929-1969.

#### **5. Technical Upgradation of the Archives of Indian Labour**

The Digital Archiving process is being challenged by massive technological disruption. Worldwide millions of documents, books, and institutional collections are being digitised and put into the public domain. Driven by the drastic reduction in the cost of digital storage capacities and rapid changes in technology (cloud computing, big data analytics etc.), the quantitative explosion poses massive challenges as well as opportunity for the ILHRP.

These issues were discussed in detail during the 29<sup>th</sup> meeting of the JAC and it was decided that ILHRP should undertake a comprehensive review of the Archives for Reorganization and Technological Upgradation to move it into a new platform with the aim of long term sustainability of the Archives.

The major tasks undertaken in this regard during 2017-2018 are as follows:

##### **5.1. Technological Upgradation and Revamping of Greenstone to DSpace**

Transfer the archives to DSpace which compared to the existing Greenstone allow us to make the archives much more user friendly and easier to maintain and update.

The specific advantage to shift to DSpace software are: a) It is completely customizable to fit the requirement of ILHRP archives ; b) It preserves and enables easy and open access to all types of digital content including text, audio, images, moving images, mpeg and data sets which was not possible with Greenstone. As our collection are growing which ranges from textual to audio material, this was very much required; c) It is used by higher educational institutions for whom the platform was initially



developed. The software has been used by, state archives, museums, state and national libraries, journal repositories, consortiums, and commercial companies to manage their digital assets. Among many of its current users are the National Archives of India, Gokhale Institute of Politics and Economics, IIT Roorkee, and the vast database of the Agricultural Universities, Krishi Kosh.

We have installed DSpace and are in the process of configuring it as per our need. We have also trained our team and they are learning and working with the new software and we have started shifting our material to the new platform.

## 5.2. Rescanning the existing collection and Digitising the new collection

As it is evident, the upgradation is a complex process and it demands reworking the earlier format through which archival material was digitally made available. It primarily requires two tasks.

- **Re-scanning in standard TIFF formats**

We had to rescan some of the earlier material at a preferred resolution (300 dpi) and save them in PDF format. It is required due to the requirement of standardization of format of master digital objects.. The earlier format of GIF and JPEG (due to their Lossy compression) was not considered upto the world digital archival standards. Alongside we had to scan and save them as pdf by using software that makes the document full text searchable. For this we recently procured software known as Abby Fine reader that creates OCR texts out of TIFF images and also produce PDF digital copies which can be delivered on line. This enables the recognition of printed or written text character by a computer. This involves photo scanning of the text character-by-character, analysis of the scanned-in image, and then translation of the character image into character codes. This makes searching the content in a particular document possible.

- **Detailed Meta Data Creation**

With the transition to DSpace Platform, the existing metadata has to be made compatible using the Dublin Core electronic records metadata standard. This is being carried out currently for all the collections.

## 6. Writing Labour History

Writing Labour History is an integral part of the ILHRP. It is an important means for dissemination of research and collection activities carried out at in the Programme. During the period 2017-2018, four major writing projects were completed. Two of them have been published and two are ready for publication.

- Global Labour History: Two Essays – Marcel van der Linden, published as NLI Research Studies Series No. 125/2017
- Indian Migrant Labourers in South-east Asian and Assam Plantations under the British Imperial System – Rana P. Behal, published as NLI Research Studies Series No. 127/2017
- Making of the Wage Policy in Late Colonial Bombay: Wage Arrears and Labour Legislation, Aditya Sarkar. Will be ready for publication as NLI Research Studies Series in 2017-2018
- Post Colonial Mobility: Migration and Domestic Work, Contemporary Kolkata, Samita Sen. Will be ready for publication as NLI Research Studies Series in 2017-2018.

## XII<sup>th</sup> International Conference on Labour History

V.V. Giri National Labour Institute in collaboration with the Association of Indian Labour Historians organised the Twelfth International Conference on Labour History during March 26-28, 2018 at the V.V. Giri National Labour Institute. 80 renowned scholars on labour history from 10 countries including India participated in the Conference. Nearly 34 research papers were presented and discussed during the Conference.

The broad theme of the Conference is “The Future of Work in the Mirror of the Past”. The deliberations of the Conference focussed on the relation of technology with changing forms of work and work relations in the past and present in the light of possible future trends and policy pointers.



*Dr. H. Srinivas delivering the Inaugural Address at XII<sup>th</sup> International Conference on Labour History*





## Centre for Gender and Labour Studies

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

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

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



## Completed Research Projects

### 1. Training of Trainers Module on Prevention of Sexual Harassment of Women at Workplace

#### Objectives:

- Module 1: Understanding Sexual Harassment
- Module 2: Global Initiatives to Prevent Sexual Harassment
- Module 3: National Level Landmarks in the Prevention of Sexual Harassment at the Workplace
- Module 4: Preventing Sexual Harassment in the World of Work
- Module 5: Towards Effective Working of Internal Complaints Committees/ Local Complaints Committees
- Module 6: Creating Sustainable Inclusive Environment in the World of Work
- Module 7: Good Practices

#### Outcome

The present module is an effort towards the effective implementation of this welfare piece of legislation for women and deals with employer's perspective on sexual harassment, existing mechanism for preventing sexual harassment. It can be interpreted that educated women are more confident in reporting the cases of sexual harassment in comparison to that of less qualified women and with the increase in the education status women become more confident to express the injustice they have to tolerate in this male dominated society. Therefore, formation of sexual harassment committee at the workplace is imperative to protect the women from this serious form of misconduct in the workplace that has rigorous impact not only on the health and service of women but also on the culture and image of workplace. The module contains all the information at one place for the benefit of the trainees to reach grass-root level.

#### Date of Initiation and Date of Completion:

The study was initiated in May, 2016 and completed in August, 2017.

**(Project Director: Dr. Shashi Bala, Fellow)**



## 2. ICT Imperatives to Bridge the Digital Divide: Gender Perspective

### Objectives

- To study social, economic and educational barriers that prevents the entry of women workforce in ICT industry.
- To review availability of ICT infrastructure in urban and rural areas for women development.
- To assess the ICT involvement in providing employment or business opportunities to women in rural and urban areas.
- To analyse the problems of women working in ICT industry like managing work life balance, health impact, working in night shifts etc.
- To suggest ICT policies or strategies, this could be helpful for mainstreaming gender in development of India.

### Outcome

Post conducting a study on “Gaps in Education and The World of Work: Gender Perspective”. This research work is a next step to highlight the emerging issues likely to enhance the women in the world of work and to look into how IT has enabling environment for better integration of women in the workforce, within this context the present study is proposed with following broad areas:-to study social, economic and educational barriers that prevents the entry of women workforce in ICT industry; to review availability of ICT infrastructure in providing employment or business opportunities to women in rural and urban areas; and to analyse the problems of women working in ICT industry like managing work life balance, health impact, working in night shifts etc; to suggest ICT policies or strategies which could be helpful for mainstreaming gender in development of India.

### Date of Initiation and Date of Completion:

The study was initiated in July 2016 and completed in June 2017.

**(Project Director: Dr. Shashi Bala, Fellow)**

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

### Objectives

- Terms of employment and conditions of work for the domestic workers engaged both part-time and full-time (broader sense employment relation in domestic employment)



- Extent of mobilization and vulnerability of such workers (also recognition of such workers as well)
- Gender dimension of domestic workers
- Modes of compensation (issues in determination of minimum wages)
- Determination of minimum wage and consequent issue of treating domestic space as work space and household as an employer
- Feasibility of domestic workers' welfare board

### Outcome

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

### Date of Initiation and Date of Completion

The project was initiated in January 2017 and completed in July 2017.

**(Project Director: Dr. Kingshuk Sarkar, Fellow)**

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

### Objectives

This study looked into the followings issues:

1. What are the labour market institutions that are responsible for such low wages for plantation workers in North-East India and particularly compensation discrimination for women workers
2. What are the practices of these institutions (organizations and activities) that sustain such continuation of low wages and gender discrimination over the years.
3. What are the consequences of such segmented labour markets in terms of wages, conditions of work and relations of production in the tea industry?

### Outcome

- Daily rate of wages for tea plantation workers in West Bengal is very low compared to similar wages in Southern India tea plantations as well as in terms of agricultural minimum wages.



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

### **Date of Initiation and Date of Completion**

The project was initiated in July 2017 and completed in October 2017.

**(Project Director: Dr. Kingshuk Sarkar, Fellow)**

## **5. Unpaid Work and Time Use Patterns of Women Workers in North East India: Special reference to Tripura**

### **Objectives:**

- To examine the socio-economic profile of women in NER
- To understand the dynamics of women's employment in Tripura.
- To explore the relationship between education and labour force participation.
- To analyze the constraining factors for women's participation in paid employment.



- To understand women's unpaid work within the context of household division of labour thereby exploring the role of cultural practices, social norms, caste affiliations, ethnic identities etc.
- To examine women's access to the existing social protection provisions including employment guarantee schemes and analyze the impact of same on women's lives.
- To reflect on appropriate policy for promoting women's employment and well-being.

## Outcome

The study has contributed in understanding women's employment situation in Tripura with an analysis of the relationship between education and employment. It has also provided an in-depth analysis on women's unpaid work and time use patterns in Tripura. Women's participation in employment guarantee programmes like the MGNREGS are analyzed with regard to identification of the constraining factors that discourage women to participate in paid employment. The study also recommended important policy measures to be undertaken for recognizing women's unpaid work so that they can contribute to gainful employment. Specific policy interventions with regard to provision of quality education, capturing of women's unpaid work in national accounting statistics, public provisioning of care work, better infrastructure for the hilly regions, social security for migrant workers etc emerged as prominent policy initiatives that need to be addressed.

## Date of Initiation and Date of Completion

The project was initiated in August 2016 and completed in February 2018.

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

## On-going Research Projects

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

#### Objectives

- To understand the employment trends in agriculture across various age cohorts in India.
- To assess their education and skill-level, their asset-holding and social group classification in relation to their association with agriculture.



- To identify the drivers for withdrawal of youth from agriculture.
- To assess the situation of young women in agriculture with regard to their access to land and other productive assets.
- To identify factors that determines labour demand in agriculture in different contexts of farm-size productivity.
- To assess the impact of use of technology on overall employment potential and also that of various agricultural extension services.
- To examine the various institutional arrangements for promotion of agriculture and analyze them from a policy perspective for promotion of agricultural employment among rural youth.

### Date of Initiation and Date of Completion

The study was initiated in February, 2018 and is expected to be completed in June, 2018.

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

### Major Workshop

वर्ष 2018 में 08 मार्च 2018 को 'महिला सशक्तिकरण' विषय पर काव्य-पाठ का आयोजन किया गया। अपने उद्घाटन संबोधन में संस्थान के महानिदेशक M. J. J. ने अंतर्राष्ट्रीय महिला दिवस की शुभकामनाएँ देते हुए समाज में लैंगिक समानता के महत्व पर प्रकाश डाला।

काव्य-पाठ की शुरुआत करते हुए डॉ. हरीश अरोड़ा ने अपनी कविता 'नारी शक्ति है नया विधान' के माध्यम से नारी सशक्तिकरण के साथ सम्मान एवं समानता की आकांक्षा पर बल दिया ताकि नारी वास्तव में सशक्त हो सके। इसी तरह, डॉ. सविता जैमिनी ने 'बेटियाँ' के माध्यम से नारी की गरिमा तथा श्रीमती संयोगिता ध्यानी ने 'जीवन का नया रूप' के माध्यम से सफलता के लिए स्त्री. पुरुष के सामूहिक उत्तरदायित्व को उजागर किया। इस कार्यक्रम में संस्थान के सभी कर्मचारियों ने भाग लिया तथा अनेक कर्मचारियों ने काव्य-पाठ के विषय 'महिला सशक्तिकरण' पर बहुत ही अच्छे ढंग से कविताएं सुनाईं।

इस अवसर पर महिला कर्मचारियों को स्मृति-चिन्ह भी प्रदान किए गए। पहले संस्थान के महानिदेशक डॉ. एच. श्रीनिवास ने संस्थान की वरिष्ठतम महिला सदस्य डॉ. पूनम एस. चौहान, वरिष्ठ फेलो को स्मृति-चिन्ह प्रदान किया। फिर अन्य सभी महिला कर्मचारियों एवं अतिथियों को स्मृति-चिन्ह डॉ. पूनम एस. चौहान द्वारा प्रदान किए गए। कार्यक्रम का समन्वय [Jh chjæ Q g jkor] वरिष्ठ हिन्दी अनुवादक एवं [M- , yluk l kearjk ] फेलो ने किया।



डॉ. एच. श्रीनिवास, महानिदेशक, अंतर्राष्ट्रीय महिला दिवस के अवसर पर संबोधित करते हुए तथा स्मृति चिन्ह प्रदान करते हुए।





## 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

### I. Labour Market and Social Protection in North East India

#### Objective

The objective of the study is to examine the labour market trends in North East India and also to highlight the various social protection schemes implemented in all the eight North Eastern States of India. The study is based on the review of literatures, documents, surveys and related reports.

#### Outcome

The study has examined the labour market trends in North East India and also highlighted the various social protection schemes implemented in all the eight North Eastern States of India. It has also highlighted the various social protection schemes initiated by the Central Government.



## Date of Initiation & Date of Completion

The project was initiated in August, 2016 and completed in July, 2017.

**(Project Director: Dr. Otojit Kshetrimayum, Associate Fellow)**

## 2. Outcome Review of the Plan Scheme of Office of the Chief Labour Commissioner (Central)

### Objectives

The basic purpose of the study was to evaluate the Plan Scheme of the Central Industrial Relations Machinery (CIRM) i.e., Machinery for better conciliation and preventive mediation, effective enforcement of labour laws, construction of combined office complex for the office of CLC (C) and RLC (C), New Delhi and providing training to CLS officers.

The study has the following three objectives:

- i) Physical verification to ascertain extent of success in terms of achievements of its objectives,
- ii) Suggestion to be furnished for need of amendment in the guidelines/scheme, and
- iii) Examining the existing procedure and suggest ways for improvement.

This project was commissioned by the Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, Govt. of India.

### Methodology

The approach of the study is objective based evaluation study. It is *summative*, that is drawing lessons from the two on-going schemes. In order to evaluate the scheme, out of 20 regions of the Office of Chief Labour Commissioner (Central), seventeen regions including the North East Regional office at Guwahati were evaluated on the basis of the questionnaire and the feedback perma provided to the regional offices and the officers respectively.

## Date of Initiation and Date of Completion

The project was initiated in July, 2017 and was completed on September, 2017.

**(Project Director: Dr. Otojit Kshetrimayum, Associate Fellow)**

## Major Workshops/Seminars

- **Workshop on Labour and Employment in North East India : Issues, Concerns and Challenges**

A workshop on Labour and Employment in North East India Issues: Concerns and Challenges was organised by the Centre for North East India, V.V. Giri National Labour Institute in collaboration with the Department of Sociology, Maitreyi College, University of Delhi on April 12, 2017 at the Seminar Hall of Maitreyi College. The objectives of the workshop were: i) to explore historical and cultural perspective of work, ii) to understand the world of work and decent employment, issues of social security, migration, skill etc., iii) to make the participants acquainted with various labour and employment issues in India in general and North East India in particular, and iv) to encourage the participants to take up labour and employment issues as a research theme. Students and teachers from various disciplines of the college and faculty members participated in the workshop. The total numbers of participants were 62. The workshop was coordinated by **Dr. Rashi Bhargava**, Assistant Professor, Department of Sociology, Maitreyi College and **Dr. Otojit Kshetrimayum**, Coordinator, Centre for North East India, V.V. Giri National Labour Institute.



*Participants of the Workshop on Labour and Employment in North East India: Issues, Concerns and Challenges*

- **Workshop on Labour and Employment Issues in North East India**

A Workshop on Labour and Employment Issues in North East India was jointly organised by Centre for North East India, V.V. Giri National Labour Institute & Department of Political Science, Indira Gandhi National Tribal University, Regional

Campus Manipur at the Seminar Hall of the University on 26-29 May, 2017. The objectives of the workshop were: i) to explore historical and cultural perspective of

work, ii) to understand the world of work and decent employment, issues of social security, migration, skill etc., iii) to make the participants acquainted with various labour and employment issues in India in general and North East India in particular, and iv) to encourage the participants to take up labour and employment issues as a research theme. There were sixty participants in the workshop representing trade unions, NGOs and research scholars. **Dr. Nameirakpam Surjitkumar**, Head, Department of Political Science, IGNTU, RCM and **Dr. Otojit Kshetrimayum**, Associate Fellow were the Coordinators of the workshop.



*Participants of the Workshop on Labour Employment Issues in North East India*

- **Workshop on Effective Implementation of Social Protection Programmes in North East India: Way Forward**

A workshop on **Effective Implementation of Social Protection Programmes in North East India: Way Forward** was organised by the Centre for North East India, V. V. Giri National Labour Institute in collaboration with the Centre for Labour Studies and Social Protection, Tata Institute of Social Sciences, Guwahati on 16-17 March, 2018 at Guwahati. The aim of the workshop was to develop an understanding of social protection schemes for workers, especially in the informal sector and the strategy for its effective implementation. The objectives were: to understand livelihood risk and vulnerability of the rural poor and informal workers; to understand the different social protection programmes that transfers assets and skills people for entrepreneurship, self-employment and public works programmes that enable people to cope with poverty; to highlight various issues and challenges related to the implementation of the social protection schemes; and to explore the alternative coping strategies/best practices for effective implementation of these schemes. 70 delegates participated in the workshop. A panel discussion was also organised as part of the workshop. The Coordinators of the

workshop were **Dr. Rajdeep Singha**, Assistant Professor, TISS Guwahati and **Dr. Otojit Kshetrimayum**, Associate Fellow, VVGNI.



*Workshop on Effective Implementation of Social Protection Programmes in North East India: Way Forward*

- **Presentation of Research Publication on Skill Development of Youth in North East India: Way Forward**

A research publication on '*Skill Development of Youth in North East India: Way Forward*' was presented to Hon'ble Chief Minister of Manipur Shri N. Biren Singh in India Habitat Centre by Shri P. Amitav Khuntia, Associate Fellow of the Institute during the *Workshop on India Japan Partnership for Economic Development* in the North East on 20<sup>th</sup> March, 2018 organised by Indian Council for Research on International Economic Relations and also discussed about strengthening of the Manipur Skill Development Society.



*Presentation of the Research Publication by Shri P. Amitav Khuntia, Associate Fellow, VVGNI to the Hon'ble Chief Minister of Manipur, Shri N. Biren Singh*



## 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 interlinkages with the world of work, the Centre for Labour and Health Studies has been set up in V.V. Giri National Labour Institute. This specialised Centre focuses on understanding and addressing emerging health challenges confronting workers in a globalised economy. The core research areas of the centre are as follows:

### Core Research Areas of the Centre

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

### Completed Research Projects

#### 1. Study on Social Security Programmes/Schemes of all Ministries

This study was undertaken at the behest of the Ministry of Labour & Employment. The study was carried out to identify and estimate the expenses incurred by the government on the different social security measures of the country. The study identified social security measures that are operating at two levels – (i) universal programmes and schemes for basic social/human development, such as the literacy mission, programmes for provision of schooling, healthcare services, drinking water and sanitation, and technical training, etc., (ii) programmes and schemes that are intended to provide socio-economic security to the vulnerable citizens, irrespective of their working status in order to meet their promotional and protective needs such as ICDS, PDS, NSAP, MGNREGA, etc. An assessment of the annual expenses on each of the programmes/schemes was made.



### Outcome:

The study estimated the annual expenses on different social security programmes of the country, both at the level of universal social security as well as schemes/programmes for certain vulnerable segments of the population.

### Date of Initiation and Date of Completion

The project was initiated in April, 2017 and completed in May, 2017.

**(Project Director: Dr. Ruma Ghosh, Fellow)**

## 2. Employment Relation, Wages and Working Conditions in Beedi Industry in India

The study looks at the regulations of Bidi industry with a focus on wages and social security.

The major objectives of the study were:

- To understand the profile of people engaged in beedi work and characteristics of the industry
- To understand and analyze the policy framework related to the regulation of the beedi industry along with social welfare of beedi workers
- To address and document key concerns related to their health and social welfare, labour rights, child rights and gender based exploitation from the perspective of various stakeholders and efforts to address these concerns
- To carry out an exercise to examine the profitability of beedi manufacturers vis-à-vis ability of payment of minimum wage

### Outcome:

Some of the recommendations that emerge from this study are as follows:

- Minimum wages should be implemented. Setting up a national minimum wage is recommended for the sake of uniformity and simplicity.
- Strict implementation of all industry related legislations should be ensured to improve working conditions, provide welfare benefits, regulate production system etc.
- Registrations of all beedi companies should be done immediately.
- A review of taxation policy is needed.





- Valid IDs for all beedi workers irrespective of worker-company relation or the tenure of the company or engagement.
- Health conditions need to be addressed immediately by availing both state and private infrastructure.
- Shift towards to alternative livelihoods should be explored.
- There should be nation-wide efforts to organize beedi workers.

### **Date of Initiation and Date of Completion:**

The project was initiated in July, 2017 and completed in October, 2017.

**(Project Director: Dr. Kingshuk Sarkar, Fellow)**

### **On-going Research Project**

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

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

The major objectives of the study are-

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

## Date of Initiation and Date of Completion:

The project was initiated in September, 2017 and is expected to be completed by May, 2018.

**(Project Director: Dr. Ruma Ghosh, Fellow)**

## Major Workshops

In line with the recommendations of the 2<sup>nd</sup> National Commission on Labour, Ministry of Labour & Employment has taken steps for simplification, amalgamation and rationalization of Central Labour Laws and replacing them with Labour Codes.

VVGNI has been providing academic input and as well technical support to the Ministry of Labour & Employment for preparing the Labour Code on Social Security and Welfare. In this regard after completion of the Preliminary draft of the Code on Social Security & Welfare (by amalgamating 15 existing Labour Laws including EPF Act, ESI Act, Maternity Benefit Act, Payment of Gratuity Act, Employees Compensation Act, Unorganised Social Security Act, and various Welfare Cess /Fund Acts), the Institute organized three workshops for the Ministry in order to invite comments/suggestions on the Code from different partners-



*Opening Address by Shri Manish Kumar Gupta, Joint Secretary, MoLE/Chairman, Labour Code on Social Security*

- ✓ Workshop to Discuss Labour Code on Social Security and Welfare for Trade Unions and CSOs working in the Informal Sector, VVGNI, April 6, 2017



*Inaugural Address by Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment*

- ✓ Workshop to Discuss Labour Code on Social Security and Welfare for Academicians and International Experts in collaboration with International Labour Organisation, India Habitat Centre, New Delhi, April 13, 2017
- ✓ Workshop to Discuss Labour Code on Social Security and Welfare for Faculty Members of Law Universities and Institutes, National Law University, Delhi, May 30, 2017.



*Presentation of the Labour Code on Social Security*



## Centre for International Networking

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

The Institute is also currently empanelled as a training institution for organizing international training programmes under the ITEC/SCAAP scheme of the Ministry of External Affairs, Govt. of India. During year 2017-2018, the Institute organised seven international training programmes on major themes like Gender Issues in Labour, Leadership Development, Labour and Employment Relations in a Globalising Economy, Managing Development and Social Security Measures, Skill Development and Employment Generation, Research Methods in Labour Studies and Health Protection and Security.

Memorandum of Understanding (MOU) between V.V. Giri National Labour Institute (VVGNI) and International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy for professional collaboration was signed. The purpose of this MOU is to expand the collaboration between the two institutions in training activities to promote decent work for all. The two organisations will work together in areas of mutual interest for activities, *inter alia*, related to (i) organising collaborative training and education programmes; (ii) developing training modules; and (iii) faculty exchange. Such collaboration is expected to result in upgradation of technical capacities of both the institutions in responding to the challenges emanating from transformations in the world of work.



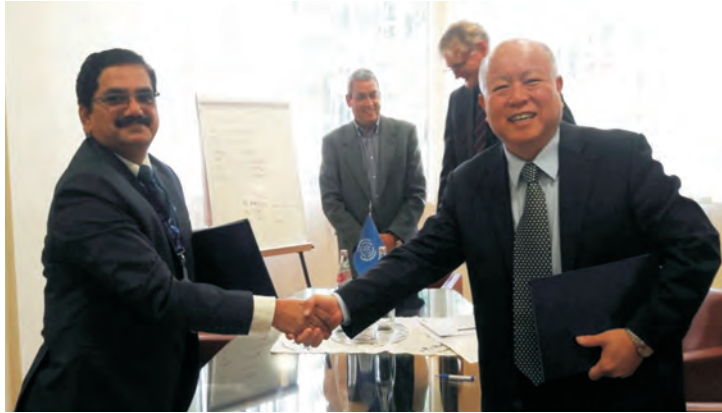
As a part of the ITC-VVGNI collaboration, One Year Training Programme on **Employment Policies: Moving from Fragility to Resilience** tailored for Social Partners from Afghanistan was developed.

Six training programmes were conducted under this One-year programme and were attended by 165 participants from Ministry of Labour Martyrs & Disabled (MoLSAMD), Workers organisations, Employers and Civil Society organisations from Afghanistan. The themes of these programmes were Youth Employment: From policy to action, Entrepreneurship Development, Migration and Employment, Skills and Employment Ability, Gender and Labour Towards Empowering Women in Fragile States and Design to Implementation: Institutions for Employment Policies.

- As a part of the activities under this collaboration, a Consultative Workshop on *"Promoting Rural Youth Employment in Afghanistan through Entrepreneurship, Education and Vocational Training"* was conducted during 05-09 February, 2018 at Taj Mahal Hotel, New Delhi for officials from Afghanistan. The workshop was attended by 19 participants from Afghanistan including two faculty members from VVGNI who were involved in the workshop as participants and facilitators.

Dr. H. Srinivas, Director General, VVGNI headed the Indian delegation to attend the 80<sup>th</sup> Session of the Board of the International Training Centre(ITC), Turin, Italy which was held during October 26-27, 2017. On the sidelines of the Board Meeting, an addendum to the Memorandum of Understanding (MoU) was signed on October 27, 2017 by Dr. H. Srinivas, Director General, VVGNI and Mr. Yanguo Liu, Director of International Training Centre of the ILO for extending the duration of the present MoU by one year.

The Director General, VVGNI and Director ITC also discussed about the activities conducted jointly by both the Institutions and the enormous scope to scale up the activities in future. Director General, VVGNI stated that ITC-ILO could explore the possibility of establishing regional training hub in Asia, Sub-Saharan Africa, etc. This would greatly help the ITC in conducting training programmes and expanding its reach in these regions. It is proposed that VVGNI of Ministry of Labour & Employment be considered for setting up as a Regional Centre of ITC-ILO in Asia. It was also suggested that possibilities could be explored for increasing the participation from Asia-Pacific region considering the fact that the region accounts for majority of the workforce in the world. It is also stated that it would be in the interest of all the social partners across the globe if the ITC-ILO could consider developing new programmes in areas like formalising the informal economy, initiation and operation of start-ups, promoting workers' empowerment along with enhanced enterprise efficiency.



*Dr. H. Srinivas, Director General, VVG NLI &  
Mr. Yanguo Liu, Director, ITC-ILO -Exchanging the MoU*

### **SPECIAL EVENTS ON SIGNING THE MEMORANDUM OF UNDERSTANDING (MOU) AT REGIONAL LEVEL**

As a part of its initiative to collaborate with regional level academic Institutions, the Institute signed MoUs at national levels with the following Institutions:

#### **(i) Signing of MoU with Gujarat Institute of Development Research (GIDR), Ahmedabad**

The V.V.Giri National Labour Institute in collaboration with Gujarat Institute of Development Research (GIDR) organized a Special Event on 27th April, 2017 for signing of the Memorandum of Understanding (MoU) between the two institutions. The programme included a Special Lecture on 'Labour Use in Agriculture: A Revisit' by Prof R. Parthasarathy, Director GIDR and the signing of the MoU by VVG NLI



*Shri Manish Kumar Gupta, Joint Secretary, MoLE & former Director General, VVG NLI and  
Prof. R. Parthaswamy, Director, GIDR - Exchanging the MoU*



and GIDR. Dr. S. Sasikumar, Senior Fellow while setting the context emphasized on the importance of MoUs and the way forward for future collaborative activities. Shri Manish Kumar Gupta, Director General, VVGNI delivered the special address and highlighted on the importance of the professional collaboration in promoting research, training and publications in areas related to labour and employment. The programme was attended by faculty members, officers and other employees of VVGNI, research scholars, rural educators and academicians from various other institutes. The programme concluded by the signing of MOU between VVGNI and GIDR and a vote of thanks. The programme was co-ordinated by Dr Ellina Samantroy, Fellow, VVGNI.

### **(ii) Signing of MoU with Centre for Studies in Social Sciences, Calcutta (CSSSC)**

V.V. Giri National Labour Institute (VVGNI) signed a Memorandum of Understanding (MoU) with Centre for Studies in Social Sciences, Calcutta (CSSSC) on July 20, 2017. CSSSC is an academic Institution funded by ICSSR and the Government of West Bengal. The MoU was signed to facilitate collaborative research, training and academic activities related to labour and employment issues in the eastern region of the country. The MoU was signed by **Shri Manish Kumar Gupta**, Director General, VVGNI and the Registrar of CSSSC. **Dr. Ruma Ghosh**, Fellow, VVGNI coordinated the signing of the MoU between both the Institutes.

### **(iii) Signing of MoU with Tata Institute of Social Sciences (TISS), Guwahati**

A Memorandum of Understanding (MoU) between V.V. Giri National Labour Institute (VVGNI) and Tata Institute of Social Sciences (TISS), Guwahati was signed by Dr. H. Srinivas, Director General of VVGNI and Dr. D.K. Srivastava, Deputy Director of TISS, Guwahati on 6th October, 2017 at Guwahati in the presence of Shri Santosh Kumar Gangwar, Hon'ble Minister of State (I/C) for Labour & Employment, Govt. of India; Shri Pallav Lochan Das, Hon'ble Minister of State (I/C) for Labour Welfare, Govt. of Assam and Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment, Govt. of India.

In order to facilitate collaborative research, training and academic activities related to labour and employment issues, V.V. Giri National Labour Institute, NOIDA and Tata Institute of Social Sciences, Guwahati, Off Campus agreed to establish the Memorandum of Understanding (MOU) as a framework for facilitating collaborative activities. The Centre for North East India from V.V. Giri National Labour Institute, NOIDA and the Centre for Labour Studies and Social Protection (CLSSP) under School of Social Sciences and Humanities (SSSH) from the Tata Institute of Social Sciences, Guwahati, Off Campus will anchor collaborative activities.

The collaborative activities will focus on the theme of labour with special emphasis on the issues relating to employment and unorganised workers. The professional activities to be undertaken as a part of this collaboration will include:

- Organising joint training programmes for different social partners engaged in labour and related issues;
- Organising joint seminars and workshops, particularly on contemporary policy related issues;
- Promoting faculty exchange, based on mutually accepted norms;
- Undertaking collaborative research on mutually agreed methodologies;
- Faculty members acting as co-supervisor for research students, wherever rules of the respective institutions permit to do so; and
- Undertaking collaborative educational courses/programmes on mutually agreed modalities.



*Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (I/C), Govt. of India, Shri Pallav Lochan Das, Hon'ble Minister of State for Labour Welfare (I/C), Govt. Of Assam, Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment, Govt. of India and other senior officers of the Ministry during the signing of MoU ceremony between VVGNI and TISS, Guwahati*

*Signing the MoU between VVGNI and TISS Guwahati by Dr. H. Srinivas, Director General, VVGNI and Dr. D.K. Srivastava, Deputy Director of TISS, Guwahati*







## Training and Education (2017-2018)

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

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

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

The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central, 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 2017- 2018, the Institute has conducted 138 training programmes and 4208 personnel participated in these programmes.

Further, the Institute has undertaken following initiatives:

### **Labour Administration Programmes**

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments 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. 08 such programmes were organized in which 201 participants participated.

### **Industrial Relations Programmes**

Under these programmes attempts are made to cover both the conceptual and practical areas of IR and disciplinary systems. They introduce senior managers, HR officers and trade union leaders from industries to participatory management for better interaction among the government, employers and the unions. 06 such programmes were organized in which 149 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. 42 such programmes were organized in which 1203 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. 09 such programmes were organized in which 450 participants participated.

### **International Training Programmes**

The Institute has been empanelled by Ministry of External Affairs, Govt. of India for conducting various international training programmes under ITEC/SCAAP programmes.



During the period the Institute organised 07 International Training Programmes under ITEC/SCAAP programme on various subjects such as Gender Issues, Labour Administration and Employment Relations, Leadership Development, Social Security, Skill Development and Employment Generation, Research Methods in Labour Studies and Health Protection and Security. In all 07 such programmes were organized in which 164 foreign nationals participated.

XII<sup>th</sup> International Conference on Labour History was jointly organised by VVGNI and Association of Indian Labour Historians during March 26-28, 2018 at V.V. Giri National Labour Institute (VVGNI) Campus, Noida. The broad theme of the conference was ***"The Future of Work in the Mirror of the Past"***. The conference was attended by 98 scholars and researchers from India and Abroad.

### 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 15 training programmes on the subject in which 446 personnel participated.

### Research Methods Programmes

These programmes are designed to help young teachers and researchers in universities/colleges and research institutions as well as professionals in government organisations to pursue their interests in labour research and policy. 06 such programmes were organized in which 154 participants participated.

### Collaborative Training Programmes

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

In view of this, the Institute in collaboration with Maharashtra Institute of Labour Studies, Mumbai, NCDS, Bhubaneswar, Mahatma Gandhi Labour Institute, Ahmedabad, Gujarat, State Labour Institute, West Bengal, SLI, Orissa, Tripura University, Kerala Institute of Labour & Employment, Gandhigram Rural Institute,



Giri Institute of Development Research has been conducting training programmes on subjects like Labour Market and Employment Policy, Effective Implementation of Labour Laws, Emerging Perspective on Gender, Labour Laws and International Labour Standards, Social Security for Informal Sector Workers, Effective Enforcement/Better Implementation of Labour Laws in Unorganised Sector, Changing Industrial Relations and Labour Administration, Quantitative and Qualitative Methods in Labour Research, Skill Development for Youth Employability and Entrepreneurship, Labour Reforms in India: Perspective and Challenges, Methods in Labour Research, Managing Livelihood and Social Protection in Coastal Region, Mainstreaming Gender Equality, Building and Other Construction Welfare Act, Social Protection for Unorganized Workers, Inclusion of Labour in Rural India, Social Security for Workers in Unorganised Sector, Empowering Women Organisers, Gender and Labour Issues in Global Economy etc. In all 20 such programmes were organized in which 722 participants participated.

### **In-house Programmes**

The Institute had undertaken various in-house training programmes, which are tailor-made specifically designed to cater to the need of the organization. In all the Institute organised 17 in-house training programmes for Oil India Ltd., Assam, ESIC, National Fertilizers Limited, ONGC, Government of Uttar Pradesh, Reserve Bank of India. In all 442 participants participated.



## TRAINING PROGRAMMES HELD DURING APRIL 2017-MARCH, 2018

S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
<b>LABOUR ADMINISTRATION PROGRAMMES (LAP)</b>				
1.	Globalization, Changing Employment Relations and Labour Administration May 22-25, 2017	04	16	Kingshuk Sarkar
2.	Effective Labour Law Enforcement June 19-23, 2017	05	29	Sanjay Upadhyaya
3.	Quasi Judicial Authorities: Role and Functions August 28-31, 2017	04	17	Sanjay Upadhyaya
4.	Towards Generating Quality Employment: Challenges and Options August 21-24, 2017	04	44	S.K. Sasikumar
5.	Laws Relating to Equality & Empowerment of Women November 6-10, 2017	05	17	Shashi Bala
6.	Effective Labour Law Enforcement December 04-08, 2017	05	17	Kingshuk Sarkar
7.	Leadership Training Programme for Women in Law Enforcement February 19-23, 2018	05	29	Shashi Bala
8.	Recent Amendments in Labour Laws February 23-24, 2018	02	32	Sanjay upadhyaya
<b>INDUSTRIAL RELATIONS PROGRAMMES (IRP)</b>				
9.	Empowering Trade Union Leaders April 10-15, 2017	06	17	Poonam S. Chauhan
10.	Fundamental of Labour Laws July 17-21, 2017	05	22	Sanjay Upadhyaya
11.	Fundamental of Labour Laws October 23-27, 2017	05	53	Kingshuk Sarkar
12.	Empowering Trade Union Leaders November 20-24, 2017	05	29	Poonam S. Chauhan
13.	Managing Work Effectively: A Behavioral Approach January 22-25, 2018	04	19	Poonam S. Chauhan



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
14.	Industrial Relations and Trade Unionism in a Global Economy March 05-08, 2018	05	09	S.K. Sasikumar
<b>CAPACITY BUILDING PROGRAMME (CBP)</b>				
15.	Leadership Development Programme for Rural Trade Union Leaders April 17-21, 2017	05	27	Ellina Samantroy
16.	Training of Trainers Programme for Rural Educators April 24-28, 2017	05	26	Poonam S. Chauhan
17.	Leadership Development Programme : Media Sector April 24-28, 2017	05	23	Amitav Khuntia
18.	Capacity Building Programme for PG Students of Jamia Millia Islamia April 3-7, 2017	05	18	Shashi Bala
19.	Labour Code on Social Security and Welfare April 13, 2017	01	40	Ruma Gosh
20.	Social Security for Workers in the Unorganized Sector May 29-June 02, 2017	05	19	Poonam S. Chauhan
21.	Training of Trainers Programme for Rural Educators June 12-16, 2017	05	37	Poonam S. Chauhan
22.	Leadership Development Programme for AASHA Workers of Bhartiya Mazdoor Sangh June 05-09, 2017	05	29	Poonam S. Chauhan
23.	Gender Issues in Labour June 05-09, 2017	05	19	Ellina Samantroy
24.	Emerging Perspectives on Gender, Labour Laws and International Labour Standards June 19-23, 2017	05	11	Ellina Samantroy
25.	Empowering Rural Women Organizers July 10-14, 2017	05	32	Ellina Samantroy



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
26.	Enhancing Leadership Skills July 31-August 04, 2017	05	39	Poonam S. Chauhan
27.	Labour Productivity and Livelihood July 10-14, 2017	05	21	Kingshuk Sarkar
28.	Social Security for Unorganized Sector Workers July 24-28, 2017	05	41	Poonam S. Chauhan
29.	Leadership Development Programme for Rural Trade Union Leaders August 14-18, 2017	05	24	Amitav Khuntia
30.	Developing Leadership Skills of Trade Union Leaders of Telangana State August 02-05, 2017	04	56	Ellina Samantroy
31.	Training of Trainers Programme for Rural Educators August 14-18, 2017	05	16	Poonam S. Chauhan
32.	Enhancing Competence of youth Employability Skills August 07-11, 2017	05	28	Dhanya M.B.
33.	Enhancing Leadership Skills August 28-September 01, 2017	05	19	Poonam S. Chauhan
34.	Labour & Employment Issues August 28-September 01, 2017	05	12	Otojit Kshtrimayum
35.	Gender, Work and Health in a Globalizing Economy August 21-25, 2017	05	23	Ruma Ghosh
36.	Leadership Development Programme September 11-15, 2017	05	49	Shashi Bala
37.	Strengthening Leadership Skills of Beedi Workers September 18-22, 2017	05	26	Poonam S. Chauhan
38.	Gender, Poverty and Employment September 25-29, 2017	05	17	Shashi Bala
39.	Leadership Development Programme September 25-29, 2017	05	27	Poonam S. Chauhan



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
40.	Migration and Development Issues and Perspectives October 03-06, 2017	05	23	S.K. Sasikumar
41.	Social Protection and Livelihood Security October 30-November 03, 2017	05	22	Dhanya M.B.
42.	Social Security for Workers in the Unorganized Sector October 30-November 03, 2017	05	35	Ruma Ghosh
43.	Labour Issues in Post Globalization Era (TILS) October 01, 2017	1	54	S.K. Sasikumar
44.	Women Welfare Issues at Workplace November 27-December 01, 2017	05	30	Shashi Bala
45.	Prevention of Sexual Harassment at Workplace November 21, 2017	01	90	Helen R. Sekar Ellina Samantroy
46.	Labour & Employment Issues December 18-22, 2017	05	24	Amitav Khuntia
47.	Social Security in Globalising Economy November 30, 2017	01	19	Otojit Kshtrimayum
48.	TOT on Gender and Social Security January 8-12, 2018	<b>05</b>	<b>17</b>	<b>Shashi Bala</b>
49.	Labour Market and Employment Policies January 8-12, 2018	<b>05</b>	<b>18</b>	<b>Anoop K. Satpathy</b>
50.	Gender Responsive Budgeting January 29-February 02, 2018	<b>05</b>	<b>20</b>	<b>Shashi Bala</b>
51.	Capacity Building Programme for Stakeholders in the Building and Construction Sector January 29-February 02, 2018	05	22	Sanjay Upadhyaya
52.	Developing Leadership Skills for BMS Telangana January 29-February 02, 2018	05	46	Poonam S. Chauhan
53.	Empowering Rural Women Organizers February 05-09, 2018	05	18	Shashi Bala





S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
54.	Issues Related to Bidi Sector February 15-17, 2018	03	40	P. Amitav Khuntia
55.	Promotion Of Occupational Safety, Health And Welfare In Construction Industry February 26-March 02, 2018	05	29	Ruma Ghosh
56.	Developing Skill Development Strategies for Women Workers in the Informal Economy March 05-09, 2018	05	17	Shashi Bala
<b>RESEARCH METHODS PROGRAMMES (RMP)</b>				
57.	Research Methods in Labour Studies May 29-June 09, 2017	12	27	Amitav Khuntia
58.	Quantitative Methods in Labour Research August 07-18, 2017	12	30	Kingshuk Sarkar
59.	Methods in Historical Research on Labour September 11-15, 2017	05	20	S.K. Sasikumar
60.	Qualitative Methods in Labour Research November 13-24, 2017	12	22	Ruma Ghosh
61.	Research Methods on Gender Issues in Labour December 04-15, 2017	12	29	Ellina Samantroy
62.	Research Methods on Gender, Poverty and the Informal Economy February 19-March 01, 2018	11	26	Dhanya M.B.
<b>INTERNATIONAL TRAINING PROGRAMMES (ITP)</b>				
63.	In-house International Training Programme on Labour Administration, Employment Services and Career Counselling for Officials for Royal Government of Bhutan April 10-19, 2017	10	24	Ruma Ghosh
64.	Skill Development and Employment Generation September 04-22, 2017	18	22	Amitav Khuntia
65.	Youth Employment : From policy to action for Government of Afghanistan conducted by ITC, Turin and VVGNI, Noida April 22-26, 2017	05	29	Anoop Satpathy



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
66.	Entrepreneurship Development Government of Afghanistan conducted by ITC, Turin and VVG NLI, Noida, at New Delhi May 22-26, 2017	05	26	Anoop Satpathy
67.	Migration and Employment for Government of Afghanistan Conducted by ITC, Turin and VVG NLI, Noida at Kabul July 15-19, 2017	05	27	S.K. Sasikumar
68.	Skills and Employment Ability, for Government of Afghanistan conducted by ITC, Turin and VVG NLI, Noida at Kabul August 20-23, 2017	05	27	Anoop Satpathy
69.	Gender and Labour Towards Empowering Women in Fragile States for Government of Afghanistan conducted by ITC, Turin and VVG NLI, Noida at New Delhi September 18-22, 2017	05	28	Ellina Samanatroty
70.	Design to Implementation: Institutions for Employment Policies, for Government of Afghanistan conducted by ITC, Turin and VVG NLI, Noida at New Delhi October 16-20, 2017	05	28	Anoop Satpathy
71.	Enhancing Leadership Development October 03-20, 2017	18	30	Poonam S. Chauhan
72.	Labour and Employment Relations in a Global Economy November 06-24, 2017	19	24	S.K. Sasikumar
73.	Gender Issues in the World of Work December 04-22, 2017	19	31	Shashi Bala
74.	Social Protection in a Globalised Economy January 08-25, 2018	18	12	Otojit Khetrimayumm
75.	Research Methods in Labour Studies February 05-23, 2018	19	11	S.K. Sasikumar
76.	International Training Programme on Health Protection and Security March 05-23, 2018	18	24	Ruma Ghosh



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
77.	XII <sup>th</sup> International Conference on Labour History The Future of Work in the Mirror of the Past March 26-28, 2018	03	98	S. K.Sasikumar
<b>CHILD LABOUR PROGRAMMES (CLP)</b>				
78.	Performance Evaluation and Impact Assessment of NCLP (Data Elicitation) May 08-09, 2017	02	63	Helen R. Sekar, Kingshuk Sarkar, Ellina Samantroy
79.	Awareness Generation programme for Elimination of Child Labour August 22-24, 2017	03	38	Helen R. Sekar
80.	Towards Effective Enforcement of Child and Adolescent Labour September 20-22, 2017	03	35	Helen R. Sekar
81.	Expenditure Advance Transfer (EAT) Module for Programme Managers of NCLP September 06-07, 2017	02	60	Helen R. Sekar
82.	Online Operation of the Platform for Effective National Child Labour Project Scheme (PENCIL) Portal for NCLP Officials September 06-07, 2017	02	66	Helen R. Sekar
83.	Direct Beneficiary Transfer (DBT) in the context beneficiaries of STCs for NCLP Personnel, September 06-07, 2017	02	62	Helen R. Sekar
84.	Ensuring Enrolment and Retention in Education for Addressing Child Labour October 25-27, 2017	03	52	Helen R. Sekar
85.	Orientation Programme on Child Labour February 07-09, 2018	03	31	Helen R. Sekar
86.	Sensitisation Programme for addressing Trafficking for Labour Exploitation March 20-22, 2017	03	43	Helen R. Sekar
<b>IN HOUSE PROGRAMME</b>				
87.	Managing Work Effectively for officials of Oil India Limited, Shimla June 19-23, 2017	05	19	Poonam S. Chauhan



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
88.	Labour Law for Officers of ESIC July 17-21, 2017	05	22	Ruma Ghosh
89.	Managing Work Effectively: A Behavioural Approach for the Officials of National Fertilizers Limited October 09-13, 2017	05	29	Poonam S. Chauhan
90.	Behavioural Skills for Managing Work Effectively for RBI personnel November 27- December 01, 2017	05	28	Poonam S. Chauhan
91.	Behavioral Skills for Developing Effective Leadership for OIL at VVGNI November 27- December 01, 2017	05	19	Poonam S. Chauhan
92.	Behavioural Skills for Managing Work Effectively for RBI Personnel December 04-08, 2017	05	28	Poonam S. Chauhan
93.	Behavioural Skills for Managing Work Effectively for RBI Personnel December 11-15, 2017	05	30	Poonam S. Chauhan
94.	Behavioural Skills for Managing Work Effectively for RBI Personnel December 18-22, 2017	05	29	Poonam S. Chauhan
95.	Induction Training Programme for Assistant Directors of Factories/Boilers, Government of Uttar Pradesh December 11-15, 2017	05	25	Ruma Ghosh
96.	Behavioural Skills for Managing Work Effectively for RBI Personnel January 08-12, 2018	05	31	Poonam S. Chauhan
97.	Behavioural Skills for Managing Work Effectively for RBI Personnel January 15-19, 2018	05	30	Poonam S. Chauhan
98.	Behavioural Skills for Developing Effective Leadership for OIL India Ltd. at Guwahati January 04-06, 2018	03	20	Poonam S. Chauhan



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
99.	Induction Training programme on Effective Labour Law Enforcement for Officials of Government of Uttar Pradesh January 15-19, 2018	05	28	Sanjay Upadhyaya
100.	Managing Work Effectively: A Behavioural Approach for the Officials of National Fertilizers Limited January 29-February 02, 2018	05	34	Poonam S. Chauhan
101.	Behavioural Skills for Managing Work Effectively for RBI Personnel February 12-16, 2018	05	29	Poonam S. Chauhan
102.	Behavioural Skills for Managing Work Effectively for RBI Personnel February 26- March 02, 2018	05	29	Poonam S. Chauhan
103.	Training Programme on Enhancing Productivity through Improving Work Culture and Gender Equality in collaboration with IIM, Lucknow March 20-23, 2018	04	12	Shashi Bala
<b>NORTH EAST PROGRAMMES</b>				
104.	Strengthening Awareness on Labour Issues and Laws pertaining to Women Workers April 17-21, 2017	05	18	Dhanya M.B
105.	Labour and Employment in North East India: Issues, Concerns and Challenges April 12, 2017	01	62	Otojit Khetrimayum
106.	Strengthening Awareness on Labour Issues for North Eastern States May 01-05,2017	05	11	Ellina Smanatroy
107.	Social Protection and Livelihood Security for North Eastern States May 15-19, 2017	05	6	Dhanya M.B.
108.	Labour and Employment Issues in North East India (Manipur) May 26-28, 2017	03	60	Otojit Kshtrimayum



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
109.	Leadership Development Programme for Agricultural Workers at Imphal June 12-14, 2017	03	60	Otojit Kshetrimayum
110.	Fundamental of Labour Laws August 07-11, 2017	05	40	Sanjay Upadhyaya
111.	Gender, Work and Social Protection October 23-27, 2017	05	20	Ellina Smanatroy
112.	Social Protection and Livelihood Security October 09-13, 2017	05	21	Dhanya M.B.
113.	Effective Labour Law Enforcement for Labour, November 6-10, 2017	05	07	Otojit Kshtrimayum
114.	Leadership Development Programme for Trade Union Leaders from North Eastern States, November 20-24, 2017	05	17	Poonam S. Chauhan
115.	Gender Issues in Labour January 15-19, 2018	05	15	Shashi Bala
116.	Development Schemes as an Instrument for Social Protection February 12-16, 2018	05	24	Otojit Kshetrimayum
117.	Promoting Entrepreneurship through Skill Development March 05-09, 2018	05	15	Otojit Kshetrimayum
118.	Effective implementation of Social Protection Programme North Easter Region (TISS Guwahati) March 16-17, 2018	2	70	Otojit Kshetrimayum
<b>COLLABORATIVE PROGRAMMES</b>				
119.	Labour Market and Employment Policy (MGLI), August 02-04, 2017	03	45	Kingshuk Sarkar
120.	Effective Implementation of Labour Laws (Tripura University) August 22-24, 2017	03	40	Kingshuk Sarkar
121.	Emerging Perspective on Gender, Labour Laws and International Labour Standards (SLI, Odisha), September 05-07, 2017	03	37	Ellina Samanatroy
122.	Social Security for Informal Sector Workers (SLI, Odisha) September 05-07, 2017	03	34	Ruma Ghosh



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
123.	Effective Enforcement/Better Implementation of Labour Laws in Unorganised Sector (SLI, Odisha) September 04-06, 2017	03	38	Kingshuk Sarkar
124.	Changing Industrial Relations and Labour Administration, SLI, West Bengal September 06-08, 2017	03	32	Kingshuk Sarkar
125.	Quantitative and Qualitative Methods in Labour Research (MGLI), Ahmedabad September 18-22, 2017	05	35	Shashi Bala
126.	Skill Development for Youth Employability and Entrepreneurship (NCDS) Bhubaneswar October 09-13, 2017	05	37	Amitav Khuntia
127.	Labour Reforms in India: Perspective and Challenges (MGLI), Ahmedabad October 05-07, 2017	03	30	Kingshuk Sarkar
128.	Methods in Labour Research (Tripura University) October 14-18, 2017	05	30	Kingshuk Sarkar
129.	Managing Livelihood and Social Protection in Coastal Region (KILE) November 13-17, 2017	05	42	Amitav Khuntia
130.	Mainstreaming Gender Equality (SLI, Odisha) December 27-29, 2017	03	41	Elliana Samantroy
131.	Building and Other Construction Welfare Act (SLI, Odisha) December 26-28, 2017	03	33	Kingshuk Sarkar
132.	Social Protection for Unorganized Workers (MGLI, Ahmedabad) December 26-29, 2017	04	35	Otojit Kshetrimayum
133.	Inclusion of Labour in Rural India (The Gandhigram Rural Institute), Tamil Nadu January 02-06, 2018	05	29	Shashi Bala
134.	Social Security for Workers in Unorganised Sector (SLI, West Bengal) January 17-19, 2018	03	30	Ruma Ghosh



S. No	Name of the Programme	No. of Days	No. of Part.	Course Director
135.	Social Protection for Unorganised Workers (MILS, Mumbai ) February 20-23, 2018	04	40	Otojit Kshetrimayum
136.	Empowering Women Organisers, SLI, Odisha, February 26-28, 2018	03	42	Ellina Samantroy
137.	Training programme for PDs and Programme Managers of NCLP, SLI, Odisha February 26-28, 2018	03	43	Helen R. Sekar
138.	Gender and Labour Issues in Global Economy, GIDR March 26-28, 2018	03	29	Ellina Samantroy
		732	4208	

### Training Programmes held during April 2017–March, 2018

S. No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1.	<b>LABOUR ADMINISTRATION PROGRAMMES</b>	08	34	201
2.	<b>INDUSTRIAL RELATIONS PROGRAMMES</b>	06	29	149
3.	<b>CAPACITY BUILDING PROGRAMMES</b>	42	191	1203
4.	<b>RESEARCH METHODS PROGRAMMES</b>	06	64	154
5.	<b>INTERNATIONAL PROGRAMMES</b>	15	173	441
6.	<b>CHILD LABOUR PROGRAMMES</b>	09	23	450
7.	<b>INHOUSE PROGRAMMES</b>	17	82	442
8.	<b>NORTH EAST PROGRAMMES</b>	15	64	446
9.	<b>COLLABORATIVE PROGRAMMES</b>	20	72	722
	<b>TOTAL</b>	<b>138</b>	<b>732</b>	<b>4208</b>





# 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 100 books/reports/bound volumes of journals/pamphlets/ slides/ CDs during April 2017 to March 2018, thereby enlarging the stock of books/reports/bound volumes of journals etc. to 65096.

**Journals** – The library regularly subscribed to 178 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 worth Rs.11,50,000/- "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 178 selected journals/magazine.
- **Current Awareness Bulletin** – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- **Article Alert Service** – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines.
- **Current Content of Journals** – Monthly publications. It is the compilation of content pages of subscribed journals.
- **Article Alert** – 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 centres have been created and maintained for reference purpose:

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



## Implementation of Official Language Policy

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

### Official Language Implementation Committee

The Official language Implementation Committee of the Institute continued to function during this year also. The meetings of the committee were held on 22.06.2017, 01.09.2017, 19.12.2017 and 21.03.2018 respectively in each quarter. During the meetings, important decisions with regard to progressive use of official language were taken and implemented accordingly.

### Hindi Workshop

The Institute organised four Hindi Workshops to orient the officers and staff of the Institute to work originally in Hindi instead of depending upon the translation. The workshops were held on 07.06.2017, 25.08.2017, 30.10.2017 and 01.03.2018. During the workshops, officers and staff were given practical training to prepare note and drafts in Hindi. The participants of the workshops were also equipped with Official Language Policy of the Government of India, various incentive schemes, initiatives by the Government to promote official language and redressal of the practical difficulty being faced by the participants in their day-to-day work.

Further, Hindi Varg-Paheli Pratiyogita was organised on 27<sup>th</sup> December 2017 for member offices of the Town Official Language Implementation Committee, Noida, in which 57 participants from 29 offices participated.

### Quarterly Report

The quarterly reports for the four quarters ending 31<sup>st</sup> March 2017, 30<sup>th</sup> June 2017, 30<sup>th</sup> September 2017 and 31<sup>st</sup> December 2017 were uploaded on Rajbhasha Vibhag's Website on regular basis.

## Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from 14<sup>th</sup> September 2017 to 03<sup>rd</sup> October 2017. During this Pakhwara, various competitions were organised which include Nibandh evam Patra Lekhan, Sulekh evam Shrutlekh, Tippan evam Alekhan, Hindi Tankan athwa Hindi Vartani evam Varg Paheli, Twarit Bhashan Pratiyogita, Hindi Kavya Path, and Rajbhasha evam Samanya Gyan Prashnottari. A large number of employees participated in these competitions and won the prizes. A painting competition was also organised for the staff children of the institute during the Pakhwada. There were 03 categories in the painting competition, i.e. children studying in Classes 1-5, Classes 6-8 & Classes 9-12, and there were 02 prizes in each category. The valedictory session was addressed and prizes were distributed by Dr. H. Srinivas, Director General of the Institute on 03.10.2017.

## Award for Promoting Official Language

V. V. Giri National Labour Institute (VVGNI), Noida was awarded with 2<sup>nd</sup> Prize for outstanding performance in the implementation of Official Language Policy during the year 2017 by the Town Official Language Implementation Committee (TOLIC), Noida in its 35<sup>th</sup> meeting held on 15.02.2018 at Indian Oil Corporation Ltd (Pipelines Division), Sector -1, Noida.



*Dr. H. Srinivas, Director General receiving the award for promoting of official language from Ms. Nutan Guha Biswas, Chairperson, TOLIC*

## Publications

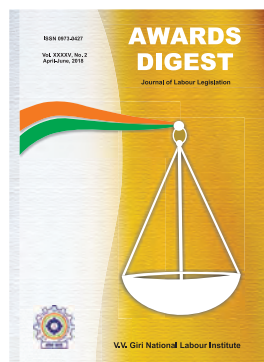
VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports.

### 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.



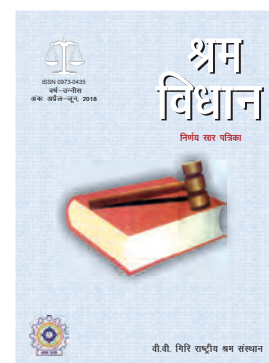
### Awards Digest: Journal of Labour Legislation



*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 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.



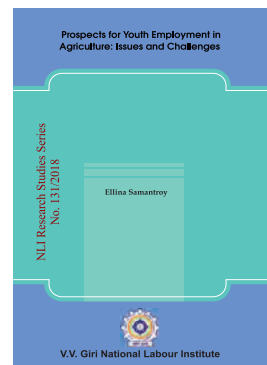
### Shram Sangam



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 129 research findings in this series. The research studies brought out as NLI Research Studies Series during April 2017-March, 2018 include:



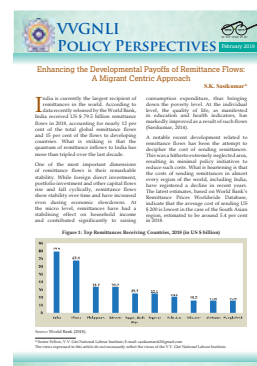


- 127/2017 – Indian Migrant Labourers in South-east Asian and Assam Plantations under the British Imperial System - Rana P. Behal
- 128/2017 – Workplace Health and Safety: A Study of Select Small Scale Manufacturing Units in Delhi - Rinju Rasaily
- 129/2017 – ICT Imperatives to Bridge the Digital Divide: Gender Perspective - Shashi Bala

## VVGNLI Policy Perspectives

VVGNLI 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.

- Bold Initiative to Increase Women’s Participation in India’s Labour Market: New Measures in Maternity Benefit Act - S.K. Sasikumar
- Towards Strengthening the Role of Employers in Skill Development – Santosh Mehrotra

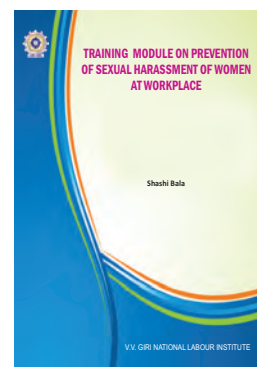


## Occasional Publications

The Institute also brings out occasional publications based on its research and training interventions.

## Training Module on Prevention of Sexual Harassment of Women at Workplace

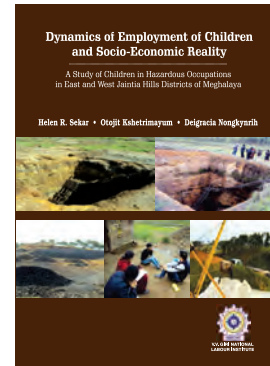
Sexual Harassment is a hazard encountered in workplaces across the world that reduces the quality of working life, jeopardizes the well-being of women, undermines gender equality and imposes costs on firms and organizations. This training module is designed, keeping in view the concept of Sexual Harassment, Global and National level Initiatives to Prevent Sexual Harassment, Effective working of Internal Complaints Committees/Local Complaints Committees, Creating Sustainable Inclusive Environment in the World of Work along with good practices from Indian scenario.





## Dynamics of Employment of Children and Socio-Economic Reality: A Study of Children in Hazardous Occupations in East and West Jaintia Hills Districts of Meghalaya

This study was entrusted by the Department of Labour and Employment, Government of Meghalaya to the V.V. Giri National Labour Institute. The study was aimed at examining the prevalence of child labour in the villages of East and West Jaintia Hills Districts of Meghalaya. This study will definitely contribute in understanding the prevalence of child labour and the dynamics of employment in the areas where coal mining is predominant, particularly in North Eastern States of India.







## 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 during the financial year 2017-18, 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 with effect from 16<sup>th</sup> December 2016. During the FY 2017-18, 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/> on 27<sup>th</sup> April 2017 after a year of intense effort in designing and development of the same. The new website has a distinct look, has 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. The new service was inaugurated by the Director General of the Institute on 2<sup>nd</sup> August 2017. 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) in its meeting held on 5<sup>th</sup> September 2016.



## Staff Strength (as on 31.3.2018)

Group	Sanctioned Strength	In Position
Director General	1	1
Faculty	15	11
Group A	5	3
Group B	8	5
Group C	31	14
MTS	25	19
<b>Total</b>	<b>85</b>	<b>53</b>



## Faculty

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

### Faculty of the Institute

	H. Srinivas, M.Sc., PGDM (MDI), Ph.D., IRPS	Director General
1.	S.K. Sasikumar, M.A., Ph.D.	Senior Fellow
2.	Poonam S. Chauhan, M.A., Ph.D.	Senior Fellow
3.	Helen R. Sekar, M.A., M. Phil., Ph.D.	Senior Fellow
4.	Sanjay Upadhyaya, L.L.M., Ph.D.	Fellow
5.	Ruma Ghosh, M.A., M. Phil., Ph.D.	Fellow
6.	Anoop K. Satpathy, M.A, M. Phil, Ph.D.	Fellow
7.	Shashi Bala, M.A, M. Phil., Ph.D.	Fellow
8.	Ellina Samantroy, M.Phil, Ph.D.	Fellow
9.	Priyadarsan Amitav Khuntia, M.A., M.Phil.	Associate Fellow
10.	Otojit Kshetrimayum, M.A., M.Phil, Ph.D.	Associate Fellow
11.	M.B. Dhanya, 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
4.	S.K. Verma, M.Sc., M.L.I.Sc.	Asstt. Library & Information Officer



## Staff

1.	Kailash C. Budakoti	Supervisor
2.	Madan Lal	Sr. P.A.
3.	B.S.Rawat	Sr. Hindi Translator
4.	A.K. Srivastava	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
10.	S. P. Tiwari	Assistant Gr. I
11.	Rajesh Kumar Karn	Steno Gr. II
12.	Valsamma B.Nair	Steno Gr. II
13.	Ram Kishan	Steno Gr. II
14.	Vijay Kumar	Assistant Gr. II
15.	Surendra Kumar	Assistant Gr. II
16.	J.P.Sharma	Assistant Gr. II
17.	Naresh Kumar	Assistant Gr. II
18.	Ranjana Bhardwaj	Assistant Gr. II



# **AUDIT REPORT AND AUDITED ANNUAL ACCOUNTS 2017-2018**

**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 31<sup>st</sup> March 2018:**

Sl. No.	Para	Reply of the VVGNI
(A)	<b>Balance Sheet</b>	
(A.1)	<b>Reserve and Surplus (Schedule-3) Rs.118.37 Lakh</b> <p>The above included a sum of Rs. 118.37 Lakh pertaining to Revolving Funds and Project Fund which should have been a part of Earmarked Fund. This resulted in overstatement of 'Reserve and Surplus' by Rs. 118.37 Lakh and understatement of 'Earmarked Fund' by the same amount.</p>	<p>"Revolving Funds" have been made available to the Institute for the broad object of funds making available to specified category of beneficiary and beneficiary per-se is not identified. The total control over such fund vests with the Institute with no obligation to return. "Earmarked Funds" are those funds which are granted to the Institute for the specific identified project along with terms and conditions stipulated therewith which inter-alia includes refunding of such grant to the funding agency, if the stipulated terms and conditions are not met.</p> <p>Similarly, Project Fund as appearing under broad head "Reserve &amp; Surplus" represent funds received from various agencies for undertaking research and training program with no stipulation of refunding it back. Identification of Research Project and Training Program is at the discretion of the Institute and is not within the control of the funding agency.</p> <p>In fact, both of the above funds does not meet the required characteristics of "Earmarked Fund"</p> <p>In view of above there is no overstatement of "Reserve and Surplus" and understatement of "Earmarked Fund".</p> <p>Hence the Para may be dropped please.</p>



<p><b>(A.2)</b></p>	<p><b>Earmarked Fund (Schedule-4) Rs.716.18 Lakh</b></p> <p>Above included Rs. 549.52 Lakh given as advances to CPWD and NICSI for capital works. This resulted in overstatement of 'Earmarked Fund' by Rs. 549.52 Lakh and understatement of 'Capital Fund' by the same amount.</p>	<p>Advances given for Capital Works are not similar to Capital Fund. The term "Capital Works" refer to items of asset which will be capitalized or shown as assets. The term "Capital" means own fund of the Institute. In this case, funds have been given to CPWD and NICSI (<i>Ref. Schedule-8</i>) for specified earmarked capital work i.e. renovation of administrative building and installation of active and passive security system. Once the work is completed, same will be capitalized as assets and only thereafter this fund can be treated as Capital Fund.</p> <p>Accordingly, this amount has been shown under "Earmarked Fund".</p> <p>In view of above, there is no overstatement of "Earmarked Fund" and understatement of "Capital Fund".</p> <p>Hence the Para may be dropped please.</p>
<p><b>(A.3)</b></p>	<p><b>Investment: Earmarked Fund (Schedule-7) Rs.1263.81 Lakh</b></p> <p>Above included a sum of Rs. 209.68 Lakh pertaining to accrued interest, advances to staff and saving bank balances which should have been grouped under Current Assets. This resulted in overstatement of 'Investment' by Rs. 209.68 Lakh and understated of 'Current Assets' by the same amount.</p>	<p>Returns accruing on funds received for specified purpose pending utilization cannot be used by the Institute for any purpose other than the specified purpose itself. Size of such specific fund received keeps increasing with the amount of return on such funds. Similarly, advances given out of such fund or bank balances of such funds are not at the free disposal of the Institute and therefore cannot be considered as Current Asset of the Institute.</p> <p>The treatment given by the Institute is made to ensure that accounts show a true and fair view of the funds available with Institute for these specific purposes. As per the Common Format of Accounts, Income from Investments has been shown as part of the "Earmarked Funds" only.</p>



		<p>In view of the above, there is no overstatement of "Investment" and understatement of "Current Assets".</p> <p>Hence the Para may be dropped please.</p>
<b>(B)</b>	<b>Grants-in-aid</b>  During the financial year 2017-18, the Institute received Grant-in-aid of Rs. 11.00 crore and generated internal income of Rs.4.28 crore. Taking opening balance of Rs.2.53 crore, total fund available with the institute worked out to Rs. 17.81crore. The Institute utilised a sum of Rs. 16.99 crore leaving a balance of Rs. 82 lakh as on 31 <sup>st</sup> March, 2018.	<p>Factual Position, hence no comments to offer.</p>

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





## ANNEXURE

S.No.	Comments	Reply of the Institute
1.	<p><b>Adequacy of internal Audit System</b></p> <p>Internal audit of all the constituent departments under the Institute has been conducted during the year.</p>	Factual Position, hence no comments to offer.
2.	<p><b>Adequacy of Internal Control System</b></p> <p>The Internal Control System of the Institute is characterised by the following deficiencies :</p> <ul style="list-style-type: none"> <li>• Misclassification of head</li> </ul>	<ul style="list-style-type: none"> <li>• The head of utilisation of Grants-in-aid are in line with the common format of accounts. These heads are reclassified/ regrouped/ rearranged wherever considered necessary to make them comparable and this disclosure have been mentioned in the Notes on Accounts (B-12).</li> </ul> <p>Hence there is no misclassification of head.</p>
3.	<p><b>Physical Verification of fixed assets</b></p> <p>Physical verification of fixed assets was conduct in respect of all units of the Institute.</p>	Factual Position, hence no comments to offer.
4.	<p><b>Physical verification of inventory</b></p> <p>Physical verification of inventories was conducted in respect of all units of the Institute.</p>	Factual Position, hence no comments to offer.
5.	<p><b>Regularity in payment of statutory dues</b></p> <p>All statutory dues were paid timely by the Institute</p>	Factual Position, hence no comments to offer.



## 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 31 March 2018

We have audited the attached Balance Sheet of the V.V. Giri National Labour Institute, NOIDA (Institute) as at 31 March 2018, the Income and Expenditure Account and 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 management of the Institute. Our responsibility is to express an opinion on these financial statements based on our audit.

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

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

4. Based on our audit, we report that:

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

(iv) We further report that:

### **(A) Balance Sheet**

#### **(A.1) Reserve and Surplus (Schedule-3)**

**₹118.37 lakh**

The above included a sum of ₹118.37 lakh pertaining to Revolving Funds and Project Fund



which should have been a part of Earmarked Fund. This resulted in overstatement of 'Reserve and Surplus' by ₹ 118.37 lakh and understatement of 'Earmarked Fund' by the same amount.

**(A.2) Earmarked Fund (Schedule-4) ₹716.18 lakh**

Above included ₹549.52 lakh given as advances to CPWD and NICS I for capital works. This resulted in overstatement of 'Earmarked Fund' by ₹549.52 lakh and understatement of 'Capital Fund' by the same amount.

**(A.3) Investment: Earmarked Fund (Schedule-7) ₹1263.81 lakh**

Above included a sum of ₹209.68 lakh pertaining to accrued interest, advances to staff and saving bank balances which should have been grouped under Current Assets. This resulted in overstatement of 'Investment' by ₹209.68 lakh and understated of 'Current Assets' by the same amount.

**(B) Grants-in-aid**

During the financial year 2017-18, the Institute received Grant-in-aid of ₹11.00 crore and generated internal income of ₹4.28 crore. Taking opening balance of ₹2.53 crore, total fund available with the Institute worked out to ₹17.81 crore. The institute utilised a sum of ₹16.99 crore leaving a balance of ₹82 lakh as on 31st March, 2018.

**(C) Management Letter:** Deficiencies which have not been included in the Audit Report have been brought to the notice of V.V. Giri National Labour Institute, NOIDA through a management letter issued separately for remedial/corrective action.

- v. Subject to our observation in the preceding paragraphs, we report that the Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of accounts.
- vi. In our opinion and to the best of our information and according to the explanations given to us, the said financial statements read together with the Accounting Policies and Notes on Accounts, and subject to the significant matters stated above and other matters mentioned in Annexure to this Audit Report give a true and fair view in conformity with accounting principles generally accepted in India.
- (a) In so far as it relates to the Balance Sheet, of the state of affairs of V.V. Giri National Labour Institute, NOIDA as at 31 March 2018; and
- (b) In so far as it relates to Income and Expenditure Accounts of the 'deficit' for the year ended on that date.

**For and on behalf of the C & AG of India**

**Sd/-**

**Principal Director of Audit (Central)**

**Place: Lucknow**

**Date: 5.2.19**



## ANNEXURE

### 1. Adequacy of Internal Audit System

Internal audit of all the constituent departments under the Institute has been conducted during the year.

### 2. Adequacy of Internal Control System

The Internal Control System of the Institute is characterised by the following deficiency:

- Misclassification of head

### 3. Physical verification of fixed assets

Physical verification of fixed assets was conducted in respect of all units of the Institute.

### 4. Physical verification of inventories

Physical verification of inventories was conducted in respect of all units of the Institute.

### 5. Regularity in payment of statutory dues

All statutory dues were paid timely by the Institute.

Sd/-  
Dy. Director (CE)



An ISO 9001:2008  
Certified Firm

## *K. K. Chanani & Associates*

### Chartered Accountants

New Delhi: E-32A, 3<sup>rd</sup> Floor, Lajpat Nagar-2, New Delhi-110024  
Head Office: 5/1 Clive Row, 3<sup>rd</sup> Floor, Room No.78, Kolkata-700001  
Branches: Bhubaneswar, Bangalore, Chandigarh, Guwahati, Jaipur,  
Jamshedpur, Mumbai, Muzaffarpur, Kolhapur, Patna and  
Raipur

Contact: Dial: +91 9830044507, +9133 – 22302096/ 22309315  
Fax: +9133 – 22624786  
Email: [kkcandassociates@gmail.com](mailto:kkcandassociates@gmail.com), [kkc@cal2.vsnl.net.in](mailto:kkc@cal2.vsnl.net.in)

To  
The Director General  
V V Giri National Labour Institute  
Sector-24, Dist-Gautam Budh Nagar  
NOIDA-201301( UP)

#### Internal Auditor's Report for the F. Y. 2017-18

We have carried out Internal Audit of the accompanying financial statements of V V Giri National Labour Institute, NOIDA (The Institute), which comprise the Balance Sheet as at 31<sup>st</sup> March, 2018, the Income and Expenditure Account and also Receipt and Payment Account, for the year then ended on that date.

#### Management's Responsibility for the Standalone Financial Statements

Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position, financial performance. This responsibility includes maintenance of adequate accounting records in accordance with the institute guidelines, and design, implementation and maintenance of adequate internal controls 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 or error.

#### Auditor's Responsibility

Our responsibility is to express an opinion on these Financial Statements based on our audit. We conducted our audit in accordance with the Standards on Auditing specified by The Institute of Chartered Accountants of India. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from 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 a significant estimates made by management, as well as evaluating the overall financial statement preparation.

We believe that our audit provide a reasonable basis for our audit opinion on such Financial Statement.

### 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 to Accounts thereon give a true and fair view in conformity with the accounting principles generally accepted in India:

- A) In the case of Balance Sheet, of the state of affairs of the Institute as at 31<sup>st</sup> march, 2018 and ,
- B) In the case of the income and Expenditure Account, of the surplus of the Institute for the year ended 31<sup>st</sup> March 2018 and,
- C) In the case of Receipt and Payment Account, of the Receipt 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 Institute, so far as appears from our examination of the those books.

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

**Krishna Kumar Chanani**  
Partner, K K Chanani and Associates  
**Chartered Accountants**  
FRN No: 322232E  
Membership No: 056045  
Place: New Delhi  
Dated: 02<sup>st</sup> July 2018





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

### BALANCE SHEET AS ON 31ST MARCH 2018

LIABILITIES	SCH.	Fig as at 31.03.2018	Fig as at 31.03.2017
CAPITAL FUND	1	105,483,322.51	106,333,315.77
DEVELOPMENT FUND	2	118,972,038.14	102,080,493.44
RESERVE & SURPLUS	3	11,836,769.67	11,253,500.67
EARMARKED FUND	4	71,618,471.00	86,860,652.00
CURRENT LIABILITIES & PROVISIONS	5	66,168,987.00	54,619,863.50
<b>TOTAL</b>		<b>374,079,588.32</b>	<b>361,147,825.38</b>
<b>ASSETS</b>			
FIXED ASSETS (NET BLOCK)	6	129,543,432.00	113,312,751.00
INVESTMENTS: EARMARKED FUNDS	7	126,381,061.37	109,076,229.67
CURRENT ASSETS LOANS & ADVANCES	8	118,155,094.95	138,758,844.71
<b>TOTAL</b>		<b>374,079,588.32</b>	<b>361,147,825.38</b>

**Significant Accounting Policies,**

**Contingent Liabilities & Notes to Accounts**

18

**Signed in terms of our Report even date**

**For K. K. Chanani & Associates**

Chartered Accountants (FRN 322232E)

Sd/-

**Krishna Kumar Chanani**  
Partner (Mem. No. 056045)  
Place: New Delhi  
Dated: 26/06/2018

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 2018**

PARTICULARS	SCH.	Fig as at 31.03.2018	Fig as at 31.03.2017
<b>INCOME</b>			
Grants in Aid	9	94800975.00	135,176,160.00
Fees and Subscription	10	22764859.00	24,013,299.00
Interest Earned	11	1902727.95	2,589,648.44
Other Income	12	18156610.89	14,065,681.00
Prior Period Income	13	25576.00	-
<b>TOTAL (A)</b>		<b>137650748.84</b>	<b>175,844,788.44</b>
<b>EXPENDITURE</b>			
Establishment Expenses	14	67324515.50	52,294,082.00
Administrative Expenses	15	28814630.90	24,947,983.24
Prior Period Expenditure	16	0.00	-
Expenditure on Plan Grant & Subsidies	17	50000651.50	90,011,098.00
<b>TOTAL (B)</b>		<b>146,139,797.90</b>	<b>167,253,163.24</b>
EXCESS OF INCOME OVER EXPENDITURE BEFORE DEPRECIATION (A-B)		(8,489,049.06)	8,591,625.20
Less:			
Depreciation	6	14,210,525.00	12,085,294.00
BALANCE BEING DEFICIT CARRIED TO CAPITAL FUND		<b>(22,699,574.06)</b>	<b>(3,493,668.80)</b>

**Significant Accounting Policies,  
Contingent Liabilities & Notes to  
Accounts**  
**Signed in terms of our Report even date  
For K. K. Chanani & Associates**

18

Chartered Accountants (FRN 322232E)

Sd/-

**Krishna Kumar Chanani**  
Partner (Mem. No. 056045)  
Place: New Delhi  
Dated: 26/06/2018

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 2018

Previous Year 31.03.2017	RECEIPTS	AMOUNT (Rs.) 31.03.2018	Previous Year 31.03.2017	PAYMENTS	AMOUNT (Rs.) 31.03.2018
	<b>Opening Balance</b>			<b>Expenses</b>	
21,075.95	Cash in Hand	27,202.95	45,369,419.92	Establishment Expenses	57,862,946.00
	Bank Balances:		25,004,133.24	Administrative Expenses	28,093,595.43
829,429.01	Current Account	16,804,201.77	89,441,885.00	Utilisation of Plan Grant	54,621,191.50
5,598,897.36	Savings Account - Projects	4,257,764.44			
290,279.05	Savings Account- IOB	302,071.05			
80,138.27	Savings Account- Corp Bank	85,850.27	12,638,994.00	Fixed Assets	9,874,500.00
89,367,949.81	Deposit : Development Fund	102,080,493.44			
6,273,577.82	Gratuity Account - 1130025	5,192,193.82	2,599,468.00	Expenses for Various Projects	-
5,012,390.38	Leave Encashment - 1130026	4,828,839.38	2,237,277.00	Other Agencies : Expenses	1,901,381.00
57,535.00	Postage in hand	52,738.00			
2,681,798.41	EMD & Security Deposit-1150006	2,955,794.75			
24,244,436	Corporation Bank-SB Flexi A/c 150025	20,279,782.28	909,726.00	Advance to Staff	92,844.00
	Grants Received		793,354.00	Departmental Advance	625,980.00
147,100,000.00	From Govt. of India (MOL&E)	115,400,000.00			
723,085.00	From Other Agencies	1,222,397.00		Other Payments	
1,931,067.00	Receipts from Other Projects	-	870,000.00	Repayment of Security Deposit	334,650.00
	Interest Received				
7,128,806.00	Development Fund	8,299,919.50		Closing Balance	
-	Earmarked Fund	-			
10,785.00	Vehicle Advance	6,131.00	27,202.95	Cash in Hand	31,796.95
2,578,863.44	Savings Accounts	1,896,596.95		Bank Balances	
191,946.00	Interest: Project Accounts	169,982.00	16,804,201.77	Current Account	19,600,137.88
24,924,142.00	Fees/Subsription	19,760,251.00	302,071.05	Savings Account- IOB	313,748.55
14,015,681.00	Other Income	18,156,610.89	85,850.27	Savings Account- Corp Bank	91,434.27
-	Prior Period Income	25,576.00	5,192,193.82	Gratuity Account - 1130025	5,430,784.26
741,739.00	Departmental Advance	552,404.00	4,828,839.38	Leave Encashment - 1130026	4,897,279.38
	Recovery of Advances		52,738.00	Postage in hand	28,245.00
856,566.00	From Staff	339,664.00	102,080,493.44	Deposit : Development Fund	118,972,038.14
	Other Receipts		4,257,764.44	Savings Account - Projects	4,427,746.44
1,097,108.00	Income Tax Refund	-	2,955,794.75	EMD & Security Deposit-1150006	4,027,790.66
			20,279,782.28	Corporation Bank-SB Flexi A/c 150025	12,587,976.03
973,894.00	Security Deposit Received	1,119,601.00			
<b>336,731,189.31</b>	<b>TOTAL</b>	<b>323,816,065.49</b>	<b>336,731,189.31</b>	<b>TOTAL</b>	<b>323,816,065.49</b>

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

**Significant Accounting Policies,**

**Contingent Liabilities & Notes to Accounts**

18

**For K. K. Chanani & Associates**

Chartered Accountants (FRN 322232E)

Sd/-

**Krishna Kumar Chanani**  
Partner (Mem. No. 056045)  
Place: New Delhi  
Dated: 26/06/2018

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 31.03.2018****SCHEDULE 1- CAPITAL FUND****(Amount in Rs.)**

		<b>Fig as at 31.03.2018</b>		<b>Fig as at 31.03.2017</b>
Balance at the beginning of the year		106,333,315.77		67,098,519.20
Add: Transfer to Development Fund		(8,591,625.20)		(5,583,737.63)
Add: Contributions towards Capital Fund				
From Plan Grants	30,441,206.00		46,677,522.00	
From Non Plan Grants	-		1,634,681.00	
From External Projects	-	30,441,206.00	-	48,312,203.00
Excess of Income over Expenditure		(22,699,574.06)		(3,493,668.80)
<b>TOTAL</b>		<b>105,483,322.51</b>		<b>106,333,315.77</b>

**SCHEDULE 2- DEVELOPMENT FUND**

Balance at the beginning of the year		102,080,493.44		89,367,949.81
Add : Depreciation Reserve Fund		8,591,625.20		5,583,737.63
Add; Interest on Bank FDR		8,299,919.50		7,128,806.00
Add: Interest on S. B. Account				-
<b>TOTAL</b>		<b>118,972,038.14</b>		<b>102,080,493.44</b>

**SCHEDULE 3- RESERVES & SURPLUS****REVOLVING FUND**

<b>A- REVOLVING HBA FUND</b>			
Balance at the beginning of the year		6,468,640.93	6,089,137.93
Add: Interest Earned from Bank- SB & FDR		328,865.00	300,829.00
Add: Interest on HBA from Staff		61,594.00	78,674.00
<b>TOTAL (A)</b>		<b>6,859,099.93</b>	<b>6,468,640.93</b>



	Fig as at 31.03.2018	Fig as at 31.03.2017
<b>B- REVOLVING COMPUTER FUND</b>		
Balance at the beginning of the year	527,095.30	503,093.30
Add: Interest Received from Bank	18,515.00	24,002.00
Add: Interest accrued from Staff	4,313.00	-
Less: Recovered from Staff	(12,000.00)	-
Add: Previous year adjusted	12,000.00	-
<b>TOTAL (B)</b>	<b>549,923.30</b>	<b>527,095.30</b>

**C- PROJECT FUND**

Balance at the beginning of the year	4,257,764.44	5,598,897.36
Add: Received During The Year		(169.92)
Add: Interest Received from Bank	169,982.00	191,946.00
Less: Expenditure During the Year, if any	-	(1,532,909.00)
<b>TOTAL (C)</b>	<b>4,427,746.44</b>	<b>4,257,764.44</b>
<b>TOTAL (A+B+C)</b>	<b>11,836,769.67</b>	<b>11,253,500.67</b>

**SCHEDULE 4-EARMARKED FUND (work-in-progress)**

Balance at the beginning of the year	86,860,652.00	65,677,993.00
Add: Plan Grant for Infrastructure Work - carried Over	5,324,525.00	16,665,795.00
Add: Interest Accrued on FDR		-
Add (Less): Amount advanced (capitalised) during the Year		40,190,073.00
Less:- Amount advanced (capitalised) during the Year	(20,566,706.00)	(35,673,209.00)
<b>TOTAL</b>	<b>71,618,471.00</b>	<b>86,860,652.00</b>

**SCHEDULE -5 -CURRENT LIABILITIES AND PROVISIONS**

<b>A- CURRENT LAIBILITIES</b>		
EMD and Security Deposit	3,262,576.00	2,477,625.00
Outstanding Liabilities including Sundry Creditors	4,169,218.00	7,947,193.00
Misc Projects of Outside Agencies	1,488,875.00	1,469,049.00
<b>TOTAL (A)</b>	<b>8,920,669.00</b>	<b>11,893,867.00</b>
<b>B- PROVISIONS</b>		
Statutory Liabilities- Payable on Retirement	57,248,318.00	42,725,996.50
<b>TOTAL (B)</b>	<b>57,248,318.00</b>	<b>42,725,996.50</b>
<b>TOTAL (A+B)</b>	<b>66,168,987.00</b>	<b>54,619,863.50</b>



## SCHEDULE 6 - FIXED ASSETS

Schedules forming part of Accounts for the year ended on 31.03.2018

Particulars	Rate of Dep.	WDV as at 01.04.2017	Additions		Deletion during the year	Total as at 31.03.18	Depreciation Amount	WDV as At 31.03.18
			Upto 31.10.17	After 31.10.17				
Land *	0%	-	-	-	-	-	-	-
Building	10%	99,692,652	1,159,094	21,675,459	-	122,527,205	11,168,948	111,358,257
Furniture & Fittings	10%	3,267,738	-	715,530	-	3,983,268	362,550	3,620,718
Equipments	15%	6,845,989	241,861	1,770,984	-	8,858,834	1,196,001	7,662,833
Vehicles	15%	372,112	-	-	-	372,112	55,817	316,295
Library Books	40%	676,564	28,579	170,416	-	875,559	316,140	559,419
Intangible Assets (MS Office)	25%	155,404	-	-	-	155,404	38,851	116,553
Computers	40%	880,884	-	1,245,650	-	2,126,534	601,484	1,525,050
Information Technology (Website)	15%	1,421,408	-	3,433,633	-	4,855,041	470,734	4,384,307
		<b>113,312,751</b>	<b>1,429,534</b>	<b>29,011,672</b>	-	<b>143,753,957</b>	<b>14,210,525</b>	<b>129,543,432</b>

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

## SCHEDULE 7- INVESTMENTS :EARMARKED FUNDS

	Fig as at 31.03.2018	Fig as at 31.03.2017
<b>a. DEVELOPMENT FUND</b>		
Fixed Deposit Accounts	101,641,405.83	92,317,284.63
Interest Accrued on FDRs	17,316,092.00	9,749,182.00
Interest Accrued on FDRs (TDS Portion)	-	-
Indian Overseas Bank : SB Account	14,540.31	14,026.81
<b>TOTAL (a)</b>	<b>118,972,038.14</b>	<b>102,080,493.44</b>
<b>b. REVOLVING HBA FUND</b>		
Indian Overseas Bank: FDR	3,771,360.00	3,771,360.00
Interest Accrued on FDRs	597,428.00	295,502.00
Interest Accrued on FDRs (TDS Portion)	-	-
Indian Overseas Bank: SB Account	888,038.93	634,967.93
HBA Advance to Staff	1,602,273.00	1,766,811.00
<b>TOTAL (b)</b>	<b>6,859,099.93</b>	<b>6,468,640.93</b>



	Fig as at 31.03.2018	Fig as at 31.03.2017
<b>c. REVOLVING COMPUTER FUND</b>		
Indian Overseas Bank : SB Account	505,186.30	474,671.30
Computer Advance to Staff	44,737.00	52,424.00
<b>TOTAL (c)</b>	<b>549,923.30</b>	<b>527,095.30</b>
<b>TOTAL (a+b+c)</b>	<b>126,381,061.37</b>	<b>109,076,229.67</b>

### SCHEDULE 8- CURRENT ASSETS, LOANS & ADVANCES

<b>A- CURRENT ASSETS</b>		
<b>(a) CASH &amp; BANK BALANCES</b>		
Cash -in- Hand	31,796.95	27,202.95
<u>Bank Balances</u>		
In Current Accounts with Indian Overseas Bank	19,600,137.88	16,804,201.77
Corporation Bank- SB Flexi Account	12,587,976.03	20,279,782.28
Indian Overseas Bank :S B Account	313,748.55	302,071.05
Corporation Bank SB Account	91,434.27	85,850.27
Gratuity S.B. Account - 1130025	5,430,784.26	5,192,193.82
Leave Encashment S.B. Account - 1130026	4,897,279.38	4,828,839.38
EMD & Security Deposit S.B.Account- 1150006	3,985,717.66	2,955,794.75
Postage Account	28,245.00	52,738.00
Security Deposit in I G L	42,073.00	
<b>TOTAL (a)</b>	<b>47,009,192.98</b>	<b>50,528,674.27</b>



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

(b) PROJECT ACCOUNT	Fig as at 31.03.17	Received during the year	Bank Interest	Expenditure During the year	Bank Charges	Fig as at 31.03.18
<b>In S B Accounts with Indian Overseas Bank</b>						
NRCCL Account-4475	2,850,695.36	-	115,418.00			2,966,113.36
FCNR Account -10500	139,498.94	-	5,406.00			144,904.94
UNICEF Child Labour Data Analysis - 50721	4,639.14	-	180.00			4,819.14
UNICEF Responding Child Labour - 50722	1,261,660.00	-	48,929.00			1,310,589.00
S B ACCOUNT: CORPN. BANK						
VVGNI Employee Welfare Fund-4098	1,271.00	-	49.00			1,320.00
<b>TOTAL (b)</b>	<b>4,257,764.44</b>	<b>-</b>	<b>169,982.00</b>	<b>-</b>	<b>-</b>	<b>4,427,746.44</b>
<b>TOTAL (A) (a+b)</b>	<b>54,786,438.71</b>					<b>51,436,939.42</b>

### B: LOANS AND ADVANCES

	Fig as at 31.03.2017	Advances during the year	Recovery / adjusted During the year	Fig as at 31.03.2018
<b>a. TO STAFF</b>				
Festival Advance	58,125.00	-	58,125.00	-
Car Advance	209,244.00	5,727.00	50,862.00	164,109.00
Scooter Advance	20,452.00	404.00	13,612.00	7,244.00
LTC- Advance	149,220.00	86,713.00	217,065.00	18,868.00
<b>TOTAL (a)</b>	<b>437,041.00</b>	<b>92,844.00</b>	<b>339,664.00</b>	<b>190,221.00</b>



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

	Fig as at 31.03.2017	Advances dur- ing the year	Recovery / adjusted During the year	Fig as at 31.03.2018
<b>b. TO OTHER AGENCIES</b>				
Advance to CPWD -Plan 2000-01	487,691.00	-	-	487,691.00
Advance to CPWD-Plan 2005-06	3,755,713.00	-	-	3,755,713.00
Advance to CPWD- 2015-16	25,761,380.00	-	18,599,747.00	7,161,633.00
Advance to CPWD- 2016-17	26,264,600.00	-	1,966,959.00	24,297,641.00
Advance to CPWD- 2017-18	-	5,324,525.00	-	5,324,525.00
Advance to NICS I 2016-17	13,925,473.00	-	-	13,925,473.00
<b>TOTAL(c)</b>	<b>70,194,857.00</b>	5,324,525.00	20,566,706.00	54,952,676.00

	Fig as at 31.03.2018	Fig as at 31.03.2017
<b>c. OTHER ADVANCES</b>		
Advance to Outside Agencies	861,420.00	580,137.00
Expenses (Receipts) :Misc Projects of Outside Agencies	416,348.00	380,214.00
TDS deducted at source	3,330,096.00	2,494,583.00
GST	1,336,376.53	-
Departmental Advance	133,855.00	60,279.00
Bills Receivables	-	8,112,777.00
Prepaid Expenses	2,010,425.00	1,712,518.00
Sundry Debtors	3,486,738.00	-
<b>TOTAL(c)</b>	<b>11,575,258.53</b>	<b>13,340,508.00</b>
	<b>118,155,094.95</b>	<b>138,758,844.71</b>



### SCHEDULE '9' GRANTS-IN-AID

	Fig as at 31.03.2018	Fig as at 31.03.2017
<b>NON-PLAN</b>		
From Govt. of India (MOL&E)	110,000,000.00	42,500,000.00
<b>PLAN</b>		
From Govt. of India (MOL&E)	-	100,000,000.00
From Govt. of India (MOL&E) N. E.	-	10,000,000.00
<b>TOTAL</b>	<b>110,000,000.00</b>	<b>152,500,000.00</b>
Add: Grant -in-Aid Utilised during the Year		11,980,949.00
Less: Grant-in-Aid Earmarked for Infrastructure	5,324,525.00	16,665,795.00
Less: Grants-in-Aid Capitalised	9,874,500.00	12,638,994.00
	<b>(15,199,025.00)</b>	<b>(17,323,840.00)</b>
<b>Amounts shown to Income &amp; Expenditure Account</b>	<b>94,800,975.00</b>	<b>135,176,160.00</b>

### SCHEDULE '10' FEES AND SUBSCRIPTION

Education Training Programme Fee	22,651,564.00	23,890,389.00
Subscription of Award Digest	39,340.00	29,440.00
Subscription of Labour & Development	32,055.00	48,050.00
Receipts from Sale of Glossary-Labour Laws	17,000.00	20,500.00
Subscription of Shram Vidhan	22,900.00	23,920.00
Receipts from Sale of Other Publications	2,000.00	1,000.00
<b>TOTAL</b>	<b>22,764,859.00</b>	<b>24,013,299.00</b>

### SCHEDULE '11' INTEREST EARNED

Interest on Scooter/Vehicle Advance	6,131.00	10,785.00
Interest Received (Interest fixed deposits is less (FD details)	1,896,596.95	2,578,863.44
<b>TOTAL</b>	<b>1902727.95</b>	<b>2,589,648.44</b>

### SCHEDULE '12' OTHER INCOME

Non Plan Income	3,797,209.00	4,633,282.00
Income from Hostel Utilisation	13,039,200.00	8,702,700.00
Sale of Tender Forms	26,350.00	31,000.00
Income from Photostat	459,666.00	511,389.00
Sale of Unusable Items		-
Rent from Staff Quarters- Licence Fee	152,328.00	110,930.00
Other Receipts	19,438.00	26,380.00
Consultancy Faculty Charges	662,419.89	50,000.00
Income From Use of Premises	-	-
<b>TOTAL</b>	<b>18,156,610.89</b>	<b>14,065,681.00</b>





### SCHEDULE '13 PRIOR PERIOD INCOME

	Fig as at 31.03.2018	Fig as at 31.03.2017
Prior Period Income	25576	-
	<b>25576</b>	-

### SCHEDULE '14 ESTABLISHMENT EXPENSES

Salaries to Staff	44,367,914.00	34,790,055.00
Allowances and Bonus	2,339,062.00	3,744,567.00
Contribution to NPS	3,569,764.00	3,029,146.00
Expenses on Employee Retirement & Terminal Benefits	15,430,637.50	4,323,116.00
Leave Salary & Pension Contribution For Staff on Deputation	461,016.00	114,495.00
Seventh Pay Commission Arrears	794,750.00	6,292,703.00
Transfer T.A (Dep)	361,372.00	
<b>TOTAL</b>	<b>67,324,515.50</b>	<b>52,294,082.00</b>

### SCHEDULE '15' ADMINISTRATIVE EXPENSES

Advertisement & Publicity	5,131.00	141,029.00
Building Renovation & Upgradation	357,154.00	2,681,673.00
Electricity and Power Charges	7,459,625.00	5,411,847.00
Hindi Protsahan Expenses	238,137.00	165,535.00
Insurance	15,776.00	96,725.00
Internal Audit Fee		9,750.00
Legal & Professional Charges	284,840.00	723,621.00
Miscellaneous Expenses	119,188.93	72,855.24
Paid Training Programme Expenses	15,495,268.56	13,165,670.00
Photostat Expenses	117,175.00	275,632.00
Postage, Telegram & Communication Charges	50,926.00	50,548.00
Printing & Stationery	166,526.87	483,043.00
Purchase of New Assets		130,350.00
<b>Repair &amp; Maintenance</b>		
a. Computer	114,937.00	75,012.00
b. Cooler/ A.C.	770,238.00	442,157.00
c. Office Building and Allied	96,123.00	197,573.00
Staff Welfare Expenses	297,601.00	162,735.00
Telephone, Fax & Internet Charges	704,678.54	561,137.00
Travelling and Conveyance Exp.	1,690,012.00	984,346.00
Vehicle Running and Maintenance Expenses	475,738.00	433,697.00
Water Charges	355,555.00	317,729.00
<b>Amounts Transfer to Income &amp; Expenditure Account</b>	<b>28,814,630.90</b>	<b>26,582,664.24</b>
Cost of Assets Capitalised		1,634,681.00
<b>Total</b>	<b>28,814,630.90</b>	<b>24,947,983.24</b>



## SCHEDULE '16' PRIOR PERIOD EXPENDITURE

	Fig as at 31.03.2018	Fig as at 31.03.2017
Prior Period Expenditure	-	-
	-	-

## SCHEDULE '17' EXPENDITURE ON PLAN GRANTS

<b>A. RESEARCH, EDUCATION AND TRAINING</b>		
Research Projects, Workshop & Publication	9,408,641.59	9,101,327.00
Education Programmes	10,676,763.76	11,182,434.00
Rural Programmes	2,427,483.00	4,282,841.00
Information Technology	436,810.00	657,196.00
Campus Services	14,245,901.37	13,105,911.00
<b>TOTAL (A)</b>	<b>37,195,599.72</b>	<b>38,329,709.00</b>
<b>B. PROGRAMME/PROJECTS FOR N.E. STATES</b>		
Education Programmes	8,284,820.78	8,446,683.00
Projects (Including Info. Tech./Infra/ Pub.)	2,284,951.00	1,553,509.00
<b>TOTAL (B)</b>	<b>10,569,771.78</b>	<b>10,000,192.00</b>
<b>C. AUGMENTATION OF LIBRARY FACILITIES</b>		
Subscription to Journals/Periodicals	2,235,280.00	1,900,374.00
Library Books	198,995.00	461,982.00
Library Augmentation/ Modernisation	-	8,000.00
<b>TOTAL (C)</b>	<b>2,434,275.00</b>	<b>2,370,356.00</b>
<b>D. INFRASTRUCTURE</b>	-	
Seminar Block : Renovation and Upgradation	-	7,291,236.00
Administrative Block: Renovation and Upgradation	5,324,525.00	27,500,000.00
NICSI - Networking	-	15,523,918.00
Infrastructure Development	9,675,505.00	
<b>TOTAL (D)</b>	<b>15,000,030.00</b>	<b>50,315,154.00</b>
<b>TOTAL PLAN EXPENSES (A to D)</b>	<b>65,199,676.50</b>	<b>101,015,411.00</b>
Amounts Transfer to Earmarked Fund	5,324,525.00	
Less: Cost of Assets Capitalised	9,874,500.00	11,004,313.00
	15,199,025.00	11,004,313.00
<b>Amounts Transfer to Income &amp; Expenditure Account</b>	<b>50,000,651.50</b>	<b>90,011,098.00</b>



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

### Schedules forming part of Accounts for the year ended on 31.03.2018

#### SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS

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

###### A. SIGNIFICANT ACCOUNTING POLICIES

###### 1 Standard of Financial Propriety

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

###### 2 Financial Statements

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

###### 3 Fixed Assets

Fixed Assets are stated at historical cost less depreciation. The Land of the Institute was allotted free of cost by Government of 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:

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

###### 5 Input Tax Credit (GST) on Capital Items

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



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

## **6 Prior Period Adjustments**

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

## **7 Inventories**

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

## **8 Employee Benefits**

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

## **B NOTES ON ACCOUNTS**

### **1 Basis of Accounting**

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

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

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

### **2 Grants in Aid**

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

### **3 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.

### **4 Sundry Debtors and Sundry Creditors**

The Institute carries out professional activities and educational training programmes, which are sponsored by other Institutions, Ministry and Department etc. and incurs expenditure on behalf



of such agencies. The advances from these agencies or reimbursement of expenditure on account of above stated activities are being shown under Receipts or Payments -Outside Programmes or Agencies Head.

## 5 Fixed Assets & Depreciation

- a. Fixed Assets were stated at Historical Cost less Depreciation. The Institute is providing depreciation on Fixed Assets at the rates specified in para 4 of Accounting Policies (supra) on Written Down Value Basis and the depreciation has been charged on opening W.D.V after adjusting addition and/or deletion to fixed assets during the accounting year.
- b. Depreciation has been charged at half rates of depreciation on the assets which were used for less than 180 days during the year. The assets (other than Library Books) costing less than Rs.10,000 has been charged to the revenue account.

## 6 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.

## 7 Block of Government Money

The Institute had advanced a sum of Rs. 5,49,52,676 to the C.P.W.D. & NICS I as advance during the years from 2000-01 to 2017-18 for construction/ renovation of various civil work and electrical works etc in the Institute. The Institute has settled the advance of Rs. 2,05,66,706/- from the CPWD during the financial year 2017-18. The utilisation of the rest advance is still awaited from C.P.W.D & NICS I The Institute is advised to settle the said advance from C.P.W.D & NICS I.

- 8 The Institute has made provision during the current year for Gratuity and Earned Leave Payable on actuarial basis upto the the period ended on 31.03.2018.

Particulars	Provision Upto 31.03.2018	Provision Upto 31.03.2017
Gratuity	33,466,205.00	24,475,075.50
Earned Leave	23,782,113.00	18,250,921.00
	<b>57,248,318.00</b>	<b>42,725,996.50</b>

## 9 Income Tax Returns

The Institute had filed its return of Income for the year ended on 31.03.17.

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

## 10 Carry Forward of Surplus

The Grants sanctioned by the Ministry of Labour & Employment to the Institute for its 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.

## 11 Contingent Liabilities

There is No Contingent liability exist till date.

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

## Signatures to Schedule 1 to 18

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

**For and on behalf of V V GIRI NATIONAL LABOUR INSTITUTE**

Sd/-

**Krishna Kumar Chanani**  
Partner (Mem. No. 056045)  
Place: New Delhi  
Dated: 26/06/2018

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

UTTAR PRADESH, INDIA

Website: [www.vgnli.gov.in](http://www.vgnli.gov.in)