

CHAPTER VI

REVIEW OF PERFORMANCE OF STATUTORY AND AUTONOMOUS BODIES UNDER THE ADMINISTRATIVE CONTROL OF MINISTRY OF LABOUR & EMPLOYMENT

NATIONAL INSTRUCTIONAL MEDIA INSTITUTE (NIMI), CHENNAI

The NIMI (National Instructional Media Institute) was set up in the name of Central Instruction Media Institute (CIMI) in December, 1986 by the Government of India as a sub-ordinate office under DGE&T, Ministry of Labour and Employment with the assistance from Govt. of Germany through GTZ (German Agency for Technical Co-operation) as the executing agency. After the approval of the cabinet for the grant of autonomous status the institute was registered as society on 1st April, 1999.

The Institute was renamed as National Instruction Media Institute (NIMI) in year 2003 on the basis of the recommendation of the 5th meeting held on 29.6.2003.

NIMI, Chennai is involved in progressive activities like:

- Development of complete Instructional Media Packages (IMPs) and other supporting materials like Question Banks with Answers and Key Paper formats, Terminal Competencies for different courses under the CTS, MES and CoE trades, for reference of trainees as well as the Instructors in ITIs/ITCs all over the country.
- These materials are also translated in Hindi and other regional languages for optimum utilization.
- Developing of Video Instructional Programmes and making them available in CD-ROMs, as an effective training tool.
- Awareness seminars to the staff on using the NIMI products are also done.
- Digitization & E-learning of the material developed, hence providing its easy access to the trainees, interested youth and workers, with Web-based learning, and virtual education opportunities. Presently, the content delivery is planned via the Internet, providing a self-paced or instructor-led media in the form of text, image, animation, streaming video and audio.
- Revenue is generated through the sale of IMPs and other supporting material developed.

FINACIAL BUDGET / PHYSICAL PERFORMANCE:

Year / Period	Financial Allocation (Rs. in Lakhs)	Actual Physical performance
2011-12 (Actual)	B.E: 240.00 Exp: 147.75	Development of IMP's CTS- 7 titles COE- 36 modules MES 74 courses Question Bank prepared CTS- 5 trades COE-, 6 sectors MES 74 courses Translation carried out CTS-25 titles COE -25 modules MES 23 courses Terminal competency - 395 courses. Video Instructional Programme prepared for 8 courses in MES Digitization of IMP CTS- 89 titles COE – 49 modules MES-14 courses. E-Learning content developed CTS- 2 trades COE- 9 titles MES- 4 courses
2012-13 (Actual)	BE: 350.00 Exp: 356.49	Development of IMP's CTS- 15 titles COE- 9 modules MES 72 courses Question Bank prepared CTS- 5 trades COE-, 6 sectors MES 98 courses Translation carried out CTS-15 titles COE 9 modules MES 30 courses Terminal competency - 125 courses. Video Instructional Programme prepared for 8 courses in MES Digitization of IMP CTS- 14 titles COE – 26 modules MES-50 courses. E-Learning content developed CTS- 2 trades COE- 6modules MES- 10 courses.
Targeted performance during 2013-14	BE: 475.00 Exp: 0.50	M P: English-256 Translation of IMP into Hindi & other regional languages - 130 Question bank-2 trades under CTS & 125 courses, awareness prog.-10, video instructional material-40

ACHIEVEMENTS (2012-2013) UP TO 31.12.2012

CRAFTSMEN TRAINING SCHEME (CTS)

A. Development / Translation of Instructional Material

1. So far this institute has developed, printed and published 182 titles covering 26 trades in English.
2. 223 titles have been translated and published into Hindi, and other Regional languages.

B. Development of Question Bank

6 trades completed & implemented, 6 trades are ready for trade testing and 5 trade are under progress.

C. Awareness Training Programme

122 Awareness Programme have been conducted during the year 2010-11.

D. Revenue generation

470 lakhs revenue generated from sale of NIMI IMPS.

CENTRE OF EXCELLENCE (COE)

A. Development / Translation of Instructional Material

1. During this financial year 101 modules were developed.
2. So far this institute has developed, printed and published 25 titles covering 04 sectors.
3. 131 titles have been translated and published into Hindi and Other Regional Languages.

4. MODULAR EMPLOYABLE SKILLS (MES)

A. Development / Translation of Instructional Material

235 titles have been developed and published. 66 titles have been developed and ready for publication.

B. Development of Question Bank

351 courses have been developed so far.

C. Development of Terminal Competencies

580 courses have been developed during the financial year 2010-11.

D. Development of Video Instructional Programme

60 courses during the financial year 2010-11.

E. Translation of Instructional Material into Hindi & Other Regional Languages.

63 titles have been translated into Hindi and other Regional Languages.

TARGET FOR 2013-14

CRAFTSMEN TRAINING SCHEME (CTS)

- Instructional material development for 17 trades.
- Translation into Hindi and other regional languages for 50 titles.
- Development of Question Bank for 5 trades.
- 8 Awareness Training Programme for 240 participants.
- Development of Digitization of Instructional Material for 150 titles.
- Development of E-Learning instructional Material for 6 trades.

CENTRES OF EXCELLENCE (COE)

- Instructional material development for 36 modules.
- Translation into Hindi and other regional languages for 50 modules.
- Development of Question Bank for 6 sectors.
- Development of Digitization of Instructional Material for 150 titles.
- Development of E-Learning instructional Material for 6 trades.

MODULAR EMPLOYABLE SKILLS (MES)

- Instructional material development for 69 courses.
- Translation into Hindi and other regional languages for 50 Courses.
- Development of Question Bank for 250 courses.
- Development of Terminal Competencies for 424 courses.
- Development of Video Instructional Programme for 30 courses.
- Development of Digitization of Instructional Material. 200 courses.
- Development of E-Learning instructional Material for 15 Courses.

IMP English-256 Translation of IMP into Hindi & other regional languages -130
Question bank-2 trades under CTS & 125 courses, awareness prog.-10, video
instructional material-40

2. SOCIAL SECURITY

A. EMPLOYEES' STATE INSURANCE CORPORATION :

The Income & Expenditure for the Corporation under various Major Heads and budgeted outlay for the year 2013-2014 are as under :

Sl. No.	Head of Account	Actuals 2011-2012	Actuals 4/2012 to 9/2012	(**) Provisional Budget Estimates 2013-2014
	REVENUE RECEIPTS		(Rupees in Lakhs)	
1.	Contribution Employers' & Employees' share	707011.19	395709.01	850000.00
2.	Interest	118802.36	1224.16	150566.00
3.	Compensation	0.00	(*)	0.00
4.	Rent, Rates & Taxes	6064.30	158.02	7015.00
5.	State Govts. Share towards medical benefit initially incurred by the Corporation	2000.00	0.00	2000.00
6.	Fees, Fines & Forfeiture	2542.71	965.70	1500.00
7.	Miscellaneous	2934.53	1878.03	3000.00
8.	TOTAL REVENUE RECEIPT	839355.09	401934.92	1014081.00
9.	EXPENDITURE			
	BENEFITS			
10.	Medical Benefits	268962.11	146013.44	495045.00
11.	Cash Benefits	(***)68185.04	(***)30810.43	(***)80900.00
12.	Other Benefits	320.79	100.51	578.00
13.	Total Benefits	337467.94	176924.38	576523.00
14.	Administrative Expenditure	64706.48	44872.15	104075.00
15.	a) Depreciation	9099.57	(*)	11000.00
16.	b) Repairs & Maintenance	7313.73	(*)	11120.00
17.	c) Municipal Taxes	511.93	(*)	700.00
18.	CONTINGENCY RESERVE FUND	NIL	NIL	NIL
19.	Capital Construction Fund	7070.11	(*)	8500.00
20.	TOTAL EXPENDITURE ON REVENUE ACCOUNT	426169.76	(*)	711918.00
21.	NET EXCESS OF INCOME OVER EXPENDITURE	413185.33	(*)	302163.00

(*) Actual is available only at the close of the Financial year.

(**) Budget Estimates as approved and adopted by the Corporation in its 159th meeting held on 8th February 2013 submitted to the Central Govt. for approval.

(***) This includes the actual payment made upto 09/2012 in respect of PDB and DB whereas Actual for 2011-2012 and Budget Estimates 2013-2014 are capitalized value of PDB and DB.

Head-wise Description :

- Sl.No.1 refers to the contribution received from employees and employers at the prescribed percentage of their wage (employees contribution is 1.75% and employer contribution is 4.75% of the total wage of employee).
- Sl.No.2 refers to the interest received on account of investment of surplus fund of ESIC other than earmarked funds.
- Sl. No.3 refers to the compensation received from state govt. on account of excess payment of sickness benefit over and above all India average.
- Sl. No.4 refers to the Rent, Rates and Taxes received from state govt. for hospital and dispensary buildings.
- Sl. No.5 refers to the payment received from state govt. of NCT Delhi where the scheme is directly administered by ESIC.
- Sl. No.6 refers to the payment received on account of damages and penalty levied on employers who fail to make the payment timely.
- Sl.No.7 refers to the payment received on account of price of duplicate I-card, recoveries of overpayment disallowed in audit and receipts of unclassified and miscellaneous in nature.
- Sl.No.10 refers to the amount spent on providing medical benefit to IPs.
- Sl.No.11 refers to the payment of Sickness Benefit, Extended Sickness Benefit, Maternity Benefit, Temporary Disablement Benefit, Permanent Disablement Benefit, Dependant Benefit to Insured Persons covered in the Scheme and payment for Rajiv Gandhi Shramik Kalyan Yojna.
- Sl.No.12 refers to the payment to IPs for appearing before Medical Board and Appeal Tribunal, rehabilitation allowance and miscellaneous.
- Sl.No.14 refers to the amount spent on Administration of Scheme by ESIC.
- Sl.No.15 & 16 refers to the provision made for depreciation and R& M of ESI Buildings.
- Sl.No.17 refers to the payment for municipal taxes to municipal authorities for ESI Buildings.
- Sl.No.19 refers to the provision for capital construction at @ 1% of the contribution income.

Chapter V: Financial Review:

The expenditure on the administration of the Employees Provident Fund Scheme 1952 and Employees' Pension Scheme 1995 is met from the administrative charges and inspection charges payable by the Employers under the EPF Scheme. The cost of administration of the Employees' Deposit Linked Insurance Scheme, 1976 is met from the administrative charges and inspection charges leviable under the Scheme. The position of the Revenue Receipts, Revenue Expenditure, Capital Expenditure, and Loans and Advances repayable in respect of Employees' Provident Funds Scheme, 1952 (including Employees' Pension Scheme, 1995) and Employees' Deposit Linked Insurance Scheme, 1976 is indicated below:

EPF Scheme, 1952 [including EPS, 1995]

(Rs in Crore)

Sl. No.	Description	Actual for 2011-12	Estimates for 2012-13	Estimates for 2013-14
1.	Income			
	(Revenue Receipts)	3081.51	3517.02	3889.01
2.	Expenditure			
	i. Revenue Expenditure	1285.85	1853.76	1926.09
	ii. Capital Expenditure	39.49	177.40	214.27
	TOTAL (i+ii)	1325.34	2031.16	2140.36

EDLI Scheme, 1976

Sl. No.	Description	Actual for 2011-12	Estimates for 2012-13	Estimates for 2013-14
1.	Income			
	(Revenue Receipts)	143.22	156.77	169.79
2.	Expenditure			
	Revenue Expenditure	12.99	18.72	19.46

**COMPARATIVE STATEMENT SHOWING THE ACTUALS 2011-12, BUDGET ESTIMATES FOR 2012-13, REVISED ESTIMATES 2012-13 AND BUDGET ESTIMATES FOR 2013-14
[FOR CONTRIBUTION, INCOME & EXPENDITURE IN THREE SCHEMES]**

[Amount in Crores]

Sl. No.	Particulars	Actuals 2011-2012	Budget Estimates 2012-2013	% variation BE 12-13 and Actuals 11-12	Revised Estimates 2012-2013	% variation BE 12-13 and RE 12-13	Budget Estimates 2013-2014	% variation RE 12-13 and BE 13-14
1.	CONTRIBUTION							
a.	E.P.F. Contribution	39,265.50	39,805.49	1.38	44,101.47	10.79	47,643.50	8.03
b.	Pension Fund Contribution	13,417.47	13,500.00	0.62	14,000.00	3.70	15,500.00	10.71
c.	E.D.L.I. Contribution	566.40	584.21	3.14	626.01	7.15	664.49	6.15
	Total	53,249.37	53,889.70	1.20	58,727.48	8.98	63,807.99	8.65
2.	INCOME							
A	EPF ADMINISTRATION ACCOUNT							
a.	Administrative Charges (EPF)	2,343.47	2,371.19	1.18	2,611.45	10.13	2,804.74	7.40
b.	Inspection Charges (EPF)	112.76	126.73	12.39	131.15	3.49	136.70	4.23
c.	Penal Damages (EPF)	15.55	12.38	-20.39	10.62	-14.22	11.40	7.34
d.	7 Q Interest (EPF)	12.07	6.26	-48.14	6.39	2.08	6.78	6.10
e.	Misc. Income (EPF)	12.94	5.32	-58.89	8.00	50.38	8.92	11.50
f.	Interest on investment (EPF Admn. A/c)	573.79	740.56	29.06	741.41	0.11	911.47	22.94
g.	Diversion from Other Accounts	10.93	7.00	-35.96	8.00	14.29	9.00	12.50
	TOTAL	3,081.51	3,269.44	6.10	3,517.02	7.57	3,889.01	10.58
B	EDLI ADMINISTRATION ACCOUNT							
h.	Administrative Charges (EDLI)	16.54	18.17	9.85	18.97	4.40	20.23	6.64
i.	Inspection Charges (EDLI)	2.96	4.16	40.54	3.74	-10.10	3.96	5.88
j.	Penal Damages including 7Q interest (EDLI)	1.02	0.36	(64.71)	0.35	-2.78	0.37	5.71
k.	Interest on investment (EDLI Admn. A/c)	122.64	133.27	8.67	133.64	0.28	145.15	8.61
l	Misc. Income	0.06	0.06	0.00	0.07	16.67	0.08	14.29
	TOTAL	143.22	156.02	8.94	156.77	0.48	169.79	8.31
	GRAND TOTAL (2)	3,224.73	3,425.46	6.22	3,673.79	7.25	4,058.80	10.48
3.	EXPENDITURE							
a.	Capital Expenditure	39.49	242.79	514.81	177.40	-26.93	214.27	20.78
b.	Revenue Expenditure [EPF including EPS]	1,285.85	1,790.34	39.23	1,853.76	3.54	1,926.09	3.90
c.	Revenue Expenditure [EDLI]	12.99	18.08	39.18	18.72	3.54	19.46	3.95
	Total	1,338.33	2,051.21	53.27	2,049.88	-0.06	2,159.82	5.36

(Rs. In thousands)

Sr No	Name of Scheme/Programme	Objective/ Outcome	Outlay 2013-14				Quantifiable Deliverables/ Physical Outputs		Projected Outcomes	Processes/ Timelines	Remarks/ Risk Factors
			4				5				
			4(i)		4(ii)	4(iii)	Male	Female			
			Non-Plan Budget	Plan Budget							
Male	Female										
	Beedi Workers Welfare Fund										
1	Group Insurance Scheme		4774	6600	Nil	Nil	477400	660000			
2	Treatment in disp./hospital		18623	20823	Nil	Nil	1862300	2082300			
3	Purchase of spectacles		44	77	Nil	Nil	440	700			
4	Monetary Compensation for sterilization			330	Nil	Nil	-	330			
5	Treatment of Heart disease		407	209	Nil	Nil	170	140			
6	Treatment of Gynaec diseases			253	Nil	Nil	-	120			
7	Maternity Benefit Scheme			6600	Nil	Nil	-	6600			
8	Domiciliary treatment of T.B.		3707	3300	Nil	Nil	370	330			
9	Assistance to widow's/ widower's daughter's marriage			1232	Nil	Nil	-	232			
10	Treatment of Hernia		10		Nil	Nil	10	-			
11	Assistance as funeral expense		330	330	Nil	Nil	210	210			
12	Treatment of Kidney diseases		242	253	Nil	Nil	30	30			
13	Treatment of cancer		1650	1650	Nil	Nil	280	280			
	EDUCATION							-			
1	Scholarship to children		2,75,000	3,96,000	Nil	Nil	165,000	321750			
2	Supply of uniform		8250	8250	Nil	Nil	41,250	49,500			
	Recreation										
	Workers Visiting holiday homes		250	250			990	800			
	Exhibition of films		6				18				
	Social sports activities		165				12				

LABOUR EDUCATION

TARGET FOR 2013-14

Major activities of the Institute planned falls under Research, Training & Education and Publications. Details pertaining to the various activities planned under each of them are given below:

Research

The research Projects to be undertaken falls under the major research centres of the Institute:

Centre for Labour Market Studies

The research studies proposed to be undertaken by the Centre relates to themes like: Internal Migration: Plantation Labour. Economic Restructuring and Labour, Gender Issues in Labour Market; Informal Sector; Wages; Labour in Export Processing Zones; Employment; and Dynamics of Labour Market.

Centre for Employment Relations and Regulations

The research studies proposed to be undertaken by the Centre relates to themes like: Workplace Industrial Relations Survey; Labour Markets Institutions; Social Dialogue; Labour Legislations; Contract Labour; and Social Security.

Centre for Agrarian Relations and Rural Labour

The research studies proposed to be undertaken by the Centre relates to themes like: Organising Rural Labour; Structure of Rural Labour Markets; and Conditions of Marginalised Segments of Labour force like Landless Agricultural Labour, Bonded Labour etc..

National Resource Centre on Child Labour

The NRCCL's research activities will focus on areas like: Child Labour in Selected Industries; Evolving Tools for Convergence; Child Labour in Domestic Service and Evaluation Studies.

Centre for Gender and Labour

This Centre has been established recently with the objective of addressing and strengthening the understanding of gender issues in the labour market. Centre has initiated a Research Project, "Women and Development in India: A Balance Sheet".

Education & Training

The Institute proposes to organise training programme; in the following areas:

- Labour Administration Programmes
- Industrial Relations Programmes
- Trade Union Leaders Programmes
- Child Labour Programmes
- North East Programmes
- Research Programmes
- International Programmes

Other important activities planned in the area of Education & Training include: Standardisation of Reading Materials; Preparation of Training Manuals; Organising Customised in-house programmes; Collaboration between the Institute and the Leading National and International Institutions.

PUBLICATIONS

The Institute will continue to bring out both Regular Publications as well as Occasional Publications.

The Regular Publications of the Institute are: Labour & Development; Awards Digest; Shram Vidhan and Indradhanush

The Institute will also bring out Occasional Publications on important labour related themes. The Institute will also continue to disseminate the findings of the Institute's research studies through the publication, NLI Research Studies Series.

REVIEW OF PAST PERFORMANCE

Research

The Memorandum of Association of the VVG NLI, inter-alia, mandates the Institute “To undertake, aid, promote and coordinate research on its own or in collaboration with other agencies both at national and international level”.

The Institute, ever since its inception in 1974, has strived towards fulfilling this important mandate by according a top priority for research activities. The Institute has been engaged in research including action research on various dimensions of labor issues, but the focus has always been to deal with issues relating to the marginalized, deprived and vulnerable segments of the 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.

Training and Education

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 training activities of the Institute have increased substantially in the recent past. A comprehensive resource bank on reading material has been set up and standardised reading materials for all training programmes have been developed. The Institute offers education and training to the following groups:

- ❖ Labour Administrators and officials of the Central and State Governments,
- ❖ Managers and Officers of the 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 2012-13 the Institute has taken following initiatives:

- ❖ **Networking with State Labour Institutes/other Institutes in conducting 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, State Labour Institute, Bangalore, Orissa, West Bengal, Tamil Nadu Institute of Labour Studies has been conducting training programmes on subjects like Labour Law Enforcement, Convergence of Services on Child Labour etc.

- ❖ **Emphasis on Health Issue Programmes**

This is growing evidence which indicates that HIV/AIDS epidemic is having a significance impact on the world of work. To evolve strategies for a wider participation of social partners in the effort towards addressing these issues, the Institute has initiated organising training programmes on Health Issues in the World of Work for various target groups such as trade union leaders, NGOs and other social partners

- ❖ **Emphasis on Capacity Building programmes**

The Institute has initiated organising training programmes on Capacity Building of Resource Persons in the area of Child Labour, Leadership Development and Rural Labour. The objective of these programmes are to prepare the resource persons who in turn would impart training to their cadre so as to have multiplier effects.

- ❖ **Exclusive programmes for North-east region.**

The Institute lays great emphasis on these programmes, as there are inadequate

training faculties available in this region. It has been observed that in the area of Rural Development, no major organised efforts have been made in this region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule.

❖ **Customised In-house Programmes for large public and private sectors**

The institute has been conducting inhouse training programmes for various public and private enterprises. These programme are specifically designed for the client organisations after assessing their training needs.

❖ **Workshops/Seminars**

Organising workshops/seminars/lectures have been accorded a top priority in the Institute. There has been a substantial increase in the number of Workshops/seminars.

❖ **International Training Programmes**

The Institute organises International Training Programmes also sponsored by Ministry of External Affairs, Govt. of India under ITEC/SCAAP programmes of the Ministry. During 2012-13, the Institute has organized the following programmes:

1. International Training Programme on Labour Administration for Officials of Government of Afghanistan (July 2-13, 2012)
2. International Training Programme on Labour Generation for Officials of Government of Afghanistan (August 27 – September 7, 2012)
3. Labour Market and Employment Policies for the Officials of Afghanistan (September 17-28, 2012)
4. International Training Programme on Gender Issues in Labour (September 3-21, 2012)
5. International Training Programme on Leadership Development (October 1-19, 2012)
6. International Training Programme on Labour & Employment Relations in a Global Economy (November 5-23, 2012)
7. International Training Programme on Managing Development and Social Security Measures
(December 5-21, 2012)

Details of Training Programmes organised by the Institute during April 2012- December 2012

S. No	Name of the Programme	No. of Progs.	No. of Days	No. of participants
1	<i>LABOUR ADMINISTRATION PROGRAMMES</i>	05	20	101
2	<i>INDUSTRIAL RELATIONS PROGRAMMES</i>	06	30	152
3	CAPACITY BUILDING PROGRAMMES	28	132	772
4.	CHILD LABOUR PROGRAMMES	06	21	163
5	NORTH EAST PROGRAMME	07	28	162
6	<i>HEALTH ISSUE PROGRAMMES</i>	02	10	67
7	<i>RESEARCH METHODS PROGRAMMES</i>	03	38	66
8	<i>COLLABORATIVE PROGRAMMES</i>	09	27	319
9	IN-HOUSE PROGRAMMES	-	-	-
10	INTERNATIONAL PROGRAMMES	07	112	181
	TOTAL	73	418	1983

Training Programme to be organized by the Institute January - March 2013

S. No	Name of the Programme	No. of Progs.	No. of Days
1.	LABOUR ADMINISTRATION PROGRAMMES	1	4
2	<i>INDUSTRIAL RELATIONS PROGRAMMES</i>	2	11
3	CAPACITY BUILDING PROGRAMMES	13	63
4	HEALTH ISSUES PROGRAMMES	1	5
5	CHILD LABOUR PROGRAMMES	1	4
6	NORTH EAST PROGRAMME	5	24
7	<i>RESEARCH METHODS PROGRAMMES</i>	2	26
8	<i>COLLABORATIVE PROGRAMMES</i>	3	12
9	INTERNATIONAL PROGRAMMES	4	69
10	INHOUSE PROGRAMMES	2	6
	TOTAL	34	224

Publications

VVGNLI 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 books and reports. Some of the important periodicals are:

Labour and Development

Labour and Development is a bi-annual journal published by the Institute. The journal is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal publishes articles of high academic quality in the field of labour and related areas with emphasis on socio-economic, historical as well as legal aspects and also publishes research notes and book reviews on themes particularly in the context of developing countries.

Awards Digest : Journal of Labour Legislation

Awards Digest is a monthly journal which brings out summary of latest case laws in the field of labour and industrial relations. It includes articles, amendments of Labour laws, know your labour laws consumer price index for industrial workers and other relevant information of labour.

Shram Vidhan

Shram Vidhan is a bi- monthly Hindi journal which bring out on the basis of Awards Digest with almost same contents.

Indradhanush

A bi-monthly Newsletter (English & Hindi) to disseminate information on all professional a activities of 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 section of society, mobilizing their efforts in this direction.

NLI Research Studies Series

The research output of the Institute is disseminated mainly through NLI Research Studies Series. The research Studies brought out as NLI Research Studies Series during the period April 2012 to December 2012.

- | | |
|----------|--|
| 094/2012 | Migration from North East to Urban Centres: A Study of Delhi Region:
Babu P. Remesh |
| 095/2012 | Valuing Life in a Regulated Labour Market: A Study on Tea Plantations
in Assam, India – Kalyan Das |
| 096/2012 | Employment Situation in North Eastern Region of India: Recent Trends
and Emerging Challenges – Partha Pratim Sahu |
| 097/2012 | Growth, Composition and Determinants of Rural Non-Farm Employment
in North East India – Bhagirathi Panda |
| 098/2012 | Labour Market Participation of Working Women Post Maternity: A Case
of Private Sector – Shashi Bala |
| 099/2012 | Implementation of Maternity Benefits Act – Shashi Bala |
| 100/2012 | Minimum Wage Policy and Regulatory Framework: An Inter Country
Perspective – Sanjay Upadhyaya |

N.R. De Resource Centre on Labour Information (NRDCLI)

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 now fully computerized and offers the following services and products to its users.

Services:

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

Products

- Guide to Periodical Literature. Quarterly in-house publication providing bibliographical information of articles in selected journals/magazines.
- Current Awareness Bulletin. Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Newspaper Article Clipping. Monthly publication providing bibliographical information of articles in major dailies newspaper.
- Article Alert. Weekly publication providing bibliographical information of important articles in select Journals/magazines.
- Current Content Service – Monthly Publications. It is the compilation of content pages of subscribed journals.

The NRDRCLI also houses a separate Documentation Centre on Child Labour.

FINANCES OF THE INSTITUTE

The Institute is financed by the Ministry of Labour Government of India. It also generates income from training programmes and consultancy services etc. Besides, it undertakes research work funded by the ILO, the UNICEF etc

(Rs. in lakhs)

Budget Activity Classification (2012-13) (Proposed)	B.E. 2012-13	R.E. 2012-13
Plan		
Grant-in-aid (General)	1092.00	735.00
TSP	136.00	98.00
SCP	269.00	192.00
North Eastern Region	166.00	166.00
Total	1663.00	1191.00
Non-Plan		
Grants-in-aid by Govt. of India	360.00	325.00
Institute's Earnings	200.00	225.00
Total	560.00	550.00
Estimates 2013-14 (proposed)	R.E..2012-13	B.E. 2013-14
Non-Plan		
Govt. Grant-in-aid	325.00	325.00
Institute's Earning	225.00	230.00
Total	550.00	555.00
Plan		
Grant-in-aid (General)	735.00	409.00
TSP	98.00	49.00
SCP	192.00	97.00
North Eastern Region	166.00	45.00
Total	1191.00	600.00

Staff Position as on 31.12.2012

Group A

Director General	1
Faculty	14
Officers	3
Group B	7
Group C	17
Group D	22
Total	64

Review of performance of VVG NLI

V.V.Giri National Labour Institute (WGNLI), an autonomous body of the Ministry of Labour, Government of India, which was 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 act on so as to ensure a just place for labour in an egalitarian and democratic society

Research occupies a primary place in the activities of the Institute. The subject of research comprises a broad spectrum of labour related problems in both the organised and unorganised sectors. While determining the topics of research, care is also taken to identify subjects and issues of current topical concern and policy relevance. The Institute continues to place greater emphasis on the problems and issues of labour in the unorganised sector in general and the more disadvantaged among these such as child labour, women labour, migrant labour and rural labour in particular. Research activities also explore the basic needs of different groups of trainees such as trade union leaders and organisers in both the organised and unorganised sectors, managers of public and private sectors, labour administrators, and volunteers of non-governmental organisations.

Some of the following major Research/action Research project are :

1. Integrated Project on Labour History - This include process integration of Archive of Indian Labour, collection of labour movement related material etc.

2. Prevention of HIV/AIDS at the Workplace - VVG NLI is the Technical Resource Group on Prevention of HIV/AIDS in the World of Work under the National AIDS Control Programme.

The Institute has undertaken a number of important research studies to provide relevant inputs for policy formulation of the Ministry of Labour & Employment and Key areas of research include Employment, Skill Development, Evaluation of Major National Schemes, Child Labour, Minimum Wages, Contract Labour, Rural Labour, Maternity Benefits, Workers Participation in Management etc. The Institute provide technical expertise in policy formulation include: Preparation of the Annual Report to the People Employment 2011, Empowering the Unorganised Sector Workers especially those Engaged in Mining Activities – An Action Research Project in Bundelkhand Region, Impact of Mahatma Gandhi National Rural Employment Guarantee Act on the Living Conditions of the Unorganised Workers , Implementation of the Maternity Benefit Act, Workers Participation in Management , Assessment of Trainers Requirement in the context of Skilling 500 million persons by 2022, e-Biz Mission Mode Project to create Online Single Window System for 44 Labour Laws Governed by the Ministry of Labour and Employment .

The Institute continued to bring out regular publications namely the Awards Digests, Shram Vidhan, Labour and Development. In addition, several publications were also brought out.

The Institute has been sanctioned Plan Grants-in-aid of Rs. 16.63 crores for the year 2012-13.

B. WORKERS EDUCATION SCHEME

FINANCIAL REQUIREMENTS :

	(‘ In Crores)			
	Actual	Budget	Revised	Budget
	Expenditure	Estimates	Estimate	Estimate
	2011-2012	2012-2013	2012-13	2013-2014
		(Sanctioned)	(Proposed)	(Proposed)
Plan	12.62	24.74	24.74	20.00
Non-Plan	40.71	29.67	47.61	49.62

* Including N.E and MGNREGA

ACTUAL EXPENDITURE from April 2012 to Dec. 2012

(‘. in Crores)

Plan 7.20

Non-Plan 33.85

ANNEXURE II

FORMAT OF TABLES IN CHAPTER II OF OUTCOME BUDGET 2013-14

(Rs. in crore or in lakhs as prescribed)

Sr. No.	Name of the scheme	Objective/ Outcome	Outlay 2013-2014			Quantifiable Deliverables /Physical Outputs (No. of Workers Proposed to be trained)	Projected Outcomes (No. of Workers Proposed to be trained)	Processes Timelines	Remarks/ Risks
			4(i)	4(ii)	4(iii)				
1	2	3	Non Plan Budget	Plan Budget	Complementary Extra-Budgetary Resources	7	8	9	10
1	Workers Education Scheme	To create the awareness among workers of Organised/ Unorganised and Rural Sectors.	49.62	20.00	-	3,00,000	3,00,000 (Anticipated)	Yearly	-

TRAINING PROGRAMMES:

The Board currently operates in three tiers:

1. Training of candidates (recruited by open competition) for Education Officers Training Course.

2. On successful completion of training, the Education Officers in turn are posted at different Regional Directorates for imparting training to selected workers as Trainers, and

3. The Trainers, on completion of their training revert back to their establishments and conduct programmes for the rank and file of workers in their respective units which are of two types, namely, Unit Level Class of 1 ½ months duration and Functional Adult Literacy Class of 6-months duration mainly for workers in mines and plantations where percentage of illiteracy is high. The programmes are conducted for various categories of workers in industries, mines and plantations. Joint Educational Programmes on Participative Management (3 Days duration) and those for members of Joint Councils (2 Days duration) are also conducted at the Plant Level.

Shift in Priority

The Board has been reviewing its activities and programmes from time to time and has shifted the priorities from training of workers in the organized sector to the Training of workers in the unorganized, rural sector and weaker sections of the society since 1977-78. It has also concentrated on conducting joint training programmes for the representatives of workers and managements with a view to promote congenial industrial relations climate. The Board has been laying increasing emphasis on Personality Development programmes for trade union activists. Short-term training programmes on Workers Participation, Productivity, Industrial Health and Safety, Special Programmes for Women Workers, Child Workers, SC/ST Workers, Rural Workers were some other areas which were given due emphasis.

Indian Institute of Workers Education

The Indian Institute of Workers Education (Mumbai), an apex training institute of the Board, was established in 1970. The main activities and programmes of the Institute are :

- a) to conduct Education Officer's Training Course
- b) to conduct Refresher Courses and Workshops for Officers and in-service training programmes for the staff members of the Board.
- c) to conduct Advanced Training Programmes for the activists of Central Trade Union Organisations/ National Federations.

- d) to conduct Skill Development activities in the Automobile and Construction Sector

Training Courses

The Indian Institute of Workers Education has organized 3 Programmes for 57 officials of CBWE and also conducted 22 programmes of one-week duration for nominees of Central Trade Union Organizations and National Industrial Federations during April 2011 to Dec., 2011 of Workers in which 364 activists participated, of whom 102 were women.

The Regional Directorates of the Board undertook the following activities during the year 2011-2012.

Training of Trainers

During the period under report (April, 2011 to Dec., 2011) the Board has trained 50 Trainers in 2 courses of one and half months duration through its Regional Directorates.

Refresher Courses

During the period under report, 2 refresher courses were organized for Trainers in which 85 Trainers participated.

Personality Development Programme

The training courses for development of leadership qualities among the workers are being conducted at the Regional /Sub-Regional Directorates. During the period under report, 18 Personality Development Programmes were conducted in which 406 activists of trade unions participated.

Unit Level

During the period 2011-2012 (April 2011 to Dec., 2011) 1854 workers were trained in 72 sessions of unit level classes.

Quality of Life Programmes

The quality of life programmes of 2/4 days duration in organized sector has been conducted for the workers and their spouses to change the attitudes, for better relations between them and also to develop/create awareness in their lives about importance of health, hygiene & nutrition, environmental cleanliness and productivity consciousness so that the workers are prepared to accept the changes.

During the session April 2011 to December 2011 under report 22 quality of life programmes were conducted and 765 workers were trained in organized sector.

Need Based Seminar

The Board is conducting Need Based Seminar of 2/5 days duration at the Regional /Sub-Regional Directorates for the workers as per the specific needs of the industries for the improving the productivity and the work culture within the industry. During the period April 20011 to Dec. 2011, the board has conducted 159 Need Based Seminars and trained 3832 workers.

Self Generation of Funds Programmes

During the period under report (April, 2011 to Dec, 2011) the Board has trained 5679 workers in 290 courses of one /two/three days duration through at regional level.

Special Programmes/Seminars

As a Special components for North East Region, 41 Programmes for the Trade Union Activists of North - East Region were conducted in which 1491 participants were trained among them 833 participants to generate the awareness about Tea Gardening.

MGNREGA -Village, Block and District level

Mahatma Gandhi National Rural & Employment Guarantee Act is being implemented by the CBWE from 2011-2012 village level, block level and District level.

Programmes for Small Scale/Unorganised Sector /Weaker Sections Workers

The workers belonging to Unorganised sector and small scale industries, by and large, are unaware of their rights and entitlements under the various labour laws, their corresponding obligations for organization, protective provisions at work place such as health, safety and welfare, minimum wages etc. Since these workers are scattered in small industrial units, their organizations are weak so as to have the required collective bargaining strength.

The Board has been organizing two-day/four-day camps for the workers of unorganized / small scale sector and weaker sections since 1979. The participants of the to unorganized / small scale sector camps belong to industries such as Handloom, Powerloom, Khadi and Rural industries, Coir, Small Scale Industries, Industrial Estates, Handicrafts, Sericulture, Beedi making, Glass, Brass and Slate Making Industries etc. Similarly the participants of weaker section workers belong to Women Workers, Child Workers, Young Workers, Handicapped Workers, Construction Workers, Head Load Workers, Rickshaw Drivers, Stone Quarry Workers, Contract Workers & others. The objective of these programmes is to create awareness in the workers about their rights and obligations, their problems, protective labour laws at work place, various welfare schemes of Govt., combating social evils etc. and to help them to find out solutions to their problems and to equip them in developing their own organizations.

During the year 2011-2012 (By Dec. 2011) **329 camps** were conducted in which **12940** workers participated. These camps were conducted at the places having Regional and Sub-Regional Directorates or at Semi-Urban places after identifying the functional needs of the target group. The Category wise break up of the workers trained in these camps is given below:-

Workers Trained in Unorganised Sector During 2012-2012 (By Dec. , 2012)

Category	No. of Progs.	Male				Female				Grand Total
		Sc	St	Oth	Total	Sc	St	Oth	Total	
HANDLOOM	78	91	41	227	359	895	207	1568	2670	3029
POWERLOOM	3	1		17	18	19		78	97	115
KHADI & RURAL INDUSTRY	1					12		26	38	38
HANDICRAFT	7	7	19	53	79	43	7	139	189	268
COIR INDUSTRIES	1					15		25	40	40
BEEDI INDUSTRIES	2					38		42	80	80
OTHERS 4 days	5	2		46	48	42	6	100	148	196
2 days	272	266	114	1068	1448	2641	502	6055	9198	10646
Total	369	367	174	1411	1952	3705	722	8033	12460	14412

Camps for Workers in Stone Quarries and Stone Crushers

In response to the judgment of the Supreme Court of India, the Regional Directorate, Faridabad conducted educational camps for stone quarries and stone crusher workers in Faridabad region. From April, 2011 to December 2011, the board organized 11 such camps for 420 workers.

Courses for Workers of Weaker Sections

The Board conducted 80 programmes for 3148 for the workers belonging to weaker sections during April to December 2011. The course content was flexible and each course was formulated taking into account the functional needs of the particular group of workers. Stress was laid on creating awareness in the participants about rights and obligations, importance of organization, functional upgradation, schemes for betterment including welfare legislation, combating social evils, family budget were some other topics discussed in these courses. The Category-wise break-up of the workers trained in these programmes are as under:

Category - wise Break-up

Category	No. of Prog.	Male				Female				Grand Total
		Sc	St	Oth	Total	Sc	St	Oth	Total	
WOMEN WORKERS	73	12	2	21	35	1053	239	1503	2795	2830
YOUNG WORKERS	7	11	17	15	43	63	63	106	232	275
CONSTRUCTION WORKERS	2	-	-	-	-	10	-	70	80	80
HEAD LOAD WORKERS	3			38	38	26		52	78	116
OTHERS	2	5			5	26		49	75	80
Total	87	28	19	74	121	1299	302	1780	3260	3381

Quality of Life Programmes (Unorganised Sector)

The quality of life programmes of 2/4 days duration in Unorganized sector are being conducted at the Regional level for the workers and their spouses with a view to change the attitudes for better relations between them and also to develop awareness in their lives about importance of health, hygiene & nutrition, environmental cleanliness and productivity consciousness and to create the awareness among the participants for upliftment of their living standard and to know the Government's various Schemes for development of the workers in unorganized sector so that the workers are prepared to accept the changes.

During the session April 2011 to Dec., 2011 under report 117 quality of life programmes were conducted and 4603 workers were trained in unorganized sector.

Empowerment Programme in Rural

During the period from April 2011 to Dec., 2011, a total of 1102 workers have been benefited through 28 Empowerment Programmes.

Labour Welfare and Development Programme

During the period from April 2011 to Dec., 2011, the Board has organized 334 Programmes on Labour Welfare Development for 2 days duration in which 13036 workers benefited.

Special Seminars

Special Seminar of a 2 days duration are organized by CBWE for different section of workers in unorganized sector such as Women Workers, SC/ST Workers, Parents of Child Labour/ Child Labour. The stress is given on providing the information regarding the Central and State Govt. various social schemes, importance of Self Help Group etc. with a view to generate to more self employment.

Rural Sector

The Board has started Rural Workers Education Programmes since 1977. It covers landless labour, tribal workers, agricultural workers, marginal farmers, fisheries labour, rural artisans, forest labour and educated unemployed youth in rural areas.

During the period April 2011 to Dec., 2011 the board has conducted 915 programmes for 36006 workers through Rural Awareness Camps of 2 days duration and Empowerment Camp of 4 days duration and One day Re-training Programme in Rural Sector.

Category - wise Break – up

Category	No. of Programs	Male				Female				Grand Total
		Sc	St	Oth	Total	Sc	St	Oth	Total	
LANDLESS LABOURS	505	592	434	1492	2519	4713	1751	10940	17404	19923
AGRICULTURE & MARGIN	177	212	87	683	982	1466	721	3746	5933	6915
FISHERIES LABOUR	4		7		7	78	33	42	153	160
RURAL ARTISONS	6	6		11	17	76	4	139	219	236
FOREST LABOUR	6	40	-	-	40	96	32	69	197	237
EDUCATED UNEMPLOYED	17	13	-	49	62	163	65	382	610	672
TRIBAL LABOUR	10	17	18	73	108	40	84	164	288	396
PLANTATION WORKERS	6						8	192	240	240
OTHERS	9	6		7	13	73	26	225	324	337
1 DAY RETRAINING PROGRAMMES FOR RURAL	76	243	17	313	573	1272	346	2070	3688	4261
Total	816	1129	563	2628	4321	7977	3070	17969	29056	33377

Workers Participation in Management

The Scheme of Workers Participation in Management is being implemented by CBWE from 1996-97. The scheme is implemented in public sector under taking or Government establishment having joint councils and bipartite committees.

During the period April 2011 to Dec., 2011 under report, 7 Workers Participation in Management Programmes were conducted in which 181 workers trained.

Women Workers

During the period under report 151070 Women Workers have been trained in different training programmes of the Board.

Mahatma Gandhi National Rural & Employment Guarantee Act.

The Scheme of Mahatma Gandhi National Rural & Employment Guarantee Act. is being implemented by CBWE from 2011-12. The scheme is implemented in Rural Sector and enlighten them towards the awareness in their socio economic development.

During the period April 2011 to Dec., 2011 under report, 1858 programmes were conducted in which 74824 workers trained.

Grant-in-aid

The Board gives financial assistance to the extent of (90%) of the total admissible expenditure to the registered trade unions and societies for conducting short-term programmes of 3-7 days duration. Since introduction of Grants-in-aid Scheme i.e. from 1960 till Dec., 2011, an amount of Rs. **2,46,51,350** was paid by the Board to **1432** unions/institutions which trained **6,73,733** workers. During the period under report (By December 2011 the Board paid Rs. **3,28,909** as grant and the grantee organizations trained **920** workers.LR

Review of Past performance

ACHIEVEMENTS OF AIMS AND OBJECTIVES UNDER THE DIRECT TRAINING ACTIVITIES OF THE ORGANISATIONS. REGARDING NO.OF WORKERS TRAINED AND PROJECTED OUTPUTS

Programmes		(NO.OF WORKERS TRAINED)				
		Actual Achievements	Estimated Stage	Likely Achievements 2012-2013		Proposed
		2011-2012	2012-2013	April 2012 to Dec.2012	Jan.2013 to March -13	2013-2014
Plan						
1	Training of Rural Workers In 2/1-day Programmes and Conscientisation Camp 4 days	63974	125000	33377	91623	125000
2	Special Programmes on Quality of life For Workers (4/2days)	12724	20000	6151	13849	20000
3	Need Based Seminar (2 days)	4457	15000	7111	7889	15000
4	Programme under Self Generation of Funds (1/2/3 days)	6437	18500	6300	12200	18500
5	Need Based Seminar (3-5 days)	0	200	0	200	200
6	Training of Workers in 4/2 days Camps Small Scale/Unorganised / Weaker Sector) including Special Seminars SC/ST 2 day (125000)	*147316	*125000	exceeded	0	25000
7	Special Seminars for SC/ST Workers 2 day	0		123012	1988	150000
8	Opening of Regional Directorate	0	2	0	2	2
9	Training of Trainers 1 ½ Months	50	500	204	296	500
10	Refresher Courses for Trainers	85	300	38	262	300
11	Personality Development Programme.	556	2200	846	1354	2200
12	Joint Educational Programme on Participative Management (3days)	0	4000	0	0	0
13	Joint Educational Programme for New Members of Joint Councils (2/1 days)	16330	12800	17124 exceeded	0	15000
14	Unit Level Classes 1 1/2 months) Part-time and full time (3 weeks)	2467	7000	1676	5324	5000
15	Training of Workers in Functional Adult Literacy Classes.	85	200	121	79	200
16	Special Seminars at Plant Level (1 day)	3312	2000	4605 exceeded	0	2000
17	Workers Participation in Management	333	950	207	743	1800
18	Special Trg. Programme for North East Region 3-5 days.	3228	3080	1302	1778	1500
19	Mahatma Gandhi National Rural Employment Gurantee Act.	122662	50220	19758	30462	125000