

No. Q-19025/01/2024- ESA (NLI)
Government of India
Ministry of Labour and Employment
ESA Section

Shram Shakti Bhawan, New Delhi
Dated the 12th April, 2024

Director General,
V. V. Giri National Labour Institute,
Sector-24, NOIDA.

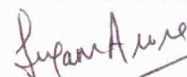
**Sub: Memorandum of Understanding (MoU) between Ministry of Labour
& Employment and VVGNI, Noida for release of grant-in-aid for
the FY 2024-25 – reg.**

Sir,

I am directed to refer to Institute's letter No. Accts./002/22/MOU/Grant dated 26.03.2024 on the subject mentioned above and to state that the MoU between Ministry of Labour & Employment and VVGNI for release of Grant-in-aid for the Financial Year 2024-25 has been signed. A copy of the same in original is enclosed for necessary action.

Encl: As above

Yours faithfully,



(Sugam Arora)
Section Officer

MEMORANDUM OF UNDERSTANDING

Between

GOVERNMENT OF INDIA

MINISTRY OF LABOUR & EMPLOYMENT

And

V.V. GIRI NATIONAL LABOUR INSTITUTE, NOIDA

I. PARTIES

This document elaborates an understanding between V. V. Giri National Labour Institute (VVGNI) (**hereinafter referred as 'the Institute'**) and Government of India (GOI), Ministry of Labour & Employment (**hereinafter referred as 'the Ministry'**) for implementation of the Labour Training/Education Programme of the Institute. The Institute is an autonomous organization under the administrative control of the Ministry of Labour & Employment. The Institute is located at NOIDA, Uttar Pradesh.

II. PURPOSE

As per the Rule 229 (xi) of General Financial Rules 2017, an autonomous organization with a budgetary support of more than Rupees five crores per annum, is required to enter into a Memorandum of understanding (**hereinafter referred as 'MOU'**) with Administrative Ministry or Department, spelling out clearly the output, along-with commensurate input requirements. The output target, given in measurable units of performance, should form the basis of budgetary support extended to these organizations.

III. OBJECTIVES FOR WHICH THE INSTITUTE IS ESTABLISHED

- To undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- To undertake and assist in organizing training, education programmes, seminars and workshops;
- To establish wings for (i) Training, Education and orientation; (ii) Research, including action research; (iii) Consultancy; and (iv) Publication and other such activities as may be necessary for achieving the objectives of the society;



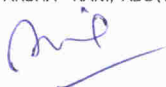
- To analyze specific problems encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;
- To prepare, print and publish papers, periodicals and books;
- To establish and maintain library and information services;
- To collaborate with other institutions and agencies in India and abroad which have similar objectives; and
- To offer fellowships, prizes and stipends.

IV. OUTPUT TARGETS FOR THE FINANCIAL YEAR 2024-25 FOR LABOUR EDUCATION PROGRAMME

(A) CORE ACTIVITIES COMPONENT UNDER GRANTS-IN-AID:-

S. No.	Component	Physical Targets	Grants in Aid (Rs. in crore)
1.	To undertake, aid, promote and coordinate training, education & research programmes including SCSP/TSP, North-East Projects/Programmes, Publications, Information Technology, Campus Services, Administrative Activities and Networking/ collaborations both national and international, conduct seminars/workshops etc.	<p>110 core Training Programmes (<i>Training Calendar 2024-25 is enclosed at Annex. -I</i>); 16 Research/ Projects; and 15 workshops/ seminars/study visits, 30 publications including for North Eastern Regions.</p> <p>To participate in training programmes/ seminars/ workshops in the labour and relevant field for the enhancement of knowledge.</p> <p>Focus will be given on training in Labour Codes and new modes of training like online videos, course material, interactive sessions etc.</p> <p>The Institute conducts paid and subsidized in-house training programmes for various stakeholders. No fees is charged on participants for in-house training programmes. The Institute provides lodging, boarding, T.A. reimbursement and other logistic facility. Fees as per User Charges approved by General Council for training hall, lodging, boarding etc. are charge for paid training programmes.</p> <p>The training programme are usually</p>	6.65

		<p>conducted for 35 participants, however actual number of participants varied.</p> <p>Tentative cost of conducting the activities are summarized as under:</p> <table><tr><td>Two Days In-house Training Programme</td><td>Rs. 2 Lakh</td></tr><tr><td>Three Days In-house Training Programme</td><td>Rs. 2.5 Lakh</td></tr><tr><td>Five Days In-house Training Programme</td><td>Rs. 5 Lakh</td></tr><tr><td>One Day Workshop</td><td>Rs. 3 Lakh</td></tr><tr><td>Six Months Research Project</td><td>Rs. 7 Lakh</td></tr><tr><td>Yearly 30 Publication</td><td>Rs. 15 Lakh</td></tr></table> <p>Fee Charged for Paid Training Programme:</p> <table><tr><td>Three Days Paid Training Programme</td><td>Rs. 4.90 lakh</td></tr><tr><td>Five Days Paid Training Programme</td><td>Rs.7.35 Lakh</td></tr></table> <p>It is expected that approx. 4200 participants will attend the training programmes/ workshop during 2024-25.</p>	Two Days In-house Training Programme	Rs. 2 Lakh	Three Days In-house Training Programme	Rs. 2.5 Lakh	Five Days In-house Training Programme	Rs. 5 Lakh	One Day Workshop	Rs. 3 Lakh	Six Months Research Project	Rs. 7 Lakh	Yearly 30 Publication	Rs. 15 Lakh	Three Days Paid Training Programme	Rs. 4.90 lakh	Five Days Paid Training Programme	Rs.7.35 Lakh	
Two Days In-house Training Programme	Rs. 2 Lakh																		
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Three Days Paid Training Programme	Rs. 4.90 lakh																		
Five Days Paid Training Programme	Rs.7.35 Lakh																		
2.	Up-gradation and Automation of Library and Information System	<p>Approximately 35 books and 100 journals in the field of labour will be purchased and will function as a Resource Centre for data/information on Labour at the National and Regional Level in the meaningful and constructive manner.</p> <p>More emphasis on procurement of e-journal such as Jstor shall be given. The Library would also purchase the database on NSSO & Gazette of India as and when required.</p>	0.10																
3	Up-gradation of Infrastructure	<p>Expansion of VVGNI ongoing Physical Infrastructure like overhead and underground water tanks, solar energy in the Campus, renovation/upgradation of Library Block.</p> <p>The above works are planned and already have the approval of EC& GC.</p>	0.90																
4.	Establishment Expenses	Payment of salaries, allowances etc.	7.50																
	TOTAL		15.15																



(B) ACHIEVEMENT FOR THE FINANCIAL YEAR 2023-24 FOR LABOUR EDUCATION PROGRAMME

The Institute had achieved the targeted Labour Education Programmes as per signed MoU for 2023-24.

The achievements include 152 training programmes (107 planned programmes & 45 paid programmes), 16 workshops/ seminars/ study visits & 06 special events, 15 research projects/ case studies and 34 publications etc.

V. INPUT REQUIREMENTS

At present, the Institute has sanctioned staff strength of 83 employees and only 68 posts are live as the currencies of some posts have expired and action is on hand to revive some of the expired posts. The faculty members of the Institute are responsible for conducting the various training programmes, Workshops, Seminars and Research/ Projects.

VI. GRANTS- IN- AID FOR FINANCIAL YEAR 2024-25 (AS PER APPROVED B.E. 2024-25)

(Rs. in Lakhs)	
Component	Approved Budget Estimate (BE) 2024-25
Grant-in aid General	675.00
Grants-in-aid for creation of capital assets	90.00
Grant-in-aid salaries	750.00
Total	1515.00 (Rs. 15.15 Crore)

Note: The expenditure shall be booked on beneficiary basis as per existing Guidelines.

VII. The Government of India vide Ministry of Finance, Department of Expenditure's O.M. F. No. 7(2)/E.Coord/2020 dated 04.09.2020 and O.M. No. 7(1)E.Coord/2020 dated 10.06.2021 has issued instructions on the subject "Expenditure Management – Further Economy Measures" and "Curtailing avoidable expenditure: 20% reduction in controllable expenditure" respectively. Accordingly, appropriate economy measures need be put in place to rationalize the expenditure of VVGNI.

VIII. AUTONOMY TO AUTONOMOUS ORGANIZATION

- (1) Autonomous bodies, which are fully or partly funded by the Government of India, like VVGNI, shall restrict the Powers of the Governing Bodies (here Council) of such organizations, in matters of creation of post(s), adoption and revision of pay and allowances of their regular staff and major establishment expenditure. This requires prior approval of Government of India in consultation with Ministry of Finance Department of Expenditure.
- (2) The Government of India vide Ministry of Finance, Department of Expenditure's O.M. No. 1/1/2016-E-II(A) dated 13.01.2017 relating to revision of Pay Scales in accordance with the recommendations of 7th CPC to the employees of Autonomous organisations, the Institute will ensure generating more than 30% of additional financial impact arising out of the implementation of revised Pay Scale in accordance with para 5(ii) of said O.M..
- (3) Except the matters enumerated hereinbefore, the VVGNI enjoys autonomy in other matters and the Institute is competent to take decision in accordance with Memorandum of Associations and Rules & Regulation / Bye-Laws of VVGNI. Where the Memorandum of Associations and Rules & Regulation / Bye-Laws of VVGNI are silent on any subject, the Institute may follow the relevant Rules and Regulations of the Government of India.
- (4) As per Rule 229 (iv) of General Financial Rules, all autonomous organizations, new or already in existence should be encouraged to maximize generation of internal resources and eventually attain self-sufficiency.

- (5) As per Rule 229 (vi) of General Financial Rules, Governing Body of the Institute shall review user charges/sources of internal revenue generation at least once a year. The user last reviewed by the General Council in May 2023.
- (6) As per Rule 236 (2) of General Financial Rules, the accounts of the Institute are being audited by the Comptroller and Auditor General of India under Section 14 of the C&AG Act 1971.
- (7) Autonomous Bodies require prior approval from Government of India before signing of any understanding/MoU with any other party abroad including similar organizations.

IX. PERIOD OF AGREEMENT

This MOU will be effective when signed by both parties, upto the end of the financial year 2024-25, i.e. upto 31.3.2025. This MOU may be amended at any time by the mutual written consent of the Partie(s), if there is a variation in the output targets during the Financial Year.

X. EXTENSION OF MOU

This MOU can be extended by agreement of both the Partie(s) by mutual understanding/consent.

IN WITNESS where of the Partie(s) hereto have caused this MOU to be signed on the _____, Between the Institute and the Ministry at New Delhi.

SIGNED FOR AND ON BEHALF
OF V. V. GIRI NATIONAL LABOUR
INSTITUTE, NOIDA.

(By Dr. Arvind,
Director General , VVGNI)

डॉ. अरविंद / Dr. ARVIND
महानिदेशक / Director General
वी. वी. गिरि राष्ट्रीय श्रम संस्थान
V. V. Giri National Labour Institute
सेक्टर-24, नोएडा / Sector-24, Noida

SIGNED FOR AND ON BEHALF OF THE
GOVERNMENT OF INDIA, MINISTRY OF
LABOUR & EMPLOYMENT, NEW DELHI.

(By Shri Kamal Kishore Soan,
Joint Secretary
Ministry of Labour & Employment)

कमल किशोर सोन / Kamal Kishore Soan
संयुक्त सचिव एवं महानिदेशक (एल. डब्ल्यू.)
Joint Secretary & Director (L&W)
श्रम, रोजगार एवं कल्याण विभाग
M/O Labour & Employment
भारत सरकार, नई दिल्ली / Govt. of India, New Delhi

DATE:

VENUE:

DATE:

VENUE:

V.V.Giri National Labour Institute, Noida
Training Programme Calendar for the Year 2024-25

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S.No	Title of the Programmes	Target Groups	No. of Prg	No. of Days	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Course Director/s
29.	Developing Skill Development Strategies for Women Workers in the Informal Economy	Skill Development Institutes, Trade Union Leaders and NGOs	01	05		06-10											ShashiBala
30.	Capacity Building Programme for Trade Union/Civil Society	Government Officials, Civil Society, Employers and CTUOs	01	05						02-06							Shashi Bala
31.	Gender and Labour Laws: National and International Perspectives	Government officials Leader, Trade Union Representatives, Researchers and Civil Society representatives	01	05		13-17											Ellina Samantroy
32.	Women and Future of Work	Government Officials, Union Leaders from Central Trade Unions, Researchers from University and research Institutions, Civil Society representatives, employers representatives, Gig and Platform Workers etc	01	05											3-7		Ellina Samantroy
33.	Gender and Transformative Leadership	Union Leaders from Central trade Unions, Government Officials, Researchers, Employers organisations and Civil Society representatives	01	04					27-30								Ellina Samantroy
34.	Gender and Migration	Government officials Leader, Trade Union Representatives, Researchers and Civil Society representatives	01	05	1-5												Ellina Samantroy
35.	Social Security for Construction Workers	Representatives from trade union, NGOs & government officials	01	05		27-31											Otojit Kshtrimayum
36.	Social Security for Domestic Workers	Representatives from trade union, NGOs & government officials	01	05											3-7		Otojit Kshtrimayum
37.	Orientation Programme on Skill Transformations and the Future of Workplace	University Students Pursuing Master Degree in Social Sciences	01	05					19-23								Otojit Kshtrimayum
38.	Training on Labour Market information for better implementation of Public Policies	Government officers and key functionaries from representatives from trade unions, employers and civil society organizations dealing with the labour market. Researchers specializing in labour market studies.	01	05				22-26									Dhanya M. B.
39.	Migration and Development: Issues and Perspectives	Young teachers and researchers from universities, colleges/ research institutions and professionals from various institutions. Officers and key functionaries of the government, representatives from trade unions, employers	01	03						9-11							Dhanya M.B.

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S.No	Title of the Programmes	Target Groups	No. of Prg	No. of Days	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Course Director/s
50.	Social Media Management	Social Media Professionals Handling Social Media of Ministries/Departments, Educational & Training Institutions, National and International Development Organisations, Young and Aspiring Professionals	01	03										20-22			Amitav Khuntia
51.	Capacity Building in Career Development	Teachers, Principals/Lecturers, from Inter/ Degree colleges and Universities	01	05		27-31											Amitav Khuntia
52.	Managing Livelihood and Social Protection in the light of Climate Change	Government Officials from District, State Administration, NGOs, Researchers, Skill Imparting Institutions and Climate & Development Professionals	01	05				1-5									Amitav Khuntia
53.	Skills for Youth and Employability and Entrepreneurship	Master Degree Students/Scholars from Universities and Institutes and Young Professionals	01	05						2-6							Amitav Khuntia
54.	Convergence and Partnership for Addressing Labour and Development issues	Government Officials/Labour Officers, Industry, Research/ Training & Development Professionals, NGOs	01	04								4-7					Amitav Khuntia
55.	Gender, Work and Development	Government Officials/Working Professionals, Faculties and Researchers, Development Professionals and other Social Partners	01	05												3-7	Amitav Khuntia
56.	Enhancing Employability & Entrepreneurship among Women	Development Professionals, Faculties, Students and Research Scholars from Universities, Government Officers, Trainers/Instructors from Vocational and Skill Development Institutes, Entrepreneurs, Young Professionals, NGOs & Training Institutes.	01	05							14-18						Amitav Khuntia
57.	Gender, work and development			5		13-17											P. Amitav Khuntia
58.	Training Programme on Gender and Labour Issues		01	03			19-21										Dr. Ellina Samantroy
RESEARCH METHODS PROGRAMMES (RMP)																	
59.	Course on Qualitative Methods in Labour Research	University/College Teachers	01	05			24-28										Ruma Ghosh
60.	Course on Qualitative Methods in Labour Research	Research Scholars	01	05				1-5									Ruma Ghosh
61.	Research Methods in Behavioural Studies	University/ College Teachers & Research Scholars	01	05									16-20				Shashi Bala

S.No	Title of the Programmes	Target Groups	No. of Prg	No. of Days	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Course Director/s
62.	Research Methods in Gender and Labour Issues	Academicians and researchers from Universities/Colleges/Research Institutions and professionals in government and civil society organizations.	01	05									02-06				Ellina samantroy
63.	Course on Research Methods in Labour Studies	University Students Pursuing MPhil/PhD in Social Sciences	01	05						9-13							Otojit Kshtrimayum
64.	Research Methods on Labour History	Young teachers and research scholars from Universities/Colleges/ Research Institutions and professionals in government organizations who intend to pursue their interest in labour research and policy.	01	03			24-28										Dhanya M. B.
65.	Course on Research Methods on Gender, Poverty and Informal Economy	Young teachers and researchers from universities, colleges/ research institutions and professionals from various institutions. For the welfare of vulnerable and marginalized groups of society, we will appreciate if participants from reserved categories (SC/ST/) are also nominated. Basic quantitative research knowledge is required.	01	05							7-11						Dhanya M. B.

CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)

66.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour	Representatives from Labour Department (Centre and State), Vigilance committee members, Police(including Anti Human Trafficking Units), Revenue Officials, Civil Society Organizations, Child Line, Child Protection Units, Social Welfare Departments, and NCLPs	01	03			18-20										Manoj Jatav
67.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour	Representatives from Labour Department (Centre and State), Vigilance committee members, Police(including Anti Human Trafficking Units), Revenue Officials, Civil Society Organizations, Child Line, Child Protection Units, Social Welfare Departments, and NCLPs	01	03						23-25							Manoj Jatav
68.	Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded	Officials of State Labour Departments	01	03							21-23						Manoj Jatav

S.No	Title of the Programmes	Target Groups	No. of Prg	No. of Days	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Course Director/s
	Labour and Child Labour and Prosecution of Offenders																
69.	Orientation programme on Responsible Business Practices	Representatives from the Business sector, Export Councils, Chambers of Commerce, Confederation of Indian Industry (CII)Chambers of Commerce, HR and Management personnel from the Industries, Government officials dealing with Industries and Commerce, Academicians and Scholars of Human Rights	01	03								11-13					Manoj Jatav
70.	Orientation programme on Responsible Business Practices	Representatives from the Business sector, Export Councils, Chambers of Commerce, Confederation of Indian Industry (CII)Chambers of Commerce, HR and Management personnel from the Industries, Government officials dealing with Industries and Commerce, Academicians and Scholars of Human Rights	01	03			11-13										Dr. Manoj jatav
71.	Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Labour, Child Labour and Prosecution of offenders	Officials of Police Department from SJPU, Missing Children Units, cells for Crime against Women and Children, Anti-Human Trafficking Units (AHTUs) from all the States of the country.	02	03									9-11				Manoj Jatav
72.	Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Labour, Child Labour and Prosecution of offenders	Officials of Police Department from SJPU, Missing Children Units, cells for Crime against Women and Children, Anti-Human Trafficking Units (AHTUs) from all the States of the country.	02	03					12-14								Manoj Jatav
73.	TOT Programme on Identification, Rescue, Rehabilitation of Bonded Labourers and Child Labour and Prosecution of Offenders	Faculty and Trainers from National Institute of Rural Development, State Labour Training Institutes, Administrative Training Institutes, IAS Academies, Police Academies and other such government training Institutes.	01	03										6-8			Manoj Jatav
74.	Orientation Programme on Ensuring Legal Services& Effective Rehabilitation of Rescued Child/Bonded Labour/Trafficking Labour	District Legal Aid Officers and Para Legal Volunteers	01	03										20-22			Manoj Jatav

S.No	Title of the Programmes	Target Groups	No. of Prg	No. of Days	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Course Director/s
75.	Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Labour and Child Labour and Prosecution of Offenders	Representatives from the Labour Department (Centre and State), Vigilance Committee members, Police (including Anti Human Trafficking Units), Revenue Officials, District Legal Services Authorities (DLSA), NGOs, CWCs, District Task Force, Social Workers	01	03											10-12		Manoj Jatav
76.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour	NGOs working on Human Trafficking/ Child labour and Bonded labour, law and social work students – Senior students or pursuing PhD, lawyers and individuals working on child labour and bonded labour	01	03												3-5	Manoj Jatav
77.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour	Labour department, Revenue department –SDM, Tehsildar, Patwari, Police Department including AHTU, SLSA/ DLSA, CWC members, DCPU, BL VC members, Public prosecutors, SHRC members	01	03												17-19	Manoj Jatav
NORTH-EASTERN STATES PROGRAMMES (NEP)																	
78.	Understanding Labour Codes and Rules	Government Officials, Representatives from Trade union & NGOs from North-Eastern States	01	05						23-27							Sanjay Upadhaya
79.	Labour Codes: Key Features and Perspectives	Representatives from Trade union & NGOs	01	05				08-12									Sanjay Upadhaya
80.	Labour Codes: Key Features and Perspectives	Representatives from Trade union & NGOs	01	05						30-	04						Sanjay Upadhaya
81.	Leadership Development Programme	Representatives from trade union, NGOs & government officials from North-Eastern States	01	05	29	03											Shashi Bala
82.	Gender Issues in Labour : A Behavioural Approach for North Eastern States	Government Officials, Trade Union Leaders and NGOs from North-Eastern States	01	05				1-5									Shashi Bala
83.	Gender, Work and Social Protection for the North Eastern Region	Government Officials, Union Leaders from Central Trade Unions and civil society representatives from the North Eastern Region.	01	05			24-28										Ellina Samantroy
84.	Fundamentals of Labour Codes	Representatives from trade union, NGOs & government officials from North-Eastern States	01	04			18-21										Otojit Kshtrimayum
85.	Fundamentals of Labour Codes	Representatives from trade union, NGOs & government officials from North-Eastern States	01	05								4-8					Otojit Kshtrimayum

S.No	Title of the Programmes	Target Groups	No. of Prg	No. of Days	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Course Director/s
86.	Fundamentals of Labour Codes	Representatives from trade union, NGOs & government officials from North-Eastern States	01	05									9-13				Otojit Kshtrimayum
87.	Social Security for Unorganised Workers	Representatives from trade union, NGOs & government officials from North-Eastern States	01	05				29	02								Otojit Kshtrimayum
88.	Social Security for Unorganised Workers	Representatives from trade union, NGOs & government officials from North-Eastern States	01	05								11-14					Otojit Kshtrimayum
89.	Online Training Programme on Social protection and Livelihood Security for North Eastern States	Representatives from trade union, NGOs & government officials from North-Eastern States	01	03											10-12		Dhanya M. B.
90.	Enhancing Employability and Entrepreneurship among Women of North Eastern States	Students, Scholars and Young Professionals, Government Officials, Representatives from Workers' Organisation and NGOs, Skill Training Organisations	01	05								25-29					Amitav Khuntia
COLLABORATIVE TRAINING PROGRAMMES (CTP)																	
91.	Fundamentals of Labour Codes (MILS, Mumbai)	Representatives of Trade Unions and NGOs from State of Maharashtra	01	04									23-27				Sanjay Upadhyaya
92.	Fundamentals of Labour Codes (MGLI, Gujarat)	MGLI, Ahmedabad, Gujarat/ Online	01	04										13-17			Sanjay Upadhyaya
93.	Social Security for All-Ensuring Decent Work and Protection (MILS, Mumbai)	University/College Teachers & Research Scholars	01	03									2-4				Ruma Ghosh
94.	Social Security for All – Ensuring Decent Work and Protection (SLI, West Bengal)	Government officials and and Trade Union Leaders from CTUOs	01	03									16-18				Ruma Ghosh
95.	Social Security for All – Ensuring Decent Work and Protection (SLI, Orissa)	Government officials and and Trade Union Leaders from CTUOs	01	03									30-31				Ruma Ghosh
96.	Social Security for ALL-Ensuring Decent Work and Protection (KILE, Kerala)	Government officials and and Trade Union Leaders from CTUOs	01	02							21-23						Ruma Ghosh
97.	Research Methods in Rural Development for Development (Loyala College)	Students of Loyala College	01	05		13-17											Shashi Bala
98.	Gyan Poshan Panchayats: Awareness Programme on Different Schemes of MoL&E, GoI (MANAGE)	Sarpanch/Panchayat Members	01	05					12-16								Shashi Bala
99.	Labour codes In India(SLI, Odisha)	Trade Union Representatives, Labour Researchers, Government Officials of the	01	02									23-24				Ellina Samantroy

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