



ANNUAL REPORT 2016-17

V.V. GIRI NATIONAL LABOUR INSTITUTE

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

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

No. of Copies : 350

This document can be downloaded from the Institute's
website at www.vvgnli.gov.in

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

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Major Achievements (2016-2017)

- **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 22 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 3811 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.
- **Empowering unorganized workers:** The Institute organised 44 capacity building training programmes attended by 1396 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 15 training programmes exclusively for labour administrators, trade union leaders, NGOs and other stakeholders representing the North Eastern States. *The Institute organised a three day **Modular Workshop on Work, Employment and Labour Market in North East Region of India** at Centre for Labour Studies and Social Protection at Tata Institute of Social Sciences, Guwahati Campus from 16-18 March, 2017 for North Eastern regions.*



○ **Hub of organising international training programmes on labour issues:**

The Institute is empanelled as a training institution under the ITEC/SCAAP of the Ministry of External Affairs, Government of India. The Institute organised 7 international training programmes on key themes like, Gender Issues, Labour Administration and Employment Relations, Leadership Development, Social Security, Skill Development and Employment Generation, Research Methods in Labour Studies and Health Protection and Security attended by 182 foreign nationals.

- ✓ The Institute organised customised Training Programmes on 'Labour Administration and Employment Management' were conducted on the request of Royal Govt. of Bhutan for Officials of Labour Department, Royal Govt. of Bhutan.



- ✓ Special Training Programme on 'Globalisation, Changing Employment Relations and Labour Administration' was conducted on the request of Government of Sri Lanka for Officials of Labour Department.



○ **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.

As a part of the ITC-VVGNLI collaboration, One Year Training Programme on Employment Policies: Moving from Fragility to Resilience tailored for Social Partners from Afghanistan has been developed. Eight different training programmes on major areas of labour and employment will be organised during February 2017 to October 2017.

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

- ✓ A Workshop on Labour Code and Welfare was organised by the Institute on behalf of the Ministry of Labour & Employment on April 11, 2016. The Workshop was attended by concerned MoLE officials and Senior Technical Experts from International



Labour Organisation (ILO). In the Workshop, presentations on the broad framework of relevant laws (being amalgamated in this Code) was made to elaborate the approach being adopted for this Code and the challenges being faced in the present social security set-up were addressed in the presence of Prof. M. Olivier, International Expert from ILO.

- ✓ Three-day Workshop was organised on *Distance Education and Learning Technology Application Programme* in collaboration with International Training Centre (ITC), Turin during April 27-29, 2016 at V.V. Giri National Labour Institute. The



programme aimed to enhance capacity building for the use of information technology in training for the faculty members and officers of VVGNI.

- ✓ The Ministry of Labour and Employment, Government of India, V.V. Giri National Labour Institute and the ILO Decent Work Team for South Asia and Country Office for India organised an innovative and interactive





event on the Future of Work in India and Young People's Aspirations on May 10, 2016.

- ✓ A Workshop on *Technical Consultation Ending Child Labour in Supply Chains: Sharing of Experiences* was organised on 29th June, 2016. The Consultation facilitated sharing of strategies adopted by various enterprises for keeping their supply chains free from child labour and their experiences of implementing them for replicability.



- ✓ A National Workshop on *'Total Abolition of Bonded Labour System: The Way Forward'* was organized in collaboration with DGLW and ILO during August 4-5, 2016 which was attended by the delegates from Central and State Governments dealing with Bonded Labour System and their rehabilitation, institutions, universities, civil societies and activists from central trade unions. The Workshop was inaugurated by Hon'ble Minister of State for Labour & Employment (Independent charge). The main focus of this workshop was to discuss the key recommendations for amending the Rehabilitation of Bonded Labour System (Abolition Act, 1976) and the Central Sector Scheme for Rehabilitation of Bonded Labourers (2016) in detail.



- ✓ One day Workshop on *State of Child Labour: Mapping Trends* with UNICEF was organised on 2nd September, 2016. The main objective of the workshop was to disseminate the findings of the Research Study *State of Child Labour In India: Mapping Trends* conducted as a part of the VVGNI-UNICEF collaborative project "Child Labour Data Analysis" to understand the specific

reasons for concentration of working children in some districts, to locate the areas and occupational shift of working children in 2011 as compared to 2001 for providing inputs to the states in planning for prevention and elimination of child labour and to inform UNICEF as well as the States in their plans on child labour prevention.



- ✓ V.V. Giri National Labour Institute jointly with the Ministry of Labour and Employment and ILO organised a special event on 'Technology and Future of Work' on November 29, 2016. The event was organised in the context of the ILO's Future of Work initiative leading to the ILO's Centenary celebrations in 2019.



- ✓ The decision of the Government of India to demonetise high denomination currencies is one of the most historical policy pronouncements in independent India. The decision has the potential to deliver enduring gains for the country if supplemented with suitable follow up policy measures. It is in this context that a **Discussion on Demonetisation: Strategies to Address Issues Related to Labour and Employment** was organised on December 16, 2016 at the Ministry of Labour & Employment, Government of India.





- ✓ Technical Consultation on *Wage Policies* was organised jointly with International Labour Organisation on January 31, 2017 at Thiruvananthapuram, Kerala. The event was organised with the following objectives: (i) discuss the overall global wage trends, focussed on the Global Wage Report 2016; (ii) discuss the wage trends in India, especially in relation to the organised manufacturing sector; (iii) deliberate on the contours for evolving appropriate wage policies in India, including identifying the good practices. The programme was attended by forty participants represented by government, trade union, employers and academic institutions.

- ✓ The First International Trade women's Conference in India on '*Building Bridges 2017*' was jointly organised in collaboration with Labour Resource Centre, University of Massachusetts, Boston, U.S. during January 18-19, 2017 at V.V. Giri National Labour Institute (VVGNI)



Campus, NOIDA. The conference was attended by 16 U.S. delegates and 40 scholars and researchers from India. This was organized for strengthening international relationships and experience sharing around the issue of gender and construction industry in working towards joint policy initiative on labour engaged in construction industry to share their experiences and perspectives on women working in the industry in US and in India. The main aim of this workshop was to build the relationship needed for dialogue on improving the lives of women construction workers in India, the US and across the work

- ✓ First International Conference on 'Global Labour History Network' was jointly organised by V.V. Giri National Labour Institute (VVGNI), International Institute of Social History, Amsterdam and Association of Indian Labour Historians during March 03-04, 2017 at VVGNI Campus, NOIDA.





- **Disseminating information and analysis on labour issues:** The Institute brings out seven in-house publications: *Labour and Development* (a biannual journal), *Awards Digest* (quarterly journal), *Shram Vidhan* (quarterly Hindi journal), and *VVGNI Indradhanush* (a bi-monthly newsletter), *Child Hope* (Quarterly Newsletter) and *Shram Sangam* (biannual Hindi Magazine). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. The Institute brought out 34 publications during 2016-17.
- **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 65015 books/reports/bound volumes of journals and subscribes to 173 professional journals. The library also provides various professional services to its readers and also brings out different products to facilitate its usability.
- **Highlighting the role of labour in shaping modern India:** The Institute has set up a Digital Archive on Labour to serve as an apex repository of historical documents related to labour. It has around **190000 pages of important documents on labour history in digital form uploaded in the website of labour archives** (www.indialabourarchives.org).



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
Minister of State for Labour & Employment
(Independent Charge)
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | President |
|----|---|-----------|

SIX CENTRAL GOVERNMENT REPRESENTATIVES

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



- | | | |
|----|--|--------|
| 4. | Shri Rajeev Arora
Joint Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi | Member |
| 5. | Shri Arun Goel
Joint Secretary & Financial Adviser
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi | Member |
| 6. | Shri Satyanarayan Mohanty
Secretary
Department of Secondary & Higher Education
Ministry of HRD
Shastri Bhawan
New Delhi | Member |
| 7. | Smt. Sunita Sanghi
Adviser (LEM)
NITI Aayog
New Delhi – 110 001 | Member |

TWO WORKERS' REPRESENTATIVES

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



TWO EMPLOYERS' REPRESENTATIVES

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

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

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



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

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

RESEARCH INSTITUTION

- | | |
|--|---------------|
| <p>18. Shri Sanjay Prasad, IAS
Director General
Mahatma Gandhi Labour Institute
Drive-in Road, Mem Nagar
Ahmedabad – 380 062 (Gujarat)</p> | <p>Member</p> |
|--|---------------|

REPRESENTATIVE FROM V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

- | | |
|---|-------------------------|
| <p>19. Shri Manish Kumar Gupta
Director General
V.V.Giri National Labour Institute
Sector-24, Noida – 201 301
Distt. Gautam Budh Nagar (U.P.)</p> | <p>Member-Secretary</p> |
|---|-------------------------|



Research

Research occupies a central place in the activities of the Institute. The Institute, ever since its inception, has been actively engaged in research including action research on various dimensions of labour issues, 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 focuses on the following core areas:

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

COMPLETED PROJECTS

1. International Labour Migration from India, with Special reference to India- GCC Migration Corridor

Objectives of the Study

This study examines the trends in International Labour Migration from India to the GCC countries during 1990-2015. It also focussed on analysing the remittance flows from the GCC countries to India. Attempt was made to provide a comprehensive review on the status of migration statistics in India and compare them with similar statistics being maintained by other countries and international organisations.

The report provides a set of measures to improve the quality of international labour migration statistics and remittance data in India. It argues that maintenance of comprehensive data base would be critical for formulating evidence based policies on international migration. It also suggests measures to maximise developmental outcomes of migration, particularly in terms of utilisation of remittances.

Date of Initiation and Date of Completion

The project was Initiated in April, 2016 and was completed in October, 2016.

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



2. Operation of Minimum Referral Wages for International Migrant Workers from India

Objectives of the Study

In recent years, Government of India has been fixing minimum referral wages to regulate the wages of Indian migrant workers employed in different occupations in countries falling under the category of "emigration check required"(ECR). This report examines the functioning of minimum referral wages system in the context of migration flows from India to Kuwait, Saudi Arabia and United Arab Emirates with a focus on eight occupational categories.

This study highlights that India must continue to have a minimum referral wage system. This is to ensure that standards of wages for Indian workers who are overseas are not undermined by other countries. It notes that the referral wages currently seems to be highly protection centered. The report notes that the minimum referral wages should be fixed in such a way as to strike a balance between the protection of migrant workers in destination countries on the one hand and not hindering international labour migration on the other hand.

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

I. TECHNICAL SUPPORT

Issue Paper on Employment

V.V. Giri National Labour Institute jointly with International Labour Organisation prepared the Issue Paper on Employment which was presented at the First Meeting of the BRICS Employment Working Group, Hyderabad and BRICS Labour & Employment Ministerial Meeting, New Delhi.

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

II. MAJOR WORKSHOPS/CONFERENCES

Special Event on Technology & Future of Work

V.V. Giri National Labour Institute jointly with Ministry of Labour & Employment and International Labour Organisation organised a **Special Event on Technology & Future of Work** on November 29, 2016 at New Delhi. The event was organised in the



context of ILO's Future of Work initiative leading to the ILO's Centenary celebrations in 2019.

Shri Bandaru Dattatreya, Hon'ble Minister of State for Labour and Employment (Independent Charge) inaugurated the Conference. Speaking on the occasion, he noted that the technology is the major driver in transforming the world of work. He said that this transformation has differential consequences between and even within the developed and the emerging or developing countries. He highlighted that the Government of India has taken a number of initiatives focusing on digital revolution, with the objective of harnessing of digital power to enhance transparency, efficiency and governance on the one hand and increase productivity of services and manufacturing on the other. He emphasised that the Government is committed to reduce the digital divide existing between the advanced and backward regions in the country in order to bring about equitable and overall national prosperity. He highlighted that social partners, particularly the employers' organisations and trade unions have a major role to play in facilitating innovation in technology and also empower all concerned to garner benefits emanating from technological advancements.

Smt. M. Sathiyavathy, Secretary, Ministry of Labour & Employment, Ms. Panudda Boonpala, Director, ILO Decent Work Team for South Asia and Country Office for India and Shri Manish Kumar Gupta, Director General, VVGNI and Joint Secretary, Ministry of Labour & Employment also spoke during the Inaugural Session.

Prof. Dev Nathan, Institute for Human Development and Dr. Prabhu Mohapatra, Delhi University delivered Key Note presentations. Thereafter, Dr. Sher Verick, Deputy Director, ILO Decent Work Team for South Asia and Country Office for India Chaired a Panel Discussion on the Future of Technology and Future of Work and the Panelists included: Mr. Saji Narayanan, Former President, Bharatiya Mazdoor Sangh, Mr. Rajiv Kapoor, Confederation of Indian Industry, Ms. Chandrima Chatterjee, Advisor, Apparel Export Promotion Council, Ms. Kanika Aggarwal, Young Professional, NITI Aayog, and Mr. Rudraksh Mukta Kulshreshtha, Young Entrepreneur.

Dr. S.K. Sasikumar, Senior Fellow, V.V. Giri National Labour Institute and Dr. Sher Verick, Deputy Director, International Labour Organisation coordinated the event.

Discussion on Demonetisation: Strategies to Address Issues Related to Labour & Employment

The recent decision of the Government of India to demonitise high denomination currencies is one of the most historical policy pronouncements in independent



India. It is anticipated that this decision has the potential to deliver enduring gains for the country if supplemented with suitable follow up policy measures. It is in this context that the V.V. Giri National Labour Institute organised a **Discussion on Demonetisation: Strategies to Address Issues Related to Labour and Employment** on December 16, 2016 at the Ministry of Labour & Employment, Government of India.

Shri Bandaru Dattatreya, Hon'ble Minister of State (I/C) for Labour and Employment Chaired the discussions. The event brought together senior level representatives of the Government, Trade Unions, Employers' Organisations, NITI Aayog, International Labour Organisation, Academic and Civil Society Organisations to deliberate, particularly on the strategies to be followed to ensure that the opportunities provided by the demonetisation are reaped to the fullest extent and the challenge it poses are appropriately dealt with.

The discussions highlighted that the demonetisation and shift to cashless economy and digital transactions has several advantages. It was emphasised that the digital transactions are relatively cheap, fast and convenient and that the digital payment system will help overcome barrier to accessing financial services, leading to financial inclusion. It was also reiterated that the digital mode of financial transactions can be a vital catalyst in formalising the informal sector. The discussions also highlighted that digital payments will ensure that social and welfare transfer payments are made at lower costs and with no leakage, thus ensuring efficiency in delivery of these services. The discussion noted that there is a very important need to empower all workers, particularly those in the informal sector regarding the benefits of digital transactions. If such empowerment is delayed, it could further existing inequalities between formal and informal economy.

The discussions identified the need for focusing the empowerment and education programmes in the industrial agglomerations. The discussions also noted that with more than digital transactions, it is imperative to strengthen the security in digital transactions.

Dr. S.K. Sasikumar, Senior Fellow and Dr. Ruma Ghosh coordinated the event.



Centre for Agrarian Relations and Rural Labour Studies

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

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

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

Completed Research Projects

1. Employment and Income Potential in Domestic Dairy

Objectives

The objectives of the present study were:

- 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.



Outcome of Project

A report has been finalized on the basis of review of secondary material and primary survey, examining the conditions of dairy workers and employment prospect in the dairy section. The study has also provided comprehensive recommendations for improvement of the sector to create more employment opportunities. The study will be published and information will be disseminated to all states and Central Government Departments dealing with dairy sector. Effort will also be made design an orientation programme for Domestic Dairy operating people.

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

ON-GOING RESEARCH PROJECT

1. Agrarian crises and Rural Labour in General and Women Agricultural Labour in particular

Objectives

The objectives of the study are as follows:

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

Date of Initiation and Date of Completion

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

(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, Trade Unions, International Organizations, Civil Society Organizations, and the Employers' Organization and others in the task of combating child labour.

The NRCCL supports the legislators, policy-makers, planners and programme implementers in their task of progressive elimination of child labour and contributes to the attainment of the objectives of policies of the Central Ministries and State Government Departments dealing with issues of child protection. NRCCL provides technical advisory services and consultancy, disseminate information to highlight the issues of labour exploitation of children and generate awareness among different sections of the society to bring about change in their attitude and behaviour towards children toiling in different hazardous occupations and processes in varied sectors of the economy.

The NRCCL has been continuously striving to develop the capabilities of individuals, groups, Institutions and organizations working towards the prevention and elimination of child labour. The Centre 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.

The National Knowledge Centre on Child Labour, (NKCCL) a subsidiary of the NRCCL has been set up with the objective is also to build up knowledge-base and knowledge-framework to contribute to research and training interventions on child labour. SAARC Resource Centre on Child Labour (SRCCL), another subsidiary of NRCCL, has been set up at the V.V. Giri National Labour Institute, as an outcome of the SAARC Regional Conference on Child Labour organized in May 2013. It is a resource hub and archival Centre for incubating new ideas and testing hypothesis and also a forum for interaction among the SAARC countries by way of conducting research studies and capacity building programmes, and documenting and disseminating knowledge products and by-products for facilitating debate and discussions on various theoretical and empirical aspects of the child labour.



Research

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

1. Creating benchmark information on employment of children in select hazardous occupations and processes
2. Reviewing Research Studies for locating definitional aspects of child labour and studying socio-economic implications situating factors responsible for perpetuation of child labour
3. Evolving strategies for Rehabilitation of child labour
4. Contextualizing Opportunity costs for withdrawal of child labour through Documenting Successful experiences

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

COMPLETED RESEARCH PROJECTS

1. Developing Effective Strategies and Techniques for Preventing and Responding to Child Labour in India (UNICEF-VVGNLI collaborative Project)

The goal of the project was to reduce the number of working children in the 8 high child labour prevalent states. 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 were: 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 with the objective of strengthening 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 and for strengthening 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.

Date of Initiation and Date of Completion

The project was initiated in May, 2015 and completed in October, 2016.

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

2. State of Child Labour in India: Mapping Trends

The study was 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 located 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 were: 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 analyze 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.

The findings of the study were disseminated in a national workshop organized at the VVGNI and also in different states of the country in the workshops organized by the Department of Labour. The study has been widely published and referred.

Date of Initiation and Date of Completion

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

(Project Directors: Dr. Ellina Samantroy, Associate Fellow & Dr. Helen R. Sekar, Senior Fellow)



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

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

The Study found that the Small growers of tea and coffee in Nilgiris and Coorg respectively use predominantly family labour and wage labour is used during the peak season in tea and during peak harvesting time in coffee. Incidences of children working at the family hold lands are very infrequent now-a-days. The next generation may not be interested to continue small plantations and move out in search of other alternative livelihoods. Further, the Tea and coffee plantations in respective areas are not kind of mono-culture rather part of diversified crops and related activities. Thus, economic health of that part is not sole dependent on tea not coffee prices. The risk factors involved in production of primary crops are lessened to a great extent because of such diversification and this is very unlike similar small-growers of tea in north-eastern regions. The study inferred that growing tea and coffee in small-holdings are profitable activities though volume of profit is not that high. It was also revealed that the Small growers of tea do not have their own manufacturing facilities and Bought-Leaf-Factories (BLFs) use this opportunity and make substantial profit. The study suggested that for the greater benefit of all concerned particularly small growers, setting up of co-operative manufacturing units is very important. Some efforts should be put to generate awareness about quality consciousness because the Quality of green leaves plucked is a big concern. Shortage of labour is a big issue and supposed to become further aggravated because of disinterest shown by the next generation.

Date of Initiation and Date of Completion

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

(Project Director: Dr. Kingshuk Sarkar, Fellow)



ON-GOING RESEARCH PROJECTS

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

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

Date of Initiation and Date of Completion

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

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

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

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 in November, 2016 and is to be completed by March, 2018.

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

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

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

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

Date of Initiation and Date of Completion

The project was initiated in February, 2017 and is to be completed by April, 2017.

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



4. Developing State-specific Profiles on the Situation of Working Children in India

India adopted a National Child labour Policy progressively eliminate different forms of child labour in August 1987, made amendments in the Child labour (Prohibition and Regulation Act) in July 2016 and striving to ratify ILO conventions 138 and 182. However, despite sustained action by the Government of India to combat child labour, children continue to work in different sectors of informal economy. Natural disasters and social conflicts has exacerbated the already complex and wide-ranging social and economic issues, which contribute to the prevalence of child labour. In order to provide an evidence-based platform to help curb child labour a thorough examination into the magnitude and profile of working children in eight states of the country namely Bihar, Chhattisgarh, Gujarat, Jammu and Kashmir, Rajasthan, Jharkhand, Odisha, and Uttar Pradesh. Accordingly, this study aims to provide government officials, civil society and the international community with the first comprehensive profile of child labour in order to facilitate an effective response to working children in these states and throughout the country.

The main objective of this study is to elucidate the various dimensions of working children in different states of India. Accordingly, the main research objectives are to: i) profile situation of working children in the select states; ii) study the extent of child labour in different occupations and processes; and iii) assess the national policies, legal frameworks and institutional contexts relating child labour. In order to realize its objectives, this study would carry out a battery of research methods. Secondary data from previous academic, developmental and governmental literature will be gathered, reviewed and assessed. In-depth discussion will be conducted with stakeholders including government officials, international agencies, civil society partners as well as child labour. Case Studies will be undertaken in order to deduce qualitative information about children's work and circumstances.

Date of Initiation and Date of Completion

The project was initiated in February, 2017 and is to be completed by October, 2017.

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

5. Review Outcome of the Performance of National Child Labour Project

Child labour situation in India has been a serious and challenging one that has attracted the attention of policy makers in India. Government of India has taken many positive measures for the elimination of child labour. The Constitution of India has taken a proactive step towards ensuring compulsory primary education to all children and also



through its 86th Amendment made the right to education as the Fundamental Right for all children in the age group of 6-14 years. National Policy on Child Labour was formulated in 1987, in consonance with this framework setting out objectives and priorities to eradicate child labour and protect all children from exploitation. The three components stated in the National Policy on Child Labour are: (a) Legislative Action Plan emphasizing strict and effective enforcement of legal provisions relating to Child Labour, (b) Focus on General Development Programmes for benefiting children and their families, and (c) Project-based Plan of Action focusing on areas with high concentration of child labour through implementation of National Child Labour Project (NCLP). The National Child Labour Projects thus owe their origin to the National Child Labour Policy.

Objectives of the Study are i) to examine the effectiveness of National child Labour project Scheme in addressing the issue of child labour and need for further continuation of the NCLP scheme; ii) to study the impact of Awareness Generation at District Project Society level; iii) to assess the optimal utilization of District project Society Staff; iv) to examine the Availability and Adequate utilization of IT and IT related infrastructure in District Project Society Office; v) to study the challenges of District Project Society (DPS)/ Special Training Centres; vi) to study the convergence status with other scheme for Mid-day-Meal, health check-up, SSA Stationary/Course material/uniform etc.; vii) to analyze the best practices followed by District Project Society for effective implementation of NCLP Scheme.

The study is based on the primary data and also substantiating from secondary data. Primary collected from the district project societies following a detailed methodology for identifying states and districts representing different states and regions of India. The study attempts to review the strategic frameworks, objectives, activities of the NCLP and the participation of various stakeholders and social partners in the implementation and monitoring of the project. The study also involves eliciting data relating to the functioning of the Project Societies and NCLP Special Training Centres. In-depth discussions with a wide range of officials including the Programme Managers, Project Directors, NGOs, and other stakeholders to elicit their views on the Special Training Centres and to assess their perception on various deliverables of the project includes the methodology besides documenting experiences for replicability.

Date of Initiation and Date of Completion

The project was initiated in April, 2017 and is to be completed by April, 2018.

**(Project Directors: Dr. Helen R. Sekar, Senior Fellow,
Dr. Ellina Samantroy, Associate Fellow, Dr. Kingshuk Sarkar,
Fellow and Dr. Anoop K. Satpathy, 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.

COMPLETED RESEARCH PROJECTS

1. Impact of Recent Labour Law Amendments by State Governments (Rajasthan, Uttar Pradesh, Haryana and Andhra Pradesh)

Context:

Various changes have occurred in the working and employment conditions in India over the last 25 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) collected from the concerned State Governments such innovative measures, notifications and State specific amendments in the direction of labour reforms and analyses the actual impact following initiation of these measures. The impact analysis covers 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 states covered under the study include: Rajasthan, Uttar Pradesh, Haryana and Andhra Pradesh. The Labour Acts 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:

- 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.
- To obtain the perception of various stakeholders with regard to various labour law reform measures initiated by the State Governments.
- To assess and evaluate the impact of various labour reform initiatives on industrial relations scenario in general.
- 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.

Outcome of the Study:

The study identifies various innovative initiatives in the area of labour reforms by the State Governments selected under the study together with the actual impact resultant there from. 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 April, 2016 and was completed in March, 2017.

(Project Director: Dr. Sanjay Upadhyaya, Fellow)



2. Critical Analysis of Labour Law Reforms in the States of Gujarat, Madhya Pradesh and West Bengal

Objective of the Study:

- To examine the nature of labour law reforms undertaken in these three states
- To analyze the implications of such reforms on the stakeholders
- To analyze its probable impact of the national industrial relation scenario in general

Outcome of the Research Study:

- Listed the major reform initiatives carried out in these three States.
- Analyzed the process of reforms and extent of participation of the stakeholders
- Attempt was made to critically examine the implications of each of the reform process.
- Depicted inter-state similarities and diversities in carrying out reforms
- Attempted to clearly disseminate the recursions of the reforms on the stakeholders from respective perspective
- Suggested policy recommendations and possible future research agenda

Date of Initiation and Date of Completion:

The study was initiated in May 2016 and completed in December 2016.

(Project Director: Dr. Kingshuk Sarkar, Fellow)

ON GOING RESEARCH PROJECTS

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

Objectives:

This Study draws on four preliminary mapping studies on Social Dialogue and Labour Administration. These studies were carried out in four states namely Tamilnadu, Kerala, Karnataka and Maharashtra. This report is also informed by a national level study titled 'Enhancing Labour Administration's Performance' which was commissioned as part of global study involving 20 countries. The latter study drew inputs from the Union labour administration as well as two states namely West Bengal and Karnataka.



The purpose of the Study is to sift through the main findings in order to identify common trends and challenges; showcase examples of good practices and innovations; and highlight priority areas for policy consideration.

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

This study further seeks to highlight the main challenges pertaining to Tripartite Social Dialogue – as well as highlighting examples of any good practices, including recommendations for strengthening tripartite social dialogue at the National and State Level. The reports further reveal a wide array of tripartite institutional mechanisms at the State Level- ranging from, Labour Advisory Committees, Welfare boards, Minimum wage Boards, and Industrial Relations Committees- despite these mechanisms not functioning adequately in many cases, they are identified as critical and relevant from a governance perspective.

Outcome of the study:

- ✓ As a response to large-scale informalization of the labour force in the last two decades and half, state mainly responded by forming various employment specific welfare and social security boards which are also tripartite in nature and these boards are constituted by drawing equal number of members from three stakeholders that is state, employers organization and trade unions.
- ✓ Effectiveness of social dialogue has suffered reverses in all these states except Kerala which still has very strong culture of tripartism and working class solidarity as operating trade unions are very assertive and effective in ensuring better working and living conditions as well as wages.
- ✓ Except Kerala, in three other states, various statutory and non-statutory boards/committees have lost effectiveness to a certain degree because in some cases reconstitution of such bodies were kept pending and in some cases members are not getting nominated even after repeated persuasion.
- ✓ Again except Kerala, trade union bargaining power suffered decline substantially in the last two decades and half. This is particularly true for Maharashtra and Tamilnadu.
- ✓ State is basically concentrating on redistribution rather than acting as a regulator of labour standards.



- ✓ In all states except to some extent Kerala, rigours of inspection mechanism has witnessed some sort of dilution in recent times. This is part of an all-India phenomena and a fallout of neo liberal economic environment where one state compete with other in attracting industrial investment and try to sell itself as a cheap labour destination
- ✓ Implementation of various labour legislations also performed much below potential.
- ✓ Labour administration itself suffers from some serious constraints. Both physical and human infrastructure are inadequate to deal with work in hand. Physical infrastructure and space are severely limited and much less than the state-of-the-art technology/innovation. Over that on an average 40 per cent human resources are lying vacant.
- ✓ The immediate challenge faced by the labour administration is how to deal with growing informality. Informalization of the labourforce seems to be irreversible process as of now.
- ✓ Number of disputes taken up for conciliation has come down considerably over the years. Bipartism is preferred over tripartism. Central industry-wide trade unions are being gradually replaced by unit specific union activities.
- ✓ In all the four states, there is considerable decent job deficit. Decent job deficit manifests itself in terms of wages below the stipulated minimum wages, longer working hours, dilution of occupational health and safety norms, lack of employment and social security, absence of explicit employer-employee relation, dismantling of written contracts etc.

Date of Initiation and Date of Completion of Study:

The Study was initiated in August, 2016 and is to be completed by November, 2017.

(Project Director: Dr. Kingshuk Sarkar, Fellow)

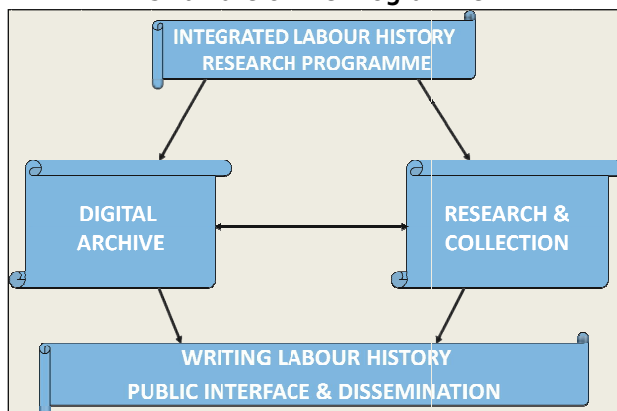
Integrated Labour History Research Programme (ILHRP)

Integrated Labour History Research Programme: An Introduction

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

It also aims to integrate a historical research with contemporary policy making.

Structure of the Programme

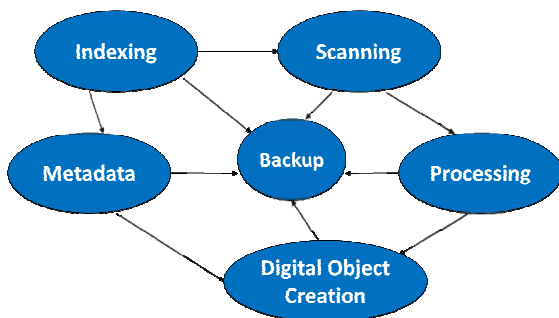


Features of the Digital Archives of Indian Labour

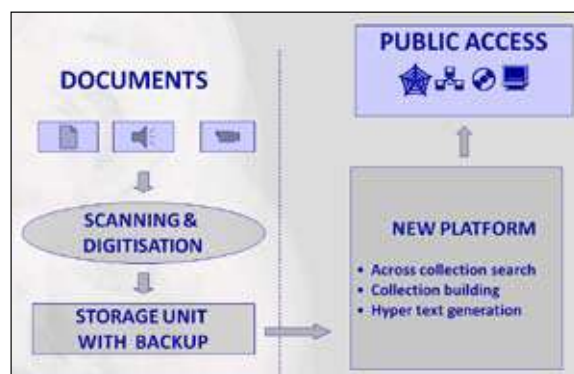
- Full-fledged Digital Structure.
- Integrated Multimedia Storage and Retrieval System.
- Enhanced Public Access.
- Integration of Historical and Contemporary Records.
- Focus on Records of the Labour from Unorganised Sector.

Basic Plan of Digital Archive

Process



Basic Storage and Retrieval





Major Collection Projects

1. History of Dalit Movement and Labour Movement in India (Phase V)

- Collection of Material from Mumbai (Subodh More and Ambedkar Collection).
- Digitisation of 8000 pages.
- Prepared Source Book on Dalit Labour Movement.

2. Digitisation of Audio Collections

- The ILHRP is in possession of very important audio collections.
- Notable among them is "Oral History Documentation of the Indian Labour Movement", amounting to 300 tapes. New methods and approaches are required to maintain the quality of Oral History Cassettes.
- Conversion of 300 Oral History Cassettes into MP3 format.
- Metadata and Indexing completed.
- Storage and Maintenance of the Tape for better quality conversion into MP3.

3. Digitisation of Documents Compatible with the New Proposed Technological Platform

	Pages
▪ National Commission Labour (1929-2002)	15,000
▪ Trade Union Records (1926-1947)	10,100
▪ Newspaper Collection	8,400
▪ Collection on Strikes	9,350

International Collaboration for Sustainable Technology Platform

- Pilot project initiated in collaboration with University of Goettingen and International Institute of Social History.
- Major part of re-scanned material of selected collections transferred.
- Metadata creation of the transferred material completed.

First International Workshop of the Global Labour History Network

V.V. Giri National Labour Institute in collaboration with the Association of Indian Labour Historians and International Institute of Social History, Amsterdam organised the First International Conference on Global Labour History Network during March 03-04, 2017 at the V.V. Giri National Labour Institute.

The Conference was attended by 40 renowned scholars speciliasing in research and archiving on different dimensions of labour history.



The Conference was organised with two central aims. First, to strengthen the network of institutions specializing in global labour history by exchanging information on research, the collection of data, the sharing and mobilization of knowledge, and the preservation of archives and other historical materials. The network will try to start the formation of collaborative transcontinental working groups on topics such as, for example, free and unfree labour, gender, migration, colonial labour, trade unions, or other issues of wider relevance.

Second, to discuss contemporary policy issues in emerging economies like India from a historical perspective (flexibilisation, robotisation). The conference will pay attention to different forms of labour, including both modern rural and industrial workers such as miners, factory operatives, agricultural workers and dockers, and domestic servants, caregivers, and unwaged labourers.

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.

Writing Labour History

- Writing Labour History forms and integral part of ILHRP.
- Under this four research papers were prepared by specialists associated with ILHRP.
 - ❑ Global Labour History: 2 Essays – Prof. Marcel van der Linden, International Institute of Social History, Amsterdam.
 - ❑ A Moving Target: The Worker in the Mirror of the Law in India – Dr. Prabhu Mohapatra, AILH and Dr. S.K. Sasikumar, VVGNI.
 - ❑ Indian Migrant Labour in the Southeast Asia and Assam Plantation in the British Imperial System – Dr. Rana P. Behal, AILH.
 - ❑ Strike-breaking or the Refusal of Subalternity? Ethnicity Class and Gender in 1930 in Chhota Nagpur – Dr. Dilip Simeon, AILH.

Publications

- *Vernacularisation of Labour Politics, Book edited by* - Sabyasachi Bhattacharya and Rana Behal (including papers presented in the International Conference of Labour History), April 2016.
- Vernacularisation of Labour Politics: A Paradigm Shift?, Sabyasachi Bhattacharya, in *Labour & Development*, June 2016.
- *Global Labour History: Two Essays* - Marcel van der Linden, in NLI Research Studies Series, 125/2017.
- *Strike-breaking or the Refusal of Subalternity? Ethnicity, Class and Gender in Chota Nagpur* - Dilip Simeon, in NLI Research Studies Series, 126/2017.



Centre for Labour and Health Studies

The degree to which health systems meet the needs of different social groups is an issue of concern all over the world. This is more so in countries experiencing rapid economic and institutional change. In India where a large number of people are poor and depend on the informal sector for their livelihood, 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 PROJECT

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)

ONGOING RESEARCH PROJECTS

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

The present study is being conducted to identify the different Social Security Schemes/Programmes in India which are operating under different Ministries as per the basic Social Security provisions of ILO Convention 102 and Social Protection Recommendation no.202. The study will also estimate that is being incurred by all the social security and social protection programmes.

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

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

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



Completed Research Project

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.

Outcome

Education for All (EFA) is a global commitment to provide quality basic education to all children. EFA was launched at the World Conference on Education for All in 2000. Education for All is also the goal 2 of the eight internationally agreed upon goals of the Millennium Development Goals (MDGs). Across the world, the challenge is also to ensure that educated youth are prepared for and able to contribute to the economy and society. The development of graduates with relevant attributes, skills and knowledge has placed graduate employability at the centre of the education agenda. The present Indian education system suffers from an inverse pyramid structure, where the top is heavy and the bottom is weak. Thus focusing the basic education alone is not enough and employability should be promoted through availability of good-quality education as a foundation for future training and a close match between supply of skill according to



the needs of enterprises and labour markets. Considering the fact majority of students enrolled in Humanities without skill component dreaming of inclusive growth will be baseless. The study suggests initiatives that can be followed by other institutions for the betterment of youth and society.

Date of Initiation and Date of Completion:

The study was initiated in July 2015 and completed in March, 2017.

(Project Director: Dr. Shashi Bala, Fellow)

2. Gender Parity in Education and Employment: A Global and National Perspective

Objectives

- To study gender parity in education and employment: a global perspective
- To study gender parity in education and employment: a national perspective

Outcome

Despite initiatives and campaigns to reduce the gender gap in education and to break the barriers that keep girls out of school, the gender inequality in education though not completely eliminated, yet it is found to have declined in the recent years. The Government of India followed the path of planned development in India and various policies and programmes have been formulated and implemented for empowerment of women. Various schemes specially designed for improving the socio economic status of women are being implemented from time to time. But still the achievement of gender equality in education and employment in India remains much to be desired. In the age group of 18 to 29 years, LFPR per 1000 persons is found to be highest in Telengana (675). The highest LFPR for male is Telengana (619) and for female is Tripura (831). In this age group LFPR in the case of male is found to be higher than the female for all the States. The present study is an attempt to understand educational and labour market participation aspects of gender inequalities. The study also suggests important policy and programme concerns which will help close the gender gap in education and employment.

Date of Initiation and Date of Submission:

The study was initiated on May, 2016 and was completed in March, 2017

(Project Director: Dr. Shashi Bala, Fellow)



3. Understanding Women's Work: Gendered Analysis of Women's participation in 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 analyse 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, exploring the role of social norms, caste affiliations ,ethnic identities etc in allocation of household tasks
- To understand the existing policies for women's economic participation and also explore policy initiatives to be undertaken to encourage women's participation in the labour market.

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.

Date of Initiation and Completion:

The study was initiated in April 2015 and the study was completed in March, 2017.

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



ON-GOING RESEARCH PROJECTS

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

Objectives:

Module 1: Understanding Sexual Harassment

Module 2: Global Initiatives to Prevent Sexual Harassment

Module 3: National Level Landmarks in the Prevention of Sexual Harassment at the Workplace

Module 4: Preventing Sexual Harassment in the World of Work

Module 5: Towards effective working of Internal Complaints Committees / Local Complaints Committees

Module 6: Creating Sustainable Inclusive Environment in the World of Work

Module 7: Good Practices

Date of Initiation and Date of Completion:

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

(Project Director: Dr. Shashi Bala, Fellow)

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

Objectives

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



Date of Initiation and Date of Completion:

The study was initiated on 15th July 2016 and field work is under progress.

(Project Director: Dr. Shashi Bala, Fellow)

3. Unpaid Work and Time Use Patterns of women workers in North East India: Special reference to Tripura

Objectives:

- To examine the socio-economic profile of women in NER
- To understand the dynamics of women's employment in Tripura.
- To explore the relationship between education and labour force participation.
- To analyse the constraining factors for women's participation in paid employment.
- To understand women's unpaid work within the context of household division of labour thereby exploring the role of cultural practices, social norms, caste affiliations, ethnic identities etc.
- To examine women's access to the existing social protection provisions including employment guarantee schemes and analyze the impact of same on women's lives.
- To reflect on appropriate policy for promoting women's employment and well-being.

Date of Initiation and Date of Completion

The Project was initiated in August 2016 and presently the data entry and analysis is carried out.

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

4. Domestic workers: Complexity of Employment Relation and Determination of Minimum Wage

Objectives:

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



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

Possible Outcome of the Research Study:

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

Date of Initiation and Date of Completion:

The study was initiated in January, 2017 and is scheduled to be completed by July 2017.

(Project Director: Dr. Kingshuk Sarkar, 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

ON-GOING RESEARCH PROJECT

1. Labour Market and Social Protection in North East India

Objective

The objective of the study is to examine the labour market trends in North East India and also to highlight the various social protection schemes implemented in all the eight North Eastern States of India.

Methodology

The study is based on the review of literatures, documents, surveys and related reports.

Date of Initiation and Date of Completion

The project was initiated in August, 2016 and is expected to be completed by July, 2017.

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



Centre for International Networking

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

The Institute is also currently empanelled as a training institution for organizing international training programmes under the ITEC/SCAAP scheme of the Ministry of External Affairs, Govt. of India. During year 2015-2016, the Institute organised seven international training programmes on major themes like Gender Issues in Labour, Leadership Development, Labour and Employment Relations in a Globalising Economy, Managing Development and Social Security Measures, Skill Development and Employment Generation, Research Methods in Labour Studies and Health Protection and Security.

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



capacities of both the institutions in responding to the challenges emanating from transformations in the world of work.

As a part of the ITC-VVGNI collaboration, One Year Training Programme on Employment Policies: Moving from Fragility to Resilience tailored for Social Partners from Afghanistan has been developed. Eight different training programmes on major areas of labour and employment will be organised during February 2017 to October 2017.

The Institute organised the following special Training Programmes on request of Royal Govt. Of Bhutan and Government of Sri Lanka:

- ✓ A customised Training Programme on 'Labour Administration and Employment Management' was conducted for Officials of Labour Department, Royal Govt. of Bhutan.
- ✓ Training Programme on 'Globalisation, Changing Employment Relations and Labour Administration' was conducted for officials of Labour Department, Government of Sri Lanka.

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



Training and Education (2016-17)

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 2016- 2017, the Institute has conducted 126 training programmes and 3811 personnel participated in these programmes.

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. 09 such programmes were organized in which 207 participants participated.

Industrial Relations Programmes

Under these programmes attempts are made to cover both the conceptual and practical areas of IR and disciplinary systems. They introduce senior managers, HR officers and trade union leaders from industries to participatory management for better interaction among the government, employers and the unions. 10 such programmes were organized in which 289 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. 44 such programmes were organized in which 1396 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. 08 such programmes were organized in which 327 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 under ITEC/SCAAP programme of Ministry of External Affairs, Government of India in which 182 foreign nationals participated.

Labour and Health Programmes

These programmes are designed to sensitise different target groups such as Labour Administrators, Trade Union Leaders, Employers, Health Officials and NGOs to



understand the implication of globalisation and labour market transformations on the health security of workers. One such programme was organized in which 23 participants participated.

North Eastern States Programmes

The Institute lays great emphasis on programmes specially designed for Labour Administrators, Trade Union Leaders, NGOs and other stakeholders to address key issues related to labour & employment in the North Eastern Region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule. During the period the Institute has organised 15 training programmes on the subject in which 418 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. 08 such programmes were organized in which 190 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 Un-Organised Workers, Social Protection and Livelihood, Research Methods in Labour Studies, Labour Issues, Enforcement Rescue and Rehabilitation of Child Labour etc. In all 7 such programmes were organized in which 326 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 13 inhouse training programmes for Oil India Ltd., Assam, Office of Chief Labour Commissioner (C), Naval Armament Depot, Visakhapatnam, Reserve Bank of India. In all 326 participants participated.



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
LABOUR ADMINISTRATION PROGRAMME (LAP)				
1.	Effective Labour Law Enforcement May 23-27, 2016	05	13	Kingshuk Sarkar
2.	Leadership Training Programme for Women in Law Enforcement May 30-June 03, 2016	05	12	Shashi Bala
3.	Quasi Judicial Authorities: Role and Functions, June 27-30, 2016	04	23	Sanjay Upadhyaya
4.	Labour Market Analysis July 04-08, 2016	05	18	S.K. Sasikumar
5.	Towards Generating Quality Employment: Challenges and Options August 16-19, 2016	04	26	S.K. Sasikumar
6.	Globalisation, Changing Employment Relations and Labour Administration August 29-September 01, 2016	04	15	Kingshuk Sarkar
7.	Training Programme on Trade Union Verification for CLS Officers December 5, 2016	01	40	Kingshuk Sarkar
8.	Trade Union Verification for CLS Officers, December 6, 2016	01	45	Kingshuk Sarkar
9.	Effective Labour Law Enforcement January 09-13, 2017	05	15	Sanjay Upadhyaya
INDUSTRIAL RELATIONS PROGRAMMES (IRP)				
10	Empowering Trade Union Leaders April 11-16, 2016	06	53	Poonam S. Chauhan
11	Empowering Trade Union Leaders June 06-11, 2016	06	13	Poonam S. Chauhan
12	Behavioral Skills for Developing Effective Leadership, June 20-24, 2016	05	12	Poonam S. Chauhan



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
13	Fundamental of Labour Laws June 13-17, 2016	05	17	Kingshuk Sarkar
14	Preventing Sexual Harassment at Workplace, August 01-05, 2016	05	13	Shashi Bala
15	Empowering Trade Union Leaders August 08-13, 2016	06	56	Poonam S. Chauhan
16	Managing Work Effectively: A Behavioural Approach September 05-09, 2016	05	12	Poonam S. Chauhan
17	Empowering Trade Union Leaders December 05-10, 2016	06	34	Poonam S. Chauhan
18	Developing Positive Attitude for Excellence at Work January 16-20, 2017	05	32	Poonam S. Chauhan
19	Fundamental of Labour Laws February 06-10, 2017	05	47	Sanjay Upadhyaya
CAPACITY BUILDING PROGRAMME (CBP)				
20	Leadership Development Programme for Rural Trade Union Leaders April 04-08, 2016	05	58	Ellina Samanatroty
21	Training of Trainers Programme for Rural Educators, April 18-22, 2016	05	18	Poonam S. Chauhan
22	Enhancing Leadership Skills of Trade Union Leaders from Transport Sector April 25-29, 2016	05	25	Poonam S. Chauhan
23	Leadership Development Programme : Media Sector, April 18-22, 2016	05	19	P. Amitav Khuntia
24	Social Security for Workers in the Unorganised Sector, April 04-08, 2016	05	28	Poonam S. Chauhan
25	Empowering Rural Women Organizers May 09-13, 2016	05	18	Shashi Bala
26	Future of Work in India and Young People's Aspirations in Collaboration with MoLE and ILO May 10, 2016	01	110	S.K. Sasikumar



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
27	Gender Issues in Labour May 09-13, 2016	05	29	Ellina Samantroy
28	Strengthening Leadership Skills for Beedi Workers, May 16-20, 2016	05	18	Poonam S. Chauhan
29	Migration and Development: Issues and Perspectives, May 02-05, 2016	04	17	S.K. Sasikumar
30	Leadership Development Programme for Rural Trade Union Leaders June 06-10, 2016	05	19	P. Amitav Khuntia
31	Developing Skill Development Strategies for Women Workers in the Informal Economy, June 27-30, 2016	04	27	Shashi Bala
32	Gender, Poverty and Employment June 13-17, 2016	05	35	Shashi Bala
33	Social Security for Workers in the Unorganised Sector, July 04-08, 2016	05	34	Ruma Ghosh
34	Managing Livelihood and Social Protection in the Hill Regions July 11-15, 2016	05	21	P. Amitav Khuntia
35	Developing Leadership Skills of Plantation Workers, July 11-15, 2016	05	5	Kingshuk Sarkar
36	Leadership Development Programme for Domestic Workers, July 18-22, 2016	05	36	Shashi Bala
37	Training of Trainers Programme for Rural Educators, July 25-29, 2016	05	32	P.S. Chauhan
38	Leadership Development Programme for Rural Trade Union Leaders August 01-05, 2016	05	43	Sanjay Upadhyaya
39	Leadership Development Programme for Transport Workers August 22-26, 2016	05	27	Poonam S.Chauhan
40	Leadership Development Programme for Fishery Workers August 29-September 02, 2016	05	51	Poonam S.Chauhan



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
41	Labour, Productivity and Livelihood for Plantation Sector, August 22-26, 2016	05	20	Kingshuk Sarkar
42	Women Welfare Issues September 05-09, 2016	05	40	Shashi Bala
43	TOT on Gender and Social Security September 19-23, 2015	05	34	Shashi Bala
44	Social Protection and Livelihood Security, September 26-30, 2016	05	32	Ruma Ghosh
45	Labour Market and Employment Policies, September 12-16, 2016	05	20	Kingshuk Sarkar
46	Gender and Social Security October 3-7, 2016	05	26	Shashi Bala
47	Training of Trainers Programme on Preventing Sexual Harassment at Workplace, October 24-28, 2016	05	11	Shashi Bala
48	Developing Leadership Skills for Central Women Trade Union Leaders October 17-21, 2016	05	12	Dhanya M.B.
49	Skill Development for Youth Employability and Entrepreneurship October 17-21, 2016	05	37	P. Amitav Khuntia
50	Gender Issues in Labour (NSSTA) November 03, 2016	1	15	Ruma Ghosh and Dhanya M. B
51	Technology and the future of Work in Collaboration with MOLE and ILO November 29, 2016	01	100	S.K. Sasikumar
52	Promoting Decent Work in the Construction Industry December 26-30, 2016	05	34	P. Amitav Khuntia
53	Leadership Development Programme for INTUC Leaders/ Workers of West Bengal at VVGNI, Noida December 19-23, 2016	05	35	Otojit Kshtrimayum



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
54	Labour Issues and Social Security for MILS Delegates, December 05, 2016	01	18	Otojit Kshtrimayum
55	Awareness Programme on Labour Issues for MSW students of Deptt. of Social Sciences Centre, Bharati Vidyapeeth University, Pune December 16, 2016	01	11	Kingshuk Sarkar
56	Demonetisation : Strategies To Address Issues Related To Labour & Employment In Collaboration With MoLE, December 16, 2016	01	55	S. K. Sasikumar
57	Training of Trainers Programme for Rural Educators, January 09-13, 2017	05	50	Poonam S. Chauhan
58	Empowering Rural Women Organisers January 09-13, 2017	05	27	Ellina Samanatroty
59	Skill Development & Employment Generation January 30-February 03, 2017	05	13	Anoop Satpathy
60	Gender Issues and Gender Budgeting January 03-06, 2017	05	30	Shashi Bala
61	Developing Leadership Skills for Trade Union Leaders from Telangana State January 30 – February 03, 2017	05	40	Poonam S. Chauhan
62	Wage Policies in collaboration with ILO January 31, 2017	01	40	S. K. Sasikumar
63	Social Protection and Livelihood Security, February 13-17, 2017	05	26	Dhanya M.B.
RESEARCH METHODS PROGRAMMES (RMP)				
64	Research Methods in Labour Studies April 25-May 06, 2016	12	26	P. Amitav Khuntia



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
65	Methods and Approaches in Labour Research, June 20-July 01, 2016	12	28	Kingshuk Sarkar
66	Introduction to Labour Economics August 29-September 02, 2016	05	9	Shashi Bala
67	Research Methods on Gender Issues in Labour, September 19-30, 2016	12	34	Ellina Samantroy
68	Sociology of Labour and Globalisation November 1-11, 2016	11	17	Otojit Kshetrimayum
69	Qualitative Methods in Labour Research, December 19-30, 2016	12	18	Ruma Ghosh
70	Quantitative Methods in Labour Research, February 13-24, 2017	12	32	Kingshuk Sarkar
71	Research Methods on Gender, Poverty and the Informal Economy February 27-March 10, 2017	12	26	Dhanya M.B.
INTERNATIONAL TRAINING PROGRAMMES (ITP)				
72	Skill Development and Employment Generation August 8-26, 2016	19	19	P. Amitav Khuntia
73	Labour Administration and Employment Management for the officials of Royal Govt. of Bhutan August 17-26, 2016	10	20	Ruma Ghosh
74	Managing Development and Social Security Measures September 5-23, 2016	19	20	Otojit Kshetrimayum
75	Enhancing Leadership Skills October 03-21, 2016	19	32	Poonam S.Chauhan
76	Labour and Employment Relations in a Global Economy November 07-25, 2016	19	25	S.K. Sasikumar



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
77	Globalisation, Changing Employment Relations and Labour Administration for Officers of Sri Lanka November 21-25, 2016	5	13	Ruma Ghosh
78	Gender Issues in the World of Work December 05-23, 2016	19	30	Shashi Bala
79	Building Bridges 2017:-The International Tradewomen's conference in India January 18-19, 2017	2	52	Ellina Samanatroty
80	Research Methods in Labour Studies February 06-24, 2017	19	26	S.K. Sasikumar
81	First International Conference of the Global Labour History Network March 3-4, 2017	02	42	S.K. Sasikumar
82	Health Security and Protection of Workers, March 6-24, 2017	19	30	Ruma Ghosh
HEALTH ISSUES PROGRAMMES (HIP)				
83	Promotion of Occupational Safety, Health and Welfare in Construction Industry, June 13-17, 2016	05	23	Ruma Ghosh
84	Technical Consultation on Ending Child Labour in Supply Chains: Sharing of Experiences, 29th June 2016	01	45	Helen R. Sekar
85	Awareness Programme for Project Directors of NCLP District Societies on July 13, 2016	1	50	Helen R. Sekar
86	Awareness Programme for Project Directors of NCLP District Societies on July 15, 2016	1	45	Helen R. Sekar



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
87	State of Child Labour : Mapping Trends September 02, 2016	1	60	Ellina Samantroy Helen R. Sekar
88	Child Labour Programme for NCLPs November 28, 2016	1	25	Helen R. Sekar
89	Child Labour Programme for NCLPs November 30, 2016	1	25	Helen R. Sekar
90	Child Labour Programme for NCLPs December 02, 2016	1	36	Helen R. Sekar
91	Child Labour Programme for NCLPs December 08, 2016	1	41	Helen R. Sekar
IN HOUSE PROGRAMME				
92	Management and Industrial Relations for INAS Officers of NAD April 07-18, 2016	12	15	Poonam S. Chauhan
93	Capacity Building Programme on the use of Information Technology in Training in collaboration with ITC Turin April 27-29, 2016	3	27	Ellina Samantroy
94	Role of Trade Unions in Post Globalised Era at Gangtok September 12-14, 2016	3	20	Poonam S. Chauhan
95	Induction training programme for CLS Officers October 03-December 23, 2016	82	24	Sanjay Upadhyaya
96	Behavioural Skills for Developing Effective Leadership for the Officials of Oil India Ltd., November 15-19, 2016	5	22	Poonam S. Chauhan
97	Behavioural Skills for Developing Effective Leadership for the Officials of Oil India Ltd., December 12-16, 2016	05	24	Poonam S. Chauhan



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
98	Behavioural Skills for Managing Work Effectively for Class III Employees for RBI, February 6-10, 2017	5	27	Poonam S. Chauhan
99	Behavioural Skills for Managing Work Effectively for Class IV Employees for RBI, February 13-17, 2017	5	28	Poonam S. Chauhan
100	Behavioural Skills for Managing Work Effectively for Class III Employees for RBI, February 20-24, 2017	5	28	Poonam S. Chauhan
101	Behavioural Skills for Managing Work Effectively for Class IV Employees for RBI, February 27 - March 3, 2017	5	30	Poonam S. Chauhan
102	Behavioural Skills for Managing Work Effectively for Class III Employees for RBI, March 6-10, 2017	5	30	Poonam S. Chauhan
103	Behavioural Skills for Managing Work Effectively for Class IV Employees for RBI, March 20-24, 2017	5	30	Poonam S. Chauhan
104	Induction Programme for CLS Officers March 27-May 05, 2017	05	21	Kingshuk Sarkar
NORTH-EAST STATES PROGRAMME				
105	Strengthening Awareness on Labour Issues, May 23-27, 2016	05	8	Ellina Samantroy
106	Fundamental of Labour Laws June 20-24, 2016	05	14	Otojit Kshetrimayum
107	Leadership Development Programme for Trade Union Leaders from North Eastern States July 18-22, 2016	05	40	Poonam S. Chauhan
108	Gender, Work and Social Protection August 08-12, 2016	5	22	Ellina Smanatroy



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
109	Skill Development and Employment Generation, October 24-28, 2016	05	34	Otojit Kshetrimayum
110	Gender Issues in Labour November 28-December 02, 2016	05	18	Shashi Bala
111	Social Security for Unorganised Workers November 28-December 02, 2016	05	31	Otojit Kshetrimayum
112	Strengthening Awareness on Labour Issues and Laws Pertaining to Women workers, December 12-16, 2016	05	16	Dhanya M.B.
113	Fundamentals of Labour Laws for Trade Unions and NGOs January 16-20, 2016	05	24	Kingshuk Sarkar
114	Effective Labour Law Enforcement for Labour Enforcement Officers January 30-February 03, 2017	05	12	Otojit Kshetrimayum
115	Social Protection and Livelihood Security, January 23-27, 2017	05	12	Dhanya M.B.
116	Social Protection and Livelihood Security, February 27-March 03, 2017	05	22	Otojit Kshetrimayum
117	Research Methods on Gender and Labour Studies in collaboration with Tripura University, Agartala March 30-April 01, 2017	03	38	Ellina Samantroy
118	Awareness Generation And Sensitization Programme On Child Labour in collaboration with Tripura University, Agartala March 30-April 01, 2017	03	67	Helen R. Sekar
119	Orientation Programme on Labour and Employment Issues at Gangtok, Sikkim August 29-September 01, 2016	04	60	Otojit Kshetrimayum



S. NO	NAME OF THE PROGRAMME	NO. OF DAYS	NO. OF PART.	COURSE DIRECTOR
COLLABORATIVE TRAINING PROGRAMMES (CTP)				
120	Skill Development For Youth Employability And Entrepreneurship at H. N. B.Garhwal University, Srinagar, Garhwal, Uttrakhand November 21-24, 2015	04	45	Amitav Khuntia
121	Quantitative & Qualitative Methods in Labour Research: A Gender Perspective, MGLI, Ahmadabad, Gujarat December 26-30, 2016	05	33	Shashi Bala
122	Good Governance for Effective Implementation of Development Programmes, KILE, Kerala January 09-13, 2017	05	42	P. Amitav Khuntia
123	Changing Industrial Relations in the Globalised Economy (MILS, Mumbai) January 23-27, 2017	05	39	Kingshuk Sarkar
124	Research Methods in Labour Studies (MILS, Mumbai) January 2-6, 2017	05	20	Ruma Ghosh
125	Social Security for Unorganised Sector Workers (MILS, Mumbai) February 13-17, 2017	05	44	Otojit Kshetrimayum
126	Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 & Development of District-specific Action Plan for Jammu Division March 7-8, 2017	02	103	Helen R. Sekar
		777	3811	



Training Programmes held during April 2016– March, 2017

S.No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1.	LABOUR ADMINISTRATION PROGRAMMES	9	34	207
2.	INDUSTRIAL RELATIONS PROGRAMMES	10	54	1484
3.	CAPACITY BUILDING PROGRAMMES	44	190	250
4.	CHILD LABOUR PROGRAMMES	08	8	59
5.	RESEARCH METHODS PROGRAMMES	08	88	294
6.	INTERNATIONAL PROGRAMMES	11	152	336
7.	HEALTH ISSUES PROGRAMMES	01	05	23
8.	NORTH EAST PROGRAMMES	15	70	418
9.	COLLABORATIVE PROGRAMMES	7	31	
10.	INHOUSE PROGRAMMES	13	145	326
	TOTAL	126	777	3811



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 210 books/reports/bound volumes of journals during April 2016 to March 2017, thereby enlarging the stock of books/reports/bound volumes of journals etc. to 65015.

Journals – The library regularly subscribed to 173 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 centers have been created and maintained for reference purpose:

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



Implementation of Official Language Policy

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

Official Language Implementation Committee

The Official language Implementation Committee of the Institute continued to function during this year also. The meetings of the committee were held on 17.05.2016, 14.09.2016, 21.12.2016 and 07.03.2017 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 24.06.2016, 02.09.2016, 15.12.2016 and 24.03.2017. 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 Tippan Alekhan Pratiyogita was organised on 23rd December 2016 for member offices of the Town Official Language Implementation Committee, Noida, in which 57 participants from 24 offices participated.

Quarterly Report

The quarterly reports for the four quarters ending 31st March 2016, 30th June 2016, 30th September 2016 and 31st December 2016 were uploaded on Rajbhasha Vibhag's Website on regular basis.

Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from 14th September 2016 to 30th September 2016. 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 Shri Manish Kumar Gupta, Director General of the Institute on 30.09.2016.





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. Some of the important periodicals are:

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 and Central Administrative Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, 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 and Central Administrative 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

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



Child Hope

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



Shram Sangam



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

NLI Research Studies Series

The Institute is also publishing a series entitled, *NLI Research Studies Series*, to disseminate the findings of the research activities of the Institute. So far the Institute has published 126 research reports in this series. The research studies brought out as *NLI Research Studies Series* in 2016-17 include:





- 117/2016 Skilling India: An Evaluation of Multi Skills Development Centres
– *Otojit Kshetrimayum*
- 118/2016 Enhancing Labour Administration's Performance in India
– *Kingshuk Sarkar*
- 119/2017 Gender Parity in Education and Employment: A Global Perspective
– *Shashi Bala*
- 120/2017 Gaps in Education & the World of Work: A Gender Perspective
– *Shashi Bala*
- 121/2017 Industrial Relations in India: A Study of Central Industrial Relations Machinery
– *Otojit Kshetrimayum*
- 122/2017 Amendments in Labour Laws and Other Labour Reform Initiatives Undertaken by State Governments of Rajasthan, Andhra Pradesh, Haryana and U.P. An Analytical Impact Assessment
– *Dr. Sanjay Upadhyaya, Pankaj Kumar*
- 123/2017 Understanding Women's Work: Gendered Analysis of Women's Participation in Domestic Duties in North East India – *Ellina Samantroy*
- 124/2017 Skill Development of Youth in North East India: Way Forward
– *Priyadarshan Amitav Khuntia*
- 125/2017 Global Labour History: Two Essays – *Marcel van der Linden*
- 126/2017 Strike-breaking or the Refusal of Subalternity? Ethnicity, Class and Gender in Chota Nagpur – *Dilip Simeon*

दक्षिण पूर्व, ओल 'कडरुज.क जल्यक

- 02/2016 भारत में प्राइवेट इंजीनियरिंग कॉलेजों के संकाय सदस्यों के रोजगार, कार्य और सेवा की दशाओं संबंधी मुद्दे और उनके समाधान हेतु सुझाव –डॉ. संजय उपाध्याय

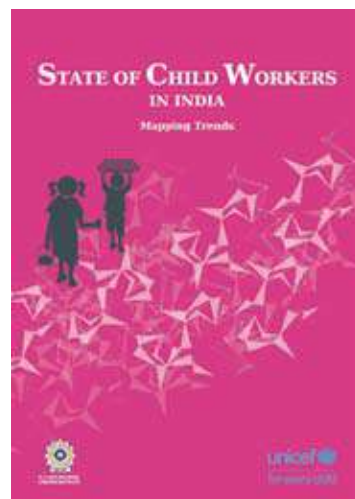


Occasional Publications

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

State of Child Workers in India: Mapping Trends

Child labour is a serious and challenging problem that has attracted the attention of several policy makers, planners and implementers in India. According to the International Labour Organisation's (ILO's) World Report on Child Labour 2015, around 168 million children are trapped in child labour, 75 million young persons aged 15–24 are unemployed, and many more are in jobs that fail to offer fair income, security in the workplace, social protection and other basic and decent work attributes. The magnitude and incidence of child labour varies across different states, with some states reporting higher incidence while in others it is comparatively lower. Poverty, migration from one place to another and low family income may be some of the reasons for the existence of child labour. Though many laws and policies have been implemented in India to prevent and eliminate child labour, the problem still persists. Many proactive policies, legislation and schemes, like the National Child Labour Policy, National Policy for Children, National Policy on Education, Child Labour (Prohibition and Regulation) Act, Right of Children to Free and Compulsory Education Act, Juvenile Justice Act, Sarva Shiksha Abhiyaan (SSA), and National Child Labour Project have contributed immensely to increasing the school enrolment ratio, mainly at the level of elementary education. However, the relationship between increasing school education of children and decreasing incidence of child labour needs to be carefully investigated, as the problem of child labour still persists despite developmental efforts in education. In this context, the present study aims to highlight the incidence and magnitude of child labour across the states and at the district-level, in both rural and urban areas of India. It aims to provide a systematic analysis of district-level information so that a micro-picture evolves for understanding the problem of child labour. The study also aims to identify the major hotspots of child labour in India; the main reasons for their existence and consequences there of; and to create awareness about the problem. It focuses on girl children who are withdrawn from school and are contributing in household responsibilities through paid or unpaid work. Finally, the study tries to provide some policy recommendations for the elimination of child labour.

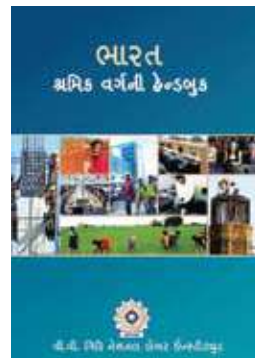




India: Handbook of Labour (Telugu & Gujarati Version)

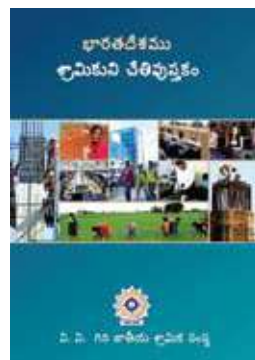
Questions confronting the country in relation to labour are many and varied, ranging from concerns about employment and underemployment to social security for workers to elimination of child labour. Considering the range and magnitude of India's labour issues, it is important to involve different stakeholders in the process of finding solutions. This constructive engagement of stakeholders is possible if information and ideas related to labour are made accessible.

It is with this perspective that the V.V. Giri National Labour Institute has brought out this handbook, which 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 the broad spectrum of society.



The different articles in the handbook are as follows:

- India's Labour and Employment Scenario: An Overview by Dr. S.K. Sasikumar, Senior Fellow, VVGNI
- Labour Laws for Informal Sector Workers in India by Dr. Sanjay Upadhyaya, Fellow, VVGNI
- Social Security and Rural Labour by Dr. Poonam S. Chauhan, Senior Fellow, VVGNI
- Preventing Children's Entry into Employment at Tender Age and Ending Child Labour in India by Dr. Helen R. Sekar, Senior Fellow, VVGNI
- Health Insecurities and Protection of Workers in Informal Employment by Dr. Ruma Ghosh, Fellow, VVGNI
- Gender Issues in Labour by Dr. Shashi Bala, Fellow, VVGNI and Dr. Ellina Samantroy, Associate Fellow, VVGNI



For further information and details, please contact:

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



Upgrading e-Governance and Digital Infrastructure of the Institute

In sync with the commitment of the Government of India to promote the National e-Governance Plan (NeGP) and Digital India infrastructure, the Institute during the financial year 2016-17, took a slew of steps to upgrade its e-Governance and Digital infrastructure to the next level. The major steps undertaken in this regard are as follows:

1. **Connecting to NICNET Service:** The Institute connected itself with the high speed NICNET services (the national satellite-based computer network) to provide round the clock internet connectivity in all location of the Institute and to enable its employees to use e-Office application. As a pre-requisite for this, the Institute extended LAN connectivity to all the blocks of the Institute including training block, hostel and library.
2. **Operationalization of e-Office System:** To improve the operational efficiency and increase transparency and accountability, the institute transitioned to a 'Less Paper Office' by operationalizing e-Office system with effect from 16th December 2016 at the instance of the Ministry of Labour and Employment (mole.eoffice.gov.in). Post rolling out of e-Office application, the Institute became the first subordinate office of the Ministry, which has completely migrated to electronic file and record management system in a record time from old system of physical processing of files without facing much resistance from its employees. The electronic file system enabled the Institute's employees to electronic move and track files and the archival and retrieval of data. The employees were also provided with digital signature certificates (DSC) for signing noting and drafts in electronic file. All employees of the Institute were also provided with GoI email IDs to access to e-Office and for official communication purposes.

Apart from electronic file management system, the Institute has also automated electronic application and approval process for leave (e-Leave) and tour (e-Tour) programmes. Recently, the Institute has also successfully set up automated Central Registry Unit (CRU) for electronic handling of DAK and email Diarisation process within the e-Office system. The Institute's employees were provided with various rounds of training by the NIC e-Office support team to make them proficient in using the e-Office system.



In the second phase, work is undergoing at a rapid pace to launch e-Service Book module as well as online submission and processing of Annual Performance Appraisal Report through SPARROW product suit within the e-Office system. As the Institute is using e-Office application at the instance of the Ministry, currently Ministry's permission is awaited for rolling out of e-Service Book and SPARROW product suit.

3. **Launching New Website:** The Institute web hosted the new bilingual website <http://www.vvgnli.gov.in/> on 27th April 2017, after a year of intense effort in designing and development of the same. The new website has a distinct look, has many new features and extremely user friendly. The website also has an inbuilt online application and feedback system for training programmes offered by the Institute and provides link to the flagship programmes of the Government of India. The website is security audited by a third party agency as per the Government of India norms and currently processes are ongoing to obtain the STQC certification as mandated by the Department of Administrative Reforms and Public Grievances (DARPG). The website is hosted in the cloud in the National Data Centre of the National Informatics Centre (NIC).
4. **Enabling Campus wide Wi-Fi and Surveillance System:** To provide round the clock campus wide wireless internet connectivity to the participants of national and international training programmes, visiting scholars and staff and to improve the security apparatus inside the campus, the Institute is currently implementing a Wi-Fi and Surveillance project at an estimated cost of INR 1.4 crores. As a part of this project, deployment of Local Area Networks (LAN), wireless LANs, adapters, network hubs, surveillance cameras are currently being installed in various strategic locations of the Institute.



Staff Strength (as on 31.3.2017)

Group	Sanctioned Strength	In Position
Director General	1	1
Faculty	15	12
Group A	5	2
Group B	8	4
Group C	31	15
MTS	25	19
Total	85	53



Faculty

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

Faculty of the Institute

	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, M. Phil., Ph.D.	Fellow
8.	Kingshuk Sarkar, M.A., Ph.D.	Fellow
9.	Priyadarsan Amitav Khuntia, M.A.. M.Phil	Associate Fellow
10.	Otojit Kshetrimayum, M.A., M.Phil	Associate Fellow
11.	Ellina Samantroy, M.Phil, Ph.D	Associate Fellow
12.	M.B. Dhanya, M.A., Ph.D.	Associate Fellow

Officers

1.	Harsh Singh Rawat, M.B.A., FCMA	Administrative Officer
2.	V.K. Sharma	Asstt. Administrative Officer
3.	S.K. Verma, M.Sc., M.L.I.Sc.	Asstt. Library & Information Officer



Staff

Kailash C. Budakoti	Supervisor
Madan Lal	Sr. P.A.
B.S. Rawat	Sr. Hindi Translator
Monika Gupta	Steno Assistant Gr. I
Pinki Kalra	Steno Assistant Gr. I
Sudha Vohra	Steno Assistant Gr. I
Geeta Arora	Steno Assistant Gr. I
Sudha Ganesh	Steno Assistant Gr. I
A.K. Srivastava	Assistant Gr. I
S. P. Tiwari	Assistant Gr. I
Rajesh Kumar Karn	Steno. Gr. II
Valsamma B. Nair	Steno. Gr. II
Ram Kishan	Steno Gr. II
Surender Kumar	Assistant Gr. II
Vijay Kumar	Assistant Gr. II
J.P.Sharma	Assistant Gr. II
Naresh Kumar	Assistant Gr. II
Ranjana Bhardwaj	Assistant Gr. II



AUDIT REPORT AND AUDITED ANNUAL ACCOUNTS 2016-2017



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, 2017.

S.No.	Audit Para	Reply of the Institute
(A)	Receipts and Payment Account	
	Time barred cheques of ₹ 0.51 lakh were not cancelled and written back in the account. This resulted in understatement of receipts and closing balance by ₹ 0.51 lakh each.	Time barred cheques of ₹ 0.51 lakh were cancelled and written back in the Institute Account in April 2017, However this has been noted for future compliances. Accordingly the para may be dropped please.
(B)	Grant-in-Aid	
	During the year 2016-17, the Institute received Grant-in-aid of ₹ 19.32 crore (Plan ₹11.00 crore and Non-Plan ₹ 4.25 crore) and generated internal income of ₹ 4.07 crore. Taking opening balance of ₹ 1.20 crore (Plan), funds available with the Institute worked out to ₹ 20.52 crore (Plan ₹ 12.20 crore and Non-Plan ₹ 4.25 crore and Internal receipt ₹ 4.07 crore). The Institute utilised a sum of ₹ 17.99 crore (Plan ₹ 10.53 crore and Non-Plan ₹ 4.25 crore and Internal Receipt ₹ 3.21 crore) leaving a balance of ₹ 2.53 crore (Plan ₹ 1.67 crore and Internal income ₹ 0.86 crore) as on 31 st March, 2017.	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.	Adequacy of Internal Audit system <p>The Institute has Internal Audit manual but no Internal Audit wing established. However it carried out by an independent C.A.</p>	<p>The institute has a thorough checking system of every financial transaction which involves accounts division headed by Accounts Officer, Drawing and Disbursing Officer and finally the Director General of the Institute. The independent internal Audit is being carried out by M/s K.K. Chanani & Associates, Chartered Accountants.</p> <p>Hence, the objection raised may kindly be dropped.</p>
2.	Adequacy of Internal Control System <p>The Internal Control System in the Institute reflected the following deficiencies:</p> <ul style="list-style-type: none"> Non-maintenance of Gradation list by the Institute. Non-maintenance of Library Accession and Issue Register. Shortage of regular staff on several key posts (i.e. against sanction strength of 85 posts only 53 staff are posted and 32 posts were lying vacant). 	<ul style="list-style-type: none"> The Institute is maintaining the Gradation list and placed it in the Annual Report from 2016-17. The Library Accession and Issue Register is being maintained in physical format. This is being taken up with the Ministry as some of the post have lapse as per Govt. of India guideline and their revival is in process. <p>Accordingly the vacant key position will be filled up as per rule.</p> <p>Hence, the objection raised may kindly be dropped.</p>
3.	System of Physical Verification of fixed assets <p>Physical verification of fixed assets was carried out during the year 2016-17.</p>	<p>Factual Position, hence no comments to offer.</p>
4.	System of physical verification of inventory <p>Physical verification of inventory was carried out during the year 2016-17</p>	<p>Factual Position, hence no comments to offer.</p>
5.	Regularity in payment of statutory dues <p>The Institute has regular in payment of statutory dues and as per accounts no dues were outstanding for more than six months as on 31st March, 2017.</p>	<p>Factual Position, hence no comments to offer.</p>



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, 2017

We have audited the attached Balance Sheet of the VV Giri National Labour Institute, NOIDA (Institute) as at 31 March, 2017, 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 VV Giri National Labour Institute, NOIDA in so far as it appears from our examination of such books.
- (iv) We further report that:



(A) Receipts and Payments Account

Time barred cheques of ₹ 0.51 lakh were not cancelled and written back in the account. This resulted in understatement of receipts and closing balance by ₹ 0.51lakh each.

(B) Grants-in-Aid

During the year 2016-17 the Institute received Grants-in-aid of ₹19.32crore (Plan ₹11.00 crore and Non-Plan ₹4.25 crore) and generated Internal Income of ₹ 4.07crore. Taking opening balance of ₹ 1.20 crore (Plan), funds available with the Institute worked out to ₹ 20.52 crore (Plan ₹ 12.20 crore and Non-Plan ₹ 4.25 crore and Internal receipt ₹ 4.07crore). The Institute utilised a sum of ₹ 17.99 crore (Plan ₹ 10.53 crore and Non-Plan ₹ 4.25 crore and Internal Receipt ₹ 3.21 crore) leaving a balance of ₹ 2.53crore (Plan ₹ 1.67 crore and Internal income ₹ 0.86 crore) as on 31 March, 2017.

- (v) Subject to our observation in the preceding paragraphs, we report that the Balance Sheet, Income and Expenditure Account and Receipts and Payments 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 VV Giri National Labour Institute, NOIDA as at 31 March, 2017; and
- (b) In so far as it relates to Income and Expenditure Account of the 'deficit' for the year ended on that date.

For and on behalf of the C&AG of India

Sd/-

Principal Director of Audit (Central)

Place: Lucknow

Date: 11.12.17



ANNEXURE

1. Adequacy of Internal Audit system

The Institute has Internal Audit manual but no Internal Audit Wing established. However it carried out by an independent C.A.

2. Adequacy of Internal Control System

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

- Non-Maintenance of Gradation list by the Institute.
- Non-Maintenance of Library Accession and Issue Register.
- Shortage of regular staff on several key posts (i.e. against sanction strength of 85 posts only 53 staff are posted and 32 posts were lying vacant).

3. System of Physical verification of fixed assets

Physical verification of fixed assets was carried out during the year 2016-17.

4. System of physical verification of inventory

Physical verification of inventory was carried out during the year 2016-17.

5. Regularity in payment of statutory dues

The Institute has regular in payment of statutory dues and as per accounts no dues were outstanding for more than six months as on 31 March, 2017.

Sd/-

Dy. Director of Audit (CE)



An ISO 9001:2008
Certified Firm

K. K. Chanani & Associates

Chartered Accountants

New Delhi: E-32A, 3rd Floor, Lajpat Nagar-2, New Delhi-110024

Head Office: 5/1 Clive Row, 3rd Floor, Room No.78, Kolkata-700001

Branches: Bhubaneswar, Bangalore, Chandigarh, Guwahati, Jaipur,
Jamshedpur, Mumbai, Muzaffarpur, Kolhapur, Patna and
Raipur

Contact: Dial: +91 9830044507, +9133 – 22302096/ 22309315

Fax: +9133 – 22624786

Email: kkcandassociates@gmail.com, kkc@cal2.vsnl.net.in

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

Internal Audit Report for F.Y. 2016-17

We have carried out Internal Audit of accompanying financial statements of **V. V. Giri National Labour Institute, Noida (the 'Institute')** which comprise of The Balance Sheet as at 31st March, 2017, 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 31st March, 2017 and,
- b) In the case of Income and Expenditure Account, of the surplus of the Institute for the year ended March 31, 2017 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, KKChanani and Associates
Chartered Accountants
FRN No:322232E
Membership No: 056045



Place: New Delhi
Dated: 21st June 2017



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

BALANCE SHEET AS ON 31ST MARCH 2017

LIABILITIES	SCH.	Fig as at 31.03.2017	Fig as at 31.03.2016
CAPITAL FUND	1	106,333,315.77	67,098,519.20
DEVELOPMENT FUND	2	102,080,493.44	89,367,949.81
RESERVE & SURPLUS	3	11,253,500.67	12,191,128.59
EARMARKED FUND	4	86,860,652.00	65,677,993.00
CURRENT LIABILITIES & PROVISIONS	5	54,619,863.50	58,882,656.50
TOTAL		361,147,825.38	293,218,247.10
ASSETS			
FIXED ASSETS (NET BLOCK)	6	113,312,751.00	77,085,842.00
INVESTMENTS: EARMARKED FUNDS	7	109,076,229.67	95,960,181.04
CURRENT ASSETS LOANS & ADVANCES	8	138,758,844.71	120,172,224.06
TOTAL		361,147,825.38	293,218,247.10

Significant Accounting Policies,

Contingent Liabilities & Notes to Accounts

18

Signed in terms of our Report even date

For K. K. Chanani & Associates

Chartered Accountants (FRN 322232E)

Sd/-

Krishna Kumar Chanani
Partner (Mem. No. 056045)
Place: New Delhi
Dated: 21/06/2017

Sd/-

Harsh Singh Rawat
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 2017

PARTICULARS	SCH.	Fig as at 31.03.2017	Fig as at 31.03.2016
INCOME			
Grants in Aid	9	135176160.00	112,265,930.00
Fees and Subscription	10	24013299.00	20,590,970.00
Interest Earned	11	2589648.44	3,015,596.42
Other Income	12	14065681.00	13,245,022.00
Prior Period Income	13	0.00	108,683.00
TOTAL (A)		175844788.44	149,226,201.42
EXPENDITURE			
Establishment Expenses	14	52294082.00	45,379,280.00
Administrative Expenses	15	24947983.24	22,851,944.79
Prior Period Expenditure	16	0.00	245,425.00
Expenditure on Plan Grant & Subsidies	17	90011098.00	75,165,814.00
TOTAL (B)		167,253,163.24	143,642,463.79
EXCESS OF INCOME OVER EXPENDITURE BEFORE DEPRECIATION (A-B)		8,591,625.20	5,583,737.63
Less:			
Depreciation	6	12,085,294.00	12,050,054.00
BALANCE BEING DEFICIT CARRIED TO CAPITAL FUND		(3,493,668.80)	(6,466,316.37)

Significant Accounting Policies,
Contingent Liabilities & Notes to Accounts 18
Signed in terms of our Report even date
For K. K. Chanani & Associates
Chartered Accountants (FRN 322232E)

Sd/-
Krishna Kumar Chanani
Partner (Mem. No. 056045)
Place: New Delhi
Dated: 21/06/2017

Sd/-
Harsh Singh Rawat
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 2017

Previous Year 31.03.2016	RECEIPTS	AMOUNT (Rs.) 31.03.2017	Previous Year 31.03.2016	PAYMENTS	AMOUNT (Rs.) 31.03.2017
	Opening Balance			Expenses	
9,209.95	Cash in Hand	21,075.95	43,462,836.37	Establishment Expenses	45,369,419.92
	Bank Balances:		22,277,133.79	Administrative Expenses	25,004,133.24
22,449,144.87	Current Account	829,429.01	73,833,259.00	Utilisation of Plan Grant	89,441,885.00
7,152,207.17	Savings Account - Projects	5,598,897.36	245,425.00	Prior Period Expenditure	
279,007.05	Savings Account- IOB	290,279.05			
74,369.27	Savings Account- Corp Bank	80,138.27	3,977,326.00	Fixed Assets	12,638,994.00
78,286,139.24	Deposit : Development Fund	89,367,949.81			
11,980,949.00	Deposit : Earmarked Fund	-			
5,226,203.00	Gratuity Account - 1130025	6,273,577.82	10,175,799.41	Expense for Various Projects	2,599,468.00
2,898,889.00	Leave Encashment - 1130026	5,012,390.38	7,723,259.00	Other Agencies : Expenses	2,237,277.00
51,219.00	Postage in hand	57,535.00			
2,642,070.00	EMD & Security Deposit-1150006	2,681,798.41			
	Corporation Bank-SB Flexi A/c 150025	24,244,435.81	595,366.00	Advance to Staff	909,726.00
	Grants Received		568,022.00	Departmental Advance	793,354.00
100,800,000.00	From Govt. of India (MOL&E)	147,100,000.00			
8,121,892.00	From Other Agencies	723,085.00		Other Payments	
11,238,211.90	Receipts from Other Projects	1,931,067.00	952,483.00	Repayment of Security Deposit	870,000.00
	Interest Received				
7,193,353.57	Development Fund	7,128,806.00		Closing Balance	
-	Earmarked Fund	-			
18,508.00	Vehicle Advance	10,785.00	21,075.95	Cash in Hand	27,202.95
2,997,088.42	Savings Account	2,578,863.44		Bank Balances	
220,340.00	Interest: Project Accounts	191,946.00	829,429.01	Current Account	16,804,201.77
20,422,519.00	Fees/Subsorption	24,924,142.00	290,279.05	Savings Account- IOB	302,071.05
13,245,022.00	Other Income	14,015,681.00	80,138.27	Savings Account- Corp Bank	85,850.27
108,683.00	Prior Period Income	-	6,273,577.82	Gratuity Account - 1130025	5,192,193.82
569,060.00	Departmental Advance	741,739.00	5,012,390.38	Leave Encashment - 1130026	4,828,839.38
	Recovery of Advances		57,535.00	Postage in hand	52,738.00
751,090.00	From Staff	856,566.00	89,367,949.81	Deposit : Development Fund	102,080,493.44
	Other Receipts		5,598,897.36	Savings Account - Projects	4,257,764.44
744,800.00	Income Tax Refund	1,097,108.00	2,681,798.41	EMD & Security Deposit-1150006	2,955,794.75
			24,244,435.81	Corporation Bank-SB Flexi A/c 150025	20,279,782.28
788,441.00	Security Deposit Received	973,894.00			
298,268,416.44	TOTAL	336,731,189.31	298,268,416.44	TOTAL	336,731,189.31

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

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

18

Sd/-
Krishna Kumar Chanani
Partner (Mem. No. 056045)
Place: New Delhi
Dated: 21/06/2017

Sd/-
Harsh Singh Rawat
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 31.03.2017

SCHEDULE 1- CAPITAL FUND

(Amount in Rs.)

		Fig as at 31.03.2017		Fig as at 31.03.2016
Balance at the beginning of the year		67,098,519.20		63,871,906.64
Add: Transfer to Development Fund		(5,583,737.63)		(3,888,457.57)
Add: Contributions towards Capital Fund				
From Plan Grants	46,677,522.00		8,683,131.00	
From Non Plan Grants	1,634,681.00		975,676.00	
From External Projects		48,312,203.00	3,922,579.50	13,581,386.50
Excess of Income over Expenditure		(3,493,668.80)		(6,466,316.37)
TOTAL		106,333,315.77		67,098,519.20

SCHEDULE 2- DEVELOPMENT FUND

Balance at the beginning of the year		89,367,949.81		78,286,139.24
Add : Depreciation Reserve Fund		5,583,737.63		3,888,457.57
Add; Interest on Bank FDR		7,128,806.00		7,186,513.00
Add: Interest on S. B. Account		-		6,840.00
TOTAL		102,080,493.44		89,367,949.81

SCHEDULE 3- RESERVES & SURPLUS

REVOLVING FUND			
A- REVOLVING HBA FUND			
Balance at the beginning of the year	6,089,137.93		5,682,738.93
Add: Interest Earned from Bank- SB & FDR	300,829.00		310,882.00
Add: Interest on HBA from Staff	78,674.00		95,517.00
TOTAL (A)	6,468,640.93		6,089,137.93



	Fig as at 31.03.2017	Fig as at 31.03.2016
B- REVOLVING COMPUTER FUND		
Balance at the beginning of the year	503,093.30	487,798.30
Add: Interest Received from Bank	24,002.00	18,406.00
Add: Interest accrued from Staff	-	2,731.00
Less: Recovered from Staff		
Add: Previous year adjusted	-	(5,842.00)
TOTAL (B)	527,095.30	503,093.30

C- PROJECT FUND

Balance at the beginning of the year	5,598,897.36	7,152,207.17
Add: Received During The Year	(169.92)	8,406,924.90
Add: Interest Received from Bank	191,946.00	220,340.00
Less: Expenditure During the Year, if any	(1,532,909.00)	(10,180,574.71)
TOTAL (C)	4,257,764.44	5,598,897.36
TOTAL (A+B+C)	11,253,500.67	12,191,128.59

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

Balance at the beginning of the year	65,677,993.00	54,029,908.00
Add: Plan Grant for Infrastructure Work - carried Over	16,665,795.00	-
Add: Interest Accrued on FDR	-	-
Add (Less): Amount advanced (capitalised) during the Year	40,190,073.00	17,329,566.00
Less:- Amount advanced (capitalised) during the Year	(35,673,209.00)	(5,681,481.00)
TOTAL	86,860,652.00	65,677,993.00

SCHEDULE -5 -CURRENT LIABILITIES AND PROVISIONS

A- CURRENT LIABILITIES		
EMD and Security Deposit	2,477,625.00	2,373,731.00
Grants in Aid Plan (Unutilised in P.Y.)	-	11,980,949.00
Outstanding Liabilities including Sundry Creditors	7,947,193.00	2,289,870.00
Misc Projects of Outside Agencies	1,469,049.00	-
TOTAL (A)	11,893,867.00	16,644,550.00
B- PROVISIONS		
Statutory Liabilities- Payable on Retirement	42,725,996.50	42,238,106.50
TOTAL (B)	42,725,996.50	42,238,106.50
TOTAL (A+B)	54,619,863.50	58,882,656.50



SCHEDULE 6- FIXED ASSETS

Schedules forming part of Accounts for the year ended on 31.03.2017

Particulars	Rate of Dep.	WDV as at 01.04.2016	Additions		Deletion during the year	Total as at 31.03.17	Depreciation Amount	WDV as At 31.03.17
			Upto 31.10.16	After 31.10.16				
Land *	0%	-	-	-	-	-	-	-
Building	10%	62,526,316	-	45,704,176	-	108,230,492	8,537,840	99,692,652
Furniture & Fittings	10%	3,630,820	-	-	-	3,630,820	363,082	3,267,738
Equipment	15%	7,049,166	-	923,457	-	7,972,623	1,126,634	6,845,989
Vehicles	15%	437,779	-	-	-	437,779	65,667	372,112
Library Books	60%	882,942	-	461,982	-	1,344,924	668,360	676,564
Intangible Assets (MS Office)	25%	207,206	-	-	-	207,206	51,802	155,404
Computers	60%	1,693,476	-	290,705	-	1,984,181	1,103,297	880,884
Information Technology (Website)	15%	658,137	-	931,883	-	1,590,020	168,612	1,421,408
		77,085,842	-	48,312,203	-	125,398,045	12,085,294	113,312,751

* 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 31.03.2017	Fig as at 31.03.2016
a. DEVELOPMENT FUND		
Fixed Deposit Accounts	92,317,284.63	86,733,547.00
Interest Accrued on FDRs	9,749,182.00	2,560,105.00
Interest Accrued on FDRs (TDS Portion)	-	60,819.00
Indian Overseas Bank : SB Account	14,026.81	13,478.81
TOTAL (a)	102,080,493.44	89,367,949.81
b. REVOLVING HBA FUND		
Indian Overseas Bank :FDR	3,771,360.00	3,771,360.00
Interest Accrued on FDRs	295,502.00	1,346.00
Interest Accrued on FDRs (TDS Portion)	-	11,880.00
Indian Overseas Bank : SB Account	634,967.93	390,262.93
HBA Advance to Staff	1,766,811.00	1,914,289.00
TOTAL (b)	6,468,640.93	6,089,137.93



	Fig as at 31.03.2017	Fig as at 31.03.2016
c. REVOLVING COMPUTER FUND		
Indian Overseas Bank : SB Account	474,671.30	469,093.30
Computer Advance to Staff	52,424.00	34,000.00
TOTAL (c)	527,095.30	503,093.30
TOTAL (a+b+c)	109,076,229.67	95,960,181.04

SCHEDULE 8- CURRENT ASSETS, LOANS & ADVANCES

A- CURRENT ASSETS		
(a) CASH & BANK BALANCES		
Cash -in- Hand	27,202.95	21,075.95
<u>Bank Balances</u>		
In Current Accounts with Indian Overseas Bank	16,804,201.77	829,429.01
Corporation Bank- SB Flexi Account	20,279,782.28	24,244,435.81
Indian Overseas Bank :S B Account	302,071.05	290,279.05
Corporation Bank SB Account	85,850.27	80,138.27
Gratuity S.B. Account - 1130025	5,192,193.82	6,273,577.82
Leave Encashment S.B. Account - 1130026	4,828,839.38	5,012,390.38
EMD & Security Deposit S.B.Account- 1150006	2,955,794.75	2,681,798.41
Postage Account	52,738.00	57,535.00
TOTAL (a)	50,528,674.27	39,490,659.70



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

(b) PROJECT ACCOUNT	Fig as at 31.03.16	Received during the year	Bank Interest	Expenditure During the year	Bank Charges	Fig as at 31.03.17
In S B Accounts with Indian Overseas Bank						
NRCCL Account-4475	2,760,766.36	-	89,929.00	-	-	2,850,695.36
FCNR Account -10500	344,748.00	-	9,757.00	215,000.00	6.06	139,498.94
UNICEF Child Labour Data Analysis - 50721	497,580.00	-	16,476.00	509,253.00	163.86	4,639.14
UNICEF Responding Child Labour - 50722	1,994,582.00	-	75,734.00	808,656.00	-	1,261,660.00
S B ACCOUNT: CORPN. BANK						
VVGNI Employee Welfare Fund-4098	1,221.00	-	50.00	-		1,271.00
TOTAL (b)	5,598,897.36	-	191,946.00	1,532,909.00	169.92	4,257,764.44
TOTAL (A) (a+b)	45,089,557.06					43,748,424.14

B: LOANS AND ADVANCES

	Fig as at 31.03.2016	Advances during the year	Recovery / adjusted During the year	Fig as at 31.03.2017
a. TO STAFF				
Festival Advance	58,575.00	112,500.00	112,950.00	58,125.00
Car Advance	259,249.00	7,383.00	57,388.00	209,244.00
Scooter Advance	55,257.00	1,902.00	36,707.00	20,452.00
LTC- Advance	10,800.00	787,941.00	649,521.00	149,220.00
TOTAL (a)	383,881.00	909,726.00	856,566.00	437,041.00



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

	Fig as at 31.03.2016	Advances during the year	Recovery / adjusted During the year	Fig as at 31.03.2017
b. TO OTHER AGENCIES				
Advance to CPWD-Plan 2000-01	487,691.00	-	-	487,691.00
Advance to CPWD-Plan 2005-06	3,755,713.00	-	-	3,755,713.00
Advance to ESIC-Plan 2010-11	14,142,712.00	-	14,142,712.00	-
Advance to ESIC-Plan 2011-12	17,824,297.00	-	17,824,297.00	-
Advance to CPWD- 2015-16	29,467,580.00	-	3,706,200.00	25,761,380.00
Advance to CPWD- 2016-17	-	26,264,600.00	-	26,264,600.00
Advance to NICSI 2016-17	-	13,925,473.00	-	13,925,473.00
TOTAL(c)	65,677,993.00	40,190,073.00	35,673,209.00	70,194,857.00

c. OTHER ADVANCES	Fig as at 31.03.2017	Fig as at 31.03.2016
Advance to Outside Agencies	580,137.00	286,504.00
Expenses (Receipts) :Misc Projects of Outside Agencies	380,214.00	113,878.00
TDS deducted at source	2,494,583.00	2,692,372.00
Departmental Advance (N.P.)	-	1,000.00
Departmental Advance (P)	60,279.00	7,664.00
Bills Receivables	8,112,777.00	4,489,516.00
Prepaid Expenses	1,712,518.00	1,429,859.00
TOTAL (c)	13,340,508.00	9,020,793.00
TOTAL (A+B)	138,758,844.71	120,172,224.06



SCHEDULE '9' GRANTS-IN-AID

	Fig as at 31.03.2017	Fig as at 31.03.2016
NON-PLAN		
From Govt. of India (MOL&E)	42,500,000.00	37,100,000.00
PLAN		
From Govt. of India (MOL&E)	100,000,000.00	56,200,000.00
From Govt. of India (MOL&E) N. E.	10,000,000.00	7,500,000.00
TOTAL	152,500,000.00	100,800,000.00
Add: Grant -in -Aid Utilised during the Year	11,980,949.00	14,467,580.00
Less: Grant -in -Aid Earmarked for Infrastructure	16,665,795.00	-
Less: Grants-in- Aid Capitalised	12,638,994.00	3,001,650.00
	(17,323,840.00)	11,465,930.00
Amounts shown to Income & Expenditure Account	135,176,160.00	112,265,930.00

SCHEDULE '10' FEES AND SUBSCRIPTION

Education Training Programme Fee	23,890,389.00	20,421,330.00
Subscription of Award Digest	29,440.00	54,895.00
Subscription of Labour & Development	48,050.00	53,000.00
Receipts from Sale of Glossary-Labour Laws	20,500.00	30,000.00
Subscription of Shram Vidhan	23,920.00	27,640.00
Receipts from Sale of Other Publications	1,000.00	4,105.00
TOTAL	24,013,299.00	20,590,970.00

SCHEDULE '11' INTEREST EARNED

Interest on Scooter/Vehicle Advance	10,785.00	18,508.00
Interest Received	2,578,863.44	2,997,088.42
TOTAL	2589648.44	3,015,596.42

SCHEDULE '12' OTHER INCOME

Non Plan Income	4,633,282.00	4,252,549.00
Income from Hostel Utilisation	8,702,700.00	8,156,907.00
Sale of Tender Forms	31,000.00	49,250.00
Income from Photostat	511,389.00	574,131.00
Sale of Unusable Items	-	47,020.00
Rent from Staff Quarters- Licence Fee	110,930.00	118,705.00
Other Receipts	26,380.00	21,460.00
Consultancy Faculty Charges	50,000.00	-
Income From Use of Premises	-	25,000.00
TOTAL	14,065,681.00	13,245,022.00



SCHEDULE '13 PRIOR PERIOD INCOME

	Fig as at 31.03.2017	Fig as at 31.03.2016
Prior Period Income	0	108,683.00
	0	108,683.00

SCHEDULE '14 ESTABLISHMENT EXPENSES

Salaries to Staff	34,790,055.00	34,586,461.00
Allowances and Bonus	3,744,567.00	2,940,266.00
Contribution to NPS	3,029,146.00	2,837,868.00
Expenses on Employee Retirement & Terminal Benefits	4,323,116.00	4,843,384.00
Leave Salary & Pension Contribution For Staff on Deputation	114,495.00	171,301.00
Seventh Pay Commission Arrears	6,292,703.00	-
TOTAL	52,294,082.00	45,379,280.00

SCHEDULE '15' ADMINISTRATIVE EXPENSES

Advertisement & Publicity	141,029.00	246,240.00
Building Renovation & Upgradation	2,681,673.00	1,880,964.00
Electricity and Power Charges	5,411,847.00	5,284,878.00
Hindi Protsahan Expenses	165,535.00	199,204.00
Insurance	96,725.00	89,218.00
Internal Audit Fee	9,750.00	9,750.00
Legal & Professional Charges	723,621.00	301,289.00
Miscellaneous Expenses	72,855.24	38,684.79
Paid Training Programme Expenses	13,165,670.00	10,073,082.00
Photostat Expenses	275,632.00	283,517.00
Postage, Telegram & Communication Charges	50,548.00	70,418.00
Printing & Stationery	483,043.00	380,621.00
Purchase of New Assets	130,350.00	975,676.00
REPAIR & MAINTENANCE		
a. Computer	75,012.00	36,792.00
b. Cooler/ A.C.	442,157.00	329,020.00
c. Office Building and Allied	197,573.00	815,464.00
Staff Welfare Expenses	162,735.00	246,461.00
Telephone, Fax & Internet Charges	561,137.00	518,546.00
Travelling and Conveyance Exp.	984,346.00	389,634.00
Vehicle Running and Maintenance Expenses	433,697.00	364,907.00
Water Charges	317,729.00	317,579.00
Amounts Transfer to Income & Expenditure Account	26,582,664.24	22,851,944.79
Cost of Assets Capitalised	1,634,681.00	975,676.00
Total	24,947,983.24	21,876,268.79



SCHEDULE '16' PRIOR PERIOD EXPENDITURE

	Fig as at 31.03.2017	Fig as at 31.03.2016
Prior Period Expenditure	-	245,425.00
	-	245,425.00

SCHEDULE '17' EXPENDITURE ON PLAN GRANTS

A. RESEARCH, EDUCATION AND TRAINING		
Research Projects, Workshop & Publication	9,101,327.00	8,142,049.00
Education Programmes	11,182,434.00	12,338,884.00
Rural Programmes	4,282,841.00	4,015,457.00
Information Technology	657,196.00	1,819,558.00
Campus Services	13,105,911.00	12,972,443.00
TOTAL(A)	38,329,709.00	39,288,391.00
B. PROGRAMME/PROJECTS FOR N.E. STATES		
Education Programmes	8,446,683.00	5,589,742.00
Projects (Including Info.Tech./Infra/ Pub.)	1,553,509.00	1,910,307.00
TOTAL (B)	10,000,192.00	7,500,049.00
C. AUGMENTATION OF LIBRARY FACILITIES		
Subscription to Journals/Periodicals	1,900,374.00	1,810,536.00
Library Books	461,982.00	100,578.00
Library Augmentation/ Modernisation	8,000.00	330.00
TOTAL (C)	2,370,356.00	1,911,444.00
D. INFRASTRUCTURE		
Seminar Block : Renovation and Upgradation	7,291,236.00	17,540,810.00
Administrative Block: Renovation and Upgradation	27,500,000.00	8,687,068.00
NICSI - Networking	15,523,918.00	3,239,702.00
TOTAL (D)	50,315,154.00	29,467,580.00
TOTAL PLAN EXPENSES (A to D)	101,015,411.00	78,167,464.00
Less: Cost of Assets Capitalised	11,004,313.00	3,001,650.00
Amounts Transfer to Income & Expenditure Account	90,011,098.00	75,165,814.00



V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Schedules forming part of Accounts for the year ended on 31.03.2017

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 an Accrual basis and provisions have been made accordingly except

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

2 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

- Fixed Assets were stated at historical less depreciation. The Institute is providing depreciation of Fixed Assets at the rates specified in para 4 of Accounting Policies (supra) on Written Down Value Basis and the depreciation has been charged on opening W.D.V after adjusting addition and / or deletion to fixed assets during the accounting year.
- 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 have 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. 6,56,77,993 to the C.P.W.D. & E.S.I.C. as advance during the years from 2000-01 to 2015-16 for construction/ renovation of various civil work and electrical works etc in the Institute. Out of the above advance the said Rs. 3,56,73,209 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 31.03.2017.

Particulars	Provision Upto 31.03.2017	Provision Upto 31.03.2016
Gratuity	24,475,075.50	23,963,334.50
Earned Leave	18,250,921.00	18,274,772.00
	42,725,996.50	42,238,106.50

9 Income Tax Returns

The Institute had filed its return of Income for the year ended on 31.03.16.

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

There is No Contingent liability exist till date.

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

Signatures to Schedule 1 to 18

For K. K. Chanani & Associates
Chartered Accountants

(FRN 322232E)

For and on behalf of V V Giri National Labour Institute

Sd/-
Krishna Kumar Chanani
Partner (Mem. No. 056045)
Place: New Delhi
Dated: 21/06/2017

Sd/-
Harsh Singh Rawat
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:

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



V.V. GIRI NATIONAL LABOUR INSTITUTE

SECTOR-24, NOIDA - 201 301

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