



# ANNUAL REPORT | 2015-16

V.V. GIRI NATIONAL LABOUR INSTITUTE



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

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## Major Achievements (2015-16)

- **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 20 research projects that provided the requisite knowledge base for policy formulation on key domain of Labour Studies.
- **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 126 training programmes attended by 3656 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 almost 03 months and 06 weeks Induction Training Programmes for Central Labour Service Officers, 02 weeks *Induction Training Programme* for newly promoted Office Superintendents of the Field/Regional Offices of Office of Chief Labour Commissioner (C), 02 weeks Induction Training Programme on Labour Law Enforcement for Labour Enforcement Officers, Government of Uttar Pradesh.
  - ✓ The Institute also conducted 18 In-house training programmes for Oil India Ltd., Assam, Naval Armament Depot, Visakhapatnam, Reserve Bank of India and NTPC Ltd. Talchar, Odisha.
  - ✓ The Institute organised a new training programme on 'Promoting Skill Development for Construction Workers' with an objective for skilling migrant construction workers, particularly women.

- **Empowering unorganized workers:** The Institute organised 48 capacity building training programmes attended by 1484 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 13 training programmes exclusively for social partners representing the North Eastern States. The Institute organised two seminars for North Eastern States:
  - ✓ National Seminar on **'Skilling of Youth for Zero Unemployment'** in collaboration with the Department of Commerce, Manipur University at Court Hall, Manipur University, Imphal during 22-23 December, 2015
  - ✓ National Seminar on **Youth & Skill Development in North East India** in collaboration with Indian Council for Social Science Research-North Eastern Regional Centre, Shillong at NEHU Campus, Shillong during 26-27 March, 2015.
- **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 Health Issues, Labour Administration and Employment Relations, Leadership Development, Social Security, Skill Development and Employment Generation, Gender Issues in Labour, and Research Methods in Labour Studies attended by 134 participants representing nearly 46 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.

- ✓ An International delegation from Government of Bhutan headed by Hon'ble Minister of Labour and Human Resources, Bhutan visited the institute on 23<sup>th</sup> December 2015 to explore the possibilities of future collaborative activities with VVGNI.



○ **Forum for intense debates on policy issues and dissemination of major initiatives:**

- ✓ Capacity Building Workshop 'Towards More Effective Wage Policies in India' was jointly organised by the Institute and ILO during April 15-16, 2015 for senior officials from the Centre as well the State Government who are responsible for both making policy and for the implementation of minimum wages.
- ✓ A Tripartite Workshop on 'Conciliation of Labour Disputes for Labour Administrators' from Centre and State Governments, representatives of employers' organizations and trade unions during April 27-30, 2015 in collaboration with ILO. The workshop was designed for officers vested with duties and powers of conciliation from the centre as well as state governments, representatives from the employers' organisations and trade unions. The workshop aimed at improving the conciliation skills of labour administration.
- ✓ A Technical Consultation on 'Exploring Education Strategies to Addressing Child Labour in India' to commemorate the World Day Against Child Labour at ILO Office on 12th June, 2015. The workshop was attended by 80 participants including officials of MoLE, academicians, labour enforcement officers, consultants and institutions working on Labour Reforms, Media and Child Rights from different parts of the country.
- ✓ Media/Academicians Workshop on 'Understanding the Positive Aspects of Amendments of Child Labour (Prohibition and Regulation) Act', was organised by the Institute on July 03, 2015 at the Ministry of Labour & Employment. The objective was to discuss on various aspects and dimensions of the proposed amendments in the Child Labour Bill that is to be placed in the Parliament. The Workshop was attended by officials of the MoLE, academicians, labour

enforcement officers, consultants and institutions working on Labour Reforms, Media and Child Rights from different parts of the country.

- ✓ A Workshop on 'Child Protection and Child Rights: Reality and Response' with special focus on district Gautam Budh Nagar (U.P.) was organized in collaboration with the Department of Child Protection, Government of Uttar Pradesh with facilitation by Social and Development Research and Action Group (SADRAG) on August 7, 2015. The objective of this workshop was to sensitise and acquaint the participants with the child labour legislations, provisions and services available for child welfare. The workshop was attended by officials from G.B. Nagar district administration and by district police personnel.



- ✓ Technical Discussion on 'Labour Markets, Labour Laws and Labour Reforms' was organized in collaboration with ILO for senior officials of the MoLE on 25<sup>th</sup> August, 2015. The meeting focused on identifying the key labour market trends and its implications for labour law reforms and also discussed the labour reforms processes which have been initiated in different countries including India.
- ✓ National Consultation on Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India: Sharing Multi-Stakeholder Experiences was held during September 29-30, 2015 in collaboration with UNICEF. The consultation focused on 4 themes- prevention, identification, rescue, rehabilitation/reintegration and post-reintegration of child labour.
- ✓ A Technical Discussion on 'Labour Markets, Skills and International Migration' was organised jointly by ILO, EU and VVGNI on 19<sup>th</sup> November, 2015.





- ✓ A Workshop on 'Social Protection Floor' for the senior officials of the Ministry of Labour & Employment was organised with the Ministry of Labour & Employment and International Labour Organisation on December 10, 2015,



- ✓ International Workshop on 'Chronologies of Labour: A Global Perspective' was organized in collaboration with International Centre of Advanced Studies 'Metamorphoses' (ICAS: MP) and Association of Labour Historians (AILH) from January 22-23, 2016. The Workshop brought together 40 distinguished labour historians who discussed on temporal dynamics of 'labour' as a political category in the course of the long twentieth century.

- ✓ A Workshop / Meeting 'Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India' for Content Finalisation of Training Modules was held as a part of the VVGNI-UNICEF collaborative Project during February 25-26, 2016. The objective was to present the training module development by VVGNI in order to obtain suggestions from practitioners/ Trainers from various Line Departments/Institutions/Organizations before finalisation of the content for translation in vernacular languages of the project states for conducting ToTs at the state-level. The workshop was attended by Programme Officers, Directors, State Coordinators, Chairperson, Deputy Labour Commissioners, Superintendent of Child Care Institutions, Child Protection Specialists and education Specialists from different regions of states such as Chhattisgarh, Odisha, Uttar Pradesh, Bihar and New Delhi.



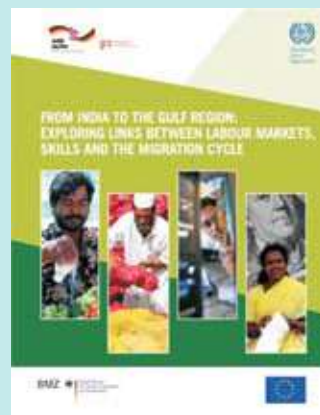
- ✓ A Sensitization Workshop on 'Sexual Harassment at Workplace' on 29<sup>th</sup> Feb 2016. The Workshop aimed to sensitize the employees of the institute on discrimination and harassment at workplace.





The programme was attended by all the employees of the Institute

- ✓ XI<sup>th</sup> International Conference on 'Labour History' was organized in collaboration with Association of Indian Labour Historians during March 21-23, 2016. The broad theme of the Conference was "Workers, Labour and Mediation".
- **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 *VVGNI Indradhanush* (a bi-monthly newsletter). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. The Institute brought out 39 publications during 2015-16.
  - ✓ The Institute brought out an important publication namely, 'INDIA: Handbook of Labour'. This Handbook seeks to consolidate basic information relating to key dimensions of the labour scenario in India. The idea is to provide relevant information in a simple comprehensible way that makes it accessible to broad spectrum of society.
  - ✓ The Institute also brought out an important research publication, 'From India to the Gulf Region: Exploring Links between Labour Markets, Skills and the Migration Cycle'. This research study was commissioned by the International Labour Organisation. This report highlights the links between labour market features, skill development and international labour flows in the context of labour migration from India to the Gulf Cooperation Council (GCC) countries – a prominent destination for Indian workers.
- **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 185 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 **180000 pages of important documents on labour history in digital form uploaded in the website of labour archives** ([www.indialabourarchives.org](http://www.indialabourarchives.org)).





## *Institute's Vision and Mission*

### **Vision**

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

### **Mission**

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

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





## Institute's Mandate

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

### Objectives and Mandate

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

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



## Institute's Structure

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

### Composition of General Council

- |    |   |           |
|----|---|-----------|
| 1. | Shri 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 Hira Lal Samariya<br>Additional Secretary<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br>New Delhi           | Member         |



- |    |  |        |
|----|--|--------|
| 4. | Shri G.Venugopal Reddy<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 (Skill E&MU)<br>NITI Aayog<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

- |   |               |
|---|---------------|
| <p>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)</p> | <p>Member</p> |
| <p>11. Shri Jitendra Gupta<br/>National Vice President,<br/>Laghu Udyog Bharati (LUB)<br/>181, Pitambra Apartment<br/>Rachna Nagar<br/>Bhopal – 462 023</p>   | <p>Member</p> |

## FOUR EMINENT PERSONS WHO HAVE MADE NOTEWORTHY CONTRIBUTION IN THE FIELD OF LABOUR

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





- |  |        |
|--|--------|
| 15. Shri T. Krishnamurthy<br>State President<br>Bharatiya Janta Mazdoor Morcha<br>Telangana State<br>1-2-56/74, Domalguda<br>Hyderabad – 500 029 | Member |
|--|--------|

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

- |   |        |
|---|--------|
| 16. Shri Prahlad Singh Patel<br>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 Manish Kumar Gupta<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. Trends in Wages in India

##### Objectives of the Study

Wages are of fundamental importance for the living standards of wage earners and their families irrespective of the level of economic development. They are also important elements of economic progress. In recent years, there has been renewed interest in wage policy and policy tools such as minimum wages. This study provides a detailed account of the key data sources of wages in India like National Sample Survey of Employment and Unemployment, Rural Labour Enquiry, Agricultural Wages in India, Occupational Wage Survey, Cost of Cultivation Reports and Annual Survey of Industries. The study also analysed the wage trends in India across different categories and sectors for the period 1983-84 to 2014-15. Considering the critical role of manufacturing sector in the context of contemporary macroeconomic policy formulation in India, detailed analysis was also undertaken of wages and earnings in the manufacturing sector and its determinants based on analysis of Annual Survey of Industries data. The study also looked at the rationale for making National Floor Level Minimum Wages (NFLMW) statutory and highlights the impacts it would have, particularly on poverty levels in different states.



## Date of Initiation and Date of Completion

The study was initiated in June 2015 and completed in December 2015.

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

## 2. International Labour Migration from India–Phase I

The research study was undertaken with the following key objectives: (i) Assessing and delineating the magnitude of labour migration for foreign employment from India in all its dimensions, by collecting and collating information available with relevant government agencies in the migration cycle; and (ii) Identifying gaps and challenges in the existing policies and structural mechanisms that support labour migration and the human development of migrants and migrants households and define strategies to fill the gaps.

Based on detailed analysis, the report delineates specific policy interventions in the following domains of international labour migration: (i) Enriching the base on international labour migration; (ii) Strengthening and reorienting the Emigration Act 1983; (iii) Organising pre-departure orientation programmes; (iv) Undertaking publicity and awareness campaign on migration issues; (v) Establishing greater coordination among ministries/departments involved in migration; (vi) Financing the cost of migration; (vii) Evolving policies on mobility of high skilled; (viii) Promoting bi-lateral agreements with major labour importing countries including invest friendly policies to make optimal use of migrants remittances; and (ix) Enabling a multilateral framework on international migration.

## Date of Initiation and Date of Completion

The study was initiated in November 2015 and completed in March 2016.

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

## 3. Enhancing Labour Administration's Performance In India: with a special focus on Labour Administration's Capacity to Promote Compliance with Labour Laws

The study was initiated with the objective of examining and understanding labour administration in India both at the centre and two states namely West Bengal and Karnataka and it intended to explore the strengths, weaknesses and gaps of





administrative and legislative reforms. The findings of the study were disseminated in two national and international workshops organized by International labour organization at New Delhi and Prague, Czech Republic respectively.

## Objective

The objective of the study was to trace the changes and transformation through which the labour administration is passing in India. The objective was to draw policy lessons. As part of this Study, field works have been carried out in the Ministry of Labour and Employment, Govt. of India and two constituent States namely West Bengal and Karnataka.

## Date of Initiation and Completion

The project was initiated in June, 2015 and completed in January, 2016.

## Outcome of the Research Project

The study made some recommendations such as inclusion of informal sector workers in a more holistic manner (currently, most of the social security schemes under implementation are occupation-specific like construction or transport workers), reaching out to self-employed workers who are mostly excluded (employer-employee relation absent, and labour legislations are primarily based on this relation). Concept of work space has undergone sea change - gradually it has got scattered and domestic space has become the pre-dominant work space – labour administration needs to go beyond the factory/establishment mindset and create an atmosphere for enforcement on a boarder scale, labour laws need to be rationalized and simplified (there is overlap, replication, multiplicity of laws and some provisions are archaic). Introduction of a code is a welcome move but it should not be an intensive exercise and there should be an amalgamation in the true sense. The code should be specific while a corresponding rule can take care of details. Most of the labour laws have in-built flexibility, but need better implementation and all stakeholders must be consulted before amendments are made. Presently, stakeholders have their water-tight positions but there is a need to engage all in meaningful discussions and to build consensus etc.

In this regard, this study has provided recommendations for promoting national labour administration and labour inspection services in India and enhancing their effectiveness in line with ILO Standards and relevant good practices. It has also mentioned some points like lack of infrastructure in labour administration, limited use of new technology, transparent, holistic and inclusive reform process etc.

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

### Ongoing 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 the 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 July, 2016

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





## National Resource Centre on Child Labour (NRCCL)

National Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute has been set up as a Centre of eminence to work in partnership with UNICEF, ILO and 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, Networking and Promoting convergence by strengthening the efforts of social actors at various levels.

### Research

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

1. Creating benchmark information on employment of children in select hazardous occupations and processes
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.
5. Reviewing and disseminating information on state-specific child labour issues that have strategic implications for policy formulation



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. NRCCCL has completed several research studies and major evaluation and impact-assessment studies.

### Completed 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. The objectives of this research project were i) to study the socio-economic and demographic profile of the workers in the coal mines; ii) to study the pattern of employment, working and living conditions of the coal mine workers; iii) to examine the prevalence, forms and extent of child workers in the coal mines and allied economic activities; iv) to suggest appropriate modifications in the existing protocol and action, legal frameworks and law enforcement.

#### Date of Initiation and Date of Completion

The project was initiated in October, 2013 and completed in September, 2015.

The outcomes of the project are:

- The study contributed to the understanding on the specific reasons for concentration of working children in various districts of Meghalaya through the findings of the analysis of the primary and secondary data on child labour; It has located the areas and occupational shift of working children for providing inputs to the states in planning for prevention and elimination of child labour; and thereby informed the state in their preparation of work-plan on child labour prevention and elimination. The highlights of the study are: There were



children who were attending school and were also working (ASW) and they constituted 0.1% of the total children in the surveyed population. There were 740 children who were reported to be neither at school nor at work (NSNW) and they constituted 1.2% of the total children in the surveyed population.

- Seven per cent of total male children in the age group of 5 to 18 years in surveyed area are in work force and around eight per cent of the total population of male children of this age group are attending school and working. Male children who are neither attending school nor working comprise about two per cent of the total population of male children in the age group of 5 to 18 years in surveyed area.
- The incidence of working children in West Jaintia Hills District is 2.7% and it is (3.7%) in the East Jaintia Hills District.
- In West Jaintia Hills District the incidence of children who were attending school and working is (0.05%) and it is (0.1%) in the East Jaintia Hills District
- The incidence of children who were neither at school nor at work (NSNW) is (0.2%) in West Jaintia Hills District and it is (1.7%) in the East Jaintia Hills District
- Of a total of 24912 female children in the age group 5 to 18 years, while 88 per cent has been listed as attending school (21814), almost four (4) per cent female children are working. Along with female children who are attending school and working, the total stands at 1231 female children constituting about 5 per cent of the total female child population in the in the age group 5 to 18 years.
- Those who are neither attending school nor working comprise about three (3) per cent – which is less than the proportion of male children in same category which also substantiates as one of the reasons that could permeate gender differences in the labour force along with the advancement of age.

(jointly undertaken by National Resource Centre on Child Labour and Centre for North East)

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

## **2. Towards Ending Child Labour in South Asia: Establishing of SAARC Regional 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 those 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. The objectives of this research project are i) 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; ii) 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; iii) to provide direct services on policy, capacity building, coordination, knowledge enhancement; iv) to document and disseminate good practices for replication in the SAARC countries; v) 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 project was initiated on 5<sup>th</sup> May, 2014 and completed by May, 2015.

### **The outcomes of the project are:**

The SAARC Regional Centre was setup for knowledge creation, dissemination and networking amongst the key stakeholders and to provide technical and implementation support in the field of child labour through its core activities such as Research, Training, Evaluation, Technical Support, Advocacy, Documentation, Publication and Dissemination in the area of elimination of child labour. It also facilitates research activities on child labour to bridge the knowledge gaps which exist on various aspects of child labour in the region, undertake training need assessment, Impart training in response to the demands for training with the view to develop capabilities of various target groups towards progressive elimination of child labour in the SAARC region, Sharing of knowledge and information and deciding the modalities and course of action on specific issues to bring about in evolving innovative strategies, programmes and actions in different countries of the region, to providing Technical Support to various organizations, Institutions and Individual Scholars in conducting research projects, action programmes, evaluation, in carrying out advocacy and campaign against child labour practice, child labour survey, designing curriculum modules on child labour, developing child labour monitoring systems and in conducting seminars and workshops; and to Network with various agencies towards acceleration of the process of progressive elimination of Child Labour.

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



## On-going Research Projects

### 1. State of Child Labour in India: Mapping Trends

The study is envisaged to lead to an assessment of the numbers of children working at the district-level in both urban and rural sectors as well as the pockets of concentration of children working. From the available data, the study will also make an attempt to locate the geographical belts that are hot spots for child labour. The purpose is to direct the course of interventions, strategies, and policy advocacy needed at various levels to strengthen the efforts of the state for prevention of child labour. The study aims at strengthening the Child Labour (Prohibition and Regulation) Act in different states through evidence on magnitude and types of child labour so that focused interventions can be made in a more strategic and effective way to achieve greater impact. The specific objectives of the Study are: i) to analyse the situation of child labour in the country based on census data 2011 and 2001 and disaggregate by residence, level of literacy, education and social groups; ii) to map the shift across states and within districts in a state and also by residence and social groups for identifying the hot spots of child labour; to review and analyse of other secondary data sets including NSSO, AHS on child labour at appropriate levels of aggregation; iii) to identify districts and blocks that needs concerted and special programming to address the issue of child labour; and iv) to derive appropriate recommendations for reduction/elimination of child labour.

#### Date of Initiation and Date of Completion

The project was initiated on 17<sup>th</sup> August, 2015 and is to be completed by May, 2016

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

### 2. Detering the Determinants of Child Labour through Documentation, Digitization and Dissemination

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





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

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

The project was initiated on 21<sup>st</sup> July, 2015 and is to be completed by October, 2016.

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

### **3. Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India (UNICEF-VVGNI Project)**

The goal of this action research and training project is to reduce the number of working children in the 8 high child labour prevalent states in India. As there is high correlation between the number of working children and out of school children, the reduction in the number of child labour in the high child labour prevalent states will also contribute to attaining greater number of children in school and learning. The objectives of the Project are: i) to develop a Training Module, and a comprehensive handbook that can be used to build capacity of state and district level government departments and related agencies to better understand their roles and responsibilities as well as other actors' roles and responsibilities to prevent and respond to child labour in a more coordinated manner, ii) to strengthen state level stakeholders' capacity to prevent and respond to Child Labour by enhancing awareness and sensitization on the problem of child labour, and equipping with required skills and knowledge to prevent and respond to child labour through a more coordinated approach, iii) to strengthen district level stakeholders' capacity to prevent and respond to Child Labour by enhancing awareness and sensitization on the problem of child labour, and equipping with required skills and knowledge to prevent and respond to child labour through a more coordinated approach, iv) to develop model training content on child labour that can be integrated in the training modules for members of community level structures, v) to advocate to the participating states to incorporate a component on building awareness about the adverse impact of child labour and the fact that vested interests operate in the most vulnerable areas to induct children in labour in the training modules for SMCs, CPCs, PRIs, SHGs, etc. particularly for those in child labour prone areas.

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

The project was initiated on 5<sup>th</sup> May, 2015 and is to be completed by March, 2017.

**(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.

### On-going Research Projects

#### 1. Impact of Recent Labour Law Amendments by State Governments

##### Context

Various changes have occurred in the working and employment conditions in India over the last 35 years or so, following globalisation and liberalisation of economic activities in early 1990's. Some of these changes are the outcome of new challenges faced by the industry. Over these years, the government at the Central and State levels have been frequently approached by chamber of commerce and industry with proposals for amendments in the labour laws as per the present context. The Governments have been seized over these years with serious efforts to study the merits of the proposals as submitted and some of these proposals have even materialised in amendments where found feasible and where necessary consensus could be evolved. However, in case of certain other proposals, for want of necessary consensus proposals are still at the consideration stage. Faced with this situation and in the interest of facilitating the industry and in the interest of employment opportunities to the workers, various State Governments have taken innovative measures by way of amendments and also in some cases by notifications under the law where enabling provisions in the statute authorise the State Government for the same.



This study (undertaken as per the directives from the Governing Council of VVGNI) proposes to collect from the concerned State Governments such innovative measures, notifications and State specific amendments in the direction of labour reforms and to study the actual impact following initiation of these measures. The impact analysis will cover the impact on ease of doing business, on simplification of procedures, on employment and also on the quality of the working and employment conditions including wages, hours of work and social security etc.

### **Area, Scope and Methodology of the Study**

The study would cover those states where such local initiatives have fructified in worth emulating practices and procedures. The states proposed to be covered under the study include: Rajasthan, Uttar Pradesh, Haryana and Andhra Pradesh. The Labour Acts proposed to be covered under the present study include: Industrial Disputes Act, 1947; Factories Act, 1948; Contract Labour (Regulation and Abolition) Act, 1970 and few of the Acts including state enactments reformed, modified or amended by the states in the recent past.

### **Objectives of the Study**

Some of the objectives of the study are:

- i) To collect various innovative measures, notifications and state specific amendments aimed at reforming labour law in the recent years from the states selected under the study.
- ii) To obtain the perception of various stakeholders with regard to various labour law reform measures initiated by the State Governments.
- iii) To assess and evaluate the impact of various labour reform initiatives on industrial relations scenario in general.
- iv) To evaluate the impact of various labour reform measures on aspects like simplification of procedures, ease of doing business, employment, quality of working and employment conditions and social security in particular.

### **Expected Outcome**

The study is expected to identify various innovative initiatives in the area of labour reforms by the State Governments together with the actual impact resultant there from. It is hoped that compilation of such measures together with study of the actual impact would be useful for the rest of the States for purposes of suitable follow up action.

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

The project was initiated in March, 2016 and is to be completed by March, 2017.

**(Project Director: Dr Sanjay Upadhyaya, 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 2015-16

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 IV	April 2015	December 2015
2.	Compilation of References on Minimum Wages, Social Security, Occupational Health and Safety in major National Reports on Labour in India	April 2015	July 2015





3.	Redesigning of the Website of the Archives of Indian Labour	October 2015	March 2016
4.	Digitisation of Oral History Audio Cassettes – Phase II	October 2015	March 2016
5.	Research and Collection Project on Informal Sector Labour	December 2015	March 2016

## 1. History of Dalit Movement and Labour Movement in India : A Research & Collection Project - Phase IV

The emergence of a politically conscious and assertive Dalit Movement in post independent India has altered the social and political landscape of India in a profound manner. Alongside the slow but nevertheless positive transformation of the economic condition of the most downtrodden section of Indian populace, their political self assertion and tendency for autonomous political organisation has loosened the stranglehold of the oppressive caste system on our society and polity. Despite persistence of caste discrimination and violence perpetrated on the Dalits, there is no doubt about the Dalit movement in its many forms has helped change mindsets and altered the power equations on the ground.

The history of the Dalit movement can be traced back to the late 19<sup>th</sup> century and the emergence of the Non Brahmin Movement. It was however with Babasaheb Ambedkar's mercurial rise in Indian political firmament that the Dalit Question acquired political visibility. Ambedkar's vision of political emancipation of the Dalits had to contend with Mahatma Gandhi's anti untouchability social reform agenda and the Class struggle perspective of the communists and socialists. The trajectory of Dalit movement that emerged in the post independent India was deeply shaped by these three contending ideological projects. Of these, the interrelation between the Caste and Class based political vision poses interesting historical questions and is also perhaps the most neglected in Dalit Studies research.

The broad aim of the project is to document and research the Dalit movement in India focusing specially on the movement's interface with labour movement. The project has two interlinked components a) Archival collection b) Research and dissemination. Under Phase IV, the project acquired archival sources on Dr. B.R Ambedkar's Independent Labour Party from Maharashtra State Archives and Khairmode collection at the library of University of Mumbai. In addition, the project mapped varied other archival sources under the theme of the project in the region of Maharashtra and would plan for its acquisition.



## 2. Compilation of References on Minimum Wages, Social Security, Occupational Health and Safety in major National Reports on Labour in India

This Project undertook compilation of the references to minimum wages, social security, and occupational health and safety in the existing collections of national level reports on labour at the Archives of Indian Labour. The compilation aims at providing crucial inputs for contemporary policy formulation on labour in India. The compilation was based on references from, Report of the Royal Commission on Labour, 1929, Report of the Labour Investigation Committee, 1946, Report of the First National Commission on Labour, 1967-69, Report of the National Commission on Women in the Informal Sector, 1988, Report of the National Commission on Rural Labour, 1991, and Report of the Second National Commission on Labour, 2002.

## 3. Redesigning of the Website of the Archives of Indian Labour

Over the years, the foundations laid by the Evaluation and Technology Upgradation Programme of the ILHRP focused upon expanding the digital archive. This became possible with an adaptable and resilient combination of servers, equipment, software, workflows and staff skills. By putting these in place in an integrated manner, the ILHRP directed digitization operations. Furthermore, ILHRP's impact magnified through consulting opportunities that emerged from exploring VVGNI and Association of Indian Labour Historians' vast institutional linkages and stature.

The broad strategy of the ILHRP's Digital Archive is directed towards archival platforms that can recognize, manage and preserve all types of digital contents. The focus is towards repository platforms and delivery methods that are more contemporary, extensible, robust and easier to operate and manage. The guiding principles for upgrading the Archives have been security, stability, scalability and speed. ILHRP Digitization Unit's work resulted in emergency stabilization on the Archive's servers and workstations, identification of relevant advancements in digital archiving technologies, implementation of fault-tolerant workflows over the lifecycle of content, transitioning and standardization of archival content. These efforts are critical to the sustainable operation of the Digital Archive, and an important part of ILHRP.

Over the course of previous years, and following standardization and transitioning, the quantum of archival data grew from 1500 gigabytes (at this time last year) to more than 5000 gigabytes. This is a staggering amount of data, and will account for more than 700,000 archival objects following processing and ingest. Notably, all the major holdings with ILHRP were digitized. Following the up-gradation of the storage and processing

capabilities of the new co-located and internal servers, ILHRP has been able to expedite the deployment of the Digital Archive.

With changes in technologies over-time, the ILHRP aims to redesign its website [www.indialabourarchives.org](http://www.indialabourarchives.org) for providing better accessibility to users and much broader dissemination of the sources preserved at the Archives. For this, the Project aims to configure the new server of the archive on Greenstone Digital Library platform. Under this, 700 GB archival data in the old server (purchased in 2001) would be transferred to the new one for stable functioning of the Website.

With voluntary assistance from professionals (from India and Abroad; IIM Kozhikode, Latin American Group on Greenstone Support) working on Greenstone, the ILHRP aims to explore and unpack greenstone platform to make the Archive's website as user friendly as possible. This is to enable wider accessibility of the archival sources over diverse electronic devices. A comprehensive baggage of archival sources ranging from paper-based collections to audio/video collections would be accessible in various formats for the users.

#### 4. Digitization of Oral History Audio Cassettes Phase II

The project aims to convert around 300 audio cassettes into .MP3 format as they are rapidly deteriorating because of moisture. The details of the cassettes preserved at the Archives are as follows:

Name of the Collection	No. of Tapes	Duration/size	No. of CDs	No. of Floppy
Bombay Textile Strike of 1982	7 Normal Size 1 Mini Size	5x60 2x90 1x60	5	1
The Unorganised Workers of Delhi and the Seven-Day Strike of 1988	22 Normal Size	6x60 16x90	4	
Documentation of Industrial and Dependent Labour Lives in Delhi: An Oral History Approach	7 Normal Size 2 Mini Size	7x90 2x60		
Documentation of the History of Bhartiya Mazdoor Sangh	1 Normal Size	1x60		
Present and past of the community-based garment industry in 24 Paraganas (south) of West Bengal			4	1



Organisation of Source Material and Construction of Digital Collection of BIDI Workers of Ahmedabad City			6	
Organisation of Source Material and Construction of Digital Collection on SEWA				
Oral History Labour Movement in India Phase-I-III and AITUC	(63+244) Normal Size	(2x60 61x90) (14x60 230x90)	6	
Study and Collection of Documents of the National Campaign of Construction Workers for a Central Legislation from 1985	4 Normal Size		4	
Documentation and Collection of Records/ Materials of Bharatiya Khet Mazdoor Union-Federation (BKMU-F, states/local khet mazdoor organisations and agricultural labour movement in general			10	
The Informalisation process: Casualisation & Paupersation of the Weavers of Banaras	6 Normal Size	6x60		
From Leather Artisans to Brick-Kiln Workers: Narratives of Weary Travellers	12 Normal Size	12x60	1	
Collection of History of Coal Workers with special emphasis on Impact of Outsourcing	12 Normal Size	3x60 9x90		
Textile Labour History of Indore Town			5	

The MP3 format of the above mentioned audio collections would provide researchers an easier access to the oral history interviews preserved in the archives. The MP3 format would also enable ILHRP to upload the oral history interviews preserved at the archives on the website of Archives of Indian Labour for wider public access.



## 5. Research and Collection Project on Informal Sector Labour

AILH has initiated a study of the informal sector labour in and around Delhi industrial areas. One of the important aspects of the study is to document and map working lives of labouring communities in and around Delhi's industrial areas. Labour relations, everyday lives of workers and their families, work process and work conditions are some of the important aspects of the study. ALLH members have been working with some of the working class communities in the industrial belt of north and north-western Delhi to document and map their working lives. The documentation and other sources, including oral testimonies, are expected to be digitalized and added to Labour Archives holdings under the ILHRP programme. This will be a significant addition to the existing holdings of the Labour Archives.

### INTERNATIONAL WORKSHOPS/CONFERENCES

#### International Workshop on Chronologies of 'Labour': A Global Perspective

V.V. Giri National Labour Institute in collaboration with Merian International Institute of Advanced Studies: Metamorphoses of the Political (MICAS: MP), Centre for Modern Indian Studies (CeMIS), University of Göttingen, Germany and Association of Indian Labour Historians (AILH) organised an "International Workshop on Chronologies of Labour: A Global Perspective" during January 22-23, 2016 at the VVGNI.



The Workshop brought together nearly 50 scholars from both the social and historical sciences from different parts of the world to discuss the temporal dynamics of 'labour' as a political category in the course of the long twentieth century. Some of the specific questions deliberated during the Workshop included: To what extent does a comparison of the chronologies of labour politics across the globe sustain the notion of the twentieth century as an 'age of the working class' that drew to a close in the final quarter of that century? Why are conceptualizations of the division between 'core' and 'peripheral' workforces (such as the binaries 'informal'/'formal', 'regular'/'precarious' or 'standard'/'substandard') simultaneously plausible and fuzzy, connected and inconsistent, analytically both unsatisfactory and hard to avoid? How has the definition of 'labour' as a political category been linked, in different socio-spatial and temporal contexts, to processes of defining citizenship, the role of law in regulating social relations of production and the

nature of the state? How is the transformation of migration regimes in the course of the long twentieth century linked to political redefinitions of 'labour'? and how are overall tendencies of technological change, labour management and of spatial reorganisation of production articulated politically in various labour regimes?

The Workshop was coordinated by Dr. S.K. Sasikumar, Senior Fellow.

### **XI<sup>th</sup> International Conference on Labour History**

V.V. Giri National Labour Institute in collaboration with the Association of Indian Labour Historians organised the Eleventh International Conference on Labour History during March 21-23, 2016 at the V.V. Giri National Labour Institute. 100 renowned scholars on labour history from 15 countries including India participated in the Conference. Nearly 50 research papers were presented and discussed during the Conference.



The broad theme of the Conference was 'Workers, Labour and Mediation'. Mediation as a broad category, applies to the predicament of workers and the phenomenon of labour almost universally. It may be approached via the simple observation that the relation between workers and capitalists is rarely direct, that it requires mediation at every step, from recruitment to political representation. Mediation does not merely link two opposed social groups or interests but sometimes the mediating element rises above and exercises power over the extremes- the case in point is the role played by the modern state in capitalist society.

This Conference deliberated the important sociological and theoretical questions about class relations in general generated in the context of mediation. Some of the fundamental questions discussed were: What are the various forms of mediation, and why is it necessary? How forms of mediation – that marks labour have's relation with society – changed over time? What social strata perform mediatory roles, and what, in turn emerges as a 'mediatory interest' when they become a stable social-economic force? How do workers deal with the phenomenon of mediation, and how do they negotiate with the people engaged in mediation? and How do political ideologies subsume labour in their representational function?

The Conference was coordinated by Dr. S.K. Sasikumar, Senior Fellow, V.V. Giri National Labour Institute, Dr. Prabhu Mohapatra and Dr. Rana Behal, Association of Indian Labour Historians.



# 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. Comparison of RSBY Card holders' Data with Socio-economic and Caste Census (SECC) Data

This study was carried out by VVGNI at the behest of the Ministry of Labour and Employment. The study compared the RSBY card holders with Socio-economic and Caste Census (SECC) data in few villages spread across different states. As the SECC, 2011 data was available for select states and districts, therefore the study was confined to the states/districts for which SECC data was available for making a comparison of SECC and RSBY households.

### Date of Initiation and Date of Completion

The project was initiated in April, 2015 and completed in June, 2016.

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





## Centre for Gender and Labour Studies

Centre for Gender and Labour Studies has been set up with the objective of addressing and strengthening the understanding of gender issues in the world of work. 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.

It is a fact, however, that the contribution of women to the national economy is still subject to more under reporting and misrepresentation than the contribution of men. The statistics available are partial and contribute to maintaining a distorted perception of the nature of a country's economy and its human resources, and perpetrating a vicious circle of inequality between men and women caused by inappropriate perceptions, policies and programmes. It becomes imperative to have an in-depth analysis of various statistical data and locate the important gender concerns in the data. Given the constraints women are facing, promoting gender equality and empowering women is fundamental for achieving the new target on full and productive employment and decent work for all.

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. Gender Dimensions at Work and Employment: A Case of Sexual Harassment

#### Objectives

The broad objectives of the study were to evaluate sexual harassment policies existing both at the national and international level

The study specifically looks into:

- Employer's perspective on sexual harassment
- Existing mechanism for preventing sexual harassment at the work place
- Reported cases on Sexual Harassment at workplace in Delhi/NCR
- Impact of Sexual Harassment

Report published released on the occasion of International Women's Day on 8<sup>th</sup> March, 2016.

#### Outcome of the Research Project

Recommendations on the basis of Field Study and Observations:

- Training of the Internal Complaints Committee members is essential as this will help the Internal Complaints Committee members to conduct their work in professional manners.
- Circulation of information about Internal Complaints Committee members and policy in different languages would help to bring different divergent population at workplace.
- Conducting regular Gender Audits of the organizations would help in sensitization and commitment to have gender sensitive workplace.
- Developing Training Modules in different languages for Training the Trainers would help in changing patriarchal Mindset.
- Training of newly appointed and recruited employees on code of conduct at workplace.
- Refresher training of the employees at regular interval.
- Appointment of gender sensitive Heads of the Organisation through gender sensitive Heads in Interview Boards. This will have trickledown effect.
- Time bound formation of the Local Complaints Committee (LCC) for which the Ministry of Women & Child Development (MoW&CD) needs to circulate the necessary instruction.



- Conciliation clause may be handled carefully by experts on the subject as this could well results in the mockery of victims and lead to further emotional distress; therefore, it is proposed that independent members in the Committee have expertise in conciliation and also that the Complaints Committee part from the written request for conciliation, record its own finding on why the case seems to be a fit case for conciliation.
- Inclusion of Behavior Experts in Internal Complaints Committee would widen the expertise of the committee.
- If necessary, trained gender sensitive management should be part of Internal Complaints Committee (ICC).

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

## **2. Women's Work: Gendered Analysis of Women's Participation in Specified Activities Along With Domestic Duties In North East India**

### **Background of the Study:**

The above study tried to analyse the gendered dimensions of employment in North East India and explored the dynamics of women's work, thereby enabling a critical understanding about the reasons for gender differentials in the working lives of men and women. The study revolved around the conceptualization of unpaid work in India and North Eastern society in particular and tried to analyse the intra-household dynamics in interpreting women's work and the cultural and social factors responsible for differential participation of men and women.

### **Objectives**

- To analyze the changing patterns of women's work in North East.
- To explore the various socio-cultural contexts and attitudes prevalent in the region which have significant impact on women's working lives.
- To understand the dynamics of employment, Unpaid care work and family life within the context of household division of labour and cultural practices, thereby exploring the role of social norms in allocation of household tasks.
- To understand the existing policies for women's economic participation and also to explore policy initiatives to be undertaken to encourage women's participation in the labour market.

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

The study was initiated in April 2015 and completed in March 2016.



## Outcome of the Research Study

The study provided policy recommendations for improving women's work and economic participation in the North East Region (NER). Specific policy inputs included gender mainstreaming of labour force surveys, redistribution of time including conducting time use surveys, emphasis on education and skill training, provision of transport and better infrastructure, adopting a gender sensitive approach to policy implementation and strengthening gender budgeting.

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

## Ongoing Research Projects

### 1. Gaps in Education & the World of Work: A Gender Perspective

#### Objectives

- To review the enrolment pattern in Education at International level in Developed and Developing Countries
- To review the enrolment pattern in Education at National level – interstate comparison
- To review the employability of students pass out during last ten years (part time, full time, home maker etc.)
- To review the employability of students passing out of the courses not affiliated or recognized by Government or any other competent authority.
- To identify the existing mismatch between education and jobs
- To identify gaps in wages for equal work
- To find out the reasons for mismatch between education and jobs
- To find out the minimum and maximum age for first jobs
- To find out nature of job, (Permanent, casual)
- Time gap to get the job on completion of education
- To focus on certain institutes having good practices in promoting inclusive education, skill development and employment.

#### Date of Initiation and Date of Submission

The Project was initiated in July, 2015 and is to be completed by May, 2016.

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

It is in this context that the Institute has set up a new Centre named as Centre for North East (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
- Sociology of Labour & Globalisation

### Completed Research Project

#### 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

A study on the "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" was entrusted by the Department of Labour and Employment, Government of Meghalaya to the V V Giri National Labour Institute (VVGNI), Noida under the auspices of the Ministry of Labour and Employment, Government of India. The study was a collaborative effort of Dr. Helen. R. Sekar, Mr. Otojit Kshetrimayum (VVGNI, Noida) and Dr. Deigracia Nongkynrih (NEHU, Shillong).



## Objective

The study aimed at examining the prevalence of child labour in the villages of East and West Jaintia Hills Districts of Meghalaya where coal mining is predominant. 100 villages across East and West Jaintia Hills were selected for the study. The selection of the villages for the study was based on the Vulnerability Mapping Survey in rural areas, conducted by the Government of Meghalaya during the year 2013. The Vulnerability Mapping Survey covered 6168 villages (39 C&RD Blocks and 579 Gram Sevak Circles) across the 11 districts in the state. The survey was an attempt to locate the number of villages where the occupations and processes prohibited for children under the Child Labour (Prohibition and Regulation) Act 1986 were prevalent.

## Methodology

A household survey of these selected villages was conducted during November 2013 to January 2014 with 544 field investigators. The field investigators were drawn from the government officials, teachers and educated villagers from the East and West Jaintia Hills Districts. The field investigators were imparted training on the method of data collection. A total of 22,191 households were covered with a total population of 1,32,636 of which 66,931 males (50.5%) and 65,680 females (49.5%) were recorded. The survey coverage extended to the households, workplace, labour camps and coalmine site/depot.

## Outcome

Of the total sampled population of 1,32,636, the total children in the surveyed population were 66,921. The incidence of working children identified through the survey was 3041 of which 2242 i.e. 3.3% were identified as full-time working children (only working children (OW)); 59 children i.e., 0.1% who were attending school and were also working (ASW) and 740 children, i.e, 1.2% were reported to be neither at school nor at work (NSNW).

Labour force participation across the surveyed villages was recorded at 36.79 % of the total population – 22.95 % males and 13.83 % females. Unemployment rate was recorded at 2.43 %. Further, the extent of employment is concentrated in casual labour (51.28 %) and self employment (21.95 %). Based on the survey conducted, out of 22,191 respondents, 1951 (8.8%) were migrants of which 507 (2.3%) were from other villages of Meghalaya (intra-state migrants), 1286 (5.8%) were from other states of India (inter-state migrants) and 149 (0.7%) from Nepal (international migrants).



## Date of Initiation and Date of Completion

The project was initiated in October, 2013 and was completed in September, 2015.

(jointly undertaken by Centre for North East and National Resource Centre on Child Labour)

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

## 2. A Study on Women and Entrepreneurship in North East India: Handloom as an Enterprise in Manipur

The study examines the rise of women handloom entrepreneurship in Manipur, one of the states in North East India with the transformation of handloom from a traditional craft to industry and its impact on the women entrepreneurs. A case study of the women handloom entrepreneurs or master weavers in Imphal East District, Manipur was carried out. The main objective is to study the entrepreneurial functioning of the handloom entrepreneurs and understand how they sell in the same markets where the cooperatives are unable to sell. The study has observed that women entrepreneurship in the handloom industry in Manipur is associated with the changing social and political structures and the expansion of market on the supply side and the attributes of culture of weaving on the demand side. It is significant to examine that all the women entrepreneurs in this study felt that they are all economically empowered in the sense that they are making an attempt to start their own entrepreneurship for generating income not only for themselves but also for the people involved in their enterprises. This study published as a NLI Research Studies Series No. 116/2016

**(Project Coordinator: Mr. Otojit Kshetrimayum, Associate Fellow)**





## Training and Education (2015-16)

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 2015- 2016, the Institute has conducted 126 training programmes and 3656 personnel participated in these programmes.

Further, the Institute has undertaken following initiatives:



## **The Labour Administration Programmes**

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments and Union Territories. These programmes cover a wide range of subjects on labour administration, conciliation, labour welfare, enforcement, quasi judicial role, globalization and employment relations. 07 such programmes were organized in which 133 participants participated.

## **The Industrial Relations Programmes**

Under these programmes attempts are made to cover both the conceptual and practical areas of IR and disciplinary systems. They introduce senior managers, HR officers and trade union leaders from industries to participatory management for better interaction among the government, employers and the unions. 7 such programmes were organized in which 158 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. 48 such programmes were organized in which 1484 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. 05 such programmes were organized in which 250 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 134 foreign nationals participated.

XI<sup>th</sup> International Conference on 'Labour History' was organized in collaboration with Association of Indian Labour Historians during March 21-23, 2016. The broad theme of the Conference was "Workers, Labour and Mediation". The Conference was attended by 121 foreign nationals and Indian scholars.

An International Workshop on 'Chronologies of Labour: A Global Perspective' was organized in collaboration with International Centre of Advanced Studies 'Metamorphoses' (ICAS: MP) and Association of Labour Historians (ALH) from January 22-23, 2016. The Workshop brought together 40 distinguished labour historians who discussed on temporal dynamics of 'labour' as a political category in the course of the long twentieth century.

### **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 336 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. 03 such programmes were organized in which 59 participants participated.

### **Collaborative Training Programmes**

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

In view of this, the Institute in collaboration with Maharashtra Institute of Labour Studies, Mumbai, NCDS, Bhubaneswar, Mahatma Gandhi Labour Institute, Ahmedabad, Gujarat, State Labour Institute, West Bengal, SLI, Orissa has been conducting training





programmes on subjects like Social Security for Unorganised Workers, Social Protection and Livelihood, Research Methods in Labour Studies, Labour Issues, Enforcement Rescue and Rehabilitation of Child Labour etc. In all 12 such programmes were organized in which 428 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 22 in house training programmes for Oil India Ltd., Assam, Office of Chief Labour Commissioner (C), Naval Armament Depot, Visakhapatnam, Government of Uttar Pradesh, Reserve Bank of India, NTPC Ltd., Talchar, Odisha. In all 514 participants participated.

**TRAINING PROGRAMMES HELD DURING APRIL, 2015 - MARCH 2016**

<b>S. NO.</b>	<b>NAME OF THE PROGRAMME</b>	<b>NO. OF DAYS</b>	<b>NO. OF PART.</b>	<b>COURSE DIRECTOR</b>
<b>LABOUR ADMINISTRATION PROGRAMME (LAP)</b>				
1.	Effective Enforcement of Labour Laws in Unorganised Sector, June 22-26, 2015	05	21	Sanjay Upadhyaya
2.	Effective Enforcement of Laws Pertaining to Women Employees, July 27-31, 2015	05	19	Shashi Bala
3.	Towards Generating Quality Employment: Challenges and Options, August 03-06, 2015	04	30	S.K. Sasikumar
4.	Effective Enforcement of Laws on Health, August 10-14, 2015	05	18	Ruma Ghosh
5.	Labour Administration In An Globalised Economy: New Development and Approaches, September 01-04, 2015	05	08	S. K. Sasikumar
6.	Effective Enforcement of Labour, January 25-29, 2016	05	28	Sanjay Updhyaya
7.	Quasi Judicial Authorities: Role and Functions, March 01-04, 2016	04	09	Sanjay Upadhyaya
<b>INDUSTRIAL RELATIONS PROGRAMMES (IRP)</b>				
8.	Empowering Trade Union Leaders, April 13-18, 2015	06	25	Poonam S. Chauhan
9.	Industrial Relations and Trade Unionism in a Globalising Economy, July 06-09, 2015	05	47	S. K. Sasikumar
10.	Managing Work Effectively: A Behavioural Approach, September 28-October 01, 2015	05	21	Poonam S. Chauhan
11.	Empowering Trade Union Leaders, September 14-19, 2015	06	33	Poonam S. Chauhan



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
12.	Empowering Trade Union Leaders, November 02-07, 2015	06	11	Poonam S. Chauhan
13.	Developing Positive Attitude for Excellence at Work, January 11-15, 2016	05	11	Poonam S. Chauhan
14.	Handling Sexual Harassment at Workplace, January 25-29, 2016	05	10	Shashi Bala
<b>CAPACITY BUILDING PROGRAMME (CBP)</b>				
15.	Gender Issues in Labour, April 6-10, 2015	05	22	Ellina Samantroy
16.	Leadership Development Programme for Media Sector, April 20-24, 2015	05	29	P. Amitav Khuntia
17.	Good Governance for Effective Implementation of Development Programmes, April 6-10, 2015	05	12	P. Amitav Khuntia
18.	Enhancing Training Skill for Education Officers of CBWE, April 27-30, 2015	04	20	Poonam S. Chauhan
19.	Skill Development and Child Labour, April 10, 2015	01	40	J.K.Kaul
20.	Empowering Rural Women Organizers, May 11-15, 2015	05	20	Ellina Samantroy
21.	Migration and Development : Issues and Perspectives, May 05-08, 2015	04	26	S. K. Sasikumar
22.	Social Security for Workers in the Unorganised Sector, May 25-29, 2015	05	42	Poonam S. Chauhan
23.	Enhancing Training Skill for Education Officers of CBWE, May 05-08, 2015	04	28	Poonam S. Chauhan
24.	Leadership Development Programme for Rural Trade Union Leaders, June 08-12, 2015	05	32	P. Amitav Khuntia





S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
25.	Leadership Development Programme for Rural Trade Union Leaders, July 13-17, 2015	05	26	Ellina Samantroy
26.	Training of Trainers Programme for Rural Educators, July 06-10, 2015	05	57	Poonam S. Chauhan
27.	Training of Trainers Programme for Rural Educators, July 20-24, 2015	05	30	Poonam S. Chauhan
28.	Enhancing Leadership Skills of Leaders/ Organisers of Fishery Workers, July 20-24, 2015	05	12	Poonam S. Chauhan
29.	Managing Livelihood and Social Protection in the Hill Regions, July 13-17, 2015	05	40	P. Amitav Khuntia
30.	Migration and Development : Issues and Perspectives, July 13-16, 2015	04	23	Rakkee Timothy
31.	Handling Sexual Harassment at Workplace, July 6-10, 2015	05	33	Shashi Bala
32.	Gender, Work and Social Protection, August 24-28, 2015	05	33	Ellina Samantroy
33.	Promoting Decent Work in the Construction Industry, August 03-07, 2015	05	36	P. Amitav Khuntia
34.	Prevention of Child Labour for International Participants of IAMR August 21, 2015	01	14	Helen R. Sekar
35.	Labour Markets, Labour Reforms for Senior Officials of MoLE, August 25, 2015	01	50	S.K. Sasikumar
36.	Developing Skill Development Strategies for Women Workers in the Informal Economy, September 21-25, 2015	05	34	ShashiBala



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
37.	Training of Trainers Programme for Rural Educators, September 1-4, 2015	04	25	Poonam S. Chauhan
38.	Social Protection and Livelihood Security, September 07-11, 2015	05	28	Ruma Ghosh
39.	Training of Trainers Programme for Rural Educators, October 19-23, 2015	05	42	Poonam S. Chauhan
40.	Emerging Perspectives on Gender, Labour Laws and International Labour Standards, October 26-30, 2015	05	29	Ellina Samantroy
41.	Orientation Programme on Labour & Development Issues, October 05-09, 2015	05	33	Amitav Khuntia
42.	Enhancing Training Skill for Education Officers of CBWE, October 26-30, 2015	05	13	Poonam S. Chauhan
43.	Labour Issues in Post Globalisation Era for IAMR, October 23, 2015	01	15	Helen R. Sekar
44.	Leadership Development Programme for Rural Trade Union Leaders, December 21-24, 2015	04	44	Sanjay Upadhyay
45.	Training of Trainers Programme for Rural Educators, December 14-18, 2015	05	21	Poonam S. Chauhan
46.	Labour Issues and Social Security for MILS, December 04, 2015	01	20	Otojit Kshetrimayum
47.	Labour & Employment Relations in a Global Economy (NSSTA), December 29, 2015	01	20	S.K. Sasikumar Shashi Bala
48.	Empowering Rural Women Organiser, January 18-22, 2016	05	28	Shashi Bala
49.	Strengthening Leadership Skills Beedi Workers, January 04-08, 2016	05	55	Poonam S. Chauhan



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
50.	Enhancing Leadership Skills for Transport Workers, January 18-22, 2016	05	30	Poonam S. Chauhan
51.	Social Security for Unorganised Workers, January 25-29, 2016	05	39	Poonam S. Chauhan
52.	Promoting Skill Development for Construction Workers, January 6-8, 2016	03	30	P. Amitav Khuntia
53.	TOT on Gender and Social Security, February 01-05, 2016	05	06	Shashi Bala
54.	Leadership Development Programme For Rural Trade Union Leaders, February 08-12, 2016	05	34	Otojit Kshetrimayum
55.	Training of Trainers Programme for Rural Educators, February 15-19, 2016	05	47	Poonam S. Chauhan
56.	Gender, Poverty and Employment February 15-19, 2016	05	15	Shashi Bala
57.	National Statistical Systems Training Academy (NSSTA), February 05, 2016	01	45	S. K.Sasikumar Shashi Bala
58.	Training Workshop on Sexual Harassment at Workplace for VVGNI Staff, February 29, 2016	01	80	Ellina Samantaroy
59.	Gender and Social Security, March 28-31, 2016	04	17	Shashi Bala
60.	Strengthening Leadership Skills for Beedi Workers, March 07-11, 2016	05	19	Poonam S. Chauhan
61.	Gender Informality and Poverty, March 14-18, 2016	05	20	Ellina Samanatroty
62.	World of Work Gender Sensitive on Sexual Harassment, March 8, 2016	01	70	Shashi Bala





S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
<b>INTERNATIONAL TRAINING PROGRAMMES (ITP)</b>				
63.	Skill Development and Employment Generation, August 10-28, 2015	19	17	P. Amitav Khuntia
64.	Managing Development and Social Protection in a Globalised Economy, September 01-18, 2015	18	10	Otojit Kshtrimayum
65.	Enhancing Leadership Skills, October 05-23, 2015	19	22	Poonam S. Chauhan
66.	Labour and Employment Relations in a Global Economy, November 02-20, 2015	19	13	S. K. Sasikumar
67.	Gender Issues in the World of Work, December 01-18, 2015	18	23	Shashi Bala
68.	Research Methods in Labour Studies, February 08-26, 2016	19	25	S. K. Sasikumar
69.	Health Security and Protection of Works, March 01-18, 2016	18	24	Ruma Ghosh
70.	Int. Workshop on Chronologies of Labour: A Global Perspective (AILH) January 22-23, 2015	02	40	S.K. Sasikumar
71.	International Conference on Labour History, March 21-23, 2016	03	120	S. K. Sasikumar
<b>RESEARCH METHODS PROGRAMMES (RMP)</b>				
72.	Course on Sociology of Labour and Globalisation, June 08-19, 2015	12	12	Otojit Kshetrimayum
73.	Course on Research Methods in Labour Studies, September 14-25, 2015	12	21	P. Amitav Khuntia
74.	Research Methods on Gender Issues in Labour, November 16-27, 2015	12	26	Ellina Samantroy



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
<b>CHILD LABOUR PROGRAMMES (CLP)</b>				
75.	"Exploring Education Strategies to Addressing Child Labour in India", (ILO ), New Delhi, 12th June, 2015	01	80	Helen R. Sekar
76.	Towards Ending Vulnerability to Bonded Labour, Forced Labour and Child Labour, June 1-4, 2015	04	30	Helen R. Sekar
77.	The Positive Aspects of CLPRA amendments at VVGNI, July 03, 2015	01	40	Helen R. Sekar
78.	Child Protection and Child Rights in District Gautum Budh Nagar: Reality and Response, August 7, 2015	01	50	Helen R. Sekar
79.	Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India, September 29-30, 2015	02	50	Helen R. Sekar
<b>In House Programme</b>				
80.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam, April 20-24, 2015	05	21	Poonam S. Chauhan
81.	Induction Programme for newly promoted Office Superintendents of the Field/Regional Offices of CLC(C) Organization at VVGNI campus, Noida, March 30- April 10, 2015	12	19	Poonam S. Chauhan
82.	Induction Training Programme for CLS Officers, March 30 – May 08, 2015	41	15	J.K.Kaul & Sanjay Upadhyaya
83.	Management and Industrial Relations for INAS Cadre Officers of Naval Armament Depot, Visakhapatnam, May 18- 27, 2015	10	15	Poonam S. Chauhan



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
84.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam, June 15-19, 2015	05	23	Poonam S. Chauhan
85.	Induction Training Programme on Labour Law Enforcement for Labour Enforcement Officers, Government of Uttar Pradesh, June 15-26, 2015	12	21	Kingshuk Sarkar
86.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam, July 27-31, 2015	05	21	Poonam S. Chauhan
87.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam, August 10-14, 2015	05	28	Poonam S. Chauhan
88.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam, September 21-25, 2015	05	19	Poonam S. Chauhan
89.	Induction Training Programme for CLS Officers, September 14- December 04, 2015	82	25	Kingshuk Sarkar
90.	Behavioural Skills for Managing Work Effectively for RBI Personnel, November 23-27, 2015	05	29	Poonam S. Chauhan
91.	Managing Work Effectively-A Behavioural Approach for Oil India Ltd. Assam, November 30 – December 4, 2015	05	23	Poonam S. Chauhan
92.	Behavioural Skills for Managing Work Effectively for RBI Personnel, December 7-11, 2015	05	30	Poonam S. Chauhan
93.	Behavioural Skills for Managing Work Effectively for RBI Personnel, December 14-18, 2015	05	29	Poonam S. Chauhan



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
94.	Behavioural Skills for Managing Work Effectively for RBI Personnel, February 1-5, 2016	05	30	Poonam S. Chauhan
95.	Behavioural Skills for Managing Work Effectively for RBI Personnel, February 8-12, 2016	05	30	Poonam S. Chauhan
96.	Behavioural Skills for Managing Work Effectively for RBI Personnel, February 22-26, 2016	05	26	Poonam S. Chauhan
97.	Behavioural Skills for Managing Work Effectively for RBI Personnel, February 29-March 4, 2016	05	30	Poonam S. Chauhan
98.	Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India (VVGNI-UNICEF Project), February 25-26, 2016	02	15	Helen R. Sekar
99.	Behavioural Skills for Managing Work Effectively for RBI Personnel, March 14-18, 2016	05	30	Poonam S. Chauhan
100.	Participative Management for Conflict Resolution & Industrial Discipline for Trade union Representatives at NTPC, Talchar, Odisha, March 28-29, 2016	02	25	Poonam S. Chauhan
101.	Participative Management for Conflict resolution & Industrial Discipline for Association Representatives at NTPC, Talchar, Odisha, March 30, 2016	01	10	Poonam S. Chauhan
<b>NORTH-EAST STATES PROGRAMME</b>				
102.	Fundamental of Labour Laws, April 20-24, 2015	05	23	Otojit Kshtrimayum





S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
103.	Gender Issues in Labour for North Eastern States, April 27-May 01, 2015	05	09	Shashi Bala
104.	Effective Labour Law Enforcement for Labour Enforcement Officers, May 18-22, 2015	05	18	Otojit Khetrimayum
105.	Leadership Development Programme for Trade Union Leaders of NE Region, June 22-26, 2015	05	36	Poonam S. Chauhan
106.	Skill Development and Social Protection, August 17-21, 2015	05	36	Otojit Kshetrimayum
107.	Fundamental of Labour Laws, August 17-21, 2015	05	26	Sanjay Upadhyaya
108.	Gender, Work and Social Protection, December 07-11, 2015	05	29	Ellina Samantroy
109.	Skilling of Youth for Zero Un-employment in collaboration with Manipur University at Imphal, December 22-23, 2015	02	35	Otojit Kshetrimayum
110.	Strengthening Awareness on Labour issues, January 11-15, 2016	05	25	Ellina Samantroy
111.	Course on Sociology on Labour and Globalisation, January 11-15, 2016	05	10	Otojit Kshetrimayum
112.	Skill Development and Social Protection for North Eastern States, February 22-26, 2016	05	33	Otojit Kshetrimayum
113.	Promoting Skill Development for women from North Eastern States, March 28-31, 2016	04	24	Amitav Khuntia
114.	Fundamental of Labour for Trade Unions and NGOs from North Eastern States - March 28-31, 2016	04	32	Sanjay Upadhyaya



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
<b>COLLABORATIVE TRAINING PROGRAMMES (CTP)</b>				
115.	Capacity Building Workshop on Wage Setting (ILO), April 15-16, 2015	02	41	S.K. Sasikumar
116.	Tripartite Workshop on Conciliation of Labour Disputes (ILO), April 27-30, 2015	04	32	Sanjay Upadhyaya
117.	Gender Issues in Labour (SLI, Orissa), July 1-3, 2015	03	28	Ellina Samantroy
118.	Labour Markets, Skills and International Labour Migration (ILO), November 19, 2015	01	40	S.K. Sasikumar
119.	Enhancing Employability of Youth through Skill Development, NCDS, Bhubaneswar, December 28- January 01, 2016	05	35	P. Amitav Khuntia
120.	Social Protection for Senior Officials of Ministry with ILO, December 10, 2015	01	55	Otojit Kshtrimayum
121.	Research Methods in Labour Studies (MILS, Mumbai), January 04-08, 2015	05	30	Ruma Ghosh
122.	Combating Child Labour: Role of Social Partners, SLI, Bhubaneswar, Odisha, February 2-4, 2016	03	31	Helen R. Sekar
123.	Strengthening Awareness on Labour Laws Pertaining to Women Worker SLI, Bhubaneswar, Odisha, February 3-5, 2016	03	40	Ellina Samantroy
124.	Quantitative and Quantitative Methods in Labour Research (MGLI) Ahmadabad, February 08-12, 2016	05	40	Shashi Bala



S. NO.	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
125.	Capacity Enhancement Programme for Plantation Workers in Collaboration with State Labour Institute (SLI), at Siliguri, February 17 – 19, 2016.	03	26	Ruma Ghosh
126.	Gender Issues in Labour at SLI Odisha, March 28-30, 2016	03	30	Ellina Samantroy
		776	3656	



## Programmes organised by the Institute during April 2015– March, 2016

S.No	Name of the Programme	No. of Progs.	No. of Days	No. of Participants
1.	LABOUR ADMINISTRATION PROGRAMMES	07	33	133
2.	INDUSTRIAL RELATIONS PROGRAMMES	07	38	158
3.	CAPACITY BUILDING PROGRAMMES	48	197	1484
4.	CHILD LABOUR PROGRAMMES	05	8	250
5.	RESEARCH METHODS PROGRAMMES	03	36	59
6.	INTERNATIONAL PROGRAMMES	09	135	294
7.	NORTH EAST PROGRAMMES	13	60	336
8.	COLLABORATIVE PROGRAMMES	12	38	428
9.	INHOUSE PROGRAMMES	22	232	514
TOTAL		126	777	3656



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

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



### 1. Physical Achievements

**Books** – The library has acquired 158 books/reports/bound volumes of journals during April 2015 to March 2016, thereby enlarging the stock of books/reports/bound volumes of journals etc. to 64805.

**Journals** – The library regularly subscribed to 185 professional journals, magazines and newspapers in printed and electronic forms during period.



### 1. Services

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

- Selective dissemination of information (SDI)
- Current awareness service
- Bibliographical service
- On-line search



- Article indexing of Journals
- Newspaper 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

## 2. 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 is hosted on the Institute’s web site for public access.

## 3. Maintenance of specialized resource centre

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

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



# Implementation of Official Language Policy

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

## Official Language Implementation Committee

The Official language Implementation Committee of the Institute continued to function during this year also. The meetings of the committee were held on 29.06.2015, 14.09.2015, 30.12.2015 and 31.03.2016 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 12.06.2015, 09.09.2015, 30.11.2015 and 04.03.2016. 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 Nibandh Lekhan Pratiyogita was organised on 21<sup>st</sup> December 2015 for member offices of the Town Official Language Implementation Committee, Noida, in which 50 participants from 26 offices participated.

## Quarterly Report

The quarterly reports for the four quarters ending 31<sup>st</sup> March 2015, 30<sup>th</sup> June 2015, 30<sup>th</sup> September 2015 and 31<sup>st</sup> December 2015 were uploaded on Rajbhasha Vibhag's Website on regular basis.





## Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from 14<sup>th</sup> September 2015 to 28<sup>th</sup> September 2015. During this Pakhwara, various competitions were organised which include Nibandh evam Patra Lekhan, Sulekh evam Shrutlekh, Tippet evam Alekhan, Hindi Kavya Path, Hindi Tanka athwa Hindi Vartani evam Varg Paheli, Rajbhasha evam Samanya Gyan

and Twarit Bhashan 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 28.09.2015.





## 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.

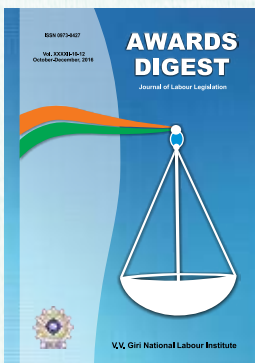
### Journals/Periodicals

#### *Labour & Development*

*Labour & Development* is a biannual 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.



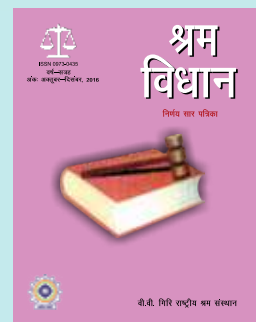
### Awards Digest: Journal of Labour Legislation



*Awards Digest* is a quarterly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts, 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 quarterly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts, 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

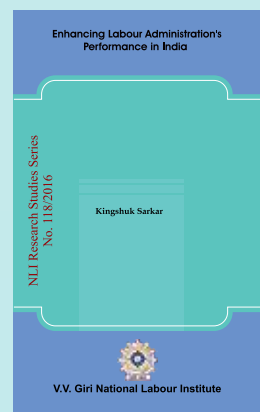


*Child Hope* is a quarterly Newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out to different sections of society, mobilizing their efforts in this direction.

## 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 116 research reports in this series. The research studies brought out as *NLI Research Studies Series* in 2015-16 include:

- |          |   |
|----------|---|
| 113/2015 | Reconciling Work and Family Life: A Study of Women's Time Use Patterns, Unpaid Work and Workplace Policies – Ellina Samantroy   |
| 114/2015 | Performance of Labour Administration: A Critical Analysis of Cases Filed under Child Labour (Prohibition and Regulation) Act, 1986 – Helen R. Sekar, S.C. Srivastava & Pankaj Kumar |
| 115/2016 | Gender Dimensions at Work and Employment: A Case of Sexual Harassment – Shashi Bala   |



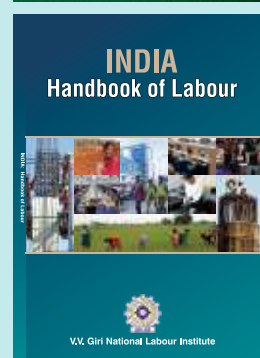
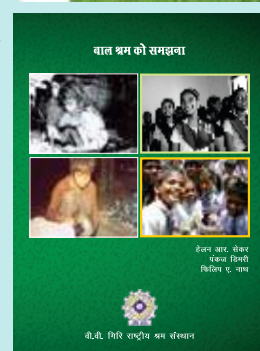
116/2016

Women and Entrepreneurship in North East India: Handloom as an Enterprise in Manipur - Otojit Kshetrimayum

## Occasional Publications

The Institute also brings out occasional publications based on its research and training interventions. The major publications brought out during 2015-16 include:

- Organising Rural Labour: Process and Experiences (Vol. 1 & 2)
- बाल श्रम को समझना
- बाल श्रम और विधायी ढांचा
- बाल श्रम के उन्मूलन के लिए सामाजिक सुरक्षा योजनाओं का अभिसरण
- बाल श्रम और स्वास्थ्य जोखिम
- खतरनाक उद्योगों में बाल श्रमिक: बूचड़खानों और संबद्ध व्यवसायों का मामला
- शहरी अनौपचारिक क्षेत्र में बाल श्रमिक: नौएडा में कूड़ा बीनने वालों का अध्ययन
- मुरादाबाद के पीतल बर्तन उद्योग में बाल श्रमिकों की मांग पर प्रौद्योगिकीय परिवर्तन का प्रभाव
- जबरन मजदूर: यातायात बत्तियों पर बच्चों का एक अध्ययन
- INDIA: Handbook of Labour
- भारतीय श्रम पुस्तिका







## Staff Strength (as on 31.3.2016)

Group	Sanctioned Strength	In Position
Director General	1	1
Faculty	15	13
Group A	5	3
Group B	8	4
Group C	31	16
Group D	25	20
<b>Total</b>	<b>85</b>	<b>57</b>





## Faculty

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

### Faculty of the Institute

	Manish Kumar Gupta, M.Tech, IAS	Director General
1.	S.K. Sasikumar, M.A., Ph.D.	Senior Fellow
2.	Poonam S. Chauhan, M.A., Ph. D.	Senior Fellow
3.	Helen R. Sekar, M.A., M. Phil., Ph. D.	Senior Fellow
4.	Sanjay Upadhyaya, L.L.M., Ph.D.	Fellow
5.	Ruma Ghosh, M.A., M. Phil., Ph.D.	Fellow
6.	Anoop K. Satpathy, M.A., M. Phil., Ph.D.	Fellow
7.	Shashi Bala, M.A, Ph.D.	Fellow
8.	Kingshuk Sarkar, M.A., Ph.D.	Fellow
9.	Rakhee Timothy, M.Phil, Ph.D	Associate Fellow
10.	Priyadarsan Amitav Khuntia, M.A.. M.Phil	Associate Fellow
11.	Otojit Kshetrimayum, M.A., M.Phil	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., 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 2015-2016**



**V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA Reply of the Institute on the Separate Audit Report of the Comptroller and Auditor General of India on the accounts of the V.V. Giri National Labour Institute, NOIDA for the year ended 31st March, 2016.**

S.No.	Audit Para	Reply of the Institute
(A)	<b>Balance Sheet</b>	
(A.1)	<b>Capital Fund ₹ 6.71 crore</b>	
	The Balance amount of ₹ 39.22 lakh relating to different projects was transferred to the 'Capital Fund' instead of showing under the 'Current Liabilities'. Thus, 'Current Liabilities' was understated and 'Capital Fund' overstated by ₹ 39.22 lakh each.	The on-going projects were completed and no activity under these projects were left to be undertaken. Since the Institute had delivered the output to the satisfaction of funding agencies so the balance amount is treated as income of the Institute, Hence transferred to the 'Capital Fund'. In view of this the Para may be dropped, please.
(A.2)	<b>Fixed Assets ₹ 7.71 crore</b>	
	An expenditure of ₹ 18.11 lakh incurred on purchase of journals and periodicals was not capitalized but treated as revenue expenditure. This resulting in understatement of fixed assets and overstatement of expenditure by ₹ 18.11 lakh each and depreciation was also undercharged accordingly.	As per the Income Tax Rule all the Journals & periodicals are being generally utilized within one year and are under 100% depreciation. So these are not capitalized.  Hence the Para may be dropped, please.
(A.3)	<b>Current Assets</b>	
	The Institute credited postage stamp account by ₹ 0.50 lakh, paid to post office which did not recharge the Franking Machine upto 31 <sup>st</sup> March, 2016. As such the amount should have been treated as Advance and not credited to postage stamp account. This resulted in understatement of 'Advance' and overstatement of 'Postage Account' by ₹ 0.50 lakh each.	The Pay Order amounting to ₹ 0.50 lakh was prepared & deposited in the month of March, 2016. Hence the amount was debited from Institute Accounts and credited to postage stamp account. As there are some process within the Post Office, so, perhaps after completing the process the amount credited by Post Office in Franking Machine Account. Whereas the Institute has rightly made the entry in respective accounts.  In view of above the Para may be dropped, please.



<b>(B)</b>	<b>Income and Expenditure Account</b>	
<b>(B.I)</b>	Advances amounting to ₹ 294.68 lakh paid to CPWD for renovation and up-gradation of seminar and administrative blocks and computer were treated as expenditure instead of advances and booked under "Schedule 17 Expenditure on Plan Grants-Infrastructure". This resulted overstatement of 'expenditure' and 'deficit' and 'advance' by ₹ 294.68 lakh each.	The amount of ₹ 294.68 lakh was paid to CPWD as a deposit work for renovation of Seminar & Administrative Block. This was Plan Grants under the head of Infrastructure. This has shown as loan & advance under Current Assets of Earmarked Fund under liability in the Balance Sheet as per general accounting procedure. Hence the Para may be dropped, Please.
<b>(C)</b>	<b>Notes to Account</b>  The Institute transferred ₹119.81 lakh of unutilized Grant from 'Earmarked Fund' to 'Current Liabilities' for which explanation/reason was not disclosed in Notes on Accounts.	₹ 119.81 lakh was unutilized grant from the Financial Year 2013-14. Since this amount was earmarked for ESIC in 2013-14 so it was shown under 'Earmarked Fund' for that year however, there was some clarification required on the bills submitted by ESIC so in this year it was correctly shown under the head 'Current Liabilities'. Hence the Para may be dropped, please.
<b>(D)</b>	<b>General</b>  The institute created 'Depreciation Reserve Fund' but it was reflected as 'Development Fund' in Balance Sheet. It should be shown separately.	Factual position, Hence no comments to offer
<b>(E)</b>	<b>Grant-in-Aid</b>  During the year 2015-16, the Institute received Grant-in-aid of ₹ 10.08 crore (Plan ₹ 6.37 crore and Non-Plan ₹ 3.71 crore) and generated internal income of ₹ 3.70 crore. Taking opening balance of ₹ 1.80 crore, funds available with the Institute worked out to ₹ 15.58 crore. The Institute utilized a sum of ₹ 14.67 crore leaving a balance of ₹ 0.91 crore as on 31 <sup>st</sup> March, 2016.	Factual position, Hence no comments to offer





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

## Annexure

S.No.	Comments	Reply
1.	<b>Adequacy of Internal Audit system</b>  The Internal Audit of the institute was conducted during the year 2015-16 by an independent Chartered Accountant.	Factual Position, hence no comments to offer.
2.	<b>Adequacy of Internal Control System</b> The Internal Control System in the Institute reflected the following deficiencies: <ul style="list-style-type: none"> <li>• Transfer of the balance amount of completed projects to other projects or to Capital Fund without obtaining consent of the funding agency.</li> <li>• Improper system of clarification of Capital Expenditure and Revenue Expenditure as mentioned in Comment No. A.2 and B.</li> </ul>	<ul style="list-style-type: none"> <li>• As replied on Audit Para A.1</li> <li>• As replied on Audit Para A.2 and B</li> </ul>
3.	<b>System of Physical Verification of fixed assets</b>  Physical verification of fixed assets was carried out during the year 2015-16.	Factual Position, hence no comments to offer.
4.	<b>System of physical verification of inventory</b> Physical verification of inventory was carried out during the year 2015-16.	Factual Position, hence no comments to offer.
5.	<b>Regularity in payment of statutory dues</b>  The Institute is regular in payment of statutory dues and no dues were outstanding for more than six months as on 31 <sup>st</sup> March, 2016.	Factual Position, hence no comments to offer.



## **Separate Audit Report of the Comptroller and Auditor General of India on the accounts of the V V Giri National Labour Institute, NOIDA for the year ended 31 March, 2016**

We have audited the attached Balance Sheet of V V Giri National Labour Institute, NOIDA (Institute) as at 31 March, 2016, the Income and Expenditure Account and Receipts and Payments Account for the year ended on that date under Section 20(1) of the Comptroller and Auditor General's (Duties, Powers and Conditions of Service) Act, 1971. The audit of the Institute has been entrusted 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 (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms, etc. Audit observations on financial transactions with regard to compliance with the Law, Rules and Regulations (Propriety and Regularity) and efficiency-cum performance aspects, etc., if any, are reported through Inspection Reports/CAG's Audit Reports separately.

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

4. Based on our audit, we report that:

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



## **(A) Balance sheet**

### **(A.1) Capital Fund ₹ 6.71 crore**

The balance amount of ₹ 39.22 lakh relating to different projects was transferred to the 'Capital Fund' instead of showing under the 'Current Liabilities'. Thus, 'Current Liabilities' was understated and 'Capital Fund' overstated by ₹ 39.22 lakh each.

### **(A.2) Fixed Assets ₹ 7.71 crore**

An expenditure of ₹ 18.11 lakh incurred on purchase of journals and periodicals was not capitalised but treated as revenue expenditure. This resulted in understatement of fixed assets and overstatement of expenditure by ₹ 18.11 lakh each and depreciation was also undercharged accordingly.

### **(A.3) Current Assets**

The Institute credited postage stamp account by ₹ 0.50 lakh, paid to Post office which did not recharge the Franking Machine up to 31 March, 2016. As such the amount should have been treated as Advance and not credited to postage stamp account. This resulted in understatement of 'Advance' and overstatement of 'Postage Account' by ₹ 0.50 lakh each.

## **(B) Income and Expenditure Account**

Advances amounting to ₹ 294.68 lakh paid to CPWD for renovation and up-gradation of seminar and administrative blocks and computer were treated as expenditure instead of advances and booked under "Schedule 17: Expenditure on Plan Grants-Infrastructure". This resulted overstatement of 'expenditure', 'deficit' and 'advance' by ₹ 294.68 lakh each.

## **(C) Notes to Account**

The Institute transferred ₹119.81 lakh of unutilised Grant from 'Earmarked Fund' to 'Current Liabilities' for which explanation/reason was not disclosed in Notes to Accounts.

## **(D) General**

The institute created 'Depreciation Reserve Fund' but it was reflected as 'Development Fund' in Balance sheet. It should be shown separately.

## **(E) Grants-in-Aid**

During the year 2015-16, the Institute received Grants-in-aid of ₹ 10.08 crore (Plan ₹ 6.37 crore and Non Plan ₹ 3.71 crore) and generated internal income of ₹ 3.70 crore. Taking opening balance of Rs 1.80 crore, funds available with the Institute



worked out to ₹ 15.58 crore. The Institute utilised a sum of ₹ 14.67 crore leaving a balance of ₹ 0.91 crore as on 31 March, 2016.

- (v) Subject to our observation in the preceding paragraphs, we report that the Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of accounts.
- (vi) In our opinion and to the best of our information and according to the explanations given to us, the said financial statements read together with the Accounting Policies and Notes on Accounts, and subject to the significant matters stated above and other matters mentioned in the 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 V V Giri National Labour Institute, NOIDA as at 31 March, 2016; and
  - (b) In so far as it relates to Income and Expenditure Account of the 'deficit' for the year ended on that date.

**Place: Lucknow**

**Date: 3.1.2017**

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

**Sd/-**

**Principal Director of Audit (Central)**





## ANNEXURE

### 1. Adequacy of Internal Audit system

The Internal Audit of the Institute was conducted during the year 2015-16 by an independent Chartered Accountant.

### 2. Adequacy of Internal Control System

The Internal Control System in the Institute reflected the following deficiencies:

- Transfer of the balance amount of completed projects to other projects or to Capital Fund without obtaining consent of the funding agency.
- Improper system of clarification of Capital Expenditure and Revenue Expenditure as mentioned in Comment No. A.2 and B.

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

Physical verification of fixed assets was carried out during the year 2015-16.

### 4. System of physical verification of inventory

Physical verification of inventory was carried out during the year 2015-16.

### 5. Regularity in payment of statutory dues

The Institute is regular in payment of statutory dues and no dues were outstanding for more than six months as on 31 March, 2016.

Sd/-  
Dy. Director of Audit (CE)



## **K. K. Chanani & Associates**

### **Chartered Accountants**

New Delhi: E-32A, 3<sup>rd</sup> Floor, Lajpat Nagar-2, New Delhi-110024  
Head Office: 5/1 Clive Row, 3<sup>rd</sup> Floor, Room No.78, Kolkata-700001  
Branches: Bhubaneswar, Bangalore, Jaipur, Guwahati, Jamshedpur,  
Mumbai, Muzaffarpur, New Delhi, Raipur and Vishakhapatnam  
Contact: Dial: +91 9830044507, +9133 – 22302096/ 22309315  
Fax: +9133 – 22624786  
Email: [kccandassociates@gmail.com](mailto:kccandassociates@gmail.com), [kcc@cal2.vsnl.net.in](mailto:kcc@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. 2015-16**

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, 2016, 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, 2016 and,
- b) In the case of Income and Expenditure Account, of the surplus of the Institute for the year ended March 31, 2016 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, KK Chanani and Associates  
Chartered Accountants  
FRN No:322232E  
Membership No: 056045



**Place: New Delhi**  
**Dated: 31<sup>st</sup> May 2016**



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

### BALANCE SHEET AS ON 31ST MARCH 2016

LIABILITIES	SCH.	Fig as at 31.03.2016	Fig as at 31.03.2015
CAPITAL FUND	1	67,098,519.20	63,871,906.64
DEVELOPMENT FUND	2	89,367,949.81	78,286,139.24
RESERVE & SURPLUS	3	12,191,128.59	13,322,744.40
EARMARKED FUND	4	65,677,993.00	54,029,908.00
CURRENT LIABILITIES & PROVISIONS	5	58,882,656.50	59,936,190.50
<b>TOTAL</b>		<b>293,218,247.10</b>	<b>269,446,888.78</b>
<b>ASSETS</b>			
FIXED ASSETS (NET BLOCK)	6	77,085,842.00	79,477,089.00
INVESTMENTS: EARMARKED FUNDS	7	95,960,181.04	96,594,690.47
CURRENT ASSETS LOANS & ADVANCES	8	120,172,224.06	93,375,109.31
<b>TOTAL</b>		<b>293,218,247.10</b>	<b>269,446,888.78</b>

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

18

Sd/-  
**Krishna Kumar Chanani**  
 Partner (Mem. No. 056045)  
 Place : New Delhi  
 Dated : 31/05/2016

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 2016**

PARTICULARS	SCH.	Fig as at 31.03.2016	Fig as at 31.03.2015
<b>INCOME</b>			
Grants in Aid	9	112,265,930.00	78,594,916.00
Fees and Subscription	10	20,590,970.00	22,825,463.00
Interest Earned	11	3,015,596.42	707,305.00
Other Income	12	13,245,022.00	13,744,109.07
Prior Period Income	13	108,683.00	240,560.00
<b>TOTAL (A)</b>		<b>149,226,201.42</b>	<b>116,112,353.07</b>
<b>EXPENDITURE</b>			
Establishment Expenses	14	45,379,280.00	46,368,490.50
Administrative Expenses	15	22,851,944.79	18,222,294.00
Prior Period Expenditure	16	245,425.00	538,195.00
Expenditure on Plan Grant & Subsidies	17	75,165,814.00	47,094,916.00
<b>TOTAL (B)</b>		<b>143,642,463.79</b>	<b>112,223,895.50</b>
EXCESS OF INCOME OVER EXPENDITURE BEFORE DEPRECIATION (A-B)		5,583,737.63	3,888,457.57
Less:			
Depreciation	6	12,050,054.00	12,366,327.00
BALANCE BEING DEFICIT CARRIED TO CAPITAL FUND		<b>(6,466,316.37)</b>	<b>(8,477,869.43)</b>

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

18

Sd/-  
**Krishna Kumar Chanani**  
 Partner (Mem. No. 056045)  
 Place: New Delhi  
 Dated: 31/05/2016

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 2016

Previous Year	RECEIPTS	AMOUNT (Rs.)	Previous Year	PAYMENTS	AMOUNT (Rs.)
31.03.2015		31.03.2016	31.03.2015		31.03.2016
	<b>Opening Balance</b>			<b>Expenses</b>	
14,197.95	Cash in Hand	9,209.95	41,313,919.00	Establishment Expenses	43,462,836.37
	Bank Balances:		18,491,245.00	Administrative Expenses	22,277,133.79
27,633,763.70	Current Account	22,449,144.87	47,322,165.00	Utilisation of Plan Grant	73,833,259.00
6,747,550.60	Savings Account - Projects	7,152,207.17	538,195.00	Prior Period Expenditure	245,425.00
268,173.05	Savings Account- IOB	279,007.05			
68,908.27	Savings Account- Corp Bank	74,369.27	982,389.00	Fixed Assets	3,977,326.00
63,902,343.24	Deposit : Development Fund	78,286,139.24			
-	Deposit : Earmarked Fund	11,980,949.00			
3,010,673.00	Gratuity Account - 1130025	5,226,203.00	1,388,922.00	<b>Fund for Various Projects</b>	10,175,799.41
1,820,591.00	Leave Encashment - 1130026	2,898,889.00	1,765,845.00	Other Agencies : Expenses	7,723,259.00
24,121.00	Postage in hand	51,219.00			
	EMD & Security Deposit-1150006	2,642,070.00			
			630,320.00	<b>Advance to Staff</b>	595,366.00
			513,961.00	Departmental Advance	568,022.00
	<b>Grants Received</b>			<b>Other Payments</b>	
94,000,000.00	From Govt. of India (MOL&E)	100,800,000.00		Refund of Security Deposit	952,483.00
1,203,497.10	From Other Agencies	8,121,892.00			
1,002,220.00	Receipts from Other Projects	11,238,211.90	220,628.00		
	Interest Received			<b>Closing Balance</b>	
6,706,661.00	Development Fund	7,193,353.57		Cash in Hand	21,075.95
33,270.00	Vehicle Advance	18,508.00	9,209.95	<b>Bank Balances</b>	
674,035.00	Savings Account	2,997,088.42		Current Account	829,429.01
351,355.57	Interest: Project Accounts	220,340.00	22,449,144.87	Savings Account- IOB	290,279.05
21,314,683.00	<b>Fees/Subsription</b>	20,422,519.00	279,007.05	Savings Account- Corp Bank	80,138.27
13,744,109.07	<b>Other Income</b>	13,245,022.00	74,369.27	Gratuity Account - 1130025	6,273,577.82
240,560.00	<b>Prior Period Income</b>	108,683.00	5,226,203.00	Leave Encashment - 1130026	5,012,390.38
662,319.00	<b>Departmental Advance</b>	569,060.00	2,898,889.00	Postage in hand	57,535.00
	<b>Recovery of Advances</b>		51,219.00	Deposit : Development Fund	89,367,949.81
714,287.00	From Staff	751,090.00	78,286,139.24	Deposit : Earmarked Fund	-
			11,980,949.00	Savings Account - Projects	5,598,897.36
	<b>Other Receipts</b>		7,152,207.17	EMD & Security Deposit-1150006	2,681,798.41
-	Income Tax Refund	744,800.00	2,642,070.00	Corporation Bank-SB Flexi A/c 150025	24,244,435.81
79,678.00	Security Deposit	788,441.00	-		
<b>244,216,996.55</b>	<b>TOTAL</b>	<b>298,268,416.44</b>	<b>244,216,996.55</b>	<b>TOTAL</b>	<b>298,268,416.44</b>

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

**Significant Accounting Policies,**

**Contingent Liabilities & Notes to Accounts**

18

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

Chartered Accountants (FRN 322232E)

Sd/-  
**Krishna Kumar Chanani**  
Partner (Mem. No. 056045)  
Place: New Delhi  
Dated: 31/05/2016

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 31.03.2016

#### SCHEDULE 1- CAPITAL FUND

(Amount in Rs.)

		Fig as at 31.03.2016		Fig as at 31.03.2015
Balance at the beginning of the year		63,871,906.64		78,554,287.07
Add: Transfer to Development Fund		(3,888,457.57)		(7,637,694.00)
Add: Contributions towards Capital Fund				
From Plan Grants	8,683,131.00		937,504.00	
From Non Plan Grants	975,676.00		495,679.00	
From External Projects	3,922,579.50	13,581,386.50	-	1,433,183.00
Excess of Income over Expenditure		(6,466,316.37)		(8,477,869.43)
<b>TOTAL</b>		<b>67,098,519.20</b>		<b>63,871,906.64</b>

#### SCHEDULE 2- DEVELOPMENT FUND

Balance at the beginning of the year		78,286,139.24		63,902,343.24
Add : Addition During the Year		3,888,457.57		7,637,694.00
Add; Interest on Bank FDR		7,186,513.00		6,739,464.00
Add: Interest on S. B. Account		6,840.00		6,638.00
<b>TOTAL</b>		<b>89,367,949.81</b>		<b>78,286,139.24</b>

#### SCHEDULE 3- RESERVES & SURPLUS

<b>REVOLVING FUND</b>			
<b>A- REVOLVING HBA FUND</b>			
Balance at the beginning of the year	5,682,738.93		5,266,961.93
Add: Interest Earned from Bank- SB & FDR	310,882.00		312,638.00
Add: Interest on HBA from Staff	95,517.00		103,139.00
<b>TOTAL (A)</b>	<b>6,089,137.93</b>		<b>5,682,738.93</b>



	Fig as at 31.03.2016	Fig as at 31.03.2015
<b>B-REVOLVING COMPUTER FUND</b>		
Balance at the beginning of the year	487,798.30	463,043.30
Add: Interest Received from Bank	18,406.00	18,094.00
Add: Interest accrued from Staff	2,731.00	661.00
Less: Recovered from Staff		6,000.00
Add: Previous year adjusted	(5,842.00)	-
<b>TOTAL (B)</b>	<b>503,093.30</b>	<b>487,798.30</b>

### C- PROJECT FUND

Balance at the beginning of the year	7,152,207.17	6,747,550.60
Add: Received During The Year	8,406,924.90	1,002,220.00
Add: Interest Received from Bank	220,340.00	351,355.57
Less: Expenditure During the Year, if any	(10,180,574.71)	(948,919.00)
<b>TOTAL (C)</b>	<b>5,598,897.36</b>	<b>7,152,207.17</b>
<b>TOTAL (A+B+C)</b>	<b>12,191,128.59</b>	<b>13,322,744.40</b>

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

Balance at the beginning of the year	54,029,908.00	41,891,894.00
Add: Plan Grant for Infrastructure Work - carried Over	-	11,980,949.00
Add: Interest Accrued on FDR	-	157,065.00
Add (Less): Amount advanced (capitalised) during the Year	17,329,566.00	-
Less:- Amount advanced (capitalised) during the Year	(5,681,481.00)	
<b>TOTAL</b>	<b>65,677,993.00</b>	<b>54,029,908.00</b>

### SCHEDULE -5 -CURRENT LIABILITIES AND PROVISIONS

<b>A- CURRENT LIABILITIES</b>		
EMD and Security Deposit	2,373,731.00	2,619,008.00
Grants in Aid Plan (Unutilised in P.Y.)	11,980,949.00	14,467,580.00
Outstanding Liabilities including Sundry Creditors	2,289,870.00	2,507,777.00
<b>TOTAL (A)</b>	<b>16,644,550.00</b>	<b>19,594,365.00</b>
<b>B- PROVISIONS</b>		
Statutory Liabilities- Payable on Retirement	42,238,106.50	40,341,825.50
<b>TOTAL (B)</b>	<b>42,238,106.50</b>	<b>40,341,825.50</b>
<b>TOTAL (A+B)</b>	<b>58,882,656.50</b>	<b>59,936,190.50</b>





## SCHEDULE 6- FIXED ASSETS

Schedules forming part of Accounts for the year ended on 31.03.2016

Particulars	Rate of Dep.	WDV as at 01.04.2015	Additions		Deletion during the year	Total as at 31.03.16	Depreciation Amount	WDV as At 31.03.16
			Upto 03.10.15	After 03.10.15				
Land *	0%	-	-	-	-	-	-	-
Building	10%	63,792,203	5,681,481	-	-	69,473,684	6,947,368	62,526,316
Furniture & Fittings	10%	4,034,244	-	-	-	4,034,244	403,424	3,630,820
Equipments	15%	8,005,856	53,579	214,753	-	8,274,188	1,225,022	7,049,166
Vehicles	15%	515,034	-	-	-	515,034	77,255	437,779
Library Books	60%	2,061,074	39,642	60,936	-	2,161,652	1,278,710	882,942
Intangible Assets (MS Office)	25%	13,081	171,639	78,475	-	263,195	55,989	207,206
Computers	60%	281,318	2,566,208	792,094	-	3,639,620	1,946,144	1,693,476
Information Technology (Website)	15%	774,279	-	-	-	774,279	116,142	658,137
		<b>79,477,089</b>	<b>8,512,549</b>	<b>1,146,258</b>	<b>-</b>	<b>89,135,896</b>	<b>12,050,054</b>	<b>77,085,842</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 31.03.2016	Fig as at 31.03.2015
<b>a. DEVELOPMENT FUND</b>		
Fixed Deposit Accounts	86,733,547.00	74,229,594.00
Interest Accrued on FDRs	2,560,105.00	3,989,088.00
Interest Accrued on FDRs (TDS Portion)	60,819.00	60,819.00
Indian Overseas Bank : SB Account	13,478.81	6,638.24
<b>TOTAL (a)</b>	<b>89,367,949.81</b>	<b>78,286,139.24</b>
<b>b. REVOLVING HBA FUND</b>		
Indian Overseas Bank :FDR	3,771,360.00	3,471,059.00
Interest Accrued on FDRs	1,346.00	-
Interest Accrued on FDRs (TDS Portion)	11,880.00	11,880.00
Indian Overseas Bank : SB Account	390,262.93	167,685.93
HBA Advance to Staff	1,914,289.00	2,032,114.00
<b>TOTAL (b)</b>	<b>6,089,137.93</b>	<b>5,682,738.93</b>



	Fig as at 31.03.2016	Fig as at 31.03.2015
<b>c. REVOLVING COMPUTER FUND</b>		
Indian Overseas Bank : SB Account	469,093.30	470,187.30
Computer Advance to Staff	34,000.00	17,611.00
<b>TOTAL (c)</b>	<b>503,093.30</b>	<b>487,798.30</b>
<b>d. EARMARKED FUND</b>		
Corporation Bank: FDR	-	11,980,949.00
Interest Accrued on FDRs	-	157,065.00
<b>TOTAL (d)</b>	<b>-</b>	<b>12,138,014.00</b>
<b>TOTAL (a+b+c+d)</b>	<b>95,960,181.04</b>	<b>96,594,690.47</b>

## SCHEDULE 8- CURRENT ASSETS, LOANS & ADVANCES

<b>A- CURRENT ASSETS</b>		
<b>(a) CASH &amp; BANK BALANCES</b>		
Cash-in- Hand	21,075.95	9,209.95
<u>Bank Balances</u>		
In Current Accounts with Indian Overseas Bank	829,429.01	22,449,144.87
Corporation Bank- SB Flexi Account	24,244,435.81	-
Indian Overseas Bank :S B Account	290,279.05	279,007.05
Corporation Bank SB Account	80,138.27	74,369.27
Gratuity S.B. Account - 1130025	6,273,577.82	5,226,203.00
Leave Encashment S.B. Account - 1130026	5,012,390.38	2,898,889.00
EMD & Security Deposit S.B. Account- 1150006	2,681,798.41	2,642,070.00
Postage Account	57,535.00	51,219.00
<b>TOTAL (a)</b>	<b>39,490,659.70</b>	<b>33,630,112.14</b>



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

(b) PROJECT ACCOUNT	Fig as at 31.03.15	Received during the year	Bank Interest	Expenditure During the year	Bank Charges	Fig as at 31.03.16
<b>In S B Accounts with Indian Overseas Bank</b>						
NRCCL Account-4475	715,551.46	2,720,170.90	47,444.00	722,400.00	-	2,760,766.36
FCNR Account -10500	874,229.00	-	26,953.00	556,434.00	-	344,748.00
ILO-INDUS Child Labour Project-12726	18,028.00	-	437.00	18,465.00	-	-
ILO-Prevention of HIV/AIDS (Part-IV)12813	170,429.00	-	4,255.00	174,684.00	-	-
M O L&E-Evaluation of NCLP-13004	422,898.00	-	10,531.00	433,429.00	-	-
M O L & E: Upgradation of 1396 Govt. IIT,s- 14518	561,578.00	-	14,020.00	575,598.00	-	-
UNDP: Women Migrant Workers in South Asia -14517	75,947.00	-	1,896.00	77,843.00	-	-
M O L & E : Management Review VTIP World Bank-14684	520,948.00	-	13,005.00	533,953.00	-	-
Report to People on Employment -14685	627,424.00	-	15,664.00	643,088.00	-	-
<b>UNICEF Child Labour Data Analysis - 50721</b>	-	1,125,000.00	16,524.00	643,944.00	-	497,580.00
UNICEF Responding Child Labour - 50722	-	3,161,754.00	20,087.00	1,187,229.00	30.00	1,994,582.00
<b>S B ACCOUNT: CORPN. BANK</b>						
ILO Convergence -120004	1,583,122.21	700,000.00	-	2,278,488.91	4,633.30	0.00
VVGNI Consultancy (Skill Mapping A&N) 4099	306,207.00	-	7,819.00	314,026.00	-	-
VVGNI Employee Welfare Fund-4098	1,174.00	-	47.00	-	-	1,221.00
M O R D Rural Workers in India-120003	581,099.50	-	21,403.00	602,502.50	-	-
M O HUPA- Urban Poverty Alleviation-2663	<b>40,340.00</b>	-	<b>1,030.00</b>	<b>41,370.00</b>	-	-
ILO Knowledge Centre 4548	<b>653,232.00</b>	<b>700,000.00</b>	<b>19,225.00</b>	<b>1,372,345.00</b>	<b>112.00</b>	-
<b>TOTAL (b)</b>	<b>7,152,207.17</b>	<b>8,406,924.90</b>	<b>220,340.00</b>	<b>10,175,799.41</b>	<b>4,775.30</b>	<b>5,598,897.36</b>
<b>TOTAL (A) (a+b)</b>	<b>40,782,319.31</b>					<b>45,089,557.06</b>

### B: LOANS AND ADVANCES

	Fig as at 31.03.2015	Advances during the year	Recovery / adjusted During the year	Fig as at 31.03.2016
<b>a. TO STAFF</b>				
Festival Advance	61,425.00	117,000.00	119,850.00	58,575.00
Car Advance	356,348.00	12,632.00	109,731.00	259,249.00
Scooter Advance	121,832.00	5,876.00	72,451.00	55,257.00
LTC- Advance	-	459,858.00	449,058.00	10,800.00
<b>TOTAL (a)</b>	<b>539,605.00</b>	<b>595,366.00</b>	<b>751,090.00</b>	<b>383,881.00</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	-	2,888,522	487,691
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
Advance to CPWD- 2015-16	-	29,467,580	-	29,467,580
<b>TOTAL (c)</b>	<b>41,891,894</b>	<b>29,467,580</b>	<b>5,681,481</b>	65,677,993

	<b>Fig as at 31.03.2016</b>	<b>Fig as at 31.03.2015</b>
<b>c. OTHER ADVANCES</b>		
Advance to Outside Agencies	286,504.00	824,350.00
Expenses (Receipts) :Misc Projects of Outside Agencies	113,878.00	587,103.00
TDS deducted at source	2,692,372.00	2,268,700.00
Departmental Advance (N.P.)	1,000.00	1,000.00
Departmental Advance (P)	7,664.00	8,702.00
Bills Receivables	4,489,516.00	5,041,244.00
Prepaid Expenses	1,429,859.00	1,430,192.00
<b>TOTAL (c)</b>	<b>9,020,793.00</b>	<b>10,161,291.00</b>
<b>TOTAL (A+B)</b>	<b>120,172,224.06</b>	<b>93,375,109.31</b>





## SCHEDULE '9' GRANTS-IN-AID

	Fig as at 31.03.2016	Fig as at 31.03.2015
<b>NON-PLAN</b>		
From Govt. of India (MOL&E)	37,100,000.00	31,500,000.00
<b>PLAN</b>		
From Govt. of India (MOL&E)	56,200,000.00	56,200,000.00
From Govt. of India (MOL&E) N. E.	7,500,000.00	6,300,000.00
<b>TOTAL</b>	<b>100,800,000.00</b>	<b>94,000,000.00</b>
Add: Grant -in -Aid Utilised during the Year	14,467,580.00	
Less: Grant -in -Aid (Unutilised)	-	14,467,580.00
Less: Grants-in- Aid Capitalised	3,001,650.00	937,504.00
<b>TOTAL</b>	<b>11,465,930.00</b>	<b>15,405,084.00</b>
<b>Amounts shown to Income &amp; Expenditure Account</b>	<b>112,265,930.00</b>	<b>78,594,916.00</b>

## SCHEDULE '10' FEES AND SUBSCRIPTION

Education Training Programme Fee	20,421,330.00	22,712,808.00
Subscription of Award Digest	54,895.00	31,120.00
Subscription of Labour & Development	53,000.00	33,875.00
Receipts from Sale of Glossary-Labour Laws	30,000.00	29,000.00
Subscription of Shram Vidhan	27,640.00	12,100.00
Receipts from Sale of Other Publications	4,105.00	6,560.00
<b>TOTAL</b>	<b>20,590,970.00</b>	<b>22,825,463.00</b>

## SCHEDULE '11' INTEREST EARNED

Interest on Scooter/Vehicle Advance	18,508.00	33,270.00
Interest Received	2,997,088.42	674,035.00
<b>TOTAL</b>	<b>3,015,596.42</b>	<b>707,305.00</b>

## SCHEDULE '12' OTHER INCOME

Non Plan Income	4,252,549.00	3,970,654.00
Income from Hostel Utilisation	8,156,907.00	8,995,400.00
Sale of Tender Forms	49,250.00	39,850.00
Income from Photostat	574,131.00	613,176.00
Sale of Unusable Items	47,020.00	-
Rent from Staff Quarters- Licence Fee	118,705.00	112,320.00
Other Receipts	21,460.00	1,773.00
Consultancy Faculty Charges	-	10,936.07
Income From Use of Premises	25,000.00	-
<b>TOTAL</b>	<b>13,245,022.00</b>	<b>13,744,109.07</b>

**SCHEDULE '13 PRIOR PERIOD INCOME**

	<b>Fig as at 31.03.2016</b>	<b>Fig as at 31.03.2015</b>
Prior Period Income	108,683.00	240,560.00
	<b>108,683.00</b>	<b>240,560.00</b>

**SCHEDULE '14 ESTABLISHMENT EXPENSES**

Salaries to Staff	34,586,461.00	33,854,710.00
Allowances and Bonus	2,940,266.00	3,036,928.00
Contribution to NPS	2,837,868.00	2,855,183.00
Expenses on Employee Retirement & Terminal Benefits	4,843,384.00	6,139,531.50
Leave Salary & Pension Contribution For Staff on Deputation	171,301.00	482,138.00
<b>TOTAL</b>	<b>45,379,280.00</b>	<b>46,368,490.50</b>

**SCHEDULE '15' ADMINISTRATIVE EXPENSES**

Advertisement & Publicity	246,240.00	162,280.00
Building Renovation & Upgradation	1,880,964.00	706,573.00
Electricity and Power Charges	5,284,878.00	4,076,853.00
Hindi Protsahan Expenses	199,204.00	188,826.00
Insurance	89,218.00	117,572.00
Internal Audit Fee	9,750.00	9,750.00
Legal & Professional Charges	301,289.00	216,864.00
Miscellaneous Expenses	38,684.79	72,090.00
Paid Training Programme Expenses	10,073,082.00	9,789,277.00
Photostat Expenses	283,517.00	385,493.00
Postage, Telegram & Communication Charges	70,418.00	104,592.00
Printing & Stationery	380,621.00	415,547.00
Purchase of New Assets	975,676.00	44,885.00
<b>REPAIR &amp; MAINTENANCE</b>		
a. Computer	36,792.00	26,050.00
b. Cooler/ A.C.	329,020.00	159,475.00
c. Office Building and Allied	815,464.00	109,463.00
Staff Welfare Expenses	246,461.00	137,544.00
Telephone, Fax & Internet Charges	518,546.00	372,301.00
Travelling and Conveyance Exp.	389,634.00	403,201.00
Vehicle Running and Maintenance Expenses	364,907.00	394,011.00
Water Charges	317,579.00	329,647.00
<b>Amounts Transfer to Income &amp; Expenditure Account</b>	<b>22,851,944.79</b>	<b>18,222,294.00</b>
Cost of Assets Capitalised	975,676.00	44,885.00
<b>Total</b>	<b>21,876,268.79</b>	<b>18,177,409.00</b>



## SCHEDULE '16' PRIOR PERIOD EXPENDITURE

	Fig as at 31.03.2016	Fig as at 31.03.2015
Prior Period Expenditure	245,425.00	538,195.00
	<b>245,425.00</b>	<b>538,195.00</b>

## SCHEDULE '17' EXPENDITURE ON PLAN GRANTS

<b>A. RESEARCH, EDUCATION AND TRAINING</b>		
Research Projects, Workshop & Publication	8,142,049.00	10,152,060.00
Education Programmes	12,338,884.00	14,518,365.00
Rural Programmes	4,015,457.00	2,625,232.00
Information Technology	1,819,558.00	666,792.00
Campus Services	12,972,443.00	10,846,028.00
<b>TOTAL (A)</b>	<b>39,288,391.00</b>	<b>38,808,477.00</b>
<b>B. PROGRAMME/PROJECTS FOR N.E. STATES</b>		
Education Programmes	5,589,742.00	5,453,463.00
Projects (Including Info.Tech./Infra/ Pub.)	1,910,307.00	860,695.00
<b>TOTAL (B)</b>	<b>7,500,049.00</b>	<b>6,314,158.00</b>
<b>C. AUGMENTATION OF LIBRARY FACILITIES</b>		
Subscription to Journals/Periodicals	1,810,536.00	2,112,538.00
Library Books	100,578.00	659,056.00
Library Augmentation/ Modernisation	330.00	138,191.00
<b>TOTAL (C)</b>	<b>1,911,444.00</b>	<b>2,909,785.00</b>
<b>D. INFRASTRUCTURE</b>		
Seminar Block : Renovation and Upgradation	17,540,810.00	-
Administrative Block: Renovation and Upgradation	8,687,068.00	
NICSI - Networking	3,239,702.00	
<b>TOTAL (D)</b>	<b>29,467,580.00</b>	<b>-</b>
<b>TOTAL PLAN EXPENSES (A to D)</b>	<b>78,167,464.00</b>	<b>48,032,420.00</b>
Less: Cost of Assets Capitalised	3,001,650.00	937,504.00
	3,001,650.00	937,504.00
<b>Amounts Transfer to Income &amp; Expenditure Account</b>	<b>75,165,814.00</b>	<b>47,094,916.00</b>



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

### Schedules forming part of Accounts for the year ended on 31.03.2016

#### 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%

##### 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 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. Out of the above advance the said Rs.56,81,481 is Utilised & Capitalised in Building by the said amount. The utilisation of the rest 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 31.03.2016.

Particulars	Provision Upto 31.03.2016	Provision Upto 31.03.2015
Gratuity	23,963,334.50	23,173,407.50
Earned Leave	18,274,772.00	17,168,418.00
	<b>42,238,106.50</b>	<b>40,341,825.50</b>

**9 Income Tax Returns**

The Institute had filed its return of Income for the year ended on 31.03.15.

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 does not exist anymore in view of the order received from CIT (Appeal) deleting said demand.

- 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: 31/05/2016

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.



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