



# Annual Report | 2014-15

V.V. GIRI NATIONAL LABOUR INSTITUTE

# **Annual Report 2014-15**

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

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## Major Achievements (2014-15)

- **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 21 major research projects that provided the requisite knowledge base for policy formulation on key areas like employment, skill development, child labour, informal sector, migration, social security, gender issues, health & labour and labour issues.
- **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 124 training programmes attended by 3264 participants representing major stakeholders 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.

The Institute organised 06 weeks *Induction Training Programme* for Central Labour Service Officers, 02 weeks *Induction Training Programme* for Welfare Administrators & Assistant Welfare Administrators and 2 weeks *Induction Training Programme* for Assistant Labour Commissioners of Government of Uttar Pradesh.

The Institute also conducted 13 specially designed programmes for **Oil India Ltd., Assam** and 08 specially designed programmes for **Reserve Bank of India, Mumbai**.

The Institute had taken **new initiatives** during this period by conducting the following new training programmes :

- Labour Administration in a Globalised Economy: New Developments and Approaches



- Effective Enforcement of Laws Pertaining to Women Employees
- Effective Enforcement of Laws on Health
- Women Welfare Issues at Workplace
- Promoting Decent Work in the Construction Industry
- Managing Livelihood and Social Protection in the Hill Regions
- Migration and Development : Issues and Perspectives
- Skill Development & Employment Generation
- Labour Market and Employment Policies
- Good Governance for Effective Implementation of Development Programmes
- **Empowering unorganized workers:** The Institute organised 41 capacity building training programmes attended by 1171 leaders/trainers representing the unorganized sector. Such training interventions were primarily aimed at addressing the problems encountered by socially disadvantaged groups 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 12 training programmes exclusively for social partners representing the North Eastern States. The Institute also organized a **Meeting on Assessment of Research and Training Needs in North Eastern Region** on 30<sup>th</sup> July, 2014. The prime objective of the meeting was to explore possibilities of collaboration on a variety of research, training, monitoring and evaluation activities with different Government departments, academic and training Institutions in the North Eastern Region. A National Seminar on *Labour and Employment Trends in North-Eastern Region Challenges and Opportunities* was also conducted by the Institute.
- **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 globalisation and labour, leadership development, skill development, labour market and employment policies, social security, gender issues, health protection and security, and research methods attended by 158 senior level practitioners representing nearly 40 countries.



- **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.
- **Forum for intense debates on policy issues and dissemination of major initiatives :** One Workshop on ***Emerging Trends in Industrial Relations*** was organized for CLS officers to equip them with emerging trends in industrial relations with special reference to conciliation techniques and attended by 25 CLS officers.
- **Disseminating information and analysis on labour issues:** The Institute brings out four in-house publications: *Labour and Development* (a biannual journal), *Awards Digest* (a monthly journal), *Shram Vidhan* (a bi-monthly Hindi journal), and *VVG NLI Indradhanush* (a bi-monthly newsletter). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. The Institute brought out 29 publications during 2014-15.
- **Library and Information System:** The Institute's library, N.R. De Resource Centre on Labour Information, is one of the most endowed library in the area of labour studies in this country. Presently, the library has about 65,000 books/reports/bound volumes of journals and subscribes to 193 professional journals. The library also provides various professional services to its readers and also brings out different products to facilitate its usability.
- **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)). **30000 pages were additionally digitized and processed during 2014-15.**





## *Institute's Vision and Mission*

### **Vision**

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

### **Mission**

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

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



## Institute's Mandate

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

### Objectives and Mandate

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

- (i) to undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- (ii) to undertake and assist in 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 Bandaru Dattatreya<br>Minister of State for Labour & Employment<br>(Independent Charge)<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi – 110 001 | President |
|----|---|-----------|

### SIX CENTRAL GOVERNMENT REPRESENTATIVES

- |    |   |                |
|----|---|----------------|
| 2. | Shri Shankar Aggarwal<br>Secretary (Labour & Employment)<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi | Vice-President |
| 3. | Shri Deepak Kumar<br>Additional Secretary<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi                | Member         |



- |    |  |        |
|----|--|--------|
| 4. | Shri Manish Kumar Gupta<br>Joint Secretary<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi                      | Member |
| 5. | Ms. Meenakshi Gupta<br>Joint Secretary & Financial Adviser<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi      | Member |
| 6. | Shri Satyanarayan Mohanty<br>Secretary<br>Department of Secondary & Higher Education<br>Ministry of HRD<br>Shastri Bhawan<br>New Delhi | Member |
| 7. | Smt. Sunita Sanghi<br>Adviser (LEM)<br>Adviser (Labour & Employment)<br>Planning Commission<br>Yojana Bhawan<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. | Mr. Rajiv Kapoor<br>Confederation of Indian Industry (CII)<br>Chief People Officer,<br>Fortis Healthcare Ltd.<br>Corporate Office, 3 <sup>rd</sup> Floor, Tower-A<br>Unitech Business Park<br>Block-F, South City -1, Sector-41<br>Gurgaon – 121001(Haryana) | Member |
| 11. | Shri Jitendra Gupta<br>National Vice 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>BMS Office, Chaudhary Devilal Complex<br>Mall Road,<br>Panipat (Haryana)           | 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. | Dr. S. Malla Reddy<br>Villa No. 6<br>Ashoka A-La-Maison<br>Deoolapally<br>Secunderabad – 500 100          | Member |



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

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

## **RESEARCH INSTITUTION**

- |   |        |
|---|--------|
| 18. Shri Sanjay Prasad, 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. Shri P.P. Mitra<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, but the focus has always been to deal with issues relating to the marginalised, deprived and vulnerable segments of labour force.

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

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

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

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

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



## Centre for Labour Market Studies

The research activities 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. Labour Migration Structures & Financing in Asia

##### Objectives of the Study

With labour flows showing increasing heterogeneity the world over, there is a renewed interest in managing labour mobility so as to enhance the developmental potential of migration. The majority of existing studies on the subject have focused on migration processes, migration policy/regulation and its impact. There have been few enquiries into how the administrative framework set up for labour migration—institutions, their governance and financial efficiency of their operations—can be reformed or modified to better modulate labour flows. It is in this context that the present research attempts to enhance the knowledge base pertaining to three core issues: (i) organizational structures to manage labour migration; (ii) various migrant services being extended by the state; and (iii) financing of protection of migrant workers. The countries chosen for the study—India, the Philippines and Sri Lanka—have successfully sent large numbers of workers abroad, and demonstrate several commonalities and distinctions with respect to international labour flows. Such a comparative analysis is expected to improve the understanding of labour migration administration and its financing from the perspective of a labour sending country. It is also envisaged that this research will feed into policy advice formulated by the International Labour Organization (ILO) in its technical cooperation projects as well as highlight lessons learned and good practices in this relatively under-researched area.





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

The study was initiated in June 2013 and completed in July 2014

## **Outcome of The Research Study**

The study provides specific policy recommendations to strengthen the migration governance system. Some of the key suggestions include:

- There is a need to develop a well-crafted international labour migration policy. It is necessary to have an overarching or lead institution to manage labour emigration. It is equally important for countries to ratify various conventions and recommendations on international migration as well as strengthen multilateral cooperation to promote migrant workers' welfare.
- It is essential to strengthen the human resources to manage migration, both qualitatively and quantitatively, in the countries of origin as well as destination. There is a need to equip the diplomatic missions abroad with appropriate numbers of officers, and to develop a manual for procedures (as done by Sri Lanka and the Philippines). Ancillary efforts must be made to strengthen policy coherence between different ministries/departments dealing with migration management, particularly the departments of labour, skill development, health as well as external and home affairs.
- Transparent policies, procedures and practices, which would render the functioning of institutions more effective, should be fostered. Having a (shared) platform for social dialogue among different stakeholders engaged with migration such as informal meetings that include trade unions, CSOs and recruitment agencies, is likewise crucial.
- Recognition that the pre-departure stage is a particularly important one and that it requires state intervention, is vital. This is particularly important in countries like India which do not have mandatory pre-departure orientation programmes.
- Yet another urgent area of intervention is the regulation of recruitment, including monitoring the operations of recruiting agencies. Initiatives in Sri Lanka to grade recruiting agencies, thereby informing the public about the nature of services one can expect, are commendable.
- Given the rising number of complaints relating to conditions of work, strengthening the welfare services at the destination is indispensable.
- Strengthening insurance programmes for migrant workers should be accorded top priority. Some good practices have emerged in the operation of different



insurance programmes in the three countries, including payment of premium in case of certain vulnerable categories, like domestic workers, by the employer; compulsory insurance cover for all the workers who require clearance, etc. The countries need to initiate more such initiatives.

- All three countries have designed or embarked on skill development and certification programmes for potential migrant workers. Such measures should be sustained in order to improve the migration outcomes.
- Reintegration programmes need to be modified according to the needs of migrant workers. While there are different models pertaining to reintegration, those which promote self-employment opportunities for overseas workers and families with limited investment capabilities (for example by establishing cooperatives like the Groceries Project in the Philippines) are worthwhile options to be considered.
- Measures should be taken to ensure financial sustainability of migrant services. In this regard it is important that expenditure towards migrant services should be managed through sources other than committed government funds. SLBFE's approach of augmenting its financial resources through recruitment fees is a practice worth emulating.
- There is a need to set priorities in budget allocation. It has been noted in the case of India that certain interventions to improve the migration outcomes of potential migrant workers, such as pre-departure orientation and skill upgradation programmes, continue to be allocated very meager resources.
- Emphasis should also be given to generate revenue through sources other than government grants; these include recruitment fees, migrant workers' contribution to welfare funds, etc. The resources generated as part of welfare funds, though limited, should be invested optimally to ensure a steady flow of income and thus sustain different migrant services.

**(Project Directors: Dr. S.K. Sasikumar, Senior Fellow and  
Dr. Rakhee Timothy, Associate Fellow)**

## **2. From India to the Gulf Region: Exploring Links between Labour Markets, Skills and the Migration Cycle**

### **Objectives of the Study**

This report addresses the inter-linkages among labour market features, skill development and international labour flows in the context of labour migration from India to Gulf



Cooperation Council (GCC) countries, a key destination for Indian migrant labour. An analysis of these linkages is imperative in light of the increased complications in migration governance systems, with immigration policies becoming restrictive and even skill-selective in many labour receiving countries. The report argues that policies based on such an assessment will contribute towards improving labour market and migration outcomes, particularly of migrants belonging to the low and medium skilled categories.

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

The study was initiated in August 2014 and completed in January 2015.

### **Outcome of the Research Study**

Major conclusions and policy imperatives emanating from the study are as follows:

#### *Developing and Strengthening the Labour Market Information System on International Migration*

Considering that the India–GCC migration corridor is one of the densest migration corridors, there is an immediate need to evolve robust mechanisms to continuously monitor and forecast the emerging labour and skill requirements in all the GCC countries. Such forecasts should be available across sectors and skill qualifications, both for current as well as for future labour requirements. It is critical that factors like demographic transitions, technological advancements and changes in immigration policy are appropriately factored in and integrated while estimating labour and skill demands. It is also imperative that India develops a comprehensive database to capture the trends and characteristics of labour outflows encompassing all categories of migrant workers. Additionally, there is an urgent need to collect data on return migration; such data is almost absent in India. Information should be collected on critical variables like skills acquired during overseas employment, financial resources available, entrepreneurial skills, etc., which form the backbone for evolving a systematic reintegration policy. Several labour sending countries like Sri Lanka, Bangladesh, Philippines, etc. undertake periodic national level surveys on international migration. Considering that international migration is a very important component of India's economic and social development, it is puzzling that not a single attempt has been made to conduct such a national level survey. The Ministry of Overseas Indian Affairs could collaborate with leading national level institutions and the International Labour Organization (ILO) to undertake such national surveys based on a scientifically developed methodology so as to evolve a sustainable international migration policy.





### *Strengthening Linkages between Skill Development Systems and International Migration*

It is evident from our analysis that there are hardly any linkages between skill development systems and international labour migration in India. Establishment of such linkages, which will immediately improve the labour market as well as the migration outcomes of potential migrants, is possible at different levels. Based on the emerging demands for skills in the destination countries, skill development institutions can evolve short-term certificate courses. Additionally, the curriculum of on-going certificate courses can be modified according to the emerging skill needs in the destination countries, particularly in relation to trades/sectors (like construction) that are in great demand in the GCC countries.

Certification systems that are in consonance with the standards prevailing/expected in the destination countries need to be evolved. Towards this, major vocational skill development institutions in India (like ITIs/Industrial Training Centres (ITCs)) should be encouraged to benchmark their standards against those developed by international skill certifiers. This is critical not only in order to enhance the skill endowments of those passing out of such institutions but also to develop India as a leading supplier of skilled labour, well able to respond to the emerging demands in the GCC labour markets.

Another important issue to be addressed pertains to the means of skill acquisition. Our analysis has clearly shown that a substantial majority of the labour force in India acquires skills through non-formal/informal methods. There is an urgent need to expand the operation of systems to certify non-formally/informally acquired skills. A pre-requisite in this regard is the recognition of prior learning.

### *Framework to Recognise Newly Acquired Skills by Migrants*

The recognition of skills acquired by migrant workers while working abroad is critical given the temporarisation of immigration policies. Certifying such newly acquired skills of migrants is a largely neglected aspect in the policies of most labour sending countries including India. The certification of skills becomes effective if there is cooperation between sending and receiving countries. For instance, even labour receiving countries can volunteer to certify migrant workers' skills. A case in point is the Happy Return programme implemented by the Ministry of Employment and Labor, Government of South Korea. The programme provides free business training and career guidance to migrant workers to assist them to start a business or get a job at local Korean companies, provides free 40-hour training at a training centre near





the workplace, and issues certification of work experience in Korea to facilitate job applications to Korean companies or multinational corporations in the community. In the post-return phase the migrant workers are informed of employment opportunities at local Korean companies through job fairs and an on- and off-line job placement service. The programme also extends counselling services to migrants to cope with difficulties during the resettlement process.

#### *Collaboration between Labour Sending and Receiving Countries on Skill Certification*

Collaboration should also be forged between sending and receiving countries on better skill matching as well as on skill testing and certification. This could be formalised in the form of MoUs between India and the GCC countries. The existing MoUs on labour migration mostly cover the regulation of working conditions, mobility of workers or social security agreements; MoUs on skills are needed to promote migration.

#### *Developing Customised Skill Development Programmes Suitable for Vulnerable Categories of Migrant Workers*

Considering that a significant share of workers migrating from India to the GCC are either low skilled or possess non-certified skills, mechanisms should be evolved to impart to them skills that are in demand. This is particularly important for vulnerable migrants like domestic workers who can claim better wages if they are given some pre-employment training. Such good practices are being operationalised in countries with efficient migration management systems, like Sri Lanka and the Philippines.

**(Project Directors: Dr. S.K. Sasikumar, Senior Fellow and  
Dr. Rakhee Timothy, Associate Fellow)**

### **3. International Labour Migration: Emerging Challenges and Policy Contours**

#### **Objectives of the Study**

The specific objectives of the study were: What are the prominent features of the current immigration policies in the major destination countries of Indian labour?; To what extent India and other major labour sending countries in South Asia were successful to build coherence between policies of major migrant receiving countries? ; What comparisons could we draw on immigration policies of Persian Gulf and European Union countries, transcending between promotion, regulation and restriction of labour flows?; and How have changes in migration policies shaped the current labour flows?



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

The study was initiated in December 2013 and completed in December 2014.

### **Outcome of the Research Study**

International labour mobility is one of the central dimensions of the current phase of globalization. The stock of international migrants in 2010 is estimated to be around 214 million, a significant share among them moving out of their country of origin for employment. Not only has labour mobility increased in magnitude, it has also become heterogeneous in terms of both its direction and composition. In the coming years, due to the ageing of the population, mismatch between demand and supply of skills, and the expanding role of the migration industry, the global migration landscape is all set to become more complex.

From a policy perspective what requires immediate attention is the wide range of insecurities confronted by migrants factors operating at multiple levels are responsible for this situation, which could be conceptualised into two broad categories. Firstly, in most of the countries administrative and legal structures required to facilitate migration to new emerging destinations, or to meet the requirements of different categories of migrants continue to be rudimentary. Secondly, both high and low skilled migrants are governed by stringent policies, in fact 'internal controls', like detention, expulsion and exclusion from work and welfare, are increasingly resorted to, along with border controls, to restrict migration. There is a tradeoff in the immigration policies of high income countries between openness to admitting migrant workers and granting them rights after admission. Migrants continue to be at the receiving end, their right to migrate as well as rights of migrants getting adversely affected. The present study argues that migration policies play an important role in strengthening the development impacts of migration.

**(Project Director: Dr. Rakhee Timothy, Associate Fellow)**



## 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.

### Completed Research Projects

#### 1. Social Security Measure for Informal Sector Workers: A Study of Some Selected Programmes/Schemes in Maharashtra and West Bengal

##### Objectives

The following objectives were formulated for the study:

- To collect and compile comprehensive information about different social security schemes and programmes currently in operation in India;
- To study the implementation process of some selected social security programmes and schemes run by state governments;



- To conduct some case studies relating to some social security programmes focusing on their administrative process, benefit packages and impact on the lives of beneficiaries.

### Outcome

- A Compendium on Social Security Measures have been prepared and draft has been sent to the Director General for approval of publication;
- Final report of the study has been submitted to the Director General;
- Various recommendations have been put forth to uplift the living and working conditions of Mathadi workers in the country;
- Best practices of providing social security to the Mathadi Workers have been elaborately studied and suggested to replicate in the rest of the states in the country;
- Keeping in view the vulnerable position of the Mathadi workers and absence of their own organizations, the report suggested to organize capacity building programmes, leadership development programmes for them;
- On the basis of the cases studied under the study, the report has suggested to provide these facilities to make them enable to access the health, medical facilities, staying and promotional facilities.

### Date of Initiation and Date of Completion

The project was initiated in August, 2013 and was completed in March, 2015.

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

### On-going Research Project

## 1. Employment and Income Potential in Domestic Dairy: A Study

### Objectives

The objectives of the present study are:

- To examine the employment pattern and situation in domestic dairy
- To examine to potential of dairy operation in terms of employment generation and income





- To study the access and market for credits, inputs, etc.
- To study the impact of domestic dairy operation on the sample households' living standards.
- To suggest policy and programme measures for improvements of domestic dairy

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

The project was initiated in March, 2015 and is to be completed by January, 2016.

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



## National Resource Centre on Child Labour (NRCCL)

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

The NRCCL strives to achieve its objectives through Research, Training, Curriculum Development, Advocacy, Technical Support, Documentation, Publication, Dissemination, Net-working and Promoting convergence by strengthening the efforts of social actors at various levels.

### Research

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

1. Creating benchmark information on employment of children in select hazardous occupations and processes
2. Reviewing Research Studies for locating definitional aspects of child labour and studying socio-economic implications situating factors responsible for perpetuation of child labour
3. Evolving strategies for Rehabilitation of child labour
4. 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, 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, Impact-assessment studies and major evaluation studies.

### **Completed Research Projects**

## **1. Developing Sustaining Knowledge Framework on Child Labour and Dissemination of Formal Knowledge Products, by products and Services**

### **Objectives**

1. Documenting the challenges and achievements of various programmes addressing the issue of child labour;
2. Periodically disseminate information on a range of issues relating to children at work to different sections of population across the country in order to create awareness leading to attitudinal change and voluntary action for ending child labour.

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

The study was initiated in May 2013 and completed in June 2014

### **Outcome of the project**

- i) Enhanced Institutional capacities in different states of the country to address child labour;
- ii) Collection, Classification, and Collation of information carried out for Retrieval;
- iii) Technical support provided to various social partners for effective implementation of various child labour projects aiming at elimination of child labour;
- iv) Geographical-specific Information disseminated to Governments, Legislators, policy-makers, Trade Unions, NGOs, CBOs and other social groups involved in the task of combating child labour;
- v) Published the News letter 'Child Hope';
- vi) 'Good Practices' shared for their replicability.

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



## 2. Legislative Framework for dealing with Child Labour in India: An Analytical Study of Child Labour Act & the Conviction Rates

Conviction rates of labour law are one of the ways to assess how effectively the labour law enforcement system is functioning. In the context of child labour Act it is particularly important that those who violate the law are convicted and appropriately punished. A the labour law enforcement system that consistently fails to secure convictions has little credibility and the dangers exist that people may give up reporting violation of the legal provisions. In the context of child labour such a situation would pave way for perpetuation of the practice of employing children.

### Objectives

- i) To measure the status of implementation of the Child Labour Prohibition and Regulation Act, 1986 (Child Labour Act) by analyzing the number of cases resulted in convictions as to the number of inspections conducted, violations detected, and prosecutions launched.
- ii) To examine how effectively the labour enforcement machinery worked to hold the perpetrator accountable for their actions.
- iii) To examine the scope and infirmities of the legislation and the outcome of the select prosecutions launched under the CLPR Act in order to arrive at reasons for the existing rate of convictions under the Act.

### Date of Initiation and Date of Completion

The study was initiated in June 2014 and completed in March 2015

### Outcome

The study gave an overview of the trends in implementation of Child Labour Prohibition and Regulation Act, 1986 in different states of India; and located the impediments and challenges in achieving convictions; and also suggested framework for effective enforcement in the wake of the Right of Children to Free and Compulsory Education Act, 2009.

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





### 3. Performance Assessment of NCLP in Coimbatore Districts of Tamil Nadu

Child labour is one of the forms of deprivation of childhood. Child labour in weaving/ hosiery continues despite a legal ban on child labour in as per the Child Labour (Prohibition and Regulation) Act, 1986. This is the general context in which NCLP has initiated programmes for the elimination of child labour in the Coimbatore and Tiruppur districts of Tamil Nadu. This study was mainly based on visits to the schools and information collected after in-depth interaction with the District Collector/Chairperson of NCLP, Project Director (NCLP), Field Officials, Teachers of Special Schools Parents of children attending Special Schools, Local Community, NGOs implementing NCLP, Labour Enforcement Officers, officials of Factories Department; and academicians and education experts. Qualitative information was also collected from children enrolled in the special schools and their parents. The overall perspective guiding the Coimbatore NCLP Project is prevention and rehabilitation child labour. Efforts are being made by the Project team to rescue migrant working children and also coordinate with SSA to enroll children who are not workers but not attending formal schools since these children have been viewed as potential child workers. Children work mainly in the informal sector, in home-based occupations and processes with flexible work schedules. In situations Labour Inspectors find it difficult to monitor and regulate work and working hours.

#### Objective

The objective of the study was to assess the status of NCLP Society and functioning of NCLP Schools in the District and also to examine the extent and pattern of complementary efforts of the SSA in providing Mid-day meals and learning materials and to make suggestions for the NCLP.

#### Date of Initiation and Date of Completion

The study was initiated in September, 2014 and completed in December, 2014.

#### Outcome

The study located the difficulties of the enforcement machinery in ensuring that children are not working by means of inspections and the best practices of the NCLP project in rehabilitation of children withdrawn from work, mainstreaming them in formal schools and reintegration into society by sustained efforts.

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



## On-going Research Projects

### 1. 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

Coal mining in particular has been a growing industry since the Supreme Court's ban on the sale of timber for commercial purposes in 1981, which had been an important source of income for many farmers. Tertiary coal deposits with an estimated 640 million tons in reserves accounts for approximately 1.1 per cent of the total coal reserves in India. The mining industry contributes 8-10 per cent of GDP in the state of Meghalaya. It is reported about 40 million tons of coal could be found in Jaintia Hills, a district in Meghalaya, partially bordering Bangladesh. Coal Mines of Jaintia Hills adopt a crude form of excavation locally called as 'Rat-hole Mines' which are the narrow shafts dug to approximately 1 meter in diameter, and scaling between 50 to 100 meters in depth. Coal is lifted out in small wooden barrels and then head-shifted to the roadside where they are loaded in the Trucks. In Jaintia Hills alone around 2 million tons of coal per annum is extracted through this type of extraction.

#### Objectives

The objectives of this research project were

- to study the socio-economic and demographic profile of the workers in the coal mines;
- to study the pattern of employment, working and living conditions of the coal mine workers;
- to examine the prevalence, forms and extent of child workers in the coal mines and allied economic activities;
- to suggest appropriate modifications in the existing protocol and action, legal frameworks and law enforcement.

#### Date of Initiation and Date of Completion

The study was initiated in October, 2013 and is to be completed in September, 2015.

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



## 2. Towards Ending Child Labour in South Asia: Establishing of SAARC-Regional –Level Resource Centre on Child Labour

SAARC region is estimated to have the largest number of children as well as the largest number of children at work. Child work becomes a serious burden, exploitative, and abusive and poses a risk to children's well-being when it places them under severe stress, impedes their healthy development, leads to neglect of their social and educational requirement and forceless their future prospects. The centre would be an anchor point for receiving information, repackaging it, and then disseminating it to common population as well as to the specific target groups such as the key agencies involved in combating child labour, civil society, and the young scholars and students who are interested in the issue.

### Objectives

The objectives of this research project are

- to collect and digitize documents on Child Labour specific to the SAARC Countries and upload by making addition to the existing web-resources on child labour at VVGNI web-site;
- to provide technical support to different social partners and strengthen an enabling environment for the prevention and elimination of child labour in the SAARC region;
- to provide direct services on policy, capacity building, coordination, knowledge enhancement;
- to document and disseminate good practices for replication in the SAARC countries;
- to create and strengthen network amongst Training Institutes at the SAARC regional-level for elimination of child labour.

### Date of Initiation and Date of Completion

The study was initiated in May, 2014 and completed in June, 2015.

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



### 3. Enforcement of Child Labour (Prohibition & Regulation) Act, 1986 in Select States of India

Law is the pivot around which the norms of a society cluster. In a complex social order, the interference of law is indeed imperative and has always been viewed as an instrument to judge societal norms, people's behaviors and all their manifestations. The purpose of child labour law is to mitigate child labour, which is a social evil that emerge from the exploitative behaviors, attitudes, beliefs and mindsets. Moreover, there is need to study how legislation which appears to be aimed at one 'problem' may in practice, serve a totally different purpose. Also there is a considerable need to ascertain how the child labour law is used or circumvented, whether the law achieves its objective, or it is accommodated without touching the fringe of the problem.

#### Objective

The objective is to discuss the areas in the existing legislation that need to be enlarged to achieve the ultimate goals in the sphere of child labour and highlight the areas if any, which need to probe, and to highlight the loopholes if any, to address the plight of children at work.

#### Date of Initiation and Date of Completion

The study was initiated in June 2014 and is to be completed in June, 2015

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





## 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. Some of the recently completed studies by the Centre include: Labour, Employment and Social Security Issues of Security Guards Engaged by Private Security Agencies; Evolution of Minimum Wage Policy and Regulation Framework: An Inter-Country Perspective; and ILO Convention 181: Issues and Challenges in the context of Private Placement Agencies in India.

### Completed Research Projects

#### 1. Conditions of Employment, Work and Service of Faculty in Private Engineering Colleges in India.

##### Objectives

- To trace the historical evolution and recent trends in growth of private engineering institutions in India.
- To provide an overview of the regulatory framework at the National level for issues concerning employment, work and service of faculty in private engineering colleges.
- To make an analysis of the working and service conditions of faculty especially in terms of salary & allowances, provision of various kinds of leaves, opportunities for career development and promotional avenues etc.
- To make an assessment of various sort of social security benefits including Provident Fund, Health Insurance and Gratuity extended to faculty members by private engineering colleges.



- To recommend suitable and feasible measures for improving the working and service conditions of faculty in private engineering colleges

### **Date of Initiation and completion**

The project was initiated in July, 2013 and was completed in July, 2014.

### **Outcome of the Research Project**

The final report of the project has been published in the form of NLI Research Studies Series (No. 112/2014). In addition, the major findings of the research study have also been published in the form of two research articles (one in Hindi language and one in English language) in two of the in-house periodical publications of V.V. Giri National Labour Institute for wider dissemination of the key findings of the study.

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

## **2. ILO Convention 181: Issues and Challenges in the context of Private Placement Agencies in India**

### **Objectives**

This study was commissioned to V.V.Giri National Labour Institute by Ministry of Labour and Employment, Government of India. The key objectives of the study included:

- To understand the role played by private placement agencies in the present context.
- To explore the various policy concerns with regard to their growth and development of private placement agencies with a view to facilitate their effective functioning.
- To undertake a preliminary review of the state legislations / guidelines pertaining to regulation of private placement agencies with a view to explore the possibility of having either legislation or a national policy on regulation of private placement agencies.

### **Date of Initiation and completion**

The study was initiated in September, 2014 and was completed in March, 2015

### **Outcome of the Research Project**

A draft outline of the broad policy framework for incorporation in the National Career Services Policy has been submitted to the Director General, Employment and Training (DGE&T).

**(Project Directors: Dr. Sanjay Upadhyaya, Fellow and Dr. Ellina Samantroy, Associate Fellow)**



## Integrated Labour History Research Programme (ILHRP)

### Introduction

The Integrated Labour History Research Programme (ILHRP) is a specialised research programme on labour history research, set up in collaboration with the Association of Indian Labour Historians (AILH), a body of professional historians and scholars interested in history of labour. The overall aim of the ILHRP is to initiate, integrated and revive historical research on labour in India and is the first of its kind in the country. The programme has three mutually reinforcing components such as digital archiving of Indian labour; writing labour history of India; and interdisciplinary research. The archive systematically collects and preserves various collaboration and networking with various stakeholders (such as trade unions, NGOs, governmental departments and business houses). Networking with similar agencies (national and international) involved in digital archiving is also a crucial aspect of the archive.

So far, the archive is the country's largest digital repository of labour documents, with more than 15 gigabytes of data on the World Wide Web ([www.indialabourarchives.org](http://www.indialabourarchives.org)), for public access. The collections for the archives are generated through commissioning and monitoring research and collection projects on prioritised areas of labour history, which involves negotiation and networking with experts and agencies, both within and outside the country. The programme also organises regular academic discussions, seminars and colloquia on the prioritised areas of labour history. The programme has so far more than 50 completed /ongoing research and collection projects. Since its initiation in 1998, the programme has published 20 working papers and organised around 85 seminars/discussions, including 10 international seminars on labour history.

### Projects Completed by ILHRP during 2014-15

S. No.	Projects	Date of Initiation	Date of Completion
1.	Research and Collection Project : History of Dalit Movement & Labour Movement: A Research & Collection Project – Phase III	April, 2014	March 2015
2.	Oral History of Women Workers in Informal Sector in India – Phase I	April 2014	February 2015
3.	Collection and Digitisation of records to Ministry of Labour and Employment –Phase I	August 2014	March 2015
4.	Digitisation of Oral History Audio Cassettes – Phase I	October 2014	January 2015



## 1. Research & Collection Project: History of Dalit Movement and Labour Movement - Phase – III

This Project aims to document and research Dalit Movement in India focusing specially on the movement's interface with the labour movement. The Project aims to fill glaring lacunae in contemporary scholarly and political discourse by exploring the sociological and historical intersection between labour and dalit movement. The Project includes two components: (a) Archival Collection (b) Research and Collection. The Archival Collection under the Project aims to collect and make accessible documents of all kinds that pertain to the broad rubric of interface of Dalit and Labour Movement. The Research Component of the Project aims to focus upon a series of comprehensive and regionally focused research on the history of the Dalit and Labour Movement based on the archival collection, organization and dissemination of the research through seminars and conferences and publication of specialized studies on the dalit and labour movement.

Some of the specific activities undertaken by the Project under the current phase were the following:

- Collection and digitization of writings and speeches of Dr. B R Ambedkar
- Preparation of detailed bibliography of scholarly writings on caste and labour
- Collection of documents on Jagjivan Ram (first Labour Minister after independence)
- Digitisation and Indexing of collected documents from various archives and libraries.

## II. Oral History of Women Workers in Informal Sector in India- Phase- I

Oral history, amongst other things, is the documentation of life stories of people through interaction with them. This provides a gaze into stories beyond the print archives. Oral history enables historians to engage with narratives of everyday lives of people. Memories are not only recorded but also created in the process of doing oral history.

One of the main concerns of the ILHRP has been to retrieve and preserve the life stories of working class. The personal narratives of some of the key figures from labour movement in India have been preserved in the Archives of Indian Labour in the form of audio cassettes. The Archives in past had undertaken an oral history documentation of Indian Labour Movement in three phases, documentation of industrial and labour





lives in Delhi, collection of narratives coal workers with special emphasis on impact on outsourcing, recording of everyday lives at Jahria coalfield. The Digital platform of the Archives aims to digitize these audio tapes and upload it for public access.

In order to enrich and diversify the existing oral collections of the Archives, the ILHRP proposes to build an oral history collection of women workers in the informal sector. The special focus on women workers would enable historians to engage with voices which are hardly recorded or preserved in print archives. The project in different phases would expand the areas/sectors to be covered under the project. For the first phase the ILHRP focused on the following group of women workers: Domestic workers; Construction Workers; and IT Workers. 100 interviews were recorded and they would be transferred to the digital medium at the Archives.

### **III. Collection and Digitisation of Records Related to Ministry of Labour and Employment – Phase I**

The objective of this project was the collection and digitization of important records related of Ministry of Labour & Employment during 1950-70. It focused on the proceedings of the tripartite meetings and conferences, records of wage boards, papers of collective agreements and industrial relations and varied documents on labour legislations. Nearly 3000 pages of important documents have been collected. They will now be indexed and subsequently digitized.

### **IV. Digitisation of Oral History Audio Cassettes**

The Archives of Indian Labour maintains a collection of approximately 300 audio cassettes which includes documentation of Indian Labour Movement, industrial and dependent lives in Delhi, narratives of weary travelers, coal workers, trade union movement in Kerala and the everyday lives at Jharia coalfield.

The aforementioned documentation has been recorded in audio cassettes. The cassettes are more than five years old and therefore there was sound distortion in the audios due to reel of the cassettes becoming dull on account of the changing weather conditions. Therefore, it was required that the tapes get re-recorded through audio converter and recorder.

The audios have been converted into.mp3 format and in addition the noise in the recordings have been cleaned using audio cleaning and audio enhancement software. The conversion of the audios into.mp3 format have enabled better storage of the oral history documentation at the Archives of Indian Labour and enriched the digitized collection.



# Centre for Labour and Health Studies

## Aims and Objectives

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, providing horizontal equity in terms of health benefits becomes a challenge. 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 impact.
- Role of social insurance in providing health protection.

## Completed Research Projects

### 1. Evaluation of Rashtriya Swasthya Bima Yojana (RSBY) Programme in Chhatisgarh and West Bengal

#### Objectives

This broad objective of the study was to evaluate the implementation of RSBY scheme. The specific objectives of the study are as follows:

- Assess the implementation of RSBY scheme
- Checking for any exceptions or discrepancies in the programme
- Satisfaction levels of beneficiaries



- Whether the programme has reduced out of pocket expenditure on hospitalisation.
- Date of Initiation and Date of Completion
- The study was initiated in September, 2014 and completed in January, 2015.

### **Outcome of the Research project**

The study revealed several loopholes and problems in the implementation of the programme in both the states where the evaluations were carried out. Some of the highlights of the implementation problems are as follows:

- Hospitalisation claims were made for select illnesses and the type of illness for which hospitalisation claim was made, depended on the availability of a hospital specializing in that illness in that particular area.
- Majority of the card holders in our study sample had utilized their RSBY card for cataract surgery, followed by fracture related hospitalisation, urological problems and hysterectomy.
- The study came across several discrepancies in terms of households not being able to show any treatment records or give any proof of their recent surgeries.
- In case of few patients, the card holder could not be traced and no information could be provided about the household by the villagers, although the hospitalisation claim was made during the last policy period. In such cases, an authorized letter was issued by the local Panchayat officials with lack of the respective household in the list of residents of the ward/ village.
- It was seen that the local hospitals organize camps regularly or send their agents to the households in order to motivate the households for availing treatment under the RSBY programme.
- There were cases of some hospital claims which were denied by the households. However during the discussion with the hospitals, documentary evidences of the treatment were provided by the hospitals. Such claims need a deeper probe by the State Nodal Agency in terms of their authenticity.
- Most of the households had to make out-of-pocket expenses for medicines, pathological tests and X-Rays etc. even during the period of hospitalisation.
- With regard to the duration of the hospitalization, the data as per the MIS records and patient's treatment records did not match.



However taking into consideration the fact that the scheme can play a very important role in reducing the out-of-pocket expenses on hospitalisation for the BPL families, there is a need to strengthen the programme implementation by monitoring as well as creating awareness among the people.

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

## **2. Workplace Health and Safety: A Study of Select Small-Scale Industrial Units in Delhi**

### **Objectives of the Research project**

The overall objective of this study was to provide a situational analysis of the magnitude of industrial injuries and accidents, workplace conditions, compliance and non-compliance of regulatory standards; and various labour dimensions around workplace health and safety in different small-scale industrial units in Delhi.

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

The study was initiated in September, 2011 and completed in July 2014

### **Outcome of the Research project**

The predominance of informality was stark across the manufacturing units under study. Fire accident as one of the significant indicator to workplace health and safety is examined in this study. The extent of reporting of accidents was significant from registered units. It can be inferred that by reporting accidents, it perhaps did not jeopardise the employment of permanent workers as compared to other work categories. Risks of accidents and injuries such as cuts, burns, hand and finger injury, electric shocks, falls etc at work were reported by workers.

Physical discomforts at work were also reported in this study. Factors such as monotonous/repetitive jobs that require concentration; fatigue and hunger; work/performance pressure; pressure of earning overtime wages; poor working conditions such as heat, noise, vibration, high humidity, congestion, dust, lack of space, ventilation, poor illumination are all conducive to lead to discomfort and unease both physical and mental.

Health hazard as a reason for quitting jobs was significant. Out of 1,31,438 females who were unemployed on all seven days previous to survey; 11.1 percent reported health hazard as the reason for leaving their job.





Compliance to health and safety standards because of the international market competitiveness was reported from the garment-exports manufacturing industry as compared to other industries. Role of workers' representatives appeared to be dismal and inconsistent in these industries studied.

Inferences from the primary study reiterates the central argument that organisation of work sidelines the question of health and safety. Government of India's move towards ratification of ILO Convention 155 on Occupational Safety and Health Convention, 1981; must examine other conventions such as C 161 Occupational Health Services Convention, 1985 that could be simultaneously taken up for ratification given the need for an adequate delivery system. Conventions such as No. 162 Asbestos Convention, 1986 and No. 170 Chemicals Convention, 1990 also deserve mention along with specific legislative interventions.

**(Project Director: Dr. Rinju Rasaily, Associate Fellow)**



## Centre for Gender and Labour

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. With market reforms, such issues have occupied an important dimension of research. Women suffer multiple disadvantages in terms of access to labour markets, and often do not have the same level of freedom as men to choose the work. Gender gap in labour force participation rates and unemployment rates are persistent features of global labour markets. Gender inequality remains an issue within labour markets globally. These issues need to be addressed to ensure gender equality in the labour market, which requires concerted efforts both at academic and policy levels.

Women face constraints in terms of sectors of economic activity in which they work. Women are also often in an underprivileged position in terms of the share of vulnerable employment in total employment. These workers are most likely to be characterized by insecure employment like domestic workers, especially the migrants with poor skills, low earnings and low productivity. Another area of concern is gender wage differentials that may be due to a variety of factors, including crowding of women in low paying industries and differences in skills and work experience, but may also be the result of discrimination. 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 typically concentrated in a narrow range of sectors, many of which are vulnerable and insecure.

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 efforts of the Centre. Within this framework the activities of the centre are envisaged to upgrade the status of the institute to a leading institute in the area of research, education, training and advocacy on gender and women's labour in particular.

### Completed Research Projects

#### 1. Training Module on Gender and Social Security for Corporate Sector

##### Objectives of the Research Project

- Gender and social protection
- Social Security measures at the Corporate Level



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

The project was initiated in March, 2014 and completed in July, 2014

### **Outcome of the Research Project**

- The Module has been developed and utilized for the paid training programmes on Gender and Social Security for Corporate sector organized at the Institute recently.

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

## **2. Reconciliation of Work and Family Life: A Study of Women's Time Use Patterns, Unpaid Work and Workplace Policies**

### **Objective of the Research Project**

- To develop a conceptual understanding of work and family life balance.
- To understand the dynamics of employment, unpaid care work and family life within the context of household division of labour and cultural practices, exploring the role of social norms, caste affiliations etc. in allocation of household tasks.
- To explore part-time work, temporary work and flexi work patterns among women workers in India.
- To understand the time allocation pattern of various activities undertaken by working women and assess the impact of caring responsibilities on work and family life balance and also examine the conflicting situations while reconciling work and family life.
- To explore various cross country perspective about work and family life and also examine various policy initiatives.
- To assess the impact of equal opportunity policies in the workplace for ensuring work and family life balance in India.

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

The project was initiated in February , 2014 and completed in December, 2014

### **Outcome of the Study**

The study made an attempt to understand the various challenges that women face in balancing their responsibilities of paid work and domestic and care work. It tried



to discern the issues in reconciliation of work and family life through analyzing the time use patterns of working women. Through an examination of existing social policies, the study explored the implications of these policies on women's choices of work and employment and on gender relations within the household. On the whole, the study endeavoured to contribute to the policy initiatives to promote a more sustainable and equitable work-life balance. It also provided certain recommendations for working citizens to have access to adequate care services for children, the elderly, the sick and the disabled, parental benefits viz. maternity leave, paternity leave, and parental leave as universal benefits to all categories of workers in different sectors. On the whole it advocated for policy initiatives that would not only redistribute working patterns of both men and women and encourage women to sustain and continue in the labour market, but would also pave the way for greater equality in gender relations.

**(Dr. Ellina Samantroy, Associate Fellow)**

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

## **1. Gender Dimensions at Work And Employment: A Case of Sexual Harassment**

### **Objectives of Research Project**

- Employer's perspective on sexual harassment
- Existing mechanism for preventing sexual harassment at the work place
- To prepare detailed case studies on sexual harassment cases
- Impact of Sexual Harassment (health, financial etc.,)

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

The project was initiated in April, 2014 and is expected to completed in April, 2015

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





## Centre for North-East

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 (2009–10). 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 (CNE) in 2009 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

### **Completed Research Projects**

#### **1. Skill Development of Youth in North East India: Way Forward**

##### **Objective of the Study**

The study was undertaken to contribute for the National Seminar on 'Youth and Skill Development in North East India' jointly organized by V.V.Giri national Labour Institute and Indian Council for Social Science Research, North Eastern Regional Centre, Shillong

##### **The Specific Objectives of the Study were**

- to discuss the issues and prospects of skilling and up skilling of youth in North East
- to highlight and suggest measures and roadmap for skill development of youth in North East.



## **Date of Initiation and Completion**

The study was undertaken during February –March, 2015

## **Methodology**

The study was based on secondary literature, official reports and documents. The study has also been benefited from the interactions with the participants during various sessions in the training programmes of the institute.

## **Outcome**

The research work was presented in the national seminar which generated discussion and enthusiasm among the paper presenters, panelists and other participants. The paper argued for the desirability of a holistic approach for going for skill development of youth in north east taking in to consideration the intra-region difference on account of topography, farm & non-farm sector, literacy & education level, skill training infrastructure, job preference of youth, traditional and modern occupations, self-employment and regular wage/salaried employment potential etc. The paper also argued that state governments in the region need to expedite the skill development activities in tandem with the national initiatives pro actively involving social partners in the region towards providing employable skills to the youth. It also highlights some good practices in other economic development model which could be studied further to adopt.

**(Project Director: Shri P. Amitav Khuntia, Associate Fellow)**

## **On-going Research Projects**

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

#### **Objective**

1. To examine the socio-economic and demographic profile of the people in the coal mining prevalent villages of East Jaintia Hills District (56 villages) and West Jaintia Hills District (44 villages) of Meghalaya,
2. To explore the schooling and employment status of children (below the age of 18 years) of these villages, and
3. To highlight the prevalence, forms and extent of child workers in these villages, specifically in mining and related activities.



## Date of Initiation and Date of Completion/ to be Completed

The project was initiated in October, 2013 and is expected to be completed by April, 2015

The project is a collaborative study of V.V. Giri National Labour Institute and Department of Labour, Government of Meghalaya.

**(Project Coordinators: Mr. Otojit Kshetrimayum, Associate Fellow & Dr. Helen R. Sekar, Senior Fellow)**

## Other Activities

### 1. National Consultation on "Assessment of Research and Training Needs in North Eastern Region" 30th July, 2014

The Centre for North East, V.V. Giri National Labour Institute organised a National Consultation on Assessment of Research and Training Needs in North Eastern Region on 30th July, 2014 at the Main Committee Room, Ministry of Labour & Employment (MOLE). The main objective of the meeting was to explore possibilities of collaboration, on a variety of research, training, monitoring and evaluation activities, with different Government Departments, Academic and Training Institutions in the North Eastern Region. Shri Arun Sinha, Additional Secretary (Labour & Employment), MOLE chaired the meeting. Shri P.P. Mitra, Director-General, VVGNI and Principal Labour and Employment Adviser, MOLE coordinated the proceedings of the meeting. The meeting was attended by officials of the Ministry of Labour & Employment, National Skill Development Authority, Departments of Labour & Employment from the States of, Assam, Manipur, Meghalaya, Nagaland and Sikkim. Academicians and officials representing Institutions namely: Indian Council for Social Science Research North Eastern Regional Centre (ICSSR-NERC), Shillong; NABARD, Guwahati; National Institute of Public Cooperation and Child Development (NIPCCD), Guwahati; Omeo Kumar Das Institute of Social Change and Development, Guwahati; Indian Institute of Entrepreneurship, Guwahati; Indian Institute of Technology, Guwahati; North East Hill University, Shillong; Nagaland University; North East India Studies Programme, Jawaharlal Nehru University, New Delhi; Centre for North East Studies, Jamia Millia Islamia University, New Delhi; Sikkim University, Gangtok; Rajiv Gandhi University, Itanagar also participated in the meeting. The national consultation was coordinated by Mr. Otojit Kshetrimayum, Coordinator, Centre for North East, VVGNI.





*National Consultation on "Assessment of Research and Training Needs in North Eastern Region"*

## 2. National Seminar on Youth & Skill Development in North East India, 26-27 March, 2015

This two-day National Seminar was organised by the Centre for North East, V. V. Giri National Labour Institute in collaboration with Indian Council for Social Science Research-North Eastern Regional Centre, Shillong at NEHU Campus, Shillong. The seminar aimed at examining the need for skill development for the youth of the North East India so as to make them employable citizens in the labour market and more importantly to make them self-sufficient and self-reliant. In the inaugural session, the keynote address was delivered by Shri M. S. Rao, IAS, Principal Secretary, Department of Labour, Government of Meghalaya, the Chief Guest's address was given by Prof. P. Shukhla, Vice-Chancellor, NEHU and Chairman, ICSSR-NERC and it was chaired by Prof. L.S. Gassah, Honorary Director, ICSSR-NERC. A total of 25 research papers were presented in the two days deliberations. The seminar highlighted issues like problem faced by the youths in the region, the need for training institutes for improving skill development, suggestions on how to improve and design skill development programmes and schemes especially relevant to the region.

Shri P.P. Mitra, Director General, V.V. Giri National Labour Institute delivered the valedictory address and distributed certificates to the participants. The seminar was coordinated by Dr. C.J. Thomas, Deputy Director, ICSSR-NERC and Mr. Otojit Kshetrimayum, Coordinator, Centre for North East, VVGNI.



*National Seminar on Youth & Skill Development in North East India*



## Centre for Climate Change and Labour

The impact of climate change is a global concern and in India where large numbers of people are poor and dependent on agriculture and informal sector for their livelihoods, the impact of climate change is quite critical. In order to address key issues relating to climate change and its inter-linkages with the world of work, the V. V. Giri National Labour Institute has set up a new research centre namely Centre for Climate Change and Labour in the year 2010. The major objective of the research centre is to carry out policy oriented research on climate change and its inter-linkages with labour and livelihoods. The core research areas of the centre for the year 2013-14 are as follows:

### Core Research Areas of the Centre

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

### Specific Researchable Issues include:

- Effect of climate change on the livelihoods of vulnerable workers engaged in subsistence farming, informal economy, tourism sector, coastal fishing/salt/farming community and indigenous forest dependent scheduled tribes;
- Role of employers and trade unions in reorganizing production processes, protecting job losses and re-orienting macro policies to combat climate change;
- Impact of climate change on food security through its linkage with reduction in agriculture production and productivity caused by prolonged droughts, floods and highly erratic monsoon;
- Role of MGNREGA in protecting livelihood security and adapting to climate change;





- Climate Change and Gender;
- Climate Change and its impact on accelerating migration processes;
- Understanding local perceptions on climate impacts, local coping capacities, and existing adaptation strategies.
- Capacity building and orientation programmes for various stakeholders about the science of climate change, its potential impact and about various adaptation and mitigation strategies.





## Centre for International Networking

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

The Institute is also currently empanelled as a training institution for organizing international training programmes under the ITEC/SCAAP scheme of the Ministry of External Affairs, Govt. of India. During year 2014-2015, 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. The collaboration will also aim to evolve V.V. Giri National Labour



Institute as a training institution for the SAARC region to begin with and developing it further as an internationally acclaimed centre of excellence in training on labour and related issues.

The Institute is committed to sustain international networking and hopes to forge more long term collaborations with leading international institutions, especially in relation to undertaking collaborative research and training activities, promoting faculty exchange programmes, and organising international/regional workshops and seminars.



## Training and Education (2014-15)

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

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

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

The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central, 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 2014- 2015, the Institute has conducted 124 training programmes and 3264 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 190 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. 10 such programmes were organized in which 232 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. 41 such programmes were organized in which 1171 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.. 02 such programmes were organized in which 55 participants participated.

## Labour and Health Programmes

These programmes are designed to sensitise different target groups such as Labour Administrators, Trade Union Leaders, Employers, Health Officials and NGOs to understand the implication of globalisation and labour market transformations on the health security of workers. 03 such programmes were organized in which 52 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 158 foreign nationals participated.

## North Eastern States Programmes

The Institute lays great emphasis on programmes specially designed for Labour Administrators, Trade Union Leaders, NGOs and other stakeholders to address key issues related to labour & employment in the North Eastern Region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule. During the period the Institute has organised 13 training programmes on the subject in which 303 personnel participated.

## Research Methods Programmes

These programmes are designed to help young teachers and researchers in universities/ colleges and research institutions as well as professionals in government organisations to pursue their interests in labour research and policy. 05 such programmes were organized in which 125 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, Tamil Nadu Institute of Labour Studies, NCDS, Bhubaneswar, Mahatma Gandhi Labour Institute, Ahmedabad, Gujarat, State Labour Institute, West Bengal has been conducting training programmes on subjects like Social Security for Un-Organised Workers, Social Protection and Livelihood, Research Methods in Labour Studies, Labour



Issues, Enforcement Rescue and Rehabilitation of Child Labour etc. In all 10 such programmes were organized in which 386 participants participated.

### **In-house Programmes**

The Institute had undertaken various inhouse training programmes, which are tailor-made specifically designed to cater to the need of the organization. In all the Institute organised 25 inhouse training programmes such as OIL, INAS, Welfare Administrators (Was) and Assistant Welfare Administrators (AWAs), MoLE, RBI, Mumbai, Induction Training Programme for ALCs of Government of Uttar Pradesh. In all 592 participants participated.

**TRAINING PROGRAMMES HELD DURING APRIL, 2014 - MARCH 2015**

S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
<b>LABOUR ADMINISTRATION PROGRAMMES (LAP)</b>				
1.	Effective Enforcement of Labour Laws in Unorganised Sector June 23-27, 2014	05	15	Sanjay Upadhyaya
2.	Effective Labour Law Enforcement July 21-25, 2014	05	24	Sanjay Upadhyaya
3.	Effective Enforcement of Laws Pertaining to Women Employees July 14-18, 2014	05	21	Shashi Bala
4.	Towards Generating Quality Employment: Challenges and Options August 19-22, 2014	04	28	S.K. Sasikumar & Rakhee Timothy
5.	Effective Enforcement of Laws on Health, August 04-08, 2014	05	22	Ruma Ghosh
6.	Quasi Judicial Authorities: Role and Functions, January 27-30, 2014	04	20	Sanjay Upadhyaya
7.	Enquiry on Accident, February 11, 2015	01	25	J.K.Kaul
8.	Induction programme on Labour Laws for Labour Inspectors of Govt. of Meghalaya March 02-06, 2015	05	35	Ellina Samantroy Otojit Kshtrimayum
<b>INDUSTRIAL RELATIONS PROGRAMMES (IRP)</b>				
9.	Empowering Trade Union Leaders April 14-19, 2014	06	27	Poonam S. Chauhan
10.	Empowering Trade Union Leaders May 19-24, 2014	06	16	Poonam S. Chauhan



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
11.	Gender and Social Security for Corporate Sector July 28- August 01, 2014	05	14	Shashi Bala
12.	Managing Work Effectively: A Behavioural Approach August 04-07, 2014	04	21	Poonam S. Chauhan
13.	Empowering Trade Union Leaders September 22-27, 2014	06	43	Poonam S. Chauhan
14.	Empowering Trade Union Leaders November 24-29, 2014	06	34	Poonam S. Chauhan
15.	Fundamental of Labour Laws December 01-05, 2014	05	16	Sanjay Upadhyaya
16.	Women Welfare Issues at Workplace December 8-12, 2014	5	10	Shashi Bala
17.	Behavioural Skills for Developing Effective Leadership February 02-06, 2015	05	33	Poonam S. Chauhan
18.	Developing Positive Attitude for Excellence at Work February 23-26, 2015	04	18	Poonam S. Chauhan
<b>CAPACITY BUILDING PROGRAMMES (CBP)</b>				
19.	Empowering Rural Women Organizers April 7-11, 2014	05	28	Shashi Bala
20.	Gender Issues in Labour April 28-May 02, 2014	05	33	Shashi Bala
21.	Promoting Decent Work in the Construction Industry April 7-11, 2014	05	18	J. K. Kaul Helen R. Sekar
22.	Climate Change and Livelihood Issues April 14-18, 2014	05	27	Rakkee Thimothy





S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
23.	Empowering Rural Women Organizers May 05-09, 2014	05	17	Rinju Rasaily
24.	Gender and Social Security May 05-09, 2014	05	30	Shashi Bala
25.	Developing Skill Development Strategies for Women Workers in the informal economy May 19-22, 2014	04	19	Shashi Bala
26.	Social Protection and Livelihood Security May 26-30, 2014	05	21	Ruma Ghosh
27.	Skill Development & Employment Generation June 16-20, 2014	05	24	Otojit Kshetrimayum
28.	Social Security for Workers in the Unorganised Sector June 09-13, 2014	05	38	Ruma Ghosh
29.	Good Governance for Effective Implementation of Development Programmes June 02-06, 2014	05	12	P. Amitav Khuntia
30.	Leadership Development Programme for Rural Trade Union Leaders July 07-11, 2014	05	40	Rinju Rasaily
31.	Developing Leadership Skills for Plantation Industry July 28- August 01, 2014	05	23	Rinju Rasaily
32.	Enhancing Leadership Skills for Transport Workers July 21-25, 2014	05	37	Poonam S. Chauhan
33.	Managing Livelihood and Social Protection in the Hill Regions July 28- August 01, 2014	05	33	P.Amitav Khuntia



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
34.	Managing Livelihood and Social Protection in Coastal Regions July 07-11, 2014	05	22	P.Amitav Khuntia
35.	Leadership Development Programme for Rural Trade Union Leaders August 19-22, 2014	04	44	P.Amitav Khuntia
36.	Developing Leadership Skills for Women Trade Union Leaders August 11-15, 2014	05	30	Shashi Bala
37.	Gender, Poverty and Employment August 25-29, 2014	05	35	Shashi Bala
38.	Enhancing Competence of youth Employability Skills August 04-08, 2014	05	39	P. Amitav Khuntia
39.	Labour Issues in Post Globalisation Era for International Participants of IAMR August 08, 2014	1	24	Helen R. Sekar
40.	Leadership Development Programme for Rural Trade Union Leaders September 15-19, 2014	05	31	Sanjay Upadhyaya
41.	Migration and Development Issues and Perspectives September 22-25, 2014	04	18	S.K. Sasikumar & Rakkee Timothy
42.	Women Welfare Issues at Workplace October 27-31, 2014	05	15	Shashi Bala
43.	Social Security for Unorganised Workers October 07-11, 2014	05	52	Poonam S. Chauhan
44.	Labour Market and Employment Policies October 13-17, 2014	5	14	Rakkee Timothy



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
45.	Prevention of Child Labour for International Participants of IAMR (sv) October 20, 2014	1	26	Helen R. Sekar
46.	Enhancing Leadership Skills of Transport Workers November 03-07, 2014	05	26	Poonam S. Chauhan
47.	Enhancing Sensitivity Towards Sexual Harassment at the Work Place November 3-7, 2014	05	26	Shashi Bala
48.	Globalisation and Labour Migration of IAMR (sv) November 14, 2014	1	25	S.K. Sasikumar
49.	Labour Issues and Social Security for MILS November 28, 2014	1	12	Otojit Kshtrimayum
50.	Gender Issue in Labour December 22-26, 2014	05	45	Ellina Samantroy
51.	Enhancing Employability of Youth through Skill Development December 22-26, 2014	5	36	P.Amitav Khuntia
52.	Labour & Employment Relations in a Global Economy (NSSTA) December 29, 2014	1	15	J.K.Kaul
53.	Gender, Poverty and Employment January 19-23, 2015	05	35	Ellina Samantroy
54.	Leadership Development Programme for Rural Trade Union Leaders January 5-9, 2015	05	23	P.Amitav Khuntia
55.	Skill Development & Employment Generation January 5-9, 2015	05	34	Rakkee Timothy
56.	Skill Development & Employment Generation March 23-27, 2015	05	14	Otojit Kshtrimayum



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
57.	TOT Programme for Rural Educators March 16-20, 2015	5	46	Poonam S. Chauhan
58.	TOT Programme for Rural Educators March 23-27, 2015	5	33	Poonam S. Chauhan
59.	Towards Empowering Women for National Building: Creating Gender Sensitive Workplace March 05, 2015	1	50	Helen R. Sekar & Ellina Samantroy
<b>NORTH-EAST STATES PROGRAMMES</b>				
60.	Social Protection and Livelihood Security April 28-May 02, 2014	05	18	Otojit Kshetrimayum
61.	Promoting Skill Development for Women Workers May 05-09, 2014	05	12	P.Amitav Khuntia
62.	Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers May 26-30, 2014	05	21	Dhanya M.B.
63.	Gender, Poverty and Employment May 26-30, 2014	05	41	Rinju Rasaily
64.	Fundamental of Labour Laws June 30- July 04, 2014	05	30	Otojit Kshetrimayum
65.	Strengthening Awareness on Labour Issues June 2-6, 2014	05	17	Ellina Samantroy
66.	Effective Enforcement of Labour Laws in Unorganised Sector December 15-19, 2014	05	7	Sanjay Upadhyaya
67.	Fundamental of Labour Laws January 12-16, 2015	05	37	Sanjay Upadhyaya





S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
68.	Leadership Development Programme for Trade Union Leaders January 05-09, 2015	05	32	Poonam S. Chauhan
68.	Convergence of Efforts of Social Partners to address Child Labour & Bonded Labour January 27-30, 2015	04	17	Helen R.Sekar
70.	Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers February 16-20, 2015	05	23	Shashi Bala
71.	Gender, Poverty and Employment February 2-6, 2015	05	24	Ellina Samantroy
72.	Youth and Skill Development in North-East India at ICSSR-NERC, Shillong March 26-27, 2015	02	25	Otojit Kshtrimayum
<b>RESEARCH METHODS PROGRAMMES (RMP)</b>				
73.	Course on Qualitative Methods in Labour Research June 16-27, 2014	12	30	Ruma Ghosh
74.	Course on Research Methods on Gender Issues November 10-21, 2014	05	26	Ellina Samantroy
75.	Course on Research Methods in Labour Studies December 01-12, 2014	12	22	P.Amitav Khuntia
76.	Course on Sociology of Labour and Globalisation January 19-30, 2015	12	22	Otojit Kshetrimayum
77.	Methods and Approaches in Labour Research February 02-13, 2015	12	24	Rakkee Timothy



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
<b>CHILD LABOUR PROGRAMMES (CLP)</b>				
78.	Making National Child Labour Projects Effective June 09-12, 2014	04	14	Helen R. Sekar
79.	Orientation Programme on Dealing with Children Rescued from hazardous Work July 01-04, 2014	04	41	Helen R. Sekar
<b>HEALTH ISSUES PROGRAMMES (HIP)</b>				
80.	Workplace Health and Safety: Issues and Challenges December 22-26, 2014	05	21	Ruma Ghosh
81.	Gender, Work and Health in a Globalizing Economy January 12-16, 2015	05	12	Ruma Ghosh
82.	Health Security and Protection of Workers February 23-27, 2015	05	19	Ruma Ghosh
<b>IN HOUSE PROGRAMMES</b>				
83.	Managing Work Effectively - A Behavioural Approach for Oil India Ltd., Assam April 21-25, 2014	05	30	Poonam S. Chauhan
84.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam May 12-16, 2014	05	26	Poonam S. Chauhan
85.	Self Development & Personal Effectiveness for Oil at Assam. June 23-26, 2014	04	18	Poonam S. Chauhan



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
86.	Managing Work Effectively- A Behavioural Approach for Oil India Ltd. Assam June 09-13, 2014	05	25	Poonam S. Chauhan
87.	Induction Programme on INAS June 30 – July 05, 2014	06	15	Poonam S. Chauhan
88.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam July 07-11, 2014	05	22	Poonam S. Chauhan
89.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam August 25-29, 2014	05	26	Poonam S. Chauhan
90.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam September 1-5, 2014	05	25	Poonam S. Chauhan
91.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam September 8-12, 2014	05	22	Poonam S. Chauhan
92.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam September 15-19, 2014	05	24	Poonam S. Chauhan
93.	Induction Training Programme for Welfare Administrators (WAs) and Assistant Welfare Administrators (AWAs) October 7-17, 2014	11	23	Sanjay Upadhayay
94.	Self Development & Personal Effectiveness for OIL October 07-11, 2014	05	12	Poonam S. Chauhan



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
95.	Self Development & Personal Effectiveness for OIL - October 27-31, 2014	05	15	Poonam S. Chauhan
96.	Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai November 10-14, 2014	05	30	Poonam S. Chauhan
97.	Self Development & Personal Effectiveness for OIL November 17-21, 2014	05	15	Poonam S. Chauhan
98.	Self Development & Personal Effectiveness for OIL November 24-28, 2014	05	30	Poonam S. Chauhan
99.	Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai December 15-19, 2014	05	30	Poonam S. Chauhan
100.	Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai January 12-16, 2015	05	30	Poonam S. Chauhan
101.	Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai January 19-23, 2015	05	30	Poonam S. Chauhan
102.	Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai February 9-13, 2015	05	30	Poonam S. Chauhan
103.	Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai February 16-20, 2015	05	30	Poonam S. Chauhan
104.	Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai March 9-13, 2015	05	30	Poonam S. Chauhan





S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
105.	Behavioural Skills for Managing Work Effectively for officials of RBI, Mumbai March 2-6, 2015	05	30	Poonam S. Chauhan
106.	Induction Training Programme for ALCs of Government of Uttar Pradesh March 09-20, 2015	12	21	J.K.Kaul
107.	Capacity Building Programme for Employees of MoLE March 30-31, 2015	02	14	Ellina Samantroy
<b>INTERNATIONAL TRAINING PROGRAMMES (ITP)</b>				
108.	Skill Development and Employment Generation August 11-29, 2014	19	13	Helen R. Sekar
109.	Gender Issues in Labour September 08-26, 2014	19	14	Shashi Bala
110.	Leadership Development October 13-31, 2014	19	30	Poonam S. Chauhan
111.	Labour and Employment Relations in a Global Economy November 10-28, 2014	19	30	S.K. Sasikumar
112.	Managing Development and Social Security Measures December 01-19, 2014	19	25	Otojit Kshetrimayum
113.	Research Methods in Labour Studies -February 09-27, 2015	19	29	S.K. Sasikumar
114.	International Training Programme on Health Protection and Work March 09-27, 2015	19	23	Ruma Ghosh
<b>COLLABORATIVE TRAINING PROGRAMMES (CTP)</b>				
115.	Enforcement Rescue and Rehabilitation of Child Labour, Chennai (TILS, Tamil Nadu) June 20, 2014	01	60	Helen R. Sekar



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
116.	Enforcement Rescue and Rehabilitation of Child Labour, Madurai (TILS, Tamil Nadu) July 18, 2014	01	62	Helen R. Sekar
117.	Enforcement Rescue and Rehabilitation of Child Labour, Coimbatore (TILS, Tamil Nadu) August 22, 2014	01	60	Helen R. Sekar
118.	Social Security For Unorganised Workers(MILS) September 16-18, 2014	03	35	Otojit Kshetrimayum
119.	Enforcement Rescue and Rehabilitation of Child Labour, Trichy (TILS, Tamil Nadu) September 19, 2014	01	50	Helen R. Sekar
120.	Orientation Programme on Labour Issues , NCDS, Bhubaneswar October 27-31, 2014	05	30	P.Amitav khuntia
121.	Introduction to Labour Economics (MGLI) December 22-24, 2014	03	30	Shashi Bala
122.	Social Protection and Livelihood (TILS) Tamil Nadu January 28- 30, 2015	03	25	Ellina Samantroy
123.	Research Methods in Labour Studies (MILS), Mumbai, January 19-23, 2015	05	13	Ruma Ghosh
124.	Social Security for Workers in the Unorganised Sector, State Labour Institute, West Bengal (SLI) February 10-12, 2014	03	21	Ruma Ghosh



### Training Programmes held during April 2014– March, 2015

S. No.	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1	LABOUR ADMINISTRATION PROGRAMMES	8	34	190
2	INDUSTRIAL RELATIONS PROGRAMMES	10	52	232
3	CAPACITY BUILDING PROGRAMMES	41	178	1171
4	CHILD LABOUR PROGRAMMES	2	8	55
5	HEALTH ISSUE PROGRAMMES	3	15	52
6	RESEARCH METHODS PROGRAMMES	5	53	125
7	INTERNATIONAL PROGRAMMES	7	133	158
8	NORTH EAST PROGRAMMES	13	61	303
9	COLLABORATIVE PROGRAMMES	10	26	386
10	INHOUSE PROGRAMMES	25	135	592
<b>TOTAL</b>		<b>124</b>	<b>695</b>	<b>3264</b>



## N.R. De Resource Centre on Labour Information

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

### 1. Physical Achievement

**Books** – The library has acquired 207 books/reports/bound volumes of journals during April 2014 to March 2015, thereby enlarging the stock of books/reports/bound volume of journals etc. to 64620.

**Journals** – The library regularly subscribed to 193 professional journals, magazines and newspapers in printed and electronic forms during period.

### 2. Service

The library is constitutionally maintaining the following services to users populations

- Selective Dissemination of Information (SDI)
- Current Awareness Service
- Bibliographical Service
- On-line Search
- Article indexing of Journals
- Newspaper Article clippings
- Micro-fiche search and printing
- Reprographic Service
- CD-ROM Search
- Audio/Visual Service
- Current Content Service
- Article Alert Service
- Lending Service
- Inter-Library Loan service





### 3. Products

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

- **Guide to periodical literature**—Quarterly in-house publication providing bibliographical information of articles from over 175 selected journals/magazine
- **Current Awareness Bulletin** – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI,
- **Article Alert 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 hosted on the Institute's web site for public access.

### 4. Maintenance of specialize resource centre

- i) The following three specialized resource centre have been created and maintained for reference purpose;
- ii) National Resource Centre on Child Labour
- iii) National Resource Centre on Gender Studies
- iv) 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 27.06.2014, 29.09.2014, 31.12.2014 and 05.03.2015 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 25.06.2014, 05.09.2014, 26.12.2014 and 31.03.2015. 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 12th December 2014 for member offices of the Town Official Language Implementation Committee, Noida, in which 34 participants from 31 offices participated. Also, Kavya Path was organised on 27th March 2015 for employees of the Institute.

### Quarterly Report

The quarterly reports for the four quarters ending 31st March, 2014, 30th June, 2014, 30th September, 2014 and 31st December, 2014 were uploaded on Rajbhasha Vibhag's Website on regular basis.



## Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from 12<sup>th</sup> September 2014 to 29<sup>th</sup> September 2014. During this Pakhwara, various competitions were organised which include Nibandh evam Patra Lekhan, Sulekh evam Shrutlekh, Tippan evam Alekhan, Hindi Kavya Path, Hindi Tankan athwa Hindi Vartani evam Varg Paheli, Rajbhasha evam Samanya Gyan and Vaad-Vivaad Pratiyogita. A large number of employees participated in these competitions and won the prizes. The valedictory session was addressed and prizes were distributed by Dr. S. K. Sasikumar, Senior Fellow of the Institute on 29.09.2014.

## 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.

### Journals/Periodicals

#### *Labour & Development*

***Labour & Development*** is a bi-annual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.



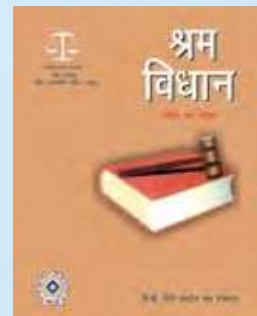
#### *Awards Digest: Journal of Labour Legislation*



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

#### *Shram Vidhan*

***Shram Vidhan*** is a bi-monthly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts, The Administrative Tribunals and the Central Government Industrial Tribunals are reported in the Journal. This journal also is a valuable reference for personnel managers, trade union leaders and workers, advisors to labour laws, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.







## 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 academic activities of the faculty and officers 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.



## 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 112 research findings in this series. The research Studies brought out as *NLI Research Studies Series* in 2014 include:

110/2014 A Study of Welfare Measures for Beedi Workers in Bangalore and Hyderabad Regions - Dr. Poonam S. Chauhan, Ms. Shashi Tomer and Dr. M.M. Rehman

111/2014 Marine Fishery Industry and Marine Fish Workers in India: A Study with Special Reference to Exploring Employment Potentials in the Sector - Dr. Poonam S. Chauhan and Ms. Shashi Tomer

112/2014 Conditions of Employment, Work and Service of Faculty in Private Engineering Colleges in India – Dr. Sanjay Upadhyaya

## दलखि फ'कक , oal 'kDrdj.k Jākky

क्रमांक 01/2014 भारत में प्राइवेट सुरक्षा एजेंसियों द्वारा नियोजित सुरक्षा गार्डों के श्रम, रोजगार तथा सामाजिक सुरक्षा संबंधी मुद्दे और उनके समाधान के सुझाव – संजय उपाध्याय



## Occasional Publications

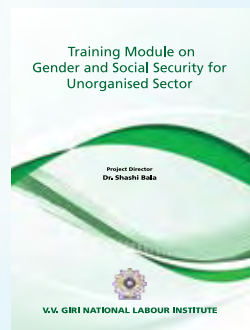
The Institute also brings out occasional publications based on its research and training interventions.

- Training Module on Gender and Social Security for Unorganised Sector**

There are number of issues linked to women's participation in the labour market and the extent to which they have access to social protection.

Women are often excluded from social protection because protection is usually provided through employment based social security schemes that do not cover those in informal or casual work.

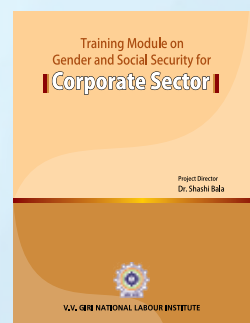
The recent research studies of our institute namely "Labour Market Participation of Working Women Post Maternity: A Case of Private Sector" and "Implementation of Maternity Benefit Act" also suggested conducting the training for effective enforcement of Maternity Protection at the Workplace. Maternity protection is not only one of the ILO Social Security conventions for women workers but also one of the important social security provisions for women workers in India. The purpose of developing this module is to benefit the stakeholders in implementing the Social Security provisions more effectively in the unorganized sector.



- Training Module on Gender and Social Security for Corporate Sector**

Globally, providing Social Security to workers is a central policy issue for the policy makers. It is a challenge for policy makers, especially in the context of demographic transition and emerging complex labour market characteristics. Within this context, the role of Public and Private Sector increases manifolds. Private Sector being an important pillar of the Indian economy contributing 3/4th to the India's GDP, can play a pivotal role in catering to the Social Security needs of the employees and citizenry as a whole. The present module is designed, keeping in view the concept of Social Security, the importance of the Social Security in present era, challenges of the Indian economy for providing Social Security and the role of the private sector in addressing the challenges.

The module aims to train the H.R/Manager in Corporate Sectors towards gender and emerging Social Security Issues.





## Faculty

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

### Faculty of the Institute

	P.P.Mitra, L.L.B, M,A.	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 Upadhayaya, 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.	Rakkee Timothy, M.Phil, Ph.D	Associate Fellow
9.	Priyadarsan Amitav Khuntia, M.A.. M.Phil	Associate Fellow
10.	Otojit Kshetrimayum, M.A., M.Phil	Associate Fellow
11.	Rinju Rasaily, M.Phil, Ph.D.	Associate Fellow
12.	Ellina Samantroy, M.Phil, Ph.D	Associate Fellow
13.	M.B. Dhanya, M.A., Ph.D.	Associate Fellow

### Officers

1.	J.K. Kaul, DBA, PGDTD	Administrative Officer
2.	Harsh Singh Rawat, M.B.A. (Finance), FCMA	Accounts Officer
3.	V.K. Sharma	Asstt. Administrative Officer
4.	S.K. Verma, M.Sc., M.L.I.Sc.	Asstt. Library Information Officer



# **Audit Report and Audited Annual Accounts 2014-15**





## **Separate Audit Report of the Comptroller and Auditor General of India on the Accounts of V.V. Giri National Labour Institute, NOIDA (Gautam Buddha Nagar) for the year ended 31 March, 2015**

We have audited the attached Balance Sheet of V.V. Giri National Labour Institute (Institute), NOIDA (Gautam Buddha Nagar) as at 31 March, 2015, Income and Expenditure Account and Receipts and Payments Accounts for the year ended on that date under Section 20(1) of the Comptroller and Auditor General's (Duties, Powers and Conditions of Service) Act, 1971. The audit has been entrusted for the period up to 2017-18. These financial statements are the responsibility of the Institute's Management. Our responsibility is to express an opinion on these financial statements based on our audit.

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

3. We have conducted our audit in accordance with auditing standards generally accepted in India. The standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements. An audit includes examining on a test basis, evidences supporting the amounts and disclosure in the financial statements. 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 further 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 Payment Account dealt with by this report have been drawn up in the common format of account approved by the Government of India] Ministry of Finance.

(iii) In our opinion, proper books of accounts and other relevant records have been maintained by the Institute in so far as it appears from our examination of such book



(iv) We further report that:

**(A) Grants-in-aid**

The Institute received grants-in-aid of ₹13.15 crore (Plan ₹ 6.25 crore, Non-Plan ₹ 3.15 crore and ₹ 3.75 crore from internal sources) during the year 2014-15. Taking an opening balance of ₹1.20 crore the total available fund worked out to be ₹ 14.35. The Institute utilised ₹12.55 crore (Plan ₹4.80 crore, Non-Plan ₹ 3.15 crore and ₹4.60 crore) leaving a balance of ₹ 1.80 crore (Plan ₹ 2.65 crore and deficit from internal sources ₹ (-) 0.85 crore) as on 31st March 2015

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

(v) Subject to our observations in the preceding paragraphs, we report that the Balance Sheet, Income and Expenditure Account and Receipts and Payment 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 the V.V. Giri National Labour Institute, NOIDA (Gautam Buddha Nagar) as at 31 March, 2015; and
- b. In so far as it relates to Income and Expenditure Account of the 'deficit' for the year ended on that date.

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

**Place: Lucknow**

**Date : 23.12.2015**

**Sd/-**

**Principal Director of Audit (Central)**



## ANNEXURE

### 1. Adequacy of Internal Audit System

The Internal Audit of the Institute for the year 2014-15 has been carried out by a Chartered Accountant.

### 2. Adequacy of Internal Control System

Internal Control System in the Institute was characterised by deficiencies such as non-adjustment of advances ₹418.92 lakh paid to CPWD and ESIC and lack of proper follow up of outstanding audit paragraphs.

### 3. System of Physical verification of fixed assets

Physical verification of Fixed Assets was conducted during 2014-15.

### 4. System of physical verification of inventory

Physical verification of inventory was conducted during 2014-15.

### 5. Regularity in payment of statutory dues

The Institute had been regularly paying statutory dues except a contingent liability of 2.50 lakh relating to interest and penalty payable under the provision of Income Tax Act, 1961. The matter is pending in Appeal before CIT (A) Ghazibad.

Sd/-

**Dy. Director of Audit  
(Central Expenditure)**



## ***K. K. Chanani & Associates*** **Chartered Accountants**

Head Office: 5/1 Clive Row, 3<sup>rd</sup> Floor, Room No.78, Kolkata-700001  
Branches: Bhubaneswar, Bangalore, Durgapur, Guwahati, Jamshedpur,  
Mumbai, Muzaffarpur, New Delhi, Raipur and Vishakhapatnam  
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, District-Gautam Budh Nagar  
**Noida-201301(UP)**

### **Internal Audit Report for F.Y. 2014-15**

We have carried out Internal Audit of accompanying financial statements of **V. V. Giri National Labour Institute, Noida (the 'Institute')** which comprise of The Balance Sheet as at 31<sup>st</sup> March, 2015, the Income and Expenditure Account and also Receipts and Payments Account for the year ended on that date.

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

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

### **Auditors' 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 issued by the Institute of Chartered Accountants of India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.







### Opinion

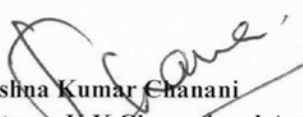
In our Opinion and to the best of our information and according to the explanations given to us the said accounts read together with the Notes on Accounts thereon give a true and fair view in conformity with the accounting principles generally accepted in India:

- a) In the case of the Balance Sheet, of the state of affairs of the Institute as at 31<sup>st</sup> March, 2015 and,
- b) In the case of Income and Expenditure Account, of the surplus of the Institute for the year ended March 31, 2015 and,
- c) In the case of Receipts and Payments Account, of the Receipts and Payment for the year ended on that date.

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

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

In our opinion the Balance Sheet, Income & Expenditure Account and Receipts & Payments Account dealt with by 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: 24<sup>th</sup> June 2015





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

### BALANCE SHEET AS ON 31ST MARCH 2015

LIABILITIES	SCH.	Fig as at 31.03.2015	Fig as at 31.03.2014
CAPITAL FUND	1	63,871,906.64	78,554,287.07
DEVELOPMENT FUND	2	78,286,139.24	63,902,343.24
RESERVE & SURPLUS	3	13,322,744.40	12,477,555.83
EARMARKED FUND	4	54,029,908.00	41,891,894.00
CURRENT LIABILITIES & PROVISIONS	5	59,936,190.50	54,363,479.00
<b>TOTAL</b>		<b>269,446,888.78</b>	<b>251,189,559.14</b>
<b>ASSETS</b>			
FIXED ASSETS (NET BLOCK)	6	79,477,089.00	90,861,027.00
INVESTMENTS: EARMARKED FUNDS	7	96,594,690.47	69,632,348.47
CURRENT ASSETS LOANS & ADVANCES	8	93,375,109.31	90,696,183.67
<b>TOTAL</b>		<b>269,446,888.78</b>	<b>251,189,559.14</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: 24/06/2015

Sd/-

**Harsh Singh Rawat**  
Accounts Officer

Sd/-

**J. K. Kaul**  
Administrative Officer

Sd/-

**Manish Kumar Gupta**  
Director General



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

### INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2015

PARTICULARS	SCH.	Fig as at 31.03.2015	Fig as at 31.03.2014
<b>INCOME</b>			
Grants in Aid	9	78,594,916.00	78,095,888.00
Fees and Subscription	10	22,825,463.00	21,209,680.10
Interest Earned	11	707,305.00	361,082.01
Other Income	12	13,744,109.07	16,026,133.62
Prior Period Income	13	240,560.00	1,934,241.00
<b>TOTAL (A)</b>		<b>116,112,353.07</b>	<b>117,627,024.73</b>
<b>EXPENDITURE</b>			
Establishment Expenses	14	46,368,490.50	43,976,070.00
Administrative Expenses	15	18,222,294.00	20,606,922.00
Prior Period Expenditure	16	538,195.00	263,632.00
Expenditure on Plan Grant & Subsidies	17	47,094,916.00	45,595,888.00
<b>TOTAL (B)</b>		<b>112,223,895.50</b>	<b>110,442,512.00</b>
EXCESS OF INCOME OVER EXPENDITURE BEFORE DEPRECIATION (A-B)		3,888,457.57	7,184,512.73
Less:			
Depreciation	6	12,366,327.00	10,399,626.00
BALANCE BEING DEFICIT CARRIED TO CAPITAL FUND		<b>(8,477,869.43)</b>	<b>(3,215,113.27)</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: 24/06/2015

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

Sd/-  
**J. K. Kaul**  
Administrative Officer

Sd/-  
**Manish Kumar Gupta**  
Director General



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

### RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2015

Previous Year 31.03.2014	RECEIPTS	AMOUNT (Rs.) 31.03.2015	Previous Year 31.03.2014	PAYMENTS	AMOUNT (Rs.) 31.03.2015
	<b>Opening Balance</b>			<b>Expenses</b>	
58,477.95	Cash in Hand	14,197.95	41,390,448.00	Establishment Expenses	41,313,919.00
	Bank Balances:		20,458,021.00	Administrative Expenses	18,491,245.00
6,025,789.08	Current Account	27,633,763.70	44,472,886.00	Utilisation of Plan Grant	47,322,165.00
6,191,745.04	Savings Account - Projects	6,747,550.60	268,912.00	Prior Period Expenditure	538,195.00
260,229.05	Savings Account- IOB	268,173.05			
63,922.26	Savings Account- Corp Bank	68,908.27	2,666,897.00	Fixed Assets	982,389.00
58,286,549.54	Deposit : Development Fund	63,902,343.24		Payments made against	
92,500,000.00	From Govt. of India (MOL&E)	94,000,000.00			
2,223,700.00	From Other Agencies	1,203,497.10		<b>Other Payments</b>	
3,655,274.50	Receipts from Other Projects	1,002,220.00	1,216,625.00	Refund of Security Deposit	220,628.00
	<b>Interest Received</b>			<b>Closing Balance</b>	
5,615,793.70	Development Fund	6,706,661.00			
-	Earmarked Fund	-			
44,356.00	Vehicle Advance	33,270.00	14,197.95	Cash in Hand	9,209.95
316,726.01	Savings Account	674,035.00		<b>Bank Balances</b>	
321,396.06	Interest: Project Accounts	351,355.57	27,633,763.70	Current Account	22,449,144.87
22,936,521.10	<b>Fees/Subsription</b>	21,314,683.00	268,173.05	Savings Account- IOB	279,007.05
16,026,133.62	<b>Other Income</b>	13,744,109.07	68,908.27	Savings Account- Corp Bank	74,369.27
1,861,521.00	<b>Prior Period Income</b>	240,560.00	3,010,673.00	Gratuity Account - 1130025	5,226,203.00
830,230.00	Departmental Advance	662,319.00	1,820,591.00	Leave Encashment - 1130026	2,898,889.00
	<b>Recovery of Advances</b>		24,121.00	Postage in hand	51,219.00
697,876.00	From Staff	714,287.00	63,902,343.24	Deposit : Development Fund	78,286,139.24
			-	Deposit : Earmarked Fund	11,980,949.00
	<b>Other Receipts</b>		6,747,550.60	Savings Account - Projects	7,152,207.17
276,720.00	Income Tax Refund	-		EMD & Security Deposit- 1150006	2,642,070.00
2,673,253.00	Security Deposit	79,678.00			
<b>220,905,643.91</b>	<b>TOTAL</b>	<b>244,216,996.55</b>	<b>220,905,643.91</b>	<b>TOTAL</b>	<b>244,216,996.55</b>

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

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

18

Sd/-  
**Krishna Kumar Chanani**  
Partner (Mem. No. 056045)  
Place: New Delhi  
Dated: 24/06/2015

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

Sd/-  
**J. K. Kaul**  
Administrative Officer

Sd/-  
**Manish Kumar Gupta**  
Director General

**V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA****Schedules forming part of Accounts for the year ended on 31.03.2015****SCHEDULE 1- CAPITAL FUND****(Amount in Rs.)**

		<b>Fig as at 31.03.2015</b>		<b>Fig as at 31.03.2014</b>
Balance at the beginning of the year		78,554,287.07		49,098,004.34
Add: Transfer to Development Fund		(7,637,694.00)		
Add: Contributions towards Capital Fund				
From Plan Grants	937,504		324,23,163.00	
From Non Plan Grants	495,679		14,805.00	
From External Projects	-	1,433,183.00	2,33,428.00	32,671,396.00
Previous years adjustments		-		-
Excess of Income over Expenditure		(8,477,869.43)		(3,215,113.27)
<b>TOTAL</b>		<b>63,871,906.64</b>		<b>78,554,287.07</b>

**SCHEDULE 2- DEVELOPMENT FUND**

Balance at the beginning of the year		63,902,343.24		58,286,549.54
Add : Addition During the Year		7,637,694.00		
Add: Interest on Bank FDR		6,739,464.00		5,614,300.70
Add: Interest on S. B. Account		6,638.00		1,533.00
Less: Bank Charges		-		(40.00)
<b>TOTAL</b>		<b>78,286,139.24</b>		<b>63,902,343.24</b>

**SCHEDULE 3- RESERVES & SURPLUS**

<b>REVOLVING FUND</b>			
<b>A- REVOLVING HBA FUND</b>			
Balance at the beginning of the year	5,266,961.93		4,890,280.93
Add: Interest Earned from Bank- SB & FDR	312,638.00		282,054.00
Add: Interest on HBA from Staff	103,139.00		94,627.00
<b>TOTAL (A)</b>	<b>5,682,738.93</b>		<b>5,266,961.93</b>



	Fig as at 31.03.2015	Fig as at 31.03.2014
<b>B- REVOLVING COMPUTER FUND</b>		
Balance at the beginning of the year	463,043.30	444,632.30
Add: Interest Received from Bank	18,094.00	17,002.00
Add: Interest accrued from Staff	661.00	1,409.00
Add: Recovered from Staff	6,000.00	-
<b>TOTAL (B)</b>	<b>487,798.30</b>	<b>463,043.30</b>

**C- PROJECT FUND**

Balance at the beginning of the year	6,747,550.60	6,191,745.04
Add: Received During The Year	1,002,220.00	3,655,274.50
Add: Interest Received from Bank	351,355.57	321,396.06
Less: Expenditure During the Year, if any	(948,919.00)	(3,420,865.00)
<b>TOTAL (C)</b>	<b>7,152,207.17</b>	<b>6,747,550.60</b>
<b>TOTAL (A+B+C)</b>	<b>13,322,744.40</b>	<b>12,477,555.83</b>

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

Balance at the beginning of the year	41,891,894.00	71,89,1894.00
Add: Plan Grant for Infrastructure Work - Carried Over	11,98,0949.00	-
Add: Interest Accrued on FDR	1,57,065.00	-
Add (Less): Amount advanced (capitalised) during the Year	-	(30,000,000.00)
<b>TOTAL</b>	<b>54,029,908.00</b>	<b>41891894.00</b>

**SCHEDULE - 5 CURRENT LIABILITIES AND PROVISIONS**

<b>A- CURRENT LIABILITIES</b>		
EMD and Security Deposit	2,619,008.00	2,759,958.00
Grants in Aid Plan (Unutilised)	14,467,580.00	11,980,949.00
Outstanding Liabilities including Sundry Creditors	2,507,777.00	4,491,608.00
<b>TOTAL (A)</b>	<b>19,594,365.00</b>	<b>19,232,515.00</b>
<b>B- PROVISIONS</b>		
Statutory Liabilities- Payable on Retirement	40,341,825.50	35,130,964.00
<b>TOTAL (B)</b>	<b>40,341,825.50</b>	<b>35,130,964.00</b>
<b>TOTAL (A+B)</b>	<b>59,936,190.50</b>	<b>54,363,479.00</b>





## SCHEDULE 6- FIXED ASSETS

Particulars		Wdv as at 01.04-2014	Additions		Deletion during the year	Total as at 31.03.15	Depreciation Amount	Wdv As At 31.03.15
			Upto 03.10.14	After 03.10.14				
Land *	0%	-	-	-	-	-	-	-
Building	10%	70,880,226	-	-	-	70,880,226	7,088,023	63,792,203
Furniture & Fittings	10%	4,482,493	-	-	-	4,482,493	448,249	4,034,244
Equipments	15%	9,407,023	-	10,688	-	9,417,711	1,411,855	8,005,856
Vehicles	15%	605,922	-	-	-	605,922	90,888	515,034
Library Books	60%	4,224,817	300,641	358,415	-	4,883,873	2,822,799	2,061,074
Intangible Assets (MS Office)	25%	-	-	14,950	-	14,950	1,869	13,081
Computers	60%	624,746	-	44,885	-	669,631	388,313	281,318
Information Technology (Website)	15%	635,800	-	252,810	-	888,610	114,331	774,279
		<b>90,861,027</b>	<b>300,641</b>	<b>681,748</b>	<b>-</b>	<b>91,843,416</b>	<b>12,366,327</b>	<b>79,477,089</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 31.03.2015	Fig as at 31.03.2014
<b>a. DEVELOPMENT FUND</b>		
Fixed Deposit Accounts	74,229,594.00	61,527,259.00
Interest Accrued on FDRs	3,989,088.00	2,335,643.00
Interest Accrued on FDRs (TDS Portion)	60,819.00	-
Indian Overseas Bank : SB Account	6,638.24	39,441.24
<b>TOTAL (a)</b>	<b>78,286,139.24</b>	<b>63,902,343.24</b>
<b>b. REVOLVING HBA FUND</b>		
Indian Overseas Bank : FDR	3,471,059.00	3,175,474.00
Interest Accrued on FDRs	-	1,316.00
Interest Accrued on FDRs (TDS Portion)	11,880.00	-
Indian Overseas Bank : SB Account	167,685.93	267,534.93
HBA Advance to Staff	2,032,114.00	1,822,637.00
<b>TOTAL (b)</b>	<b>5,682,738.93</b>	<b>5,266,961.93</b>



	Fig as at 31.03.2015	Fig as at 31.03.2014
<b>c. REVOLVING COMPUTER FUND</b>		
Indian Overseas Bank : SB Account	470,187.30	446,093.30
Computer Advance to Staff	17,611.00	16,950.00
<b>TOTAL (c)</b>	<b>487,798.30</b>	<b>463,043.30</b>
<b>d. EARMARKED FUND</b>		
Corporation Bank: FDR	11,980,949.00	-
Interest Accrued on FDRs	157,065.00	-
<b>TOTAL (c)</b>	<b>12,138,014.00</b>	<b>-</b>
<b>TOTAL (a+b+c+d)</b>	<b>96,594,690.47</b>	<b>69,632,348.47</b>

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

<b>A- CURRENT ASSETS</b>		
<b>(a) CASH &amp; BANK BALANCES</b>		
Cash-in- Hand	9,209.95	14,197.95
<u>Bank Balances</u>		
In Current Accounts with Indian Overseas Bank	22,449,144.87	27,633,763.70
Indian Overseas Bank: S B Account	279,007.05	268,173.05
Corporation Bank SB Account	74,369.27	68,908.27
Gratuity Account - 1130025	5,226,203.00	3,010,673.00
Leave Encashment - 1130026	2,898,889.00	1,820,591.00
EMD & Security Deposit (1150006)	2,642,070.00	-
Postage Account	51,219.00	24,121.00
<b>TOTAL (a)</b>	<b>33,630,112.14</b>	<b>32,840,427.97</b>

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

<b>(b) PROJECT ACCOUNT</b>	<b>Fig as at 31.03.14</b>	<b>Received during the year</b>	<b>Bank Interest</b>	<b>Expenditure During the year</b>	<b>Fig as at 31.03.15</b>
<b>In S B Accounts with Indian Overseas Bank</b>					
NRCCL Account-4475	689,700.46	-	25,851.00	-	715,551.46
FCNR Account -10500	780,514.00	300,000.00	26,455.00	232,740.00	874,229.00
ILO-INDUS Child Labour Project-12726	17,387.00	-	681.00	40.00	18,028.00
ILO-Prevention of HIV/AIDS(Part-IV)12813	163,811.00	-	6,618.00	-	170,429.00
M O L&E-Evaluation of NCLP-13004	406,476.00	-	16,422.00	-	422,898.00
M O L & E :Upgradation of 1396 Govt. IIT,s-14518	539,771.00	-	21,807.00	-	561,578.00
UNDP:Women Migrant Workers in South Asia -14517	72,998.00	-	2,949.00	-	75,947.00
M O L & E : Management Review VTIP World Bank-14684	500,719.00	-	20,229.00	-	520,948.00
Report to People on Employment -14685	603,060.00	-	24,364.00	-	627,424.00
<b>S B ACCOUNT: CORPN. BANK</b>	-	-	-	-	-
ILO Convergence -120004	775,335.91	700,000.00	113,540.30	5,754.00	1,583,122.21
VVGNI Consultancy (Skill Mapping A&N) 4099	294,317.00	-	11,890.00	-	306,207.00
VVGNI Employee Welfare Fund-4098	1,129.00	-	45.00	-	1,174.00
M O R D Rural Workers in India-120003	540,958.23	2,220.00	48,306.27	10,385.00	581,099.50
M O HUPA- Urban Poverty Alleviation-2663	38,774.00	-	1,566.00	-	40,340.00
ILO Knowledge Centre 4548	1,322,600.00	-	30,632.00	700,000.00	653,232.00
<b>TOTAL (b)</b>	<b>6,747,550.60</b>	<b>1,002,220.00</b>	<b>351,355.57</b>	<b>948,919.00</b>	<b>7,152,207.17</b>
<b>TOTAL (A) (a+b)</b>	<b>39,587,978.57</b>				<b>40,782,319.31</b>

**B: LOANS AND ADVANCES**

	<b>Fig as at 31.03.2014</b>	<b>Advances during the year</b>	<b>Recovery / adjusted During the year</b>	<b>Fig as at 31.03.2015</b>
<b>a. TO STAFF</b>				
Festival Advance	42,750.00	135,000.00	116,325.00	61,425.00
Car Advance	446,796.00	-	90,448.00	356,348.00
Scooter Advance	99,026.00	84,000.00	61,194.00	121,832.00
LTC- Advance	35,000.00	411,320.00	446,320.00	-
Medical Advance	-	-	-	-
<b>TOTAL (a)</b>	<b>623,572.00</b>	<b>630,320.00</b>	<b>714,287.00</b>	<b>539,605.00</b>



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

<b>b. TO OTHER AGENCIES</b>				
Advance to CPWD-Plan 1996-97	926,516	-	-	926,516
Advance to CPWD -Plan 1998-99	238,693	-	-	238,693
Advance to CPWD -Plan 1999-2000	100,000	-	-	100,000
Advance to CPWD -Plan 2000-01	3,376,213	-	-	3,376,213
Advance to CPWD-Plan 2005-06	3,755,713	-	-	3,755,713
Advance to CPWD-Plan 2009-10	1,527,750	-	-	1,527,750
Advance to ESIC-Plan 2010-11	14,142,712	-	-	14,142,712
Advance to ESIC-Plan 2011-12	17,824,297	-	-	17,824,297
<b>TOTAL (c)</b>	<b>41,891,894</b>	<b>-</b>	<b>-</b>	<b>41,891,894</b>

	<b>Fig as at 31.03.2015</b>	<b>Fig as at 31.03.2014</b>
<b>c. OTHER ADVANCES</b>		
Advance to Outside Agencies	824,350.00	218,588.00
Expenses (Receipts) :Misc Projects of Outside Agencies	587,103.00	630,517.10
TDS deducted at source	2,268,700.00	1,500,300.00
Departmental Advance (N.P.)	1,000.00	143,260.00
Departmental Advance (P)	8,702.00	14,800.00
Bills Receivables	5,041,244.00	4,289,002.00
Prepaid Expenses	1,430,192.00	1,796,272.00
<b>TOTAL (c)</b>	<b>10,161,291.00</b>	<b>8,592,739.10</b>
<b>TOTAL (A+B)</b>	<b>93,375,109.31</b>	<b>90,696,183.67</b>

**SCHEDULE '9' GRANTS-IN-AID**

	<b>Fig as at 31.03.2015</b>	<b>Fig as at 31.03.2014</b>
<b>NON-PLAN</b>		
From Govt. of India (MOL&E)	31,500,000.00	32,500,000.00
<b>PLAN</b>		
From Govt. of India (MOL&E)	56,200,000.00	54,000,000.00
From Govt. of India (MOL&E) N. E.	6,300,000.00	6,000,000.00
<b>TOTAL</b>	<b>94,000,000.00</b>	<b>92,500,000.00</b>
Less: Grant -in -Aid (Unutilised)	14,467,580.00	11,980,949.00
Less: Grants-in- Aid Capitalised	937,504.00	2,423,163.00
<b>TOTAL</b>	<b>15,405,084.00</b>	<b>14,404,112.00</b>
<b>Amounts shown to Income &amp; Expenditure Account</b>	<b>78,594,916.00</b>	<b>78,095,888.00</b>

**SCHEDULE '10' FEES AND SUBSCRIPTION**

Education Training Programme Fee	22,712,808.00	21,154,655.10
Subscription of Award Digest	31,120.00	18,500.00
Subscription of Labour & Development	33,875.00	17,225.00
Receipts from Sale of Glossary-Labour Laws	29,000.00	6,500.00
Subscription of Shram Vidhan	12,100.00	10,600.00
Receipts from Sale of Other Publications	6,560.00	2,200.00
<b>TOTAL</b>	<b>22,825,463.00</b>	<b>21,209,680.10</b>

**SCHEDULE '11' INTEREST EARNED**

Interest on Scooter/Vehicle Advance	33,270.00	44,356.00
Interest Received	674,035.00	316,726.01
<b>TOTAL</b>	<b>707,305.00</b>	<b>361,082.01</b>

**SCHEDULE '12' OTHER INCOME**

Non Plan Income	3,970,654.00	4,126,976.00
Income from Hostel Utilisation	8,995,400.00	10,462,269.00
Sale of Tender Forms	39,850.00	40,350.00
Income from Photostat	613,176.00	491,283.00
Sale of Unusable Items	-	123,251.00
Rent from Staff Quarters- Licence Fee	112,320.00	120,210.00
Other Receipts	1,773.00	352.00
Consultancy Faculty Charges	10,936.07	236,442.62
Income From Use of Premises	-	425,000.00
<b>TOTAL</b>	<b>13,744,109.07</b>	<b>16,026,133.62</b>





### SCHEDULE '13 PRIOR PERIOD INCOME

	Fig as at 31.03.2015	Fig as at 31.03.2014
Prior Period Income	240,560.00	1,934,241.00
	<b>240,560.00</b>	<b>1,934,241.00</b>

### SCHEDULE '14 ESTABLISHMENT EXPENSES

Salaries to Staff	33,854,710.00	34,654,698.00
Allowances and Bonus	3,036,928.00	3,001,222.00
Contribution to NPS	2,855,183.00	2,623,186.00
Expenses on Employee Retirement & Terminal Benefits	6,139,531.50	3,275,289.00
Leave Salary & Pension Contribution For Staff on Deputation	482,138.00	421,675.00
<b>TOTAL</b>	<b>46,368,490.50</b>	<b>43,976,070.00</b>

### SCHEDULE '15' ADMINISTRATIVE EXPENSES

Advertisement & Publicity	162,280.00	27,800.00
Building Renovation & Upgradation	706,573.00	1,232,944.00
Electricity and Power Charges	4,076,853.00	4,782,516.00
<b>Hindi Protsahan Expenses</b>	188,826.00	221,792.00
Insurance	117,572.00	93,050.00
Internal Audit Fee	9,750.00	100,000.00
Legal & Professional Charges	216,864.00	229,860.00
Miscellaneous Expenses	72,090.00	84,095.00
Paid Training Programme Expenses	9,789,277.00	10,599,621.00
Photostat Expenses	385,493.00	227,982.00
Postage, Telegram & Communication Charges	104,592.00	17,044.00
Printing & Stationery	415,547.00	497,267.00
Purchase of New Assets	44,885.00	14,805.00
<b>REPAIR &amp; MAINTENANCE</b>		
a. Computer	26,050.00	9,700.00
b. Cooler/ A.C.	159,475.00	166,375.00
c. Office Building and Allied	109,463.00	359,373.00
Staff Welfare Expenses	137,544.00	150,805.00
Telephone, Fax & Internet Charges	372,301.00	547,277.00
Travelling and Conveyance Exp.	403,201.00	560,861.00
Vehicle Running and Maintenance Expenses	394,011.00	345,588.00
Water Charges	329,647.00	338,167.00
<b>Amounts Transfer to Income &amp; Expenditure Account</b>	<b>18,222,294.00</b>	<b>20,606,922.00</b>
Cost of Assets Capitalised	44,885.00	14,805.00
<b>Total</b>	<b>18,177,409.00</b>	<b>20,592,117.00</b>

**SCHEDULE '16' PRIOR PERIOD EXPENDITURE**

	<b>Fig as at 31.03.2015</b>	<b>Fig as at 31.03.2014</b>
Prior Period Expenditure	538,195.00	263,632.00
	<b>538,195.00</b>	<b>263,632.00</b>

**SCHEDULE '17' EXPENDITURE ON PLAN GRANTS**

<b>A. RESEARCH, EDUCATION AND TRAINING</b>		
Research Projects, Workshop & Publication	10,152,060.00	8,657,176.00
Education Programmes	14,518,365.00	14,044,524.00
Rural Programmes	2,625,232.00	3,252,312.00
Information Technology	666,792.00	818,668.00
Campus Services	10,846,028.00	10,596,315.00
<b>TOTAL (A)</b>	<b>38,808,477.00</b>	<b>37,368,995.00</b>
<b>B. PROGRAMME/PROJECTS FOR N.E. STATES</b>		
Education Programmes	5,453,463.00	5,316,642.00
Projects (Including Info. Tech./Infra/ Pub.)	860,695.00	1,313,062.00
<b>TOTAL (B)</b>	<b>6,314,158.00</b>	<b>6,629,704.00</b>
<b>C. AUGMENTATION OF LIBRARY FACILITIES</b>		
Subscription to Journals/Periodicals	2,112,538.00	1,885,509.00
Library Books	659,056.00	98,283.00
Library Augmentation/ Modernisation	138,191.00	211,837.00
<b>TOTAL (C)</b>	<b>2,909,785.00</b>	<b>2,195,629.00</b>
<b>D. INFRASTRUCTURE</b>		
Hostel Block : Renovation		1,824,723.00
<b>TOTAL (D)</b>	<b>-</b>	<b>1,824,723.00</b>
<b>TOTAL PLAN EXPENSES (A to D)</b>	<b>48,032,420.00</b>	<b>48,019,051.00</b>
Less: Cost of Assets Capitalised	937,504.00	2,423,163.00
	937,504.00	2,423,163.00
<b>Amounts Transfer to Income &amp; Expenditure Account</b>	<b>47,094,916.00</b>	<b>45,595,888.00</b>



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

### Schedules forming part of Accounts for the year ended on 31.03.2015

#### 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*	60%
Intangible Assets (MS Office)	25%
Computer & Accessories	60%

\* Previously Depreciation had been provided at 25%, however as per Income Tax Act, 1961 depreciation has to be charged on Library Books @ 60%. Accordingly depreciation has been provided, with this change the deficit by Rs.1646633



## **5 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.

## **6 Inventories**

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

## **7 Employee Benefits**

The Institute has opted for New Pension Scheme of Government of India w.e.f February 2012 as per 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 our own 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 an 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 (Plan & Non Plan) from Ministry of Labour & Employment every year and Utilization certificate is being submitted to the Ministry of Labour & Employment 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 less depreciation. The Institute is providing depreciation of Fixed 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. 99,24,885.00 to the Executive Engineer, C.P.W.D Noida Division as advance during the years from 1996-97 to 2009-10 for construction/ renovation of various civil work and electrical works etc in the Institute. The utilisation of the said advance is still awaited from C.P.W.D. The Institute is advised to recover the said advance from C.P.W.D.

- 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 31.03.2015.

Particulars	Provision Upto 31.03.2105	Provision Upto 31.03.2104
Gratuity	23,173,407.50	20,646,113.00
Earned Leave	17,168,418.00	14,484,851.00
	<b>40,341,825.50</b>	<b>35,130,964.00</b>

## 9 Income Tax Returns

The Institute had filed its return of Income for the year ended on 31.03.14.

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





## 11 Contingent Liabilities

- a. The Institute is contingent liable for Rs. 2,50,082.00 in respect of interest and penalty under the provision of TDS of Income Tax Act, 1961. The matter is pending in Appeal before CIT (A) Ghaziabad.

- 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 For and on behalf of V V GIRI NATIONAL LABOUR INSTITUTE**  
Chartered Accountants (FRN 322232E)

Sd/-

**Krishna Kumar Chanani**  
Partner (Mem. No. 056045)

Place: New Delhi

Dated: 24/06/2015

Sd/-

**Harsh Singh Rawat**  
Accounts Officer

Sd/-

**J. K. Kaul**  
Administrative Officer

Sd/-

**Manish Kumar Gupta**  
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:

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



V.V. GIRI NATIONAL LABOUR INSTITUTE  
SECTOR-24, NOIDA - 201 301  
UTTAR PRADESH, INDIA  
Website: [www.vvgnli.org](http://www.vvgnli.org)