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

Shram Shakti Bhawan, New Delhi Dated the April, 2024

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

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

Sir,

I am directed to refer to Institute's letter No. Acctts./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 VVGNLI 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 (VVGNLI) (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;

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- 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.	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.  To participate in training programmes/ seminars/ workshops in the labour and relevant field for the enhancement of knowledge.  Focus will be given on training in Labour Codes and new modes of training like online videos, course material, interactive sessions etc.  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.  The training programme are usually	6.65



TOTAL		15.15
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Establishment Expenses		7.50
	The above works are planned and already have the approval of EC& GC.	
	the Campus, renovation/upgradation of Library Block.	
Up-gradation of Infrastructure	Expansion of VVGNLI ongoing Physical Infrastructure like overhead and underground water tanks, solar energy in	0.90
	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.	
of Library and Information System	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.	
Up-gradation and Automation	It is expected that approx. 4200 participants will attend the training programmes/ workshop during 2024-25.  Approximately 35 books and 100 journals in	0.10
	Programme Rs.7.35 Lakn	
	Three Days Paid Training Rs. 4.90 lakh Programme	
	Six Months Research Project Rs. 7 Lakh	
	Programme	
	Three Days In-house Training Rs. 2.5 Lakh Programme	
	Two Days In-house Training Rs. 2 Lakh	
	Tentative cost of conducting the activities are summarized as under:	
	actual number of participants varied.	
	Up-gradation of Infrastructure  Establishment Expenses	are summarized as under:    Two Days In-house Training Rs. 2 Lakh Programme Three Days In-house Training Rs. 2.5 Lakh Programme Five Days In-house Training Rs. 2.5 Lakh Programme One Day Workshop Rs. 3 Lakh Six Months Research Project Rs. 7 Lakh Yearly 30 Publication Rs. 15 Lakh Programme



# (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 VVGNLI.

#### VIII. AUTONOMY TO AUTONOMOUS ORGANIZATION

- (1) Autonomous bodies, which are fully or partly funded by the Government of India, like VVGNLI, 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 7<sup>th</sup> 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 VVGNLI 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 VVGNLI. Where the Memorandum of Associations and Rules & Regulation / Bye-Laws of VVGNLI 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, VVGNLI)

डॉ. अरविंद / Dr. ARVIND महानिदेशक / Director General वी. वी. गिरि राष्ट्रीय अमें राज्यान V. V. Giri National Labo, Houstute सैक्टर-24, नीएडा / 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) स्नम् अस्ति प्रवासिक एक प्रवासिक एल डब्ल्यू) स्नम् अस्ति प्रवासिक प्रवासिक स्वासिक स

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

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
THEMAT	IC TRAINING PROGRAMME		119							1			1		1		,1
1.	Safety, Health and Welfare at Workplace	Safety Officers of Public and Private sector undertakings, trade union leaders	01	03							7-9						Ruma Ghosh
2.	Evaluation of training	All the government and private training institutes in India including the ministry of labour and employment departments.	01	03										6-8			Dhanya M. B.
3.	How to Conduct Research	Masters Students/researchers from Universities and Colleges.	01	03												24- 26	Dhanya M. B.
4.	How to Conduct Research	Masters Students/researchers from Universities and Colleges.	01	03			4-6										Dhanya M. B.
5.	Safety, Health and Welfare at Workplace	Safety Officers of Public and Private sector undertakings, trade union leaders	03			20-22											Dr. Ruma Ghosh
LABOUR	ADMINISTRATION PROGRAM																
6.	Understanding Labour Codes and Rules	Labour Enforcement Officials from Central and State Labour Departments	01	05						09- 13							Sanjay Upadhyaya
7.	Quasi-Judicial Authorities: Role and Functions	Quasi-Judicial Officers from Central and State Governments and UTs	01	03					19-23								Sanjay Upadhyaya
8.	Quasi-Judicial Authorities: Role and Functions	Quasi-Judicial Officers from Central and State Governments and UTs	01	03											03- 05		Sanjay Upadhyaya
9.	Strengthening Awareness on Labour Laws and Labour Codes	Officials from the Central and State Labour Departments, Representatives of Employers' Organisations and Central Trade Unions	01	04		20-24											Sanjay Upadhyaya
10.	Future of Work – Ensuring Decent Work and Social Protection	Officials from the Central and State Labour Departments	01	03				22- 24									Ruma Ghosh
11.	Future of Work - Ensuring Decent Work and Protection	Officials from the Central and State Labour Departments	01	03						17- 19							Ruma Ghosh
12.	Labour Codes and Rules	Government officials and Trade Union Leaders from CTUOs	01	02				15- 16									Ruma Ghosh
13.	Code on Social Security, 2020 and Rules	Government officials and and Trade Union Leaders from CTUOs	01	02					5-6								Ruma Ghosh
14.	Laws Relating to Equality & Empowerment of Women	Labour Officers from Central and State Governments and UTs	01	05					5-9								Shashi Bala
15.	Good Governance through Labour Administration & Labour Inspection	Labour Officials from State Labour Departments & Central Labour Service officers	01	05				8-12									Otojit Kshtrimayum
16.	Wages Policies in India: Special Reference to	Government Officers and Officers of the labour	01	03					27-29								Dhanya M. B

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
	Code on Wages	department from central and state /UTs labour department and Central and State Trade Unions. All employees/employers/Professi onals/Management personnel and representatives of public and private sector organizations and trade unions/associations/federations	119														
17.	Enhancing Work Efficiency and Effective Delivery	Central and State Government Officers	01	05					5-9								Amitav Khuntia
18.	Good Governance for Efficient & Effective Delivery of Welfare and Development Measures	Implementation of Welfare and Development Programmes, Professionals engaged in the Project Managements, Development Professionals.	01	05									16-20				Amitav Khuntia
CAPACIT	Y BUILDING PROGRAMMES (	CBP)															
19.	New Labour Codes: Issues and Perspectives	union & NGOs	01	04	22-26												Sanjay Upadhyaya
20.	Recent Initiatives towards Codification of Labour Laws in India	Officials from Central and State Labour Department and Central Trade Union	02	10				29	02		7-11						Sanjay Upadhyaya
21.	Social Security for All - Understanding International standards on Decent Work and Social Security	Officials from the Central and State Labour Departments, Trade Union Leaders from CTUOs	01	03					12-14								Ruma Ghosh
22.	Social Security for All – Understanding International standards on Decent Work and Social Security	Officials from the Central and State Labour Departments, Trade Union Leaders from CTUOs	01	03						22- 24							Ruma Ghosh
23.	Pension Schemes for the Organised and Unorganised Sector	Officials from the Central and State Labour Departments	01	03						9-11			ı.				Ruma Ghosh
24.	Pension Schemes for the Organised and Unorganised Sector	Trade Union Leaders from CTUOs	01	03			5-7										Ruma Ghosh
25.	Leadership Development Programme for Domestic Workers	Organisers of Domestic Workers, Trade Union Leaders	01	05	8-12												ShashiBala
26.	Training of Trainers Programme for Rural Educators	Central Trade Unions Leaders & Rural Organizers	01	05								11-14		-			ShashiBala
27.	Facilitating Gender Sensitive Environment: A Behavioural Approach	Police officials from States and UTs	01	05				08- 12									ShashiBala
28.	Leadership Development Programme For Sustainable Development	Representatives from trade union, NGOs & government official	01	05				15- 19									ShashiBala

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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								1			1	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
		and civil society organizations dealing with the labour market															
40.	Gender and Entrepreneurship Together	Representatives from central trade unions dealing with the labour market	01	05									16-20				Dhanya M.B.
41.	Training on Labour, Employment, and Sustainable Development Goals in India	Young teachers from universities, colleges/ research institutions and professionals from various institutions. Officers and key functionaries of the government, representatives from trade unions, employers and civil society organizations dealing with the labour market	01	05												3-7	Dhanya M.B.
42.	Social Security for Unorganised Sector Workers: Unique Practices	Government Officials, Researchers, University students, NGO Professionals and Central Trade Union Leaders	01	04			18- 21										Manoj Jatav
43.	Social Security for Unorganised Sector Workers		01	05		20-24											Manoj Jatav
44.	Leadership Development Programme for Unorganised Sector Workers		01	05		6-10											Sanjay Upadhyaya
45.	Capacity Building Programme for Head- Load/Palledars and Other Unprotected workers	Organisations working for Head-Load/Palledars and other unprotected Workers	01	05				22- 24									Manoj Jatav
46.	Capacity Building Programme for Unprotected Manual Workers	Organisations working for Un- organised Workers	01	05					19-23								Manoj Jatav
47.	Quantitative Data Management and Analytical Writing in Labour Research	Research scholars, Academicians, NGO practitioners and government officials at district/state level engaged in planning, implementing and monitoring flagship programmes pertaining to labour	01	05						30-	04						Manoj Jatav
48.	Orientation Training on Labour and Development	Master Degree Students / Researchers/ Young Professionals	01	05	8-12												Amitav Khuntia
49.	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	29	01											Amitav Khuntia

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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 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	(PMP)	01	03			19- 21										Dr. Ellina Samantroy
59.	Course on Qualitative Methods in Labour Research		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 LA	BOUR AND BONDED LABOUR														1		
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-						Manoj Jatav

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

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
	STERN STATES PROGRAMM																
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 Organistaions	01	05								25-29					Amitav Khuntia
COLLAB	ORATIVE TRAINING PROGRAM				1								1				
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, Gol (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

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 Department from Central and State Labour Department, Employers Representatives etc.															
100.	Training Programme on Gender and Labour Issues(SLI Odisha)	Government Officials, Union Leaders from Central Trade Unions, Researchers and Civil Society representatives.	01	03								23-25					Ellina Samantroy
101.	Gender and Labour Laws: National and International Perspectives(National Law University (NLU, Cuttack, Odisha)	Government Officials, Union Leaders from Central Trade Unions, Researchers and Civil Society representatives	01	05			11-										Ellina Samantroy
102.	Transformations in Labour Market, Employment Opportunities & Social Protection (NEHU, Shillong)	Representatives from Trade Unions, NGOs & Research Scholars	01	05							28	1					Otojit Kshtrimayum
103.	Training Programme on Social Protection and Livelihood Security (Tribal Research Institute, Kargil)	Representatives from Trade Unions, NGOs, Research Scholars & Govt. officials	01	05								25-29	30	3			Otojit Kshtrimayum
104.	Transformations in Labour Market, Employment Opportunities & Social Protection (Kerala Institute of Labour & Employment)	Representatives from Trade Unions, NGOs, Research Scholars & Govt. officials	01	05										27- 31			Otojit Kshtrimayum
105.	Training Programme on Social Security for Unorganised Workers (MILS, Mumbai)	Representatives from Trade Unions, NGOs, Research Scholars & Govt. officials	01	05											24- 28		Otojit Kshtrimayum
106.	Transformations in Labour Market, Employment Opportunities & Social Protection (Goa University)	Representatives from Trade Unions, NGOs, Research Scholars & Govt. officials	01	05												24- 28	Otojit Kshtrimayum
107.	Transformations in Labour Market, Employment Opportunities & Social Protection (Manipur University)	Representatives from Trade Unions, NGOs & Research Scholars	01	05							28	01					Otojit Kshtrimayum
108.	Research Methodology Programme on Labour Studies (Ambedkar University, New Delhi)	Young teachers and researchers from universities, colleges/ research institutions and professionals from various institutions. For the welfare of vulnerable and marginalized groups of the society, we will appreciate if participants from reserved categories (SC/ST/) are also nominated. Basic quantitative research knowledge is required.	01	05		6-8											Dhanya M. B.

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
109.	Capacity Building Programme on Quantitative Data Management and Analytical Writing in Labour Research (in collaboration with CSD, Hyderabad)	Research scholars, Academicians, NGO practitioners and government officials at district/ state level engaged in planning, implementing and monitoring flagship programmes pertaining to labour	01	05							28-	01					Manoj Jatav
110.	Good Governance for Efficient & Effective Delivery of Welfare and Development Measures (SLI, Odisha)	Government Officers entrusted with Planning, Supervision and Implementation of Welfare and Development Programmes, Professionals engaged in the Project Managements, Development Professionals.	01	04			10-										Amitav Khuntia