



# ANNUAL REPORT

2021-2022

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

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## Major Achievements (2021-2022)

- ❖ **V.V. Giri National Labour Institute** is a premier institution involved with **research, training, education, publication, and consultancy on labour and related issues**. The Institute, established in 1974, is an autonomous body of the Ministry of Labour and Employment, Government of India. The Institute was renamed in 1995 in honour of Shri V.V. Giri, the former President of India and a renowned trade union leader. It continues its quest to emerge as a globally reputed institution and centre of excellence in labour research and training committed to enhancing quality of work and work relations.
- ❖ **Preparing the social partners to respond to the challenges of change:** India is currently witnessing rapid transformations in the world of work which in turn has been providing opportunities as well as policy challenges. The Institute organised **164** offline/online training programmes attended by **5309** participants from the length and breadth of the country representing different stakeholders and social partners like labour administrators, industrial relations managers, trade union leaders, social activists and researchers, with a view to enhance their skills and capabilities to respond to the challenges of change. The Institute also organised **17** Webinars/workshops including One International Webinar attended by **1242** participants.
- ❖ **Knowledge base for policy formulation:** The Institute completed 23 research projects/case studies (18 research projects and 5 case studies) on various facets of labour that provided the requisite knowledge base to various stakeholders & social partners.
- ❖ **Think Tank Services:** The Institute has been providing necessary inputs from time to time that would be of relevance in policy making to the Ministry of Labour and Employment (MoLE) and other Ministries/Organisations like the Ministry of Skill Development & Entrepreneurship, Niti Aayog, National Human Rights Commission, Indian Institute for Public Administration etc. through MoLE. These inputs are based on research and discussions with the various stakeholders viz. academia, experts, trade union officials, civil society members, employers and employee organisations, etc.
- ❖ **Empowering unorganized workers:** The Institute organised 75 Capacity Building training programmes attended by 2082 participants on various dimensions of unorganized sector. Such training interventions were primarily aimed at addressing



the problems encountered by socially disadvantaged groups and grass-root level functionaries in the labour market and demonstrate how empowerment can be a powerful instrument of social and economic inclusion.

- ❖ **Specialised training for addressing concerns of North-East Region:** The Institute organised 10 training programmes exclusively for labour administrators, trade union leaders, NGOs and other social partners representing the North Eastern States. These training programmes were attended by 203 personnel of the north eastern region. These programmes have been appreciated by the north eastern states.
- ❖ **Hub of organising international training programmes on labour issues:** The Institute is empanelled as a training institution under the Indian Technical Economic and Cooperation (ITEC) of the Ministry of External Affairs, Government of India. During the year 2021-22, two online programmes had been organised under ITEC which were attended by 39 participants representing 10 countries.
- ❖ **Disseminating information and analysis on labour issues:** The Institute brings out seven in-house publications: *Labour and Development* (a biannual journal), *Awards Digest* (quarterly journal), *Shram Vidhan* (quarterly Hindi journal), *VVG NLI Indradhanush* (a bi-monthly newsletter), *Child Hope* (Quarterly Newsletter) and *Shram Sangam* (biannual Hindi Magazine). The Institute's research output is disseminated mainly through *NLI Research Studies Series*. Apart from these, other publications from time to time like the 'VVG NLI Policy Perspectives' which focuses on key policy interventions of the government and its implications for labour and employment and 'VVG NLI Case Studies Series' highlighting some case studies/interventions were published. The Institute brought out 42 publications during 2021-22.
- ❖ The Institute brought out two *Occasional Publications* during 2021-22:
  - Interim Report – Impact Assessment Study of the Labour Reforms undertaken by the States
  - Role of Labour in India's Development
- ❖ A meeting of the General Council of the VVG NLI was held on 10<sup>th</sup> December, 2021 chaired by Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment & President, General Council. Shri Sunil Barthwal, Secretary, Ministry of Labour & Employment & Vice-President, General Council; Ms. Sibani Swain, Additional Secretary & Financial Advisor, MoLE; Ms. Kalpana Rajsinghot, Joint Secretary, MoLE; Shri P.K. Gupta, Chancellor of Sharda University; Shri Sukumar

Damle, AITUC; Shri Virendra Kumar, BMS and Shri B.Surendran, BMS (through online mode); attended the meeting, coordinated by Dr. H. Srinivas, DG, VVGNI & Member Secretary, General Council, VVGNI.



Shri Bhupender Yadav , Hon'ble Union Minister for Labour & Employment, Shri Sunil Barthwal, Secretary (L&E), and Dr. H. Srinivas, Director General, VVGNI releasing the publications Inthe meeting of General Council held on 10.12.2021

- ❖ A meeting of the Executive Council of VVGNI was held on 2<sup>nd</sup> August, 2021 chaired by Shri Apurva Chandra, Secretary (L&E) and Chairperson, Executive Council through video conferencing at the Ministry of Labour & Employment. Ms. Sibani Swain, Additional Secretary & Financial Advisor, MoL&E, Ms. Kalpana Rajsinghot, Joint Secretary, MoL&E and Dr. H. Srinivas, Director General, VVGNI & Member Secretary attended the meeting. Shri Arun Chawla, FICCI; Shri B. Surendran, BMS; and Shri Virendra Kumar, BMS attended the meeting online.



Shri Apurva Chandra, Secretary (L&E), Smt. Sibani Swain, Additional Secretary & Financial Advisor, MoLE, Smt. Kalpana Rajsinghot, Joint Secretary, MoLE and Dr. H. Srinivas, Director General, VVGNI releasing the publicationin the meeting of Executive Council held on 2.08.2021



❖ **Forging and strengthening professional partnerships:** This is an era of networking. The Institute continued its commitment to establish and strengthen professional networking by formalizing collaborative arrangements with both national and international institutions.

☞ The Institute has signed a MoU with International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy on 28<sup>th</sup> November, 2018 at Turin, Italy for a period of 05 years. The purpose of this MoU is to facilitate collaboration between two institutions in training and education that results in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile.

⇒ During the year 2021-22, faculty members from ITC-ILO, Turin and ILO, Geneva have been involved for delivering sessions during the online training programmes conducted by the Institute. Like-wise faculty from VVGNI also participated and delivered sessions in ITC-ILO training programmes.

☞ VVGNI has been recognized by the Government of India as the Nodal Labour Research Institute to network with other Labour Institutions of **BRICS** countries.

⇒ As a part of the professional activities of this Network, the Institute conducted a Research Study on '**Support of Employment and Income in the Context of the COVID-19 Crisis, 2021**' under the aegis of **BRICS** Network of Labour Research Institutes, 2021.

⇒ BRICS Labour Ministerial meeting was presided over by India during the year 2021-22. Since VVGNI represents India in the Network of Labour Research Institutes, the Institute was entrusted with the responsibility of finalising four Issue Papers on the following themes in consultation with International Labour Organisation, Geneva and Decent Work Technical Team Support (DWT) for South Asia and these Issue Papers were presented in the meeting of BRICS Employment Working Group (EWG) held during May 11-12, 2021:

- (i) Promoting Social Security Agreements amongst BRICS Nations;
- (ii) Formalisation of Labour Markets ;
- (iii) Participation of Women in the Labour Force; and
- (iv) Gig and Platform Workers: Role in the Labour Market.

- ❖ **Forum for intense debates on policy issues and dissemination of major initiatives:** Some of the workshops organised by this Institute relating to contemporary issues and policy making are:
  - ⇒ An Online Workshop on '**Employment Challenges and Strategies in India: Post COVID-19 Scenario**' was organized during June 23-24, 2021 jointly by the V.V. Giri National Labour Institute, NOIDA and University of Kerala, Thiruvananthapuram. The specific objectives were to:(i) provide an overview of post COVID -19 Scenario of emerging trends in employment at the national and state level; (ii) Acquire knowledge about Post COVID-19 Labour Market dynamics in India; (iii) Understand the pattern and complex phenomenon of employment, especially female employment; and (iv) Capacity building to undertake labour market surveys and strategies in employment generation. Fifty Seven participants including faculties and Researchers specializing in labour market studies attended the workshop. Dr Dhanya M.B., Associate Fellow, VVGNI and Dr. Anitha V., Professor & Head, University of Kerala coordinated the workshop.
  - ⇒ A workshop on '**Labour Codes : An Overview**' for PGDM students of Institute of Management Studies, Greater Noida was organised on August 31, 2021. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI and Welcome address delivered by Dr. Arun Kumar Singh of Institute of Management Studies, Greater Noida. The main objective of the workshop was to provide awareness on Labour Codes. The workshop was attended by twenty eight students. Dr. Shashi Bala, Fellow was the Coordinator of the Workshop.
  - ⇒ V.V. Giri National Labour Institute, Noida in collaboration with the State Labour Institute (SLI), Odisha organized an online one day Workshop on '**Addressing Harassment of Women at Workplace: Legislation & Policy**' on September 3, 2021. The specific objectives were: (i) to understand the conceptual issues related to workplace harassment and discuss the key provisions of the POSH Act 2013; (ii) to understand the international labour standards (C190) on workplace harassment and good practices; (iii) to understand the role of various stakeholders and social partners in implementation of the legislation; (iv) to discuss the inquiry procedures, role of Internal Complaints Committee, Local Complaints Committee, etc.; (v) to analyze the challenges associated with the enforcement of legal provisions and implementation of related procedures at every stage and discuss the way forward. The workshop was attended by one hundred eight (108) participants representing the Government Officials, Representatives of Workers, Employers, Civil Society and Academics

from the state of Odisha. Dr. Ellina Samantroy, Fellow was the Coordinator of the Workshop.

- ⇒ As a part of **Azadi-ka-Amrut-Mahotsav**, a Workshop on '**Celebrating 20 years of successful interventions for Elimination of Child Labour**' in Velpur Mandal, Nizamabad District & Awareness Generation on the Labour Codes' was organized by V. V. Giri National Labour Institute on



8<sup>th</sup> October 2021 at Pragathi Hall, Collectorate, in Nizamabad. Dr. H. Srinivas, Director General, V. V. Giri National Labour Institute, set the context of the Workshop, highlighting the importance of addressing the issue of child labour and effective enforcement of related legislation. Dr. H. Srinivas further mentioned that the VVGNI has been organizing training programmes on a large scale for attitudinal change and towards developing capabilities of various target groups on the issue of Child labour and awareness generation on various provisions of all the four Labour Codes passed by the parliament.

- ⇒ A two-day Webinar on '**Labour Issues, Labour Codes and Laws pertaining to Women Workers**' was organised during October 20-21, 2021 in collaboration with the State Labour Institute (SLI), Odisha. The specific objectives of the webinar were: (i) to provide an overview of gender and the labour market, (ii) to analyze the existing inequalities with regard to wages, working conditions, employment security etc. and the emerging challenges for women caused by the pandemic COVID-19, (iii) to sensitize the participants about the existing legal instruments and international labour standards on promotion of gender equality at the workplace, (iv) to discuss the overall framework of labour legislation in India and the context of labour law reforms and (v) to discuss the key features of the new labour codes in India and provisions for women workers. The Workshop was attended by Forty Six participants representing Government Officials, Representatives of Workers, Employers, Civil Society and Academics from the state of Odisha. Dr. Ellina Samantroy, Fellow, V.V. Giri National Labour Institute, Noida was the Coordinator of the Webinar.

⇒ The Institute organised a collaborative online workshop on ***Challenges of Marginalized Rural Labour in India: Need for Inclusion*** with Gandhigram Rural Institute during 20-22 October, 2021. The specific objectives of the programme were: (i) to discuss social Inclusion of rural labour in India; (ii) to understand gender issues in Labour Market in India; (iii) to analyze the dynamics of rural labour and their issues; (iv) to know the qualitative and quantitative research methods for labour research in India; (v) to find out impact of migration on rural labour; to elaborate the organized and unorganized sector in rural Indian context; (vi) to develop the understanding of Social Security in labour market; and (vii) to assess financial inclusion policies of labour. The workshop was attended by twenty participants. Dr. Shashi Bala, Fellow, VVG NLI / Dr. A. Mani & Dr. Anjali Chandra, Assistant Professor cum Assistant Director, GRI were the Coordinators of this workshop.



Dr. H. Srinivas, Director General, VVG NLI interacting with the participants

⇒ A Collaborative online Workshop on ***‘Skill Development for Tribal and Rural Youth: Challenges and Opportunities’*** was organised by VVG NLI and Department of Social Work, Mizoram University, Aizawl during November 24-26, 2021. The specific objectives of the programme were to discuss: Skill development challenges and opportunities for tribal and rural youth; Skill development for promoting entrepreneurship of tribal and rural youth; Inclusion policies related to Skill development for tribal and rural youth; Role of government, civil society and private sector towards the betterment and Inclusion of tribal and rural youth through skill development. The workshop was attended by eighteen participants. Dr. Shashi Bala, Fellow, VVG NLI & Dr. C. Devendiran Professor, Mizoram University coordinated this Workshop.

⇒ As a part of **Azadi-ka-Amrit-Mahotsav**, a Workshop on ***‘Role of Trade Union Leaders during the Freedom Struggle’*** was organised on December 16, 2021. The workshop was attended by over seventy participants



comprising tripartite constituents – representatives from trade unions, employers' organisations and government apart from academia and civil society members. The objective of the workshop was to discuss the role of trade unions during the freedom struggle of India and to draw lessons which could be of relevance in the contemporary context. The workshop was coordinated by Dr. Helen R.Sekar, Senior Fellow and Dr. R.R. Patel, Associate Fellow.

⇒ The V.V. Giri National Labour Institute (VVGnLI) conducted a half-day workshop on '**e-Governance**' on 28<sup>th</sup> December 2021 in collaboration with the National Institute of Smart Governance (NISG). The programme was addressed by Shri Sunil Barthwal, Secretary, Ministry of Labour & Employment, Government of India. The



Dr. H. Srinivas, DG welcoming Shri Sunil Barthwal, Secretary (L&E)

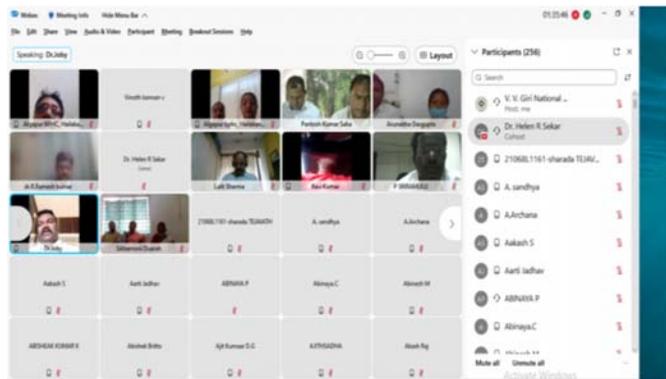
programme was attended by thirty seven participants from various organisations of the Ministry of Labour & Employment including EPFO, ESIC, CLC, DGLW, DGFASLI, DGMS, DTNBWED, NICS, VVGnLI. The programme was coordinated by Dr. Dhanya M B, Associate Fellow, VVGnLI.

⇒ A Workshop on '**New Labour Codes**' was jointly organised with Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies, Mumbai during January 24-25, 2022. The specific objectives of the programme were: (i) to understand the background of labour reforms; (ii) to understand the key changes; major objectives and features of the various labour codes - The Code on Wages, 2019; The Code on Social Security 2020; The Industrial Relations Code 2020; The Occupational Safety, Health and Working Conditions Code, 2020; (iii) to discuss the role of the different organizations/ bodies to administer the provisions and the penalties; and (iv) to discuss how the reforms will address the issues of the workers and impact the employers and their businesses. The Workshop was attended by seventy five participants representing Officials of State Labour Departments, representatives of Trade Unions and Employers' Association from the state of Maharashtra. Dr. Ruma

Ghosh, Fellow, VVGNI and Dr. P.M. Padukar, Lecturer, LNML MILS jointly coordinated the Workshop.

- ⇒ A workshop on '**Policy Research on Labour in India**' was organised in a hybrid mode by the Institute on February 25, 2022 for research scholars and academics working in the area of labour. Prof. Biswajit Das, Professor and Founding Director of Centre for Culture, Media & Governance delivered the Inaugural Address and Dr. H. Srinivas, Director General of the Institute delivered the Valedictory Address on this occasion. A Special Session was delivered by Prof. Prabhu Mohapatra, University of Delhi. A total of seventy six participants attended the workshop. The workshop was concluded with the handing over of certificates by Dr. H. Srinivas, Director General, VVGNI. Dr. Ruma Ghosh, Fellow coordinated the programme.

- ⇒ As a part of 'Azadi ka Amrit Mahotsav', an On-line National Workshop on '**Labour Development: Role of Panchayati Raj Institutions**' was conducted on 9<sup>th</sup> March 2022. The objectives of the Workshop were to discuss on the Evolution of PRIs, Role of



PRIs in strengthening economic development and implementation of Central and State Government Schemes including those 29 subjects listed in the Eleventh Schedule of the Constitutional 73<sup>rd</sup> and 74<sup>th</sup> Amendment Act 1993, Prospects of PRIs as effective mechanism for Development of Labour. The participants represented the experts, Elected Representatives of PRIs and Tribal Councils, Civil Society Organizations, academicians, practitioners and others working and dealing with PRIs and labour related issues.

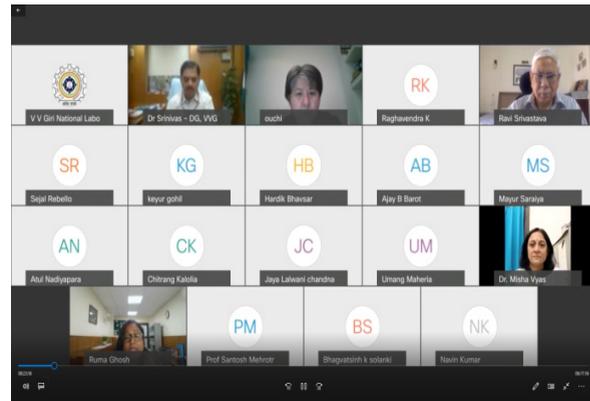
- ⇒ One International Webinar on '**New Forms of Employment with reference to Gig and Platform Working in the BRICS and Global South**' was organized on March 9, 2022 in collaboration with International Labour Organisation (ILO), BRICS Network of Research Institute and International Training Centre-ILO, Turin. The objective of the International Webinar was to discuss two specific areas relating to new forms of employment :a) Opportunities and Challenges of the Gig and Platform Working, and (b) Policy Environment to promote New Forms of Employment. The Webinar was envisaged to understand cross-country

perspective on these two important issues. The Webinar was inaugurated by Shri Sunil Barthwal, Secretary, Ministry of Labour & Employment, Govt. of India.



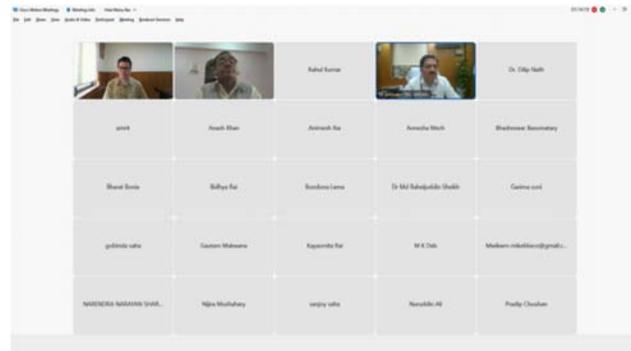
Shri Sunil Barthwal, Secretary, MoLE inaugurating the Webinar

⇒ The Institute conducted a National level online Quiz competition on '**Freedom Movement and Labour Movement**' on March 11, 2022 which was attended by over 56 participants from different parts of the country. 100 questions were framed and 1½ hour time was given to the participants. The evaluation was automatic and two participants received first, three second and two third positions.



⇒ One collaborative Workshop on '**Empowering Women Workers of the Unorganised Workers**' was organised with South West Delhi Women's Association (SWDWA), New Delhi to commemorate week long women's day celebration on March 11, 2022. A total of 100 participants including domestic workers, construction workers and others attended the workshop.

⇒ An online Workshop on '**Mapping Labour and Employment Issues in North East India**' was organised by the Centre for North East India, VVGNLI on March 30, 2022. The workshop aimed to contextualise the contemporary issues in the world of work in



North East India. The objectives of the workshop were to highlight and contextualise the contemporary issues in the world of work in the North East; make the participants acquainted with various implications of globalisation on labour; discuss issues related to recent labour reforms; and enable participants to contribute in their academic and professional work. There were 47 participants representing students of Social Sciences pursuing Master Degrees and Research Scholars from Institutes and Universities in North East. Dr. H. Srinivas, Director General of the institute inaugurated the workshop and delivered the inaugural address. Prof. L.L. Singh, Vice Chancellor of Bodoland University, Kokrajhar, Assam delivered the keynote address. Dr. Otojit Kshetrimayum, Fellow was the Coordinator of the workshop.

⇒ V.V. Giri National Labour Institute in collaboration with Mahatma Gandhi Labour Institute, Gujarat organized a Webinar on '**Understanding Social Security in the context of Future of Work and New Forms of Work**' on March 31, 2022. The broad objective of the Webinar was to understand the transformations in the labour market and its implications in terms of social protection of workers and also trace innovative policy responses. The Webinar was attended by thirty participants and it was coordinated by Dr. Ruma Ghosh, Fellow, VVGNLI and Dr Misha Vyas, Assistant Professor, MGLI

- ❖ **Library and Information System:** The Institute's library, N.R. De Resource Centre on Labour Information, is one of the most endowed libraries in the area of labour studies in this country. Presently, the library has about 65641 books/reports/bound volumes of journals and subscribed to 111 professional journals. The library also provides various professional services to its readers and also brings out different products to facilitate its usability. The Institute has procured a new upgraded version of library management software "**LIBSYS 10 EJB**" to start new web based library services.
- ❖ **Highlighting the role of labour in shaping modern India:** The Institute has set up a Digital Archive on Labour to serve as an apex repository of historical

documents related to labour. It has around **190000 pages of important documents on labour history in digital form uploaded in the website of labour archives**([www.indialabourarchives.org](http://www.indialabourarchives.org)).

❖ Promoting Official Language

- ⇒ Under the Board/Autonomous Bodies/Trust/Society category of the **Rajbhasha Kirti Puraskars** of Official Language Department, Ministry of Home Affairs, Govt. of India, V. V. Giri National Labour Institute has been conferred with **Second Prize in 'Ka kshetra'** for the best implementation of Official Language Policy during the year 2019-20.

These awards were distributed on 14 September 2021 on the occasion of Hindi Diwas Samaroh since it could not be organized by the Official Language Department in the year 2020 due to Covid-19 pandemic situation in the country.



Dr. H. Srinivas, Director General, VVGNI receiving the award from Shri Ajay Kumar Mishra, Hon'ble MoS for Home Affairs, GoI and Shri Nisith Pramanik, Hon'ble MoS for Home Affairs, GoI

‘Rajbhasha Seminar ‘

- ⇒ Under the aegis of Town Official Language Implementation Committee (TOLIC), Noida, V. V. Giri National Labor Institute, Noida organized a 'Rajbhasha Seminar' on Wednesday, 24<sup>th</sup> November 2021 for the Official Language Officers/in-charges of the member offices of TOLIC, Noida. In this seminar, 32 Official Language Officers/In-charges from 20 member offices of TOLIC, Noida participated.

## *Institute's Vision and Mission*

### **Vision**

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

### **Mission**

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

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



## Institute's Mandate

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

### Objectives and Mandate

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

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

## Institute's Structure

The Institute is governed by the General Council, which is a tripartite body with representatives from Central Government, Employers' Organization, Workers' Organization, Hon'ble Members of Parliament, Eminent Persons who have made noteworthy contributions in the field of Labour and Research Institutions. Union Minister of Labour and Employment is the President of the General Council. The General Council lays down the broad policy parameters for the functioning of the Institute. The Executive Council nominated from the Members of the General Council is presided over by the Secretary, Ministry of Labour and Employment and controls, monitors and guides the activities of the Institute. The Director General of the Institute is the Principal Executive Officer who exercises general supervision over the activities of the Institute. Director General is assisted by the faculty members, Administrative Officer who is also the head of the office, Accounts Officer, other officers and staff of the Institute.

### Composition of General Council

- |    |   |                 |
|----|---|-----------------|
| 1. | Shri Bhupender Yadav<br>Hon'ble Union Minister for<br>Labour & Employment<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br><u>New Delhi</u> – 110 001   | President       |
| 2. | Shri Rameswar Teli,<br>Hon'ble Minister of State for Labour &<br>Employment<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br><u>New Delhi</u> – 110 001 | Vice- President |

### Six Central Government Representatives

- |    |   |                 |
|----|---|-----------------|
| 3. | Shri Sunil Barthwal, IAS<br>Secretary (Labour & Employment)<br>Ministry of Labour & Employment<br>Shram Shakti Bhawan<br><u>New Delhi</u> – 110 001 | Vice- President |
|----|---|-----------------|



4. Smt. Anuradha Prasad, IDAS  
Additional Secretary  
Ministry of Labour & Employment  
Shram Shakti Bhawan  
New Delhi– 110 001  
Member
  5. Ms. Sibani Swain  
Additional Secretary & Financial Advisor  
Ministry of Labour & Employment  
Shram Shakti Bhawan  
New Delhi – 110 001  
Member
  6. Ms. Kalpana Rajsinghot, IPoS  
Joint Secretary  
Ministry of Labour & Employment  
Shram Shakti Bhawan  
New Delhi– 110 001  
Member
  7. Shri K. Sanjay Murthy, IAS  
Secretary  
Deptt. of Secondary and Higher Education  
Ministry of Education  
Shastri Bhawan  
New Delhi – 110 001  
Member
  8. Dr. K. Rajeswara Rao, IAS  
Special Secretary  
(Skill Development, Labour & Employment)  
NITI Aayog  
New Delhi – 110 001  
Member
- Two Members of Parliament  
(One each from Lok Sabha and Rajya Sabha)**
9. Dr. Virendra Kumar  
Hon'ble Member of Parliament (Lok Sabha)  
22, Mahadev Road  
New Delhi – 110 001  
Member



10. Shri Kamakhya Prasad Tasa  
Hon'ble Member of Parliament (Rajya Sabha)  
157, South Avenue,  
New Delhi – 110 001
- Member

**Two Workers' Representatives**

11. Shri B. Surendran  
All India Organising Secretary  
Bhartiya Mazdoor Sangh (BMS)  
Kesavar Kudil  
5, Rangasayee Street, Perambur,  
Chennai – 600 011 (Tamil Nadu)
- Member

12. Shri Sukumar Damle  
National Secretary  
All India Trade Union Congress (AITUC)  
AITUC Bhawan  
35-36, D.D.U Marg, Rouse Avenue,  
New Delhi – 110 002
- Member

**Two Employers' Representatives**

13. Shri Rohit Bhatia  
Director  
The Associated Chambers of Commerce and  
Industry of India (ASSOCHAM)  
5, Sardar Patel Marg, Chanakyapuri  
New Delhi -110 021
- Member

14. Shri Arun Chawla  
Dy. Secretary General  
Federation of Indian Chambers of Commerce  
and Industry (FICCI)  
Federation House, Tansen Marg  
New Delhi -110 001
- Member

**Four Eminent Persons Who Have Made Noteworthy  
Contribution in the Field of Labour**

15. Shri P.K. Gupta  
Chancellor  
Sharda University  
Greater Noida- 201 306 (U.P.)
- Member



16. Shri Raja M. Shanmugam  
President  
Tiruppur Exporters' Association  
62, Appachi Nagar Main Road  
Kongu Nagar,  
Tiruppur- 641607 (T.N.) Member
17. Shri Satish Rohatgi  
Opposite Dr. Badri Prasad Clinic  
Bada Bazar,  
Bareilly - 243 003(U.P.) Member
18. Shri Virendra Kumar  
Bharatiya Mazdoor Sangh  
Office- Ram Naresh Bhawan  
Tilak Gali, Chuna Mandi  
Paharganj  
New Delhi – 110 055 Member

**Representative from Research Institution**

19. Ms. Anju Sharma, IAS  
Principal Secretary (Labour & Employment)  
Director General  
Mahatma Gandhi Labour Institute  
Drive-in-Road, Near Manav Mandir, Memnagar  
Ahmedabad- 380054 (Gujarat) Member

**Representative from V.V. Giri National Labour Institute, Noida**

20. Dr. H. Srinivas, IRPS  
Director General  
V.V.Giri National Labour Institute  
Sector-24, Noida – 201 301  
Distt. Gautam Budh Nagar (U.P.) Member-Secretary

## Research

Research occupies a central place in the activities of the Institute. The Institute, ever since its inception, has been actively engaged in research including action research on various dimensions of labour issues, and the focus has been to deal with issues relating to the marginalised, deprived and vulnerable segments of labour force.

The basic objectives of the research activities of the Institute could be situated at three broad levels:

- Advancing the theoretical understanding of the issues being researched.
- Providing the necessary theoretical and empirical foundations for the formulation of appropriate policy responses; and
- Evolving field level actions/interventions mainly with a view to mitigate the problems being encountered by the unorganized and organized segments of the labour force.

These objectives clearly highlight that the research activities are necessarily dynamic in nature and have to always respond to the emerging challenges. The research and training activities of this Institute have a symbiotic relationship. The output of the research further goes as input in shaping the design and methodology of the training programmes conducted by the Institute apart from contributing in a major way to the Ministry of Labour and Employment and other Ministries and Institutions of the government in policy formulation and implementation. Feedback received from the trainees in various training programmes act as one of the inputs of the research activities. Appropriate research strategies, agenda and research studies are being evolved to study those changes that are impacting the labour, labour market and the world of work by the different research centres of the Institute. The following nine Centres carry out studies on the major themes related to research in Labour and Employment:

1. Centre for Labour Market Studies
2. Centre for Employment Relations and Regulations
3. Centre for Agrarian Relations, Rural and Behavioural Studies
4. National Resource Centre on Child Labour
5. Integrated Labour History Research Programme
6. Centre for Labour and Health Studies
7. Centre for Gender and Labour Studies
8. Centre for North East India
9. Centre for Climate Change and Labour



## Centre for Labour Market Studies

The research activities at the V.V. Giri National Labour Institute are carried out under the aegis of different research centres. The Centre for Labour Market Studies, one such Research Centre, is committed to undertake research focusing on the ongoing transformations in the labour market. The research activities are carried out with the objective of providing inputs for formulating evidence-based policies on labour and employment issues. The current research activities of the Centre focus on the following core areas:

- Employment and Unemployment
- Migration and Development
- Skill Development
- Informal Sector and Decent Work
- Wages
- Future of Work

### *Completed Research Projects/Case Studies*

#### **1. Support of Employment and Income in the Context of the COVID-19 Crisis (Research Study conducted under the aegis of BRICS Network of Labour Research Institutes, 2021)**

V.V. Giri National Labour Institute (VVG NLI) represents India in the BRICS Network of Labour Research Institutes which was established in 2017. Other member Institutions of this Network are: National Labour Market Observatory of the Ministry of Labour of Brazil, Brazil; All Russia Research Institute for Labor and Ministry of Labor and Social Protection of the Russian Federation; Chinese Academy of Labour and Social Security, China; and University of Fort Hare, Republic of South Africa.

One of the major objectives of this network is to undertake research studies on contemporary concerns related to labour and provide policy inputs to achieve strong, sustainable and inclusive growth. Accordingly, the BRICS Network of Labour Research Institutes had undertaken a research study on 'Support Employment and Income in the context of the COVID 2019 Crisis.

#### **Objectives**

This research study in the context of India was undertaken with the following specific objectives: (i) to examine the spread of COVID-19 globally and nationally; (ii) to analyse the impact of the pandemic on India's economy; (iii) to examine the pandemic's effect on labour and employment; (iv) to delineate the major policy measures undertaken by

the Government of India to combat the crisis; and (v) to highlight the key policy lessons obtained from the pandemic and identify the contours for ensuring a labour-centred recovery process.

### Outcomes

The study was undertaken in the context of India and provided an overview of the pandemic based on a few key indicators like confirmed cases, death cases and health measures undertaken to curb the spread of the pandemic situation. This study also analysed the impact of the pandemic on global and India's growth, at the macro as well as at the sectoral level, by analysing the growth in real gross domestic product, real gross value added and sectoral shares. The study notes that swift policy responses from the Indian government encompassing a host of measures-ranging from income support, wage subsidies and generation of additional jobs through public employment programmes to financial stimulus to business and huge fiscal commitments - have certainly cushioned the adverse implications of the pandemic on livelihoods to a large extent. It highlighted the recent policy interventions - the enactments of labour codes, universalisation of the coverage of the minimum wages, provision of social protection to new forms of employment like gig and platform working, an extension of pensions to unorganised sector workers; and incentivisation of quality employment generation- will facilitate enhanced job and income security to the workers and thus pave the way towards achieving a more resilient, inclusive and sustainable growth.

### Date of Initiation and Date of Completion

The study was initiated in April 2021 and completed in February 2022.

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

### 2. Impact Assessment Study of the Labour Reforms undertaken by the States- Interim Report (By V. V. Giri National Labour Institute, Noida & Indian Institute of Public Administration, New Delhi)

This study is mainly to assess the impact of labour reforms undertaken by the States to demonstrate their benefits and identify shortcomings; if any that can be further improved upon.

### Objectives

The specific objectives of the study were to examine the impact of labour reforms on the following select economic and labour market output and outcome indicators: (i)



Economic growth;(ii) Employment generation in the formal sector; (iii) Acceleration in setting up of new units; (iv) Increase in size of establishments; (v) Benefits to specific sectors like textile that faced labour related disadvantages; (vi) Reduction in compliance burden; and (vii) Enhanced social security benefits.

### **Outcomes**

It needs to be seen that labour reforms are just one element in the overall policy mix determining the economic growth and making jobs decent. From this interim report of the study conducted in the given limited time span, it could be seen that the impact of the four major legislative reforms and the four major administrative reforms have had their own significant positive impact on different sectors of the industry and businesses ecosystems in terms of ease of doing business; employment generation, especially in the formal sector; attracting new enterprises/start-ups; attracting investments; increase in the size of establishments; according the social security benefits to employees; growth of certain labour-intensive sectors like textile, apparel and leather and finally on the overall economy.

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

The study was initiated in May 2021 and completed in August 2021.

**(Project Director: Dr. Anoop Satpaty, Fellow)**

### **3. Research Study on Gig and Platform Workers (Joint study by V.V. Giri National Labour Institute and NITI Aayog)**

This research paper was prepared as a part of a larger research study initiated by NITI Aayog on India's Gig and Platform Economy. The paper attempts to estimate and project the magnitude of the gig and platform workforce in India.

### **Objectives**

This research study was undertaken with the following specific objectives: (i) Gauge the relevance of gig and platform economy for India; (ii) Estimate the size of the gig and platform economy (contribution of VVG NLI); (iii) Determine the characteristics of platform labour and regulations related to it globally; (iv) Recommend policy measures to leverage gig and platform economy to unlock jobs, protect livelihoods; and (v) Enhance social and financial inclusion in India.

## Outcomes

This report estimated the size of the gig workers in India and the survey involving 3,300 platform workers and 1,700 non-platform workers was conducted across 12 cities in India, in late 2019. The insights are then combined with an analysis of macro-and microeconomic trends revealed by large datasets from Periodic Labour Force Surveys, and data from the Centre for Monitoring Indian Economy, among others. Evidence, thus, collected on India is compared with that of emerging and advanced economies to understand the similarities and differences of platformization as it unfolds around the world. This study concludes with policy recommendations for India to unlock jobs in the millions, with emphasis on identifying and removing entry barriers, if any, and truly democratising access to jobs in the country. This report identifies potential areas of research to deepen our collective understanding of the platform economy, and to leverage it to unlock jobs in the millions while protecting livelihoods and lives at scale.

## Date of Initiation and Date of Completion

The study was initiated in June 2021 and completed in February 2022.

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

### **4. Issue Paper on Gig and Platform Workers: Role in Labour Markets (Prepared for the BRICS Labour and Employment Ministers' Meeting organised under the Indian Presidency, 2021)**

India held the BRICS Presidency in 2021. Accordingly, Ministry of Labour and Employment organised the Employment Working Group and Labour Ministerial Meetings during 2021. The four themes identified for deliberations in these meetings are: Promoting Social Security Agreements amongst BRICS Nations; Formalisation of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. VVGNI had been entrusted with the responsibility of finalizing the Issue Papers on these themes.

The *Issue Paper on 'Gig and Platform Workers: Role in the Labour Market'* provides an overview of platform work in the BRICS countries. It presents some estimates of the number of platforms in the BRICS countries, the funding or investments in these platforms and revenue generated by them over the past decade. It presents some of the ambiguities related to data and definitional aspects pertaining to platform work and explores certain opportunities and challenges related to platform workers in the BRICS countries based on secondary literature. The issue paper also examines the regulatory



steps initiated by the BRICS countries to protect the platform workers. The final section puts forth some key issues for discussion.

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

The work relating to this project was initiated in February 2021 and completed in April 2021.

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

### **Case Study**

1. The case of 'Yuvashree' for generating Youth Employment – *Dr Dhanya MB, Associate Fellow*

### **Major Workshops/Webinars**

- **International Webinar on “New Forms of Employment with reference to Gig and Platform Working in the BRICS and Global South**

An International Webinar on “New Forms of Employment with reference to Gig and Platform Working in the BRICS and Global South” was organized by the V. V. Giri National Labour Institute, Noida in collaboration with the Ministry of Labour and Employment, International Labour Organization (ILO), BRICS Network of Labour Research Institutes and the International Training Centre (ITC) of the ILO on 9th March 2022. The objective of the International Webinar was to discuss two specific areas relating to new forms of employment (a) Opportunities and Challenges of the Gig and Platform Working, and (b) Policy Environment to promote New Forms of Employment. The Webinar was envisaged to understand cross-country perspective on these two important issues. The Webinar was inaugurated by Shri Sunil Barthwal, Secretary, Ministry of Labour & Employment, Govt. of India. In his inaugural address, Shri Barthwal mentioned that the new forms of working like the Gig and Platform working has been able to create new employment opportunities but at the same time has thrown up new challenges with regard to the service conditions, totalisation of social security benefits, appropriate forum for disputes resolution, etc. He opined that there is a need to address these emerging issues by countries so that a win-win situation is there for all stakeholders.

In her Special Address, Ms Dagmar Walter, Director, ILO DWT for South Asia mentioned that there is blurring of borders between the employees and the self-employed and the borders between the countries in regard to the Gig and Platform working which needs to be addressed to. While chairing the Panel discussion on 'Policy Environment to Promote New Forms of Employment', Dr Shashank Goel, Additional Secretary, Ministry of Labour and Employment expressed that the market forces have been shaping these New forms of Employment including the Gig and Platform Working and countries may have to focus on addressing key concerns related to the social security. Dr Uma Rani, Senior Economist, ILO chaired the Panel discussion on 'Challenges and Opportunities of Gig and Platform Working' and discussed the contours of these new forms of working and the challenges and opportunities.

Dr H. Srinivas, Director General, V V Giri National Labour Institute in his welcome address set the context for the webinar. He stated that this International Webinar is being organised as a part of the 'Iconic Week' of the 'Azadi Ka Amrit Mahotsav', celebrating 75<sup>th</sup> year of India's Independence. He gave an overview of the Gig and Platform working throughout the world including in the BRICS countries. Dr. Anoop Satpathy, Fellow, VVGNI proposed the Vote of Thanks and coordinated the event.

▪ **Workshop on e-Governance in collaboration with the National Institute of Smart Governance (NISG) on December 28, 2021**

The V V Giri National Labour Institute (VVGNI) conducted a half-day workshop on e-Governance on 28<sup>th</sup> December 2021 in collaboration with the National Institute of Smart Governance (NISG). The workshop began with Dr H Srinivas, Director General, VVGNI welcoming the participants and setting the context. The programme was addressed by Shri Sunil Barthwal Secretary, Ministry of Labour & Employment, Government of India. He highlighted the different aspects of e-governance services including the e-shram portal and he also mentioned the significance of payroll data and the issues and challenges of data analytics. Shri J Ramakrishna Rao, Director General and CEO, NISG also addressed the participants. The session was delivered by Prof S Shivendu, Professor at the University of Southern Florida, Los Angeles. This workshop was planned for the officers of the Director and above level as well as heads of the department and organisations of the Ministry of Labour & Employment. The programme was attended by thirty-seven participants from various organisations of the Ministry of Labour & Employment

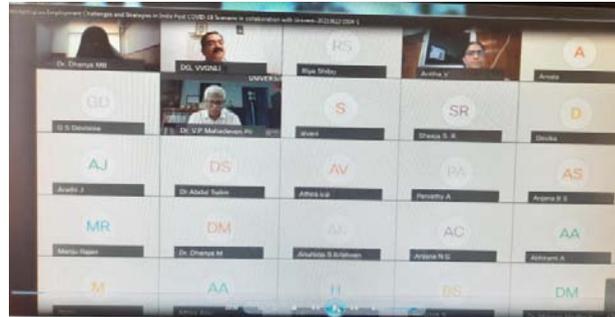


Dr. H.Srinivas, Director General welcoming the participants

including EPFO, ESIC, CLC, DGLW, DGFASLI, DGMS, DTNBWED, NICS, VVG NLI. The programme was coordinated by Dr Dhanya M B, Associate Fellow, VVG NLI.

▪ **Workshop on Employment Challenges and Strategies in India: Post COVID-19 Scenario**

This Online Workshop on ‘Employment Challenges and Strategies in India: Post COVID-19 Scenario’ was organized jointly by the V.V. Giri National Labour Institute, NOIDA and University of Kerala, Thiruvananthapuram during June 23-24, 2021. The specific objectives were to: i) provide an overview of post COVID -19 Scenario of emerging trends in employment at the national and state level. ii) Acquire knowledge about Post COVID Labour Market dynamics in India. iii) Understand the pattern and complex phenomenon of employment, especially female employment.



Dr.H.Srinivas, Director General, VVG NLI addressing the participants

Dr H. Srinivas, IRPS, Director General, VVG NLI delivered the presidential address followed by the inaugural address by Shri V.P. Mahadevan Pillai, the Vice Chancellor, University of Kerala. The sessions were delivered by Dr S. K. Sasikumar, Senior Fellow, VVG NLI; Dr Helen R. Sekar, Senior Fellow, Dr. Manju S. Nair, Professor, and Dean, University of Kerala; Dr Anuja Sreedharan, Associate Professor, Ramaiah College of Law; Dr Dhanya MB, Associate Fellow, VVG NLI; Dr. Dipa Sinha, Ambedkar University, New Delhi on different themes on labour market and COVID-19 scenario. Fifty Seven participants including faculties and Researchers specializing in labour market studies attended the workshop. Dr. Dhanya M.B., Associate Fellow, VVG NLI and Dr. Anitha V. Professor & Head, University of Kerala coordinated the workshop.

## Centre for Agrarian Relations, Rural and Behavioural Studies

Worldwide labour markets play a key role in shaping employment and income levels in rural areas. Despite the fact that agriculture sector alone cannot be predicted to absorb all of the rural labour force substantially, still its association in generating employment, and contribution towards variegation of the economy, are significant. Access to labour markets is predominantly necessary for rural population, as this may be their one and only resource of sustaining their livelihood. Often, the only talent possessed by these workers is their labour. Therefore, it is all the more important to strengthen the functioning of rural labour markets, as this is the only effectual way of humanizing the efficiency of their foremost talent, and occupation. Meaningful adoption of sustainable agriculture practices for employment generation and labour markets is a key concern. For this, detailed research is needed, as there is very limited evidence of rural economy.

With growing complexities in agrarian relations and rural labour markets, it was felt that there is a need to analyze these complexities more scientifically and systematically through an integrated approach so that appropriate policies and programmes could be formulated to suit to the needs of the rural labour.

### Importance of Behaviour Studies

Today we stare at a technological revolution that could fundamentally alter the way we live, work and relate to one another. In its scale and scope, these transformations which are happening would not have been imagined by the human kind.

In order to cope up with the social, economic, technological and other environmental challenges posed, especially at the work place, it is not only important that the hard skills need to be sharpened and upskilled but the soft skills need to be developed as aligned to the work culture. The soft skills, behavioral and attitudinal interventions imparted through training and development would go a long way in enhancing the productivity of the individuals and in turn organization they work for and also in improving the culture at the work place. Soft skills include a combination of people skills, social skills, characteristic & personality traits, attitudes, career attributes, social and emotional intelligence quotients, among others, that enable people to navigate through various challenges encountered in day to day professional and personal life.

The centre aims at addressing the behavioral and attitudinal skill requirements of various stakeholders and social partners i.e. trade Union leaders and workers; members of the employers' organizations; managers and staff of the public sector



undertakings; central and state government officials of various departments, researchers, trainers, members of civil society organizations, panchayati raj institutions, members of grass-root level organizations of both rural and urban areas, etc. The centre has been enhancing the capacities of managers and staff of various organizations like all Nationalised Banks, Reserve Bank of India, Oil India Limited, National Fertilizers Limited, NALCO, NTPC, BHEL, etc.

The methodology adopted by this institute involves a varied set of tools and techniques viz. case studies, role plays, management games, exercises, experiential sharing, etc.

### **Completed Research Projects/Case Study**

#### **1. Monitoring the Contribution of Production, Employment and Emerging Challenges in Urban Agriculture**

The objective of this study was to examine the different perspective with respect to present agrarian crisis in India. This study emphasized on understanding the underlying causes so that a design strategy could be conceptualized which supports the dynamic growth and sustainable development of Agriculture in the country. The study specifically intended to examine the existing production process, the pattern of employment & productivity, emerging challenges in Agriculture. The majority of the respondents said that they had attended Government Institutions for education, respondents had to migrate to attain higher education to nearby towns and states, Government welfare policies were much availed in towns, respondents belonging from town were more aware of such policies and schemes and it was easier for them to access these facilities easily than respondents belonging to the villages. The emerging challenges seen in this study were unemployment and damaged infrastructure. Banking services were very popular in the towns but the credit facilities had not received the same popularity.

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

The project was initiated in November, 2021 and completed in March, 2022

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

#### **2. Empowering Women in the Rural Economy through Labour Codes**

This e-rural camp was conducted under the Centre for Agrarian Relations, Rural and Behavioral Studies with the following objectives: to enhance the skills of the participants

and provide awareness on labour codes; to develop an understanding of rural society & economic relations; to discuss the issue of empowerment; to develop skills for enhancing leadership potential and finally to acquaint with labour codes 2020 labour legislation about women workers.

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

This project was initiated in August, 2021 and completed in September, 2021

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

### **3. Strengthening Leadership Skills of Advocates of Women Labour on Labour Codes**

This e-rural camp was initiated with the following objectives: to train the rural leaders and their population to develop their skills and providing awareness on the labour codes; to impart knowledge and information about agriculture in women labours; to enhance inter-personal communication among the respondents; to discuss the legal protections in various labour legislations/ Labour codes 2020 and to familiarize on the various aspects of welfare funds for women workers.

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

The project was initiated in August, 2021 and completed in September, 2021.

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

## **Ongoing Research Projects**

### **1. Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges in Rural Agriculture**

This study offers a comprehensive view of the existing production process in agriculture, its employment pattern and effect of price and market mechanism. It also highlights the government policies and brings out the different strategic recommendation for sustainable agriculture development. It was found that minimizing the issue of unemployment and migration for work can generate new employment opportunities. Lastly, establishing new educational institutions for higher education in villages and towns can help reduce migration and increase literacy rate.



## Date of Initiation and Date of Completion

The project was initiated in November 2021 and is expected to be completed in June, 2022.

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

## Case Study

Managing Livelihoods and Social Protection in the Marine Fisheries Sector: Insights from two Cases of Field visits – *Shri P. Amitav Khuntia, Associate Fellow*

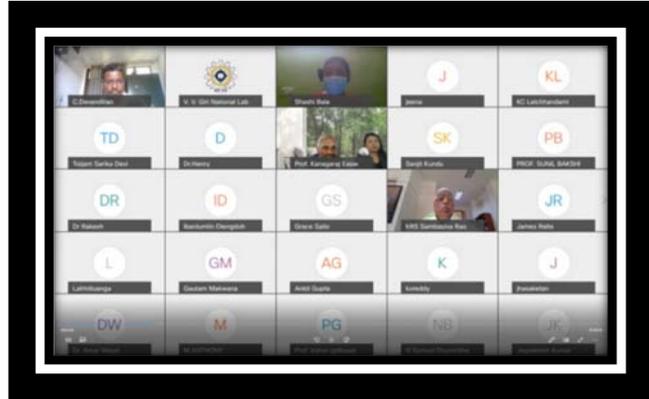
## Major Workshops

- **Collaborative workshop on ‘Challenges of Marginalized Rural Labour in India: Need for Inclusion’**

The Institute organized an online Collaborative Workshop on “Challenges of Marginalized Rural Labour in India: Need for Inclusion” with the Gandhigram Rural Institute (GRI) during October 20-22, 2021. The specific objectives of the programme were to: discuss social Inclusion of rural labour in India; understand gender issues in Labour Market in India; analyze the dynamics of rural labour and their issues; know the qualitative and quantitative research methods for labour research in India; find out impact of migration on rural labour; elaborate the organized and unorganized sector in rural Indian context; develop the understanding of Social Security in labour market; assess financial inclusion policies of labour. The workshop was attended by twenty participants. Dr. Shashi Bala, Fellow, VVGNI / Dr. A. Mani & Dr. Anjuli Chandra, Assistant Professor-cum-Assistant Director, GRI were the Course Directors of this training programme.

- **Collaborative Workshop on ‘Skill Development for Tribal and Rural Youth: Challenges and Opportunities’**

V.V.Giri National Labour Institute in collaboration with Department of Social work, Mizoram University, Aizawl organized a Workshop on ‘Skill Development for Tribal and Rural Youth : Challenges and Opportunities’ during November 24-26, 2021. The specific objectives of the Workshop were to discuss: Skill development challenges and opportunities for tribal and rural



youth; Skill development promoting entrepreneurship of tribal and rural youth;

Prof. KRS Sambasiva Rao, Vice-Chancellor, Mizoram University, addressing the participants

inclusion policies related to Skill development for tribal and rural youth; Role of government, civil society and private sector towards the betterment and inclusion of tribal and rural youth through skill development. The workshop was attended by eighteen participants. Dr. Shashi Bala, Fellow VVGNI & Dr. C. Devendiran Professor, Mizoram University were the Course Directors of this programme



## Centre for Gender and Labour Studies

Centre for Gender and Labour Studies has been set up with the objective of addressing and strengthening the understanding of gender issues in the world of work. Gender equality and empowerment of women has been the cornerstone of developmental policies of many countries across the globe and is critical towards achieving Sustainable Development Goals. Gender gap in labour force participation rates and unemployment rates are persistent features of the global labour markets. These issues need to be addressed to ensure gender equity in the world of work which necessitates intensive efforts both at the academic and policy level.

Labour market gender gaps are more prominent in developing countries, and often exacerbated by gendered patterns in the occupational segregation with the majority of women's work being concentrated in a narrow range of sectors that remain vulnerable and insecure. These workers are mostly engaged in the informal employment as domestic workers, self-employed, casual workers, piece-rated workers, home based workers and migrant workers with low skills resulting in less earnings and low productivity. Further, the gender pay gap and wage differentials continue to be a severe concern that requires constant efforts from all the stakeholders. Apart from this, the contribution of women to the national economy is still subject to more under-reporting and misrepresentation in comparison to the contribution of men. The conventional labour statistics provide a partial perception of reality as they are unable to capture women's work adequately. Given the challenges women are facing in the labour market and the gendered nature of labour markets, specific mechanisms are needed so that gender concerns are mainstreamed both at the formulation and at the implementation level by the policymakers. The promotion of gender equality and empowerment of women is fundamental for achieving the new targets of full productive employment; sustainability and social inclusion to mark the global goals on sustainable development.

For accomplishing inclusive development and substantive equity, awareness on policies, skill development, capacity building, social dialogue and empowerment through training and research would be some of major activities undertaken by the Centre for Gender and Labour Studies. Within this framework, the Centre for Gender and Labour Studies is set up to conduct policy oriented research, impart training, conduct workshops/seminars, consultancy work, publications etc. on various dimensions related to gender in the world of work. The Centre also aims to promote inter-disciplinary research for informing public policy in emerging areas of gender and labour studies.

## Completed Research Projects

### 1. BRICS India 2021 – Issue Paper on Participation of Women in Labour Force

India held the BRICS Presidency in 2021. Accordingly, Ministry of Labour and Employment will be organising the Employment Working Group and Labour Ministerial Meetings during 2021. The four themes identified for deliberations in these meetings are: Promoting Social Security Agreements amongst BRICS Nations; Formalization of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. VVGNI had been entrusted with the responsibility of finalizing the Issue Papers on these themes.

The Issue Paper on '*Participation of Women in Labour Force*' provides a brief review of the trends in participation of women in labour force in BRICS countries. It tries to identify the opportunities and challenges for promoting women's work and highlights some of the recent and innovative policy interventions introduced in all the BRICS countries for boosting women's employment. This issue paper also aims at providing insights to engage in a meaningful discussion for contributing towards larger policy issues on improving female labour force participation.

#### Date of Initiation and Date of Completion

The project was initiated in February 2021 and completed in April, 2021

(Project Director: Dr. Ellina Samantroy, Fellow)

### 2. Women's Paid and Unpaid Work: Insights from the Time Use Survey (TUS) and Methodological Issues

#### Objectives

- To understand the employment trends for women and the relationship between paid and unpaid work
- To explore time use patterns of women through an analysis of time spent in various activities both at the national and the regional level.
- To understand the time distribution patterns of women and their intersections with education, marital status and social groups
- To explore women's engagement in multiple and simultaneous activity and its implications on well-being



- To uncover the methodological challenges associated with time use surveys and issues of harmonization
- To understand the role of TUS in policy particularly how such surveys can help in forming policy for improving female labour force participation.

### Outcome

- The present study tried to analyse the women's paid and unpaid work by obtaining insights from the Time Use Survey, 2019. The study focused on how women in rural and urban areas participated in various sectors educational qualifications, marital status, broad industry employment, type of employment, and access to social security. By highlighting gender disparities, the study attempted to estimate the higher participation rate and average time spent by women in unpaid domestic services for household members and unpaid care-giving services.
- In the majority of Indian states, women's labour market participation has remained low, particularly in urban areas. In both rural and urban areas of India, men are more likely to participate in paid and SNA activities, while women are more inclined to participate in unpaid and non-SNA activities.
- Women across social groups i.e., the SC, ST and OBC had greater participation in production of goods for own final use mostly resulting out of financial requirement. They also participated in the unpaid domestic services for family members and unpaid care-giving services at the same time.
- Moreover, the study found that the share of female casual labourers has declined in both rural and urban areas; however, the share of regular wage or salaried female workers has increased between 2017-18 and 2018-19, continuing the trend of previous years. Despite an increase in the percentage of female self-employed workers in rural areas, there was no progress in urban areas.
- Furthermore, the unit level data of PLFS revealed that women in urban and rural areas did not have sufficient access to social security benefits in India. Men, on the other hand, had more access to social security than women, underlining the discrimination against women. Moreover, the majority of women did not have formal job contracts, and the higher proportion of women in the workforce was uneducated.
- There was a decline among the casual labours, for the unmarried women and for currently married in the rural regions. Women who are not married have showed a decline in self-employment rates in urban areas, and women who are divorced or separated have likewise shown a decline in regular workers.
- As per the unit level data of Time Use Survey, 2019, 92 percent of women in rural and urban India devote their time in the unpaid domestic services for household members, whereas only 28.8 percent men contribute their time in the said activity with a significant difference of 63.2 percent.
- The participation of women in unpaid work remained high irrespective of employment status due to patriarchal norms and social expectations. Women devote the majority of their time in preparing and managing food and meals for their families, as well as cleaning and keeping their homes and surroundings.

- In addition to that, women belonging to SC & ST are mostly involved in the unpaid activities, since these communities have lesser earnings. It was observed that, even after having a higher education; women are lagging behind in SNA activities, whereas men with similar academic credentials have a comparatively better situation.
- Further, women in both urban and rural areas were found to be simultaneously engaged in unpaid domestic services for household work as well as unpaid care-giving services for household members as compared to their male counterparts.

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

The study was initiated in 1<sup>st</sup> October 2021 and completed in 31<sup>st</sup> March, 2022

**(Project Director: Dr.EllinaSamantroy,Fellow)**

### **3. The Invisibility of Women in Indian Agriculture: A Case of Uttar Pradesh (Town)**

This research study focused on the role of women in Agriculture Sector to understand causes of discrimination and Gender Inequality, to minimize the discrimination against women and to achieve equal rights, roles, employment and pay in Agriculture with special reference to town (Bareilly Ward 46, Faridpur Ward 8, Baragaon, and Varanasi ward 25). Gender role and dynamics in the local environment were captured and it was found that agriculture does not employ the majority of women. Women's subordination in society, poverty, displacement and hunger has been exacerbated by such problems. Women's engagement in urban agriculture is disguised in nature.

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

The project was initiated in November 2021 and completed in March, 2022.

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

### **4. Emerging Trends of Gender In Agriculture: A Case Of Uttar Pradesh (Village)**

Women are the backbone of any developed society. The central role of women in any society ensures stability, progress and the long-term development of a nation. The study examined the role of women in Agriculture from different dimensions, to reveal the root causes of discrimination and Gender Inequality, to minimize the discrimination against women and achieve equal rights, roles, employment and pay in Agriculture with special reference to village (Stiswa, UrlaJagir, Dhaurhara, and Pindara).



Only a small fraction of women own land and have rights to it, and even fewer have leased land for agricultural purposes. A sickle is a tool that women use to harvest crops. Considering the technological advancement it won't be wrong to say that it is quite obsolete. In comparison to men, women are less knowledgeable about the soil types that exist on their land.

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

The project was initiated in November 2021 and completed in March 2022

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

## **5. Labour Codes & Enhancing Sensitivity Towards Gender Parity**

The e-rural camp was conducted under the Centre for Gender and Labour Studies with an aim to strengthen their skills and provide awareness on the labour codes. All the information regarding the selection of factors was taken from the study *Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges*. Based on the detailed survey conducted in these areas, the study area was selected. The local administration such as Sarpanch, Labour officers, etc and Local Enumerator selected a batch of participants. The group of participants in the labour camp consisted of both men and women (approximately 6:4 ratios). Majority of them were unemployed and had primary education while majority of women participants were uneducated.

The problem identification played a major role in the e-camp. The problems and challenges of the participants were noticed using two techniques viz (i) Problem Identification Questionnaire; and (ii) Problem Identification Sessions that continued throughout three days of the camp. Lack of employment opportunities was a persistent problem in the village. The participants were introduced to "e-Shram" and National Career Service portal with new opportunities in the world of work. The camp included sessions describing various schemes of Government which are helpful in overcoming the challenges they are facing such as AwasYojana for provision of housing to the poor, UJJWALA Yojana for rehabilitation and re-integration of victims of trafficking for commercial gender rural exploitation, Beti Bachao-Beti PadhaoYojana to generate awareness and improve the efficiency regarding the welfare of girl child.

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

The project was initiated in November 2021 and completed in March, 2022

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

### **6. An Introduction to Labour Codes and Gender Responsive Budgeting In India**

The study aimed to understand Gender and its inter-linkages with productive employment/contribution to the economy, the legal framework promoting Gender Parity, the strategies required to combat gender discrimination in the world of work, and labour codes and Gender Responsive Budgeting in India. Women spend the majority of their time in unpaid activities whereas the men spend the majority of their time in paid activities. The camp included sessions describing various schemes of Government that are helpful in overcoming with challenges they are facing such as Awas Yojana for provision of housing to the poor, UJJWALA Yojana for rehabilitation and re-integration of victims of Trafficking for commercial sexual exploitation, Beti Bachao-Beti Padhao Yojana to generate awareness and improve the efficiency regarding the welfare services of girl child. Those children who have dropped out of school were linked with National Open School for their further studies with the support of the gram pradhan.

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

The project was initiated in November 2021 and completed in March, 2022

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

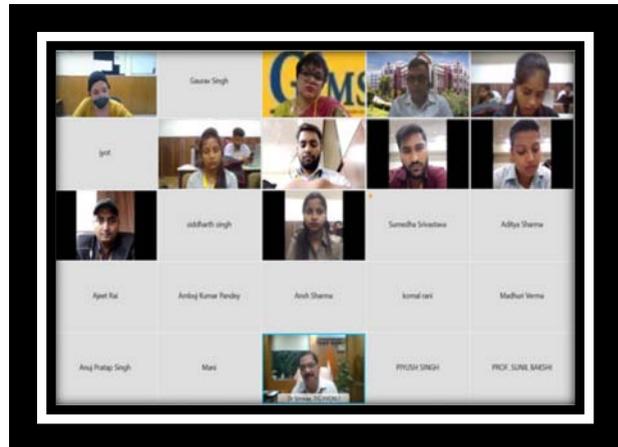
### **Case Study**

*Work from Home: A Case Study – Dr. Shashi Bala, Fellow*

### Major Workshops/Webinars

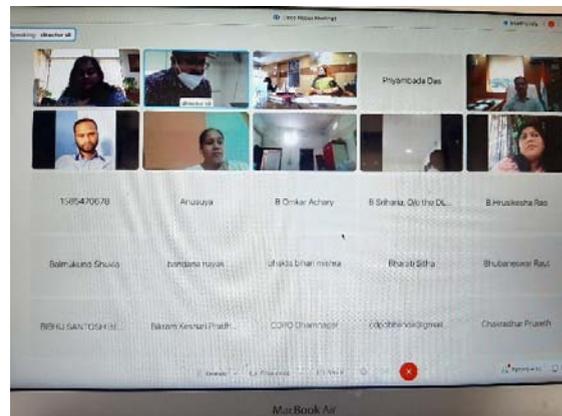
- **Workshop on Labour Codes: An Overview**

An online Workshop on ‘*Labour Codes: An Overview*’ was organised for the PGDM students of GNIOT Institute of Management Studies, Greater NOIDA on August 31, 2021. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI and Welcome address delivered by Dr. Arun Kumar Singh, Director, GNIOT, Institute of Management Studies, Greater NOIDA. The objective of the workshop was to provide awareness on Labour Codes. The Workshop was attended by twenty eight students. Dr. Shashi Bala, Fellow was the Course Director of this Workshop.



- **One day Workshop on Addressing Harassment of Women at Workplace: Legislation & Policy**

V.V. Giri National Labour Institute, Noida in collaboration with the State Labour Institute (SLI), Odisha organized an online one day Workshop on ‘*Addressing Harassment of Women at Workplace: Legislation & Policy*’ on September 03, 2021. The specific objectives of the workshop were to: (i) understand the conceptual issues related to workplace harassment and discuss the key provisions of the POSH Act 2013; (ii) understand the international labour standards (C 190) on workplace harassment and good practices; (iii) understand the role of various stakeholders and social partners in implementation of the legislation; (iv) discuss the inquiry procedures, role of Internal Complaints Committee, Local Complaints Committee, etc.; (v) analyze the challenges associated with the enforcement of legal provisions and implementation of related procedures at every stage and discuss the way forward. The Workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI, Noida. Shri Ashok Kumar Panda, Director, State Labour Institute, Odisha and Dr. Minati Behera, Chairperson, State Commission for Women,

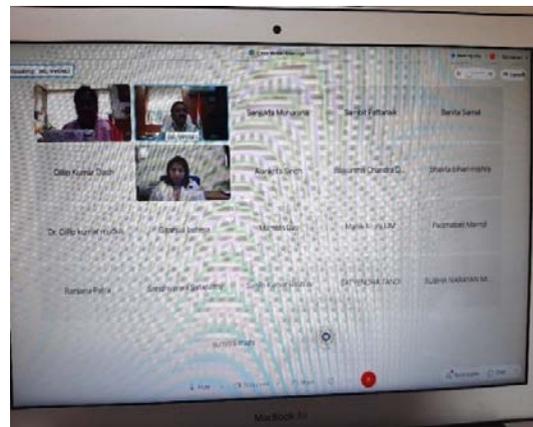


Odisha delivered special address at the Workshop. Dr. Mala Bhandari, Founder Director, Sadrag, New Delhi, Dr. Kasturi Mohapatra, Ex. Chairperson, Odisha State Commission for Protection of Child Rights (OSPCRC), Dr. Kingshuk Sarkar, Joint Labour Commissioner, Govt. of West Bengal, Ms. Nandita Pradhan Bhatt, Director, Martha Farrell Foundation, New Delhi, Dr. Devika Singh, Advocate, Co-Founder & Country Practice Head, Cohere Consultants, New Delhi, Ms. Anusuya Rout, Specialist, Training SPMU, Dept. of Women & Child Development, Odisha & Dr. Poulomi Pal, Independent Consultant, New Delhi made a presentation at the event. The Workshop was attended by one hundred eight participants representing the Government Officials, Representatives of Workers, Employers, civil Society and Academics from the state of Odisha. Dr. Ellina Samantroy, Fellow was the Coordinator of the Workshop.

▪ **Webinar on Labour Issues, Labour Codes and Laws Pertaining to Women Workers**

V.V. Giri National Labour Institute, Noida in collaboration with the State Labour Institute (SLI), Odisha organized a two days Webinar on 'Labour Issues, Labour Codes and Laws Pertaining to Women Workers' during October 20-21, 2021. The specific objectives of the webinar were to:

(i) provide an overview of gender and the labour market, (ii) analyze the existing inequalities with regard to wages, working conditions, employment security etc. and the emerging challenges for women caused by the pandemic COVID-19, (iii) sensitize the participants about the existing legal instruments and international labour standards on promotion of gender equality at the workplace, (iv) discuss the overall framework of labour legislation in India and the context of labour law reforms and (v) discuss the key features of the new labour codes in India and provisions for women workers. The Webinar was inaugurated by Dr. H. Srinivas, Director General, VVG NLI, Noida. The Webinar was divided into four panels namely; (i) Gender Concerns in the Labour Market and International Labour Standards on Gender Equality, (ii) Constitutional Provisions, Labour Codes and its Impact on Women Workers, (iii) Implementation of Labour Codes: Challenges and Prospects (iv) Trade Unions' and Employers' Perspective on Labour Codes. The panelists, Ms. Aya Matsuura, Gender Specialist, International Labour Organization (ILO), Dr. Ruma Ghosh, Fellow, V.V. Giri National Labour Institute, Dr. Ellina Samantroy, Fellow VVG NLI, Dr. Monika Banerjee, Research



Fellow, Institute of Social Studies Trust (ISST), Dr. Sanjay Upadhyaya, Senior Fellow VVGNI, Mr. Ankur Dalal, Regional Labour Commissioner (C), Ministry of Labour & Employment, Dr. Anoop Satpathy, Fellow, VVGNI, Shri Rajan Verma, Former Chief Labour Commissioner (Central) Ministry of Labour & Employment, Dr. Kingshuk Sarkar, Joint Labour Commissioner, Government of West Bengal, Dr. Manoj Jatav, Associate Fellow, VVGNI, Mr. Rama Krishna Panda, National Secretary, AITUC, Mr. Arvind Francis, Technical Adviser, All India Organisation of Employers (AIOE) and Mr. Prashant Kumar Padhi, NFITU, Odisha made a presentation at the event. The Webinar was attended by Forty Six participants representing the Government Officials, Representatives of Workers, Employers, Civil Society and Academics from the state of Odisha. Dr. Ellina Samantroy, Fellow, VVGNI, Noida was the Coordinator of the Webinar.

▪ **Empowering Women Workers of the Unorganised Sector in Collaboration with SWEDWA, New Delhi**

In connection with the International Women's Day celebration this year, VV Giri National Labour Institute and South West Delhi Women's Association organised a workshop on '*Empowering Women Workers of the Unorganised Sector*' on March 11, 2022 in the Audio-Visual Hall, Aga Khan Hall, Bhagwandas Road, Delhi. Dr. M.M. Rehman and Dr. Manoj Jatav were the coordinators from VV Giri National Labour Institute. A total of 100 participants including domestic workers, construction workers, and others attended the event.



Dr. Manoj Jatav, Associate Fellow, VVGNI addressing the participants

## National Resource Centre on Child Labour (NRCCL)

National Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute has been set up as a Centre of eminence to work in partnership with UNICEF, ILO, and the Ministry of Labour with the objective of instituting a centralized agency, which could ensure active cooperation of various social partners and stakeholders including the Government, International Organizations, Trade Unions, Civil Society Organizations and the Employers' Organization, in the task of prevention and elimination of child labour. The Centre supports the legislators, policy makers, planners, and programme implementers and others in their task of reducing vulnerability to child labour. The centre has been continuously striving to develop the capabilities of officials of different government departments, Trade Union cadre, academia, students of Social Work, Social Sciences, NSS, NYK and other youth groups, personnel in development sector and corporate sector including the CSR executives, social and cultural organizations, office-bearers of RWAs, elected representatives of Panchayati Raj Institutions and others dealing with educational and other rights of children.

The wide-ranging activities of the NRCCL include Research, Training, Impact Assessment, Evaluation, Performance Assessment, Developing Training Manuals/ Modules/Packages, Curriculum Development, Advocacy, Technical Support/Advisory services/Consultancy, Documentation, Publication, Dissemination, Networking, Promoting convergence by strengthening the efforts of social actors at various levels and Awareness Generation among different sections of the population leading to change in the attitude of the masses. The primary objective of these activities is to contribute to the attainment of the objectives of policies of the Central and State Governments.

### Research

Research occupies one of the significant activities of the NRCCL and the research studies cover various aspects including the magnitude of working children, dimensions, and determinants of labour exploitation of children with the objective of evolving deterrents. The vulnerabilities and insecurities of trafficked and migrant child workers are given specific focus in these micro-level studies. Besides, the structure and functions of child protection mechanisms, policy and legislative framework and status of their enforcement, impact of state and non-state interventions, status of education, living and working conditions, occupational health hazards, etc. are also assessed. NRCCL has completed several research, evaluation and impact assessment studies based on micro, meso, and macro analytical approaches.



The focus of research projects revolves around:

1. Creating benchmark information on employment of children in select hazardous occupations and processes
2. Reviewing Research Studies for locating conceptual and definitional aspects of child labour and studying socio-economic implications situating factors responsible for perpetuation of child labour
3. Contextualizing Opportunity costs for withdrawal of child labour through Documenting Successful experiences for replication
4. Performance Appraisal, Impact Assessment and Evaluation Studies on the issue of Children in Labour Exploitation
5. Evolving strategies for Prevention, Identification, Rescue, Release, Repatriation, Rehabilitation, Re-integration, Post-integration of child labour and also for Tracking and Monitoring

### ***Completed Research Project***

#### **1. Locating challenges, insecurities and vulnerabilities to bondage in the wake of Covid-19 Pandemic ensuing lockdowns and reverse migration for evolving Advisory to Identify, Release and Rehabilitate Bonded Labour**

VVGNI has been providing technical support to the National Human Rights Commission on the issue of bonded labour and related aspects. Under the Bonded Labour System (Abolition) Act, 1976 bonded labour have a right to immediate rehabilitation. The Supreme Court has explained that the state's duty to "suitable rehabilitate" its bonded labour is also required by Article 21 of the Indian Constitution, guaranteeing the right to life and liberty, and Article 23, prohibiting the practice of debt bondage and other forms of forced labour or slavery. The Government of India has since 1978 provided for the rehabilitation of released bonded labour through a dedicated government scheme administered by the Ministry of Labour of Employment. The scheme has undergone couple of revisions over the years. In 2016, the government adopted the new "Central Sector Scheme for Rehabilitation of Bonded Labour". Through this scheme the government recognized the need to enhance initial rehabilitation cash assistance for released bonded labour. This scheme recognizes the needs of different groups trapped in bonded labour by providing cash compensation. Full rehabilitation cash assistance under the BLR Scheme is linked to the outcome of legal proceedings against the offender.

The primary objective of this project was to locate push factors of migrant labour especially those from socio-economically disadvantaged and marginalized communities searching for better economic and employment opportunities. Attempt was made to trace the barriers in accessing education for their children in situations of their isolated work sites and also cultural and linguistic differences in their destination. The objective was also to identify the challenges, insecurities and vulnerabilities in accessing basic social services and livelihoods in the wake of reverse migration due to covid-19 pandemic and ensuing lockdowns.

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

The project was initiated in September 2020 and completed in July, 2021.

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

### **Case Study**

Role of State and Non-State Actors towards Prevention and Abolition of Bonded Labour during the COVID-19 Pandemic: Case Study of Understanding Initiatives, Interventions and Best Practices- *Dr. Helen R. Sekar, Senior Fellow*

### **On-going Research Project**

#### **1. Status of Enforcement of Legislation and Rehabilitation of Bonded Labour/Child Labour**

The project involved online Survey of the respondents where Data was elicited on the issue and status of Bonded Labour / Child Labour Rescue, Rehabilitation and Prosecution of Offenders. Questionnaire was prepared to generate quantitative information. The objectives were to understand the linkage between human trafficking, child labour and bonded labour; to understand new forms of bonded labour and ways to tackle them; to strengthen knowledge and skills for identification, prevention, abolition/elimination of the practice and system of child labour and bonded labour; to discuss the importance of effective and timely action during the critical crisis period of rescue to rehabilitation; to impart knowledge on the existing Standard Operating Procedures (SOP) for Identification, Prevention, Rescue and rehabilitation of Child labour and Bonded Labour and to understand the role of Statutory and Law Enforcement bodies; and also to enhance skills for effective Prosecution of Offenders. The Districts and the states covered in the survey were Districts Vizianagaram, Dhubri, Kurnool, Guntur, Anantapuramu, Prakasam, Krishna, Chittoor, Vijayawada, Rajahmundry of Andhra Pradesh; Districts Kamrup, Nagaon of Assam; District Kutch of Gujarat; District



Pakur, Hazaribagh of Jharkhand; Districts Bagalkote, Raichur, Ballari, Kolar, Gadag, Bangalore of Karnataka; Districts Satna, Katni, Barwani, Rewa, Sagar, Jabalpur, Bhopal, Indore, Ujjain of Madhya Pradesh; Districts Beed, Thane of Maharashtra; Districts Bolangir, Rayagada of Odisha; District Ludhiana of Punjab; Districts Alwar, Ajmer, Jaipur, Pratapgarh of Rajasthan; District Kanchipuram, Tirupattur, Chennai, Vellore, Thiruvarur, Erode, Namakkal of Tamil Nadu; Districts Nagarkurnool, Kamareddy, Siddipet, Hyderabad, Khammam, Mahabubnagar, Adilabad, Karimnagar of Telangana; District Gautambudh Nagar of Uttar Pradesh; District PurbaMedinipur, North 24 Parganas of West Bengal.

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

The project was initiated in July 2021 and is expected to be completed by November 2022

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

### **Major Workshops**

- **Azadi ka Amrit Mahotsav - Workshop for Celebrating 20 years of successful interventions for Elimination of Child Labour in Velpur Mandal, Nizamabad District & Awareness Generation on the Labour Codes**

As a part of Azadika Amrit Mahotsav, a Workshop for Celebrating 20 years of successful interventions for Elimination of Child Labour in VelpurMandal, Nizamabad District & Awareness Generation on the 'Labour Codes' was organized by V. V. Giri National Labour Institute on 8<sup>th</sup> October 2021 at Pragathi Hall, Collectorate, in Nizamabad.

Prior to the Workshop, Curtain Raiser programme was organized by the VVG NLI on 5<sup>th</sup> October 2021 at Telangana Bhawan, New Delhi. Dr. H. Srinivas, IRPS and Director General, VVG NLI extended a warm welcome and informed that the issue of Child Labour occupies a prominent place in the agenda of Training, Research, and other activities of the VVG NLI and the Institute provides an interactive forum for different social partners and stakeholders and also provides technical support in their Task of Prevention and Elimination of Child Labour through different Interventions. Dr. H. Srinivas praised the untiring efforts of Mr. G. Asok Kumar, the then District Collector of Nizamabad District towards prevention and elimination of child labour. Ms. Sathyavathy, Member UPSC and Former Secretary, Ministry of Labour & Employment, Government



of India; Mr. Ananda Bose, One Man Commission, CACLB, Ministry of Labour & Employment, Government of India and former Spl CS, Government of Kerala; Mr. K. M Sahni, Spl. Representative of Telangana Government and former Secretary, Ministry of Labour & Employment, Government of India; and Dr. Gaurav Uppal, Resident Commissioner, TelanganaBhawan, New Delhi appreciated the intensive 90 days drive in Velpur Mandal, started by Mr. G. Asok Kumar on July 9, 2001. This was the starting point of a long-drawn battle to eliminate not just child labour but also restrict hunger and malnutrition and take children to the schools. The drive saw that all children in the age-group of 5-15 years were enrolled in appropriate schools. They were given books, uniforms and other facilities to study. On 2nd October, 2001, Velpur was declared as a child-labour free Mandal and the efforts continued to sustain over 2 decades because of the coordinated efforts of the community with their arduous task.

'Workshop for Celebrating 20 years of successful interventions for Elimination of Child Labour in Velpur Mandal, Nizamabad District & Awareness Generation on the Labour Codes was conducted on 8th October 2021 at Nizamabad. Dr. H. Srinivas, Director General, V. V. Giri National Labour Institute, set the context of the Workshop, highlighting the importance of addressing the issue of child labour and effective enforcement of related legislation. Dr. H. Srinivas further mentioned that the VVGNI has been organizing training programmes on a large scale for attitudinal change and towards developing capabilities of various target groups on the issue of Child labour and awareness generation on various provisions of all the four Labour Codes passed by the parliament.

Hon'ble MP (Lok Sabha) Nizamabad Constituency, Shri Arvind Dharmapuri addressed the workshop where he said that the Mandal became an ideal to the country due to the hard work of the authorities. Shri Bajireddy Goverdhan, Ex. MLA Armour, MLA (Nizamabad Rural), Chairperson TSRTC, also addressed the participants on the topic.

Shri K. Srinivas, Director, Lal Bahadur Shastri National Academy of Administration, and Ms. Rani Kumudini, Special Chief Secretary, Labour Department, Government of Telangana, Shri Narayan Reddy, District Collector, Nizamabad, Dr. Helen R. Sekar, Senior Fellow, V.V. Giri National Labour Institute also addressed the Workshop. Dr. Mahaveer Jain, Senior Fellow (Retd.), the then CMO Shri Sudhakar Rao and elected representatives of PRIs from Nizamabad District shared their experiences.

There was a Technical Session on "Successful Interventions for Elimination of Child Labour and cent percent Enrolment & Retention of Children in Schools in Velpur Mandal, Nizamabad District: Sharing of Experience" in which Dr. Helen R. Sekar, Senior Fellow, VVGNI, gave the Introduction and Background, Shri G. Asok Kumar, (Ex DC., Nizamabad), Addl. Secretary, MJS, Govt. of India, shared his experience where he said that 539 child laborers from Velpur Mandal were admitted to schools at

that time. Stating that children below 15 years should be enrolled in school and not to put to work, he said the country's development depends on the future of the children and children are important to the country. It's a good development that a number of educational Institutions have been started for the benefit of the students belonging to BC, Minority, SC and ST communities, he lauded. Shri G. Ashok Kumar also recalled that Velpur Mandal was declared as the first Mandal to completely eradicate child labour in the country in 2001. This was possible only with the government encouragement, commitment of the authorities, Village Development Councils and the cooperation of people's representatives, he added. He felicitated local body representatives and officials of the District Administration, who served in Velpur zone in 2001.

While proposing vote of thanks to the dignitaries and participants, Shri Narayan Reddy, District Collector, Nizamabad, conveyed special gratitude to Dr. H. Srinivas, Director General, V. V. Giri National Labour Institute, for organizing the Workshop and also setting the context and addressing the participants of the Workshop. While concluding Shri Narayan Reddy asked the people of Nizamabad and elected representatives to continue their support.

▪ **Workshop on Role of Trade Union Leaders during the Freedom Struggle (16th December 2021 as a part of 'Azadi ka Amrit Mahotsav'- Iconic Week'**

A Workshop on '*Role of Trade Union Leaders during the Freedom Struggle*' as a part of 'Azadi ka Amrit Mahotsav' was conducted on 16<sup>th</sup> December 2021. The objectives of the workshop were to discuss the trade union movement during British rule, the involvement of national leaders in the trade union movement and the historical role of trade union leaders in India's freedom movement. The workshop was attended by the experts, trade union leaders, and practitioners working in trade union movements and labour issues, including scholars from academia, Government departments, State Commissions on Women, international organizations, and others.





4. **On-line National Workshop on “Labour Development: Role of Panchayati Raj Institutions” on 9<sup>th</sup> March 2022 during the Iconic Week celebration by the VVGNI as a part of ‘Azadi ka Amrit Mahotsav’**

A National Workshop on ‘*Labour Development: Role of Panchayati Raj Institutions*’ as a part of ‘Azadi ka Amrit Mahotsav’ was conducted online on 9<sup>th</sup> March 2022. The objectives of the Workshop were to discuss on the Evolution of PRIs, Role of PRIs in strengthening economic development and implementation of Central and State Government Schemes including those 29 subjects listed in the Eleventh Schedule of the Constitutional 73rd and 74th Amendment Act 1993, Prospects of PRIs as effective mechanism for Development of Labour. The participants represented the experts, Elected Representatives of PRIs and Tribal Councils, Civil Society Organizations, academicians, practitioners and others working and dealing with PRIs and labour related issues.



## Centre for Employment Relations and Regulation

The issue of employment relations and its regulation has always been and continues to be one of the major contentious and fascinating issues in the area of labour. Employment relations are undergoing drastic transformations especially since 1991. Accordingly, the Institute giving due priority to this issue set up a specific research centre for studying these transformations and other related issues i.e. the Centre for Employment Relations and Regulations, way back in the year 2001. The Centre aims at developing understanding of the changing employment relations so as to help in the formulation of appropriate legal regulation framework and evolving appropriate social protection measures. The research activities of the centre primarily focus on: Trade Unions and their role in the emerging socio-economic scenario; Emerging employment relations in the informal and the unorganized sector; Limitations of the existing legal framework in the regulation of employment relations in the unorganized and informal sector; Changes in judicial trend and Regulation of minimum wages etc. The Research Advisory Group (RAG) of the Centre comprises of academicians and senior representatives from trade unions as well as employers' organizations.

### *Completed Research Project*

#### **1. Documentation of Select Policies and Practices on Industrial Relations in India**

Industrial relations are the relations between management and the workers associated with industry. Both of these parties have common as well as conflicting interests. Healthy industrial relations are in the interest of not only both of these parties but also in the interest of the economy, society and the nation as a whole. Hence, all possible endeavours need to be made to ensure the healthy industrial relations. Some of the key elements of industrial relations include consultation, co-operation, participation and partnership concerning the various aspects associated with industry and the workers. Various kinds of organizations not only in the government and the public sector but also in the private sector adopt various methods to implement the various above mentioned aspects i.e. consultation, co-operation, participation and partnership. The overall health of industrial relations in any organization depends on the extent upto which the organization succeeds in implementing these measures. It is in this context, the present study was undertaken.

## Objectives

1. To trace the origin and evolution of the concept of industrial relations in the international and national perspective;
2. To make a comparative analysis of the prevailing industrial relations, policies and practices in the private and public sector;
3. To make an analytical assessment of the roles and responsibilities of various social actors in maintenance of amicable & harmonious industrial relations;
4. To identify the key aspects and factors associated with industrial relations and their role in maintenance of sound industrial relations;
5. To draw conclusions for the purpose of promoting healthy industrial relations.

## Area & Scope

The study primarily discusses the importance, concept and key factors of industrial relations and covers the select policies and practices in the area of industrial relations prevailing in organizations engaged in manufacturing, services (including financial services), banking, steel, oil, coal, energy, infrastructure, railways, automobile, etc. both in public as well as private sector from various regions in the country, with a view of drawing key conclusions for the purpose of drawing lessons worth emulation. The major focus of the study is the policies and practices pertaining to various aspects of industrial relations such as communication, collective bargaining, employees' engagement, welfare measures and schemes and programmes concerning social security and employee well-being.

## Methodology

The study is primarily based on secondary sources and review of the policies, programmes and practices of more than 40 organizations representing various sectors of economy. In addition, discussions with various social partners for having a better and clearer understanding of the various issues concerning industrial relations in general and policies, programmes and practices concerning industrial relations in particular also form part of the methodology.

## Conclusions

- Proper management of industrial relations and timely intervention by all concerned, before the situation takes any untoward turn has become all the more crucial and relevant in the context of India after a few the untoward incidents of industrial unrest and strife in the recent past in several organizations.



- A brief analysis of these incidents reveals that some of the major factors responsible for this kind of situation primarily include: inter and intra-union rivalry, adoption of unfair means, non-recognition of trade unions, demand on the part of contract workers for permanent jobs, disparity between contract and permanent workers, wage stagnation, disappointment among employers & workers caused due to non-reaching of settlement in cases of prolonged strikes, demand for reinstatement of dismissed employees, non-agreement on the part of management to wage increase from time to time, vested interest of contractors/ service providers not to be replaced, political interest and self-interest of internal/ external trade union leaders, etc.
- On the contrary, the measures which normally are helpful in creating an atmosphere of cordial industrial relations *inter-alia* include: channels of communication between management and the workers, workers' participation in management, collective bargaining, mechanism for grievance redressal, skill development, social security and welfare schemes.
- Lack of proper **communication** and absence of dialogue between stakeholders breeds mistrust. On the contrary, a viable, strong, effective and dependable channel of communications, focusing on the areas of common interest of undertaking and skillful adjustment or negotiation on conflicting interests, is the most important facet of sound industrial relations practice.
- Well informed work force with facts and figures relating issues of common interests plays significant role in stable industrial relations. It helps in creating an enabling environment for consultation which ultimately promotes cooperation and results in a win-win situation for both the employer as well as employees.
- Some units have evolved good practices of organizing **bilateral meetings** on a regular basis at the unit levels inviting union(s) of workers and also some key workers in these monthly/quarterly meetings. Issues of common interests and also those of immediate concerns like unit's present goals, future perspectives, and unit's financial health are discussed in these meetings.
- Such efforts towards effective communication and dialogue have definite positive outcomes in stabilizing harmonious functioning in the unit. Another positive outcome of such available inbuilt infrastructure is that in times of crisis, this mechanism at the unit levels succeeds in many cases in resolving issues without the necessity of running to third parties for mediation in every such case. Bi-lateralism is any time a better option.
- **Workers' participation in management/industry** assumes paramount importance in the overall scheme of industrial relations as it helps in inculcating a sense of belongingness with the organization among the workers and thus creating an enabling environment for increased commitment towards industry and productivity. The workers' participation in management can broadly be at three levels i.e. shop floor level, departmental level and at the top level and demands willingness of the management to share the responsibility of the organization by the workers.
- In any workplace, grievances are bound to occur which need to be minimized to the extent possible and resolved at the earliest. The major forms of grievances *inter alia* include: wages, leave, overtime, career planning, working conditions,

interpersonal issues, safety & health at the workplace, unrealistic targets and stringent rules of discipline, etc.

- These grievances if not resolved in an effective manner, may lead to adverse implications for the industry. Therefore, a systematic and effective mechanism for **redressal of grievances** assumes paramount importance for maintaining harmonious labour relations in any organization.
- **Collective Bargaining** serves as an important tool in determining the overall terms and conditions of employment between employer and employees. This process normally begins with 'Charter of Demands' by the workers' representatives/ trade union(s) followed by negotiations and discussions on the demands raised. At times, it may also be initiated by the employer *suo-moto*. The negotiations and discussions culminate into mutually agreed terms of settlement.
- Thus, 'Collective Bargaining' minimizes the chances of avoidable conflict and strife and helps in promoting amicable and harmonious industrial relations. Many of the sectors and organizations in India have a long tradition of collective bargaining and fairly well developed systems for the same. WPM leads to overall involvement of workers in achieving the collective goals of industry and workers.
- Productivity and efficiency is to a large extent, linked to the level of skill possessed by an employee and there is always a scope for **up-gradation of skill**. Whereas, the formal education definitely has a role in the acquisition of skills, the role of training in further honing of the same can also not be ignored. The higher level of skills also enhances the chances of employability.
- The employee, the industry and the society as a whole, all get benefitted from the skilled workforce. Therefore, all have the role in this regard and in this context, the role of industry becomes quite crucial. Accordingly, various initiatives are taken by the organizations operating in different sectors to fulfil this role of skill development and training of their employees.
- If the industry has to shirk the burden of rigidity of employment, as often alleged, better options could be found in fixed term employments which are bereft of rigidities of tenure but again with all consequential legal benefits as applicable in the case. It is well established fact that costs relating compliances under Labour Laws are much less than the actual costs arising from violations.
- **Social Security and labour welfare measures** are the integral aspects of cordial employment relations. These measures have a very wide scope which along with other employee well-being measures, lead to a satisfied labour force and ultimately the overall health and prosperity of the organization.
- Investment on these measures is the backbone of healthy industrial relations. Recognizing the same, the organizations and establishments from various sectors adopt a host of such statutory as well as non-statutory measures covering these aspects as per their available resource.
- Strict adherence to basics of Labour Laws like enforcement of statutory minimum wages or negotiated wage; timely payment of wages without unauthorized deductions; wage slips; Identity cards; Compliances with EPF and ESI provisions; enforcement of statutory obligations and those arising from settlements & adjudication succeeds in creating healthy conducive and amicable environment.



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

The study was initiated in December 2019 and completed in March 2022

**(Project Director: Dr. Sanjay Upadhyaya, Senior Fellow)**

## **Case Study**

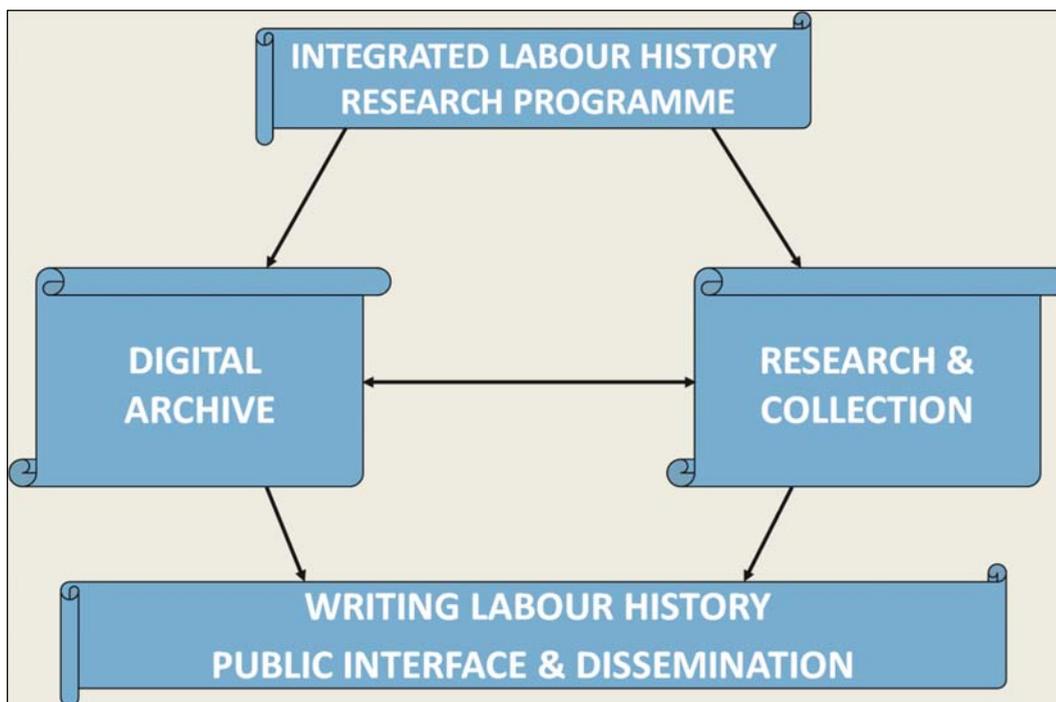
*Role of Patience and Perseverance in Effective Conciliation – Dr. Sanjay Upadhyaya, Senior Fellow*

## Integrated Labour History Research Programme (ILHRP)

### ILHRP : An Introduction

- ILHRP is a specialised research programme being operationalised jointly by VVGNI and Association of Indian Labour Historians (AILH).
- The overall aim of the Programme is to initiate historical research on labour in India and preserve the records pertaining to labour, both organised and unorganised. It also aims to integrate historical research with contemporary policy making.

### Structure of the Programme



### Features of the Digital Archives of Indian Labour

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

## Major Workshop

### ▪ XIII<sup>th</sup> International Conference on Labour History (Online)

V.V. Giri National Labour Institute in collaboration with Association of Indian Labour Historians organised the XIII International Conference on Labour History (Online) during November 11-16, 2021. The broad theme of the Conference, *Mapping Lives of Labour*, analysed the momentous changes that have affected the world of work over the last century through the prism of institutional working lives. The Conference discussed as to how workers have responded to challenges in the past by reorganizing their worlds in myriad ways and how have institutions and organisations fared over the last century.

Some of the renowned labour historians and experts on labour studies like **Prof. Kamala Sankaran, Prof. Ravi Ahuja, Prof. Marcel van der Linden, Prof. Leon Fink, Prof. Jan Lucassen, Prof. Andreas Eckert, and Prof. Babacar Fall** participated in the Conference. The Conference was attended by nearly one hundred researchers and practitioners associated with different aspects of labour history and labour studies.



## Centre for North East India

The North Eastern Region (NER) of India constitutes 7.9 per cent of country's total geographical area and 3.8 per cent of total population of the country (Census, 2011). It stretches from the foothills of the Himalayas in the eastern range and is surrounded by Bangladesh, Bhutan, China, Nepal and Myanmar. It includes eight states- Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim and Tripura. Troubled by history and geo-politics, the NER has remained one of the most underdeveloped regions of the country. Inadequate infrastructure and poor governance is combined with low productivity and market access.

NER constitutes 3.6 per cent of India's total workforce (2011–12). The labour scenario in the NER is quite unique compared to other regions of the country owing to a multitude of factors (including geographical, socio-economic and political). The region is marked by lower rate of industrialization and limited spread of modern service sector. The agricultural operations are also distinct (with the presence of unique systems like jhuming). Cultural ethos governing labour market participation is also different, which inter alia reflects on the distinctive composition of the labour force – across gender and social categories. Yet another important aspect is migration, which gets complicated due to several socio-political considerations – both in terms of internal migration of population (from within and outside the region) as well as in terms of influx of labourers across national boundaries.

It is in this context that the Institute has set up a new Centre named as Centre for North East India in 2009. The objective of the Centre is to carry out policy oriented research and conduct workshops/seminars and training on issues related to labour, employment and social protection in the North Eastern Region. The research and training areas are as follows:

### Core Research Areas of the Centre

- Employment and Unemployment Trends and Challenges
- Gender and Labour
- Migration and Development
- Social Security
- Health and Labour
- Livelihood Strategies
- Sectoral Analysis
- Skill Gap Studies
- Industrial Relations & Regulations
- Sociology of Labour & Workers' Movement



## **Core Training Areas of the Centre**

The target groups of the training programmes are labour officials, women workers and representatives from Central Trade Union Organisations, NGOs/Civil Societies, university students and researchers. Some of the themes of the training programmes of the Centre are indicated below:

- Skill Development & Employment Generation
- Fundamental of Labour Laws
- Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers
- Leadership Development Programme for Trade Union Leaders
- Social Protection and Livelihood Security
- Effective Enforcement of Labour Laws in Unorganised Sector
- Research Methods in Labour Studies
- Sociology of Labour & Globalisation

## **Major Workshop**

- Online Workshop on 'Mapping Labour & Employment Issues in North East India'

An Online Workshop on 'Mapping Labour & Employment Issues in North East India' was organised on March 30, 2022. The workshop aimed to contextualise the contemporary issues in the world of work in North East India. The objectives of the workshop were: to highlight and contextualise the contemporary issues in the world of work in the North East; to make the participants acquainted with various implications of globalisation on labour; to discuss issues related to recent labour reforms; and to enable participants to contribute in their academic and professional work. There were forty seven participants representing students of Social Sciences pursuing Master Degrees and Research Scholars from Institutes and Universities in North East. Dr. H. Srinivas, Director General of the Institute inaugurated the workshop and delivered the inaugural address. Prof. L.L. Singh, Vice Chancellor of Bodoland University, Kokrajhar, Assam delivered the keynote address. Dr. Otojit Kshetrimayum, Fellow was the Coordinator of the workshop

## Centre for Labour and Health Studies

The degree to which health systems meet the needs of different social groups is an issue of concern all over the world. This is more so in countries experiencing rapid economic and institutional change. In India where a large number of people are poor and depend on the informal sector for their livelihood without any supporting health protection measures, providing horizontal equity in terms of health benefits becomes essential. In order to address these key issues of health provision and its interlinkages with the world of work, the Centre for Labour and Health Studies has been set up in V.V. Giri National Labour Institute. This specialised Centre focuses on understanding and addressing emerging health challenges confronting workers in a globalised economy. The core research areas of the centre are as follows:

### Core Research Areas of the Centre

- New forms of employment and emerging risks with regard to social and health protection
- Labour market transformations and its challenges to social/health security
- Public social /health assistance delivery systems and its utilisation by workers without any social / health protection
- Role of different social /health protection programmes in providing protection.

### Completed Research Projects

#### 1. Promoting Social Security Agreements amongst BRICS Nations

India held the BRICS Presidency in 2021. Accordingly, Ministry of Labour and Employment organised the Employment Working Group and Labour Ministerial Meetings during 2021. The four themes identified for deliberations in these meetings are: Promoting Social Security Agreements amongst BRICS Nations; Formalisation of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. VVGNI had been entrusted with the responsibility of finalizing the Issue Papers on these themes.

The Issue Paper on '**Promoting Social Security Agreements amongst BRICS Nations**' gives an overview of the growing transnational trade and migration and presents some estimates of transnational trade and migration amongst the BRICS nations. It highlights the major challenges of the transnational migrant workers in terms of social security benefits and also discusses the international standards that are in



place to protect these workers. The paper examines some of the steps initiated by BRICS countries in the form of bilateral and multilateral social security agreements to protect the transnational workers. The paper also discusses issues and challenges which require attention to maximise benefits from these bilateral/ multilateral agreements. The final section of the paper puts forth some key issues for discussion.

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

The study was initiated in February 2021 and completed in April, 2021

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

### **1. Comparative Study of Pension Schemes for Workers in the Unorganised Sector – APY, PM-SYM and NPS For Traders And Self Employed Persons**

The issue of old-age income security in India assumes significance in view of the expected rise in the elderly population in the years to come and the problems of poverty and vulnerability among them. In order to address this problem, schemes aiming to promote contributions from the poor unorganised workers for their old age security have been promoted by the government since 2010. The current research has been carried out to compare and contrast three major contributory pension schemes of the country which are Atal Pension Yojana (Ministry of Finance), Pradhan Mantri Shram Yogi Maandhan Yojana (Ministry of Labour & Employment), National Pension Scheme for Traders and self Employed Persons (Ministry of Labour & Employment) in terms of their strengths and limitations in addressing the needs of low-income workers. The study also highlighted some policy strategies that could be replicated to address the challenges, based on some best practices in this area.

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

The study was initiated in December 2021 and completed in February 2022.

**(Project Directors: Dr. Ruma Ghosh, Fellow & Dr. Dhanya M.B, Associate Fellow)**

## Ongoing Research Project

### 1. Research Study on Social Security for All – Way Forward

The project intends to study the key aspects of effective enforcement of the Social Security benefits to the workers of the unorganised sector. Here the issue of implementation is crucial and the project titled, 'Social Security for All – Way Forward' is an attempt to understand the issues in the implementation of the Unorganised Workers' Social Security Act, 2008 (through the state unorganised workers board and the facilitation centres at the district levels), its enabling factors and the major deterrents and thereby suggest way forward with regard to the implementation of the Code on Social Security, 2020.

#### Objectives

The major objectives of the study are as follows:

- To study the various provisions of the Unorganised Workers' Social Security Act, 2008 and the Code on Social Security 2020 in detail
- To identify issues if any in the implementation of the Unorganised Workers' Social Security Act, 2008
- To understand the role of different social partners in the implementation of the Unorganised Workers' Social Security Act, 2008
- Experiences from the Unorganised Workers' Social Security Act, 2008 and way forward for implementing the Code on Social Security 2020

The study is based on available secondary data and primary data from two states, i.e. Gujarat and Madhya Pradesh. The study is being carried out in collaboration with Dattopant Thengadi Foundation.

#### Date of Initiation and Date of Completion

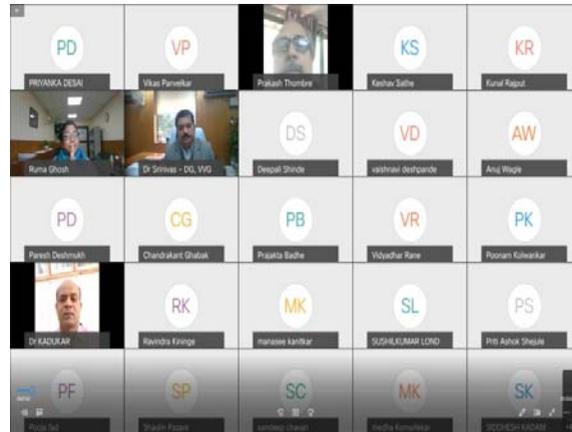
The study was initiated in July 2021.

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

### Major Workshops/Webinars

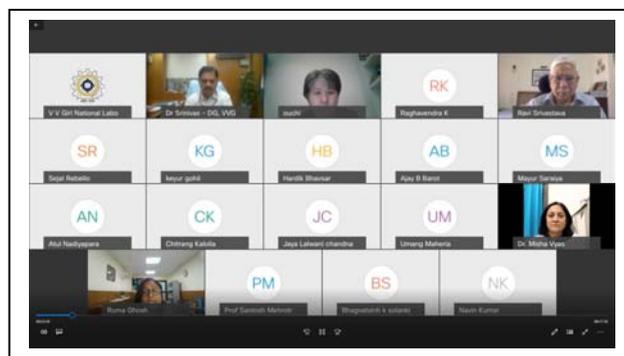
- **Online Workshop on New Labour Codes**

This Workshop was jointly organized by V.V. Giri National Labour Institute and Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (LNML MILS) during January 24-25, 2022. The specific objectives of the programme were: (i) to understand the background of labour reforms; (ii) to understand the key changes, major objectives and features of the various labour codes - The Code on Wages, 2019; The Code on Social Security 2020; The Industrial Relations Code 2020; The Occupational Safety, Health and Working Conditions Code, 2020; (iii) to discuss the role of the different organizations/bodies to administer the provisions and the penalties; (iv) to discuss how the reforms will address the issues of the workers and impact the employers and their businesses. The Workshop was attended by seventy five participants representing Officials of State Labour Departments, representatives of Trade Unions and Employers' Association from the state of Maharashtra. **Dr. Ruma Ghosh**, Fellow, VVGNI and **Dr. P.M. Padukar**, Lecturer, LNML MILS jointly coordinated the Workshop.



- **Webinar on Understanding Social Security in the context of Future of Work and New Forms of Work**

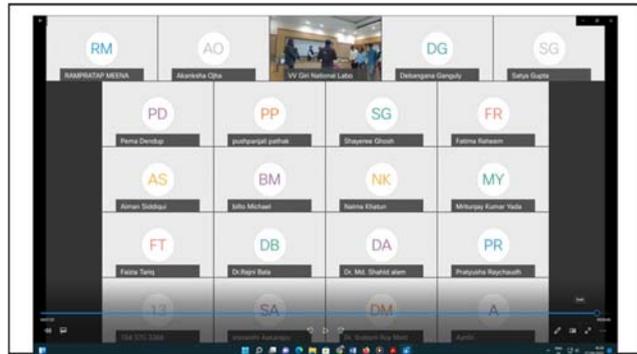
V.V. Giri National Labour Institute in collaboration with Mahatma Gandhi Labour Institute, Gujarat organized a Webinar on 'Understanding Social Security in the context of Future of Work and New Forms of Work' on March 31, 2022. The broad objective of the Webinar was to understand the transformations in the labour market and its implications in terms of social protection of workers and also trace innovative policy responses. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI. Prof. Ravi Srivastava, Former Professor of Economics, Jawaharlal Nehru University, New Delhi delivered the Key Note Address. The Workshop was organised in



two Panel Sessions. The Panelists of the 1<sup>st</sup> Panel Discussion on Social Protection of Workers in the New Forms of Employment were Prof. Santosh Mehrotra, Former Professor of Economics, Jawaharlal Nehru University, New Delhi, Ms Mariko Ouchi, Senior Social Protection Technical Specialist, ILO, ILO DWT South Asia and India and Dr. Ruma Ghosh, Fellow, VVGNI. The Panelists of the 2<sup>nd</sup> Panel Discussion on Policy Measures for Protecting Workers in New Forms of Work were Shri Virjesh Upadhaya, General Secretary, Bharatiya Mazdoor Sangh and Director General, Dattopant Thengadi Foundation, Dr Pravin Sinha, President, National Labour Law Association & Secretary-General, Social Security Association of India and Shri Michael Dias, Secretary, Employers' Association, Delhi. Shri Rajan Verma, Former Chief Labour Commissioner (Central) Ministry of Labour & Employment summed up the Webinar by highlighting the Implication of New Labour Codes on the Future of Work. The Webinar was attended by thirty participants coordinated by **Dr. Ruma Ghosh, Fellow, VVGNI and Dr Misha Vyas, Assistant Professor, MGLI**

#### ▪ Workshop on Policy Research on Labour in India

A workshop on '*Policy Research on Labour in India*' was organised in a hybrid mode by the Institute on February 25, 2022 for research scholars and academics working in the area of labour. Prof. Biswajit Das, Professor and Founding Director of Centre for Culture, Media & Governance delivered the Inaugural Address and Dr. H. Srinivas, Director General of the Institute delivered the Valedictory Address on this occasion. A Special Session was delivered by Prof. Prabhu Mohapatra, University of Delhi. A total of seventy six participants attended the workshop. The workshop was concluded with the handing over of certificates by Dr. H. Srinivas, Director General, VVGNI. **Dr. Ruma Ghosh, Fellow coordinated the programme.**





## Centre for Climate Change and Labour

The impact of climate change is a global concern and in India where large numbers of people are poor and dependent on agriculture and informal sector for their livelihoods, the impact of climate change is quite critical. The major objective of the research centre is to carry out policy oriented research on climate change and its inter-linkages with labour and livelihoods. The core research areas of the centre are as follows:

### Core Research Areas of the Centre

- Understanding inter-linkages between climate change, labour and livelihoods;
- Employment Challenges of Climate Change and transition to 'Green Jobs';
- Assessment of livelihood adaptation and mitigation strategies to climate variability and change at the macro, meso and micro level;
- Climate change and its impact on migration and
- Impact of climate change on natural resources, forests and commons.

### Specific Researchable Issues include:

- Effect of climate change on the livelihoods of vulnerable workers engaged in subsistence farming, informal economy, tourism sector, coastal fishing/salt/farming community and indigenous forest dependent scheduled tribes;
- Role of employers and trade unions in reorganizing production processes, protecting job losses and re-orienting macro policies to combat climate change;
- Impact of climate change on food security through its linkage with reduction in agriculture production and productivity caused by prolonged droughts, floods and highly erratic monsoon;
- Role of MGNREGA in protecting livelihood security and adapting to climate change;
- Climate Change and Gender;
- Climate Change and its impact on accelerating migration processes;
- Understanding local perceptions on climate impacts, local coping capacities, and existing adaptation strategies.
- Capacity building and orientation programmes for various stakeholders about the science of climate change, its potential impact and about various adaptation and mitigation strategies.

## **Completed Research Project**

### **1. BRICS and the World of Work: Formalisation of Labour Market (Prepared for the BRICS Labour and Employment Ministers' Meeting organised under the Indian Presidency, 2021)**

India holds the BRICS Presidency in 2021. Accordingly, Ministry of Labour and Employment organised the Employment Working Group and Labour Ministerial Meetings in 2021. The four themes identified for deliberations in these meetings are: Promoting Social Security Agreements amongst BRICS Nations; Formalisation of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. VVGNI had been entrusted with the responsibility of finalizing the Issue Papers on these themes.

The Issue Paper on BRICS and the World of Work: Formalisation of Labour Market provides an overview of the informal economy within each of the BRICS member states and also discusses the multiple drivers of informality. Further, the Covid-19 crisis has highlighted the extreme vulnerability of those who operate in the informal economy. The crisis serves as a reminder of the crucial need to make transitioning from the informal to the formal economy a priority area in the national policy agenda and to scale-up existing interventions. The BRICS member countries have undertaken a number of measures in the past to increase the levels of formalization of their respective economies, which is documented in this issue paper. During the crisis also, the member states undertook many interventions to protect the loss of livelihoods of informal economy workers and prevent the collapse of small economic units, thereby mitigating the risk of further informalisation. Therefore, time has come to consolidate the progress made, understand the lessons learnt, identify the possible gaps and evolve a futuristic strategy towards faster formalization in terms of LEMM declaration. Finally, to facilitate the discussion around these issues, a set of possible questions have been prepared which may be finalized after agreement among the member states.

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

The study was initiated in February 2021 and completed in April 2021.

**(Project Director: Dr. Anoop Satpaty, Fellow)**



## Centre for International Networking

V.V. Giri National Labour Institute is mandated to forge professional collaborations with major international institutions involved with labour and related issues. Accordingly, the Institute has over the years forged collaborations from time to time with institutions like International Labour Organisation (ILO); United Nations Children's Fund (UNICEF); World Health Organisation (WHO); United Nations Development Programme (UNDP); Japan Institute of Labour Policy and Training (JILPT); Korea Labour Institute (KLI); International Organisation for Migration (IOM); Sri Lanka Institute of Labour & Employment; UN Women; IGK Work and Human Lifecycle in Global History; Humboldt University, Germany; Centre for Modern Indian Studies, University of Gottingen, Germany; and International Training Centre of International Labour Organisation (ITC-ILO), Turin, etc. The major areas of collaborations include child labour, labour migration, social security, gender issues in the world of work, skill development, employment and entrepreneurship, labour history, decent work, future of work and other training and research interventions related to labour.

The Institute is also currently empanelled as a training institution for organizing international training programmes under Indian Technical and Economic Cooperation (ITEC) Scheme of the Ministry of External Affairs, Govt. of India. Till date, nearly 102 international training programmes have been conducted under this Scheme participated by about 2299 participants representing nearly 133 countries. During the year 2021-22, two online programmes had been organised under ITEC which were attended by 39 participants representing 10 countries

A Memorandum of Understanding (MOU) between V.V. Giri National Labour Institute (VVG NLI) and International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy was signed on 28<sup>th</sup> November, 2018 at Turin, Italy for a period of 05 years for professional collaboration. The purpose of this MoU is to facilitate collaboration between two institutions in training and education that result in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile.

During the year 2021-22, the following activities had been undertaken:

- ⇒ The 84<sup>th</sup> Session of the Board of the International Training Centre (ITC) of ILO was held online on 24<sup>th</sup> May, 2021 and was attended by the Director General, VVG NLI, as nominated by the Ministry.



- ⇒ As a part of MoU between VVGNI and ITC-ILO, Turin, DG, VVGNI was invited as a panel member along with Director (Training), ITC-ILO and Head, ILO Office, Russia to discuss on the topic “*BRICS-Informality and South South-Cooepration*”, as a part of “*BRICS Knowledge Series on Informality*” organized jointly by ITC-ILO, Turin and ILO, Geneva. The programme was attended by prestigious international institutions namely BRICS Policy Centre; RIS; IBSA Fund; South Centre; Brazil-Africa Institute; ILO and others. The programme was held online on 19<sup>th</sup> August, 2021.
- ⇒ Mr. Snehal B.Soneji, Head, Employment and Policy and Analysis Programme at the ITC-ILO, Turin, Italy delivered a lecture on the topic, ‘*Importance of Social Dialogue and Technology in the World of Work*’ in an online training programme on Labour Codes and Rules organized by the Institute during September 22-24, 2021.
- ⇒ Two faculty members from the VVGNI participated in an online training programme titled ‘*Private Sector Engagement for Livelihoods and Employment Opportunities of Vulnerable Groups in Fragile, Conflict Affected and Emergency Situations*’ organized by ITC-ILO, Turin during September 06 – 08 October, 2021.
- ⇒ An Online collaborative programme was organised on “*The Global South-South Cooperation Forum: Livelihood, Employment and Inclusion for Vulnerable Groups*” during Oct. 11-15, 2021.
- ⇒ One faculty member from VVGNI attended the Webinar on “*SSTC knowledge-sharing on an integrated approach towards formalization in the CIS: A BRICS-CIS dialogue*” during 2<sup>nd</sup> November – 9<sup>th</sup> December, 2021 and also joined as panelist in the Panel Discussion in the closing ceremony
- ⇒ One faculty member from VVGNI participated in an online training course on *E-Academy on Social Dialogue and Industrial Relations* during November 8 - December 10, 2021.

V.V. Giri National Labour Institute has been recognised by the Government of India as the Nodal Labour Institute of the country to network with other Labour Institutions of four BRICS countries. Accordingly, VVGNI is also the partner institution in the **BRICS Network of Labour Research Institutes** established during the BRICS Labour & Employment Ministerial meetings held under the Presidency of China in 2017. Other member Institutions of this Network are: National Labour Market Observatory of the Ministry of Labour of Brazil, Brazil; All-Russian Scientific Research Institute of Labor of



the Ministry of Labor and Social Protection of the Russian Federation, Russia; Chinese Academy of Labour and Social Security, China; and University of Fort Hare, Republic of South Africa.

One of the major objectives of this network is to undertake research studies on contemporary concerns related to labour and provide policy inputs to achieve strong, sustainable and inclusive growth. Accordingly, the BRICS Network of Labour Research Institutes had undertaken a research study on '*Support of Employment and Income in the context of the COVID 2019 Crisis*' during the year 2021-2022. This research study in the context of India was undertaken with the following specific objectives: (i) to examine the spread of COVID-19 globally and nationally; (ii) to analyse the impact of the pandemic on India's economy; (iii) to examine the pandemic's effect on labour and employment; (iv) to delineate the major policy measures undertaken by the Government of India to combat the crisis; and (v) to highlight the key policy lessons obtained from the pandemic and identify the contours for ensuring a labour-centred recovery process.

India had taken over the Presidency of BRICS in 2021. Accordingly, Ministry of Labour and Employment organized Employment Working Group (EWG) and Labour and Employment Ministers' Meeting (LEMM) during the year 2021. Four topics were selected by the Ministry of Labour & Employment for preparing Issues Papers viz. (i) Promoting Social Security Agreements amongst BRICS Nations; (ii) Formalisation of Labour Markets; (iii) Participation of Women in Labour Force; and (iv) Gig and Platform Workers: Role in Labour Market. Accordingly, The Institute prepared four Issue Papers in consultation with International Labour Organisation, Geneva and Decent Work Technical Team Support (DWT) for South Asia and presented in the EWG held during May 11-12, 2021.

## TRAINING AND EDUCATION (2021-22)

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 is also invited to strengthen the training programmes.

The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central, State Governments, Union Territories and Foreign Countries.
- Managers and Officers of the Government, Public and Private Sector Industries,
- Trade Union Leaders and Organisers of the organised and unorganised sectors, and
- Researchers, Trainers, field workers and other concerned with labour issue.

During the year 2021-22, the Institute has conducted 164 online/offline training programmes and 17 Webinars/Workshops which were participated by 5309 and 1243 personnels respectively.

### The Labour Administration Programmes

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments and Union Territories. These programmes cover a wide range of subjects on labour administration, conciliation, labour welfare, enforcement, quasi judicial role, globalization and employment relations. 26 such online/offline programmes were organized in which 915 participants participated.



### The Industrial Relations Programmes

Under these programmes attempts are made to cover both the conceptual and practical areas of IR and disciplinary systems. They introduce senior managers, HR officers and trade union leaders from industries to participatory management for better interaction among the government, employers and the unions. 13 such online/offline programmes were organized in which 206 participants participated.



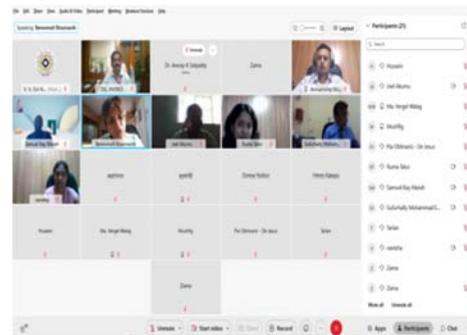
### Capacity Building Programmes

These programmes are designed to develop trainers in the field of labour. In addition, these programmes are for workers and organisers of both industrial and rural trade unions. Some of these programmes are held at different centers of the country to ensure larger participation. 75 such online/offline programmes were organized in which 2101 participants participated.



### Child Labour Programmes

These programmes are conducted to develop capabilities of individuals, groups and organisations working towards the elimination of child labour. These groups include officials of various Government Departments, Employers, Trade Unions, NCLP Officials, Students of Social Work, representative of Panchayati Raj Institutions etc. 07 such online programmes were organized in which 619 participants participated.



### International Training Programmes

The Institute has been empanelled by Ministry of External Affairs, Govt. of India for conducting various international training programmes under ITEC programmes. During the period the Institute organised 02 International Training Programmes under ITEC programme on various subjects such as Future of Works: Navigating Transformations Effectively and Towards Designing and Implementing Effective Wage Policies. 39 foreign nationals participated in these programmes.



### North Eastern States Programmes

The Institute lays great emphasis on programmes specially designed for Labour Administrators, Trade Union Leaders, NGOs and other stakeholders to address key issues related to labour & employment in the North Eastern Region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule. During the period the Institute has organised 10 online/offline training programmes on the subject in which 203 personnel participated.



### Research Methods Programmes

These programmes are designed to help young teachers and researchers in universities/colleges and research institutions as well as professionals in government organisations to pursue their interests in labour research and policy. 05 such online programmes were organized in which 190 participants participated.

### Collaborative Training Programmes

The Institute has taken a number of steps to institutionalise the networking mechanisms with State Labour Institutes, and other Institutions with similar objectives to adequately attend the entire problems of labour giving due attention to Regional and Sectoral disparity of the Labour Market. In view of this, the Institute in collaboration with Maharashtra Institute of Labour Studies, Mumbai, Mahatma Gandhi Labour Institute,





Ahmedabad, Gujarat, State Labour Institute, Odisha, Gandhigram Rural Institute, Tamil Nadu, Kerala Institute of Labour and Employment, Kerala, Tezpur University, Assam, Council for Social Development, Hyderabad, Jamia Millia Islamia, New Delhi and National Institute for Career Service, Uttar Pradesh has been conducting training programmes on various subjects. In all 22 such online programmes and one offline programme were organized in which 901 participants participated.

### **In-house Programmes**

The Institute had undertaken various inhouse training programmes, which are tailor-made specifically designed to cater to the need of the organization. In all the Institute organised 04 in-house online/offline training programmes for Officials of THDC India Limited, Damodar Valley Corporation, Hindustan Steelworks Construction Limited and Alkali Manufacturers Association of India. In all 135 participants participated.

**Online/Offline Training Programmes (01.04.2021 to 31.3.2022)**

| S. NO | NAME OF THE PROGRAMME  | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR     |
|-------|--|-------------|--------------|---------------------|
|       | <b>LABOUR ADMINISTRATION PROGRAMME (LAP)</b>   | <b>0</b>    | <b>0</b>     |                     |
| 1.    | Towards Generating Quality Employment: Challenges and Options - April 05-09, 2021                    | 05          | 69           | S.K. Sasikumar      |
| 2.    | Making Conciliation Effective<br>April 12-16, 2021   | 05          | 17           | Manoj Jatav         |
| 3.    | Future of Work : Navigating Transformations Effectively- April 19-22, 2021                           | 04          | 22           | S.K. Sasikumar      |
| 4.    | Laws Relating to Equality & Empowerment of Women - May 03-07, 2021                                   | 05          | 18           | Shashi Bala         |
| 5.    | Strengthening Awareness on Labour Codes<br>May 17-20, 2021   | 04          | 15           | Sanjay Upadhyaya    |
| 6.    | Understanding New Labour Codes and Rules<br>June 01-04, 2021   | 04          | 58           | Sanjay Upadhyaya    |
| 7.    | Orientation Programme on Social Security Code - June 01-04, 2021                                     | 04          | 20           | Ruma Ghosh          |
| 8.    | Online Capacity Building Programme on Labour Codes and Rules for Southern States<br>July 05-07, 2021 | 03          | 40           | Sanjay Upadhyaya    |
| 9.    | Ensuring Safety, Health and Welfare at Workplace - July 05-09, 2021                                  | 05          | 15           | Ruma Ghosh          |
| 10.   | Online Capacity Building Programme on Labour Codes and Rules for Northern States - July 12-14, 2021  | 03          | 39           | Otojit Kshetrimayum |
| 11.   | Online Capacity Building Programme on Labour Codes and Rules for Eastern States, July 19-21, 2021    | 03          | 25           | Shashi Bala         |
| 12.   | Online Capacity Building Programme on Labour Codes and Rules for Western States<br>July 26-28, 2021  | 03          | 44           | Manoj Jatav         |
| 13.   | Future of Work and Social Protection of Workers - August 23-27, 2021                                 | 05          | 29           | Ruma Ghosh          |
| 14.   | Quasi Judicial Authorities: Role and Functions - September 06-09, 2021                               | 04          | 22           | Sanjay Upadhyaya    |
| 15.   | Labour Codes and Rules (Offline)<br>September 22-24, 2021  | 03          | 10           | Anoop K. Satpathy   |
| 16.   | Recent Initiatives towards Codification of Labour Laws in India - October 04-07, 2021                | 04          | 49           | Sanjay Upadhyaya    |
| 17.   | Technology and New Forms of Employment<br>October 04-07, 2021  | 04          | 62           | S.K. Sasikumar      |
| 18.   | Labour Codes and Rules for Labour Officials and Trade Union Leaders-                                 | 03          | 45           | Otojit Kshetrimayum |



| S. NO | NAME OF THE PROGRAMME  | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR               |
|-------|--|-------------|--------------|-------------------------------|
|       | November 08-10, 2021   |             |              |                               |
| 19.   | Labour Codes and Rules for Employers' Association - November 10-12, 2021                           | 03          | 21           | Ellina Samantroy              |
| 20.   | Labour Codes and Rules (Offline) November 22-24, 2021  | 03          | 27           | Sanjay Upadhyaya/ Manoj Jatav |
| 21.   | Labour Codes and Rules for Labour Officials and Trade Union Leaders (Offline) December 20-23, 2021 | 04          | 28           | Shashi Bala                   |
| 22.   | Effective Labour Law Enforcement January 03-07, 2022   | 05          | 21           | Sanjay Upadhyaya              |
| 23.   | Good Governance through Labour Administration and Labour Inspection January 24-28, 2022            | 05          | 39           | Otojit Kshetrimayum           |
| 24.   | Capacity Building Programme on New Labour Codes - March 09-10, 2022                                | 02          | 48           | Ruma Ghosh                    |
| 25.   | Capacity Building Programme on New Labour Codes - March 29-30, 2022                                | 02          | 32           | Sanjay Upadhyaya              |
| 26.   | Capacity Building Programme on New Labour Codes - March 29-30, 2022                                | 02          | 91           | Manoj Jatav                   |
|       | <b>Sub-Total - 26</b>  | 97          | 915          |                               |
|       | <b>INDUSTRIAL RELATIONS PROGRAMMES (IRP)</b>   |             |              |                               |
| 27.   | Capacity Building Programme on Enhancing Work Proficiency - June 14-18, 2021                       | 05          | 6            | Shashi Bala                   |
| 28.   | Managing Work Effectively: A Behavioural Approach - July 12-16, 2021                               | 05          | 4            | Ramya Ranjan Patel            |
| 29.   | Fundamentals of Labour Codes July 19-22, 2021  | 04          | 29           | Sanjay Upadhyaya              |
| 30.   | Empowering Trade Union Leaders August 16-19, 2021  | 04          | 6            | Ramya Ranjan Patel            |
| 31.   | Domestic Enquiry: Principles and Practice August 23-27, 2021                                       | 05          | 16           | Manoj Jatav                   |
| 32.   | Leadership Development Programme for Women Officials - September 22-24, 2021                       | 03          | 13           | Dhanya M.B.                   |
| 33.   | Enhancing Capacity in Preventing Sexual Harassment at Workplace September 27-30, 2021              | 04          | 9            | Shashi Bala                   |
| 34.   | Developing Occupational Safety, Health and Welfare - October 04-08, 2021                           | 05          | 15           | Ruma Ghosh                    |
| 35.   | New Labour Codes: Issues and Perspectives October 18-21, 2021                                      | 04          | 20           | Sanjay Upadhyaya              |
| 36.   | Leadership Development Programme(Offline) November 08-12, 2021                                     | 05          | 24           | Shashi Bala                   |

| S. NO | NAME OF THE PROGRAMME   | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR     |
|-------|---|-------------|--------------|---------------------|
| 37.   | Awareness Building on Laws regarding Labour and Employment in India: Special focus to New Labour Codes and Labour Rules- November 16-18, 2021 | 03          | 28           | Dhanya M. B.        |
| 38.   | Developing Positive Attitude for Excellence at Work - January 17-21, 2022   | 05          | 15           | Shashi Bala         |
| 39.   | Managing Work Effectively : A Behavioural Approach - March 07-11, 2022  | 05          | 21           | Shashi Bala         |
|       | <b>Sub-Total -13</b>  | 57          | 206          |                     |
|       | <b>CAPACITY BUILDING PROGRAMME (CBP)</b>  |             |              |                     |
| 40.   | Gender and Labour Issues<br>April 12-16, 2021   | 05          | 25           | Ellina Samantroy    |
| 41.   | Training of Trainers Programme for Rural Educators - April 12-16, 2021  | 05          | 86           | Ramya Ranjan Patel  |
| 42.   | Orientation Programme on Labour & Globalisation - April 19-23, 2021   | 05          | 44           | Otojit Kshetrimayum |
| 43.   | Improving Organisational Culture for Maximising Productivity - April 19-23, 2021  | 05          | 11           | Shashi Bala         |
| 44.   | Creation of Employment Opportunities: Learning from International Experiences<br>June 07-11, 2021   | 05          | 22           | Ramya Ranjan Patel  |
| 45.   | Online Training Programme on Gender Responsive Budgeting<br>June 28-July 02, 2021   | 05          | 14           | Shashi Bala         |
| 46.   | Online Training Programme on Informality, New Form of Work and Social Protection<br>June 28-30, 2021  | 03          | 14           | Ruma Ghosh          |
| 47.   | Online Training Programme on Enhancing Competence of Youth Employability Skills, 2020 - June 28-July 02, 2021                                 | 05          | 30           | Dhanay M. B.        |
| 48.   | Migration, Skills and Reintegration: Issues and Perspectives - July 05-08, 2021   | 04          | 62           | S.K. Sasikumar      |
| 49.   | Gender, Poverty and Employment<br>July 12-16, 2021  | 05          | 34           | Shashi Bala         |
| 50.   | Code on Occupational Safety, Health and Working Conditions, 2020 - July 14-16, 2021   | 03          | 56           | Ellina Samantroy    |
| 51.   | Wage Policy and Minimum Wages<br>July 19-21, 2021   | 03          | 20           | Anoop Satpathy      |
| 52.   | Gender, Decent Work and Social Protection<br>July 19-23, 2021   | 05          | 10           | Ruma Ghosh          |
| 53.   | Empowering Women in the Rural Economy through Labour Codes - August 17-19, 2021   | 03          | 65           | Shashi Bala         |



| S. NO | NAME OF THE PROGRAMME   | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR    |
|-------|---|-------------|--------------|--------------------|
| 54.   | Developing Skill Development Strategies for Women Workers in the Informal Economy August 23-27,2021           | 05          | 26           | Shashi Bala        |
| 55.   | Labour Codes & Strengthening Leadership Skills of Women Workforce September 01-03, 2021                       | 03          | 53           | Shashi Bala        |
| 56.   | Labour Codes & Enhancing Sensitivity towards Gender parity September 07-09,2021                               | 03          | 61           | Shashi Bala        |
| 57.   | Leadership Development Programme for Domestic Workers (Offline) September 13-17, 2021                         | 05          | 28           | Shashi Bala        |
| 58.   | Enhancing Leadership Skills of Rural Trade Union Leaders (Offline) September 13-17, 2021                      | 05          | 30           | Ramya Ranjan Patel |
| 59.   | Capacity Building Programme on Labour Codes and Rules September 17-18, 2021(Offline)                          | 02          | 16           | Sanjay Upadhyaya   |
| 60.   | Labour Codes & Gender Responsive Budgeting in India September 21-23,2021                                      | 03          | 56           | Shashi Bala        |
| 61.   | Emerging Perspectives on Gender, Labour Laws and International Labour Standards September 27-October 01, 2021 | 05          | 38           | Ellina Samantroy   |
| 62.   | Leadership Development Programme for Mathadi Workers(Offline) September 28-October 01,2021                    | 04          | 38           | Manoj Jatav        |
| 63.   | Training of Trainers Programme on Gender and Social Security October 04-08, 2021                              | 05          | 36           | Shashi Bala        |
| 64.   | Leadership Development Programme for Trade Union Leaders (Offline) October 04-08, 2021                        | 05          | 30           | Dhanay M. B.       |
| 65.   | Capacity Building Programme for Fisheries Workers(Offline) October 11-15, 2021                                | 05          | 08           | Ramya Ranjan Patel |
| 66.   | Monitoring and Evaluation of Active Labour Market Policies(Offline) October 18-21, 2021                       | 04          | 11           | Anoop Satpathy     |
| 67.   | Labour Codes and Rules for Law Faculty and Students - November 15-17, 2021                                    | 03          | 22           | Sanjay Upadhyaya   |
| 68.   | Training of Trainers Programme for Rural Educators(Offline) - November 15-19, 2021                            | 05          | 21           | Shashi Bala        |
| 69.   | Capacity Building Programme for Vulnerable and Marginalized Workers (Offline) November 22-26, 2021            | 05          | 40           | Ramya Ranjan Patel |
| 70.   | Leadership Development Programmme for   | 05          | 10           | Manoj Jatav        |



| S. NO | NAME OF THE PROGRAMME  | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR    |
|-------|--|-------------|--------------|--------------------|
|       | Beedi Workers (Offline)<br>November 29-December 03, 2021   |             |              |                    |
| 71.   | Mainstreaming Gender Issues in the Employment (Offline)<br>December 06-10, 2021  | 05          | 18           | Shashi Bala        |
| 72.   | Labour Issues and Labour Codes (Offline)<br>December 06-10, 2021   | 05          | 22           | Manoj Jatav        |
| 73.   | Transitioning from Informality to Formality (Offline) - December 13-17, 2021   | 05          | 12           | Anoop K. Satpathy  |
| 74.   | Facilitating Gender Sensitive Environment: A Behavioural Approach for Police officials<br>December 13-17, 2021                         | 05          | 24           | Shashi Bala        |
| 75.   | Social Protection and Livelihood Security (Offline) - December 13-17, 2021   | 05          | 16           | Dhanya M. B.       |
| 76.   | Leadership Development Programme for Rural Trade Union Leaders (Offline)<br>December 27-30, 2021                                       | 04          | 08           | Ramya Ranjan Patel |
| 77.   | Affirmative Policies Pertaining to the Equity And Parity For Enhancing Women Participation In the Labour Market<br>January 24-28, 2022 | 05          | 48           | Shashi Bala        |
| 78.   | New Employment Avenues in Rural Sector<br>January 24-28, 2022  | 05          | 10           | Ramya Ranjan Patel |
| 79.   | Labour Market Information for Better Implementation of Public Policies<br>February 07-11, 2022   | 05          | 45           | Dhanay M. B.       |
| 80.   | Migration and Development :Issues and Perspectives<br>February 08-11, 2022   | 04          | 31           | S.K. Sasikumar     |
| 81.   | Capacity Building Programme on Leadership Development<br>February 08-11, 2022  | 04          | 12           | Ramya Ranjan Patel |
| 82.   | Online orientation Programme on Social Security & MGNREGA<br>February 14-15, 2022  | 02          | 76           | Manoj Jatav        |
| 83.   | Capacity Building Programme on Leadership Development - February 16-17, 2022   | 02          | 18           | Shashi Bala        |
| 84.   | Capacity Building Programme on Social Security - February 16-17, 2022  | 02          | 21           | Shashi Bala        |
| 85.   | Capacity Building Programme for Unorganised Workers - February 21-22, 2022   | 02          | 25           | Shashi Bala        |
| 86.   | Skills and Entrepreneurship Development<br>February 21-25, 2022  | 05          | 14           | Anoop Satpathy     |
| 87.   | Capacity Building Programme for Rural Trade Union Leaders -February 22-23, 2022  | 02          | 30           | Shashi Bala        |



| S. NO | NAME OF THE PROGRAMME  | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR               |
|-------|--|-------------|--------------|-------------------------------|
| 88.   | Capacity Building Programme on Social Security -February 24-25, 2022   | 02          | 30           | Shashi Bala                   |
| 89.   | Capacity Building Programme for Rural Trade Union Leaders - February 24-25, 2022   | 02          | 18           | Shashi Bala                   |
| 90.   | Online Leadership Development programme for Rural Trade Union Leaders February 28 , 2022   | 01          | 23           | Shashi Bala                   |
| 91.   | Capacity Building Programme on Leadership Development (Offline) – February 28-March 03, 2022   | 04          | 22           | Shashi Bala                   |
| 92.   | Offline Training Programme on Social Security and Labour Codes(Offline) February 28-March 03, 2022                                   | 04          | 12           | Shashi Bala                   |
| 93.   | Capacity Building Programme for Rural Trade Union Leaders (Offline) February 28-March 03, 2022                                       | 04          | 12           | Shashi Bala                   |
| 94.   | Online training programme on Social Security for Unorganised Workers March 2-3, 2022   | 02          | 20           | Shashi Bala                   |
| 95.   | Online Capacity Building Programme for Unorganised Workers March 03-04, 2022   | 02          | 27           | Shashi Bala                   |
| 96.   | Online Capacity Building Programme on Leadership Development March 03-04, 2022   | 02          | 18           | Shashi Bala                   |
| 97.   | Capacity Building Programme on leadership Skills with reference to Labour Codes (Offline) - March 07-09, 2022                        | 03          | 28           | Shashi Bala Consultant (Prog) |
| 98.   | Capacity Building Programme on Social Security : with Behavioural Approach (Offline) March 07-09, 2022                               | 03          | 24           | Shashi Bala Consultant (Prog) |
| 99.   | Enhancing Leadership of Trade Union Leaders (BMS) (Offline)- March 07-10, 2022   | 04          | 28           | Manoj Jatav                   |
| 100.  | Two-Day Online Sensitization Training /Workshop on Understanding New Labour Codes in the Context of Women Workers, March 08-09, 2022 | 02          | 56           | Ellina Samantroy              |
| 101.  | Social Security for Rural/Unorganised Workers -March 10-11, 2022   | 02          | 20           | Shashi Bala                   |
| 102.  | Gender Issues in Labour -March 14-15, 2022   | 02          | 17           | Shashi Bala                   |
| 103.  | Enhancing Leadership Skills of Transport Workers (Offline) - March 14-16, 2022   | 03          | 16           | Shashi Bala                   |
| 104.  | Social Security Programme for Rural /Unorganised Workers (Offline) March 14-16, 2022   | 03          | 9            | Shashi Bala                   |



| S. NO | NAME OF THE PROGRAMME   | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR     |
|-------|---|-------------|--------------|---------------------|
| 105.  | Capacity Building Programme for Rural /Unorganised Sectors Workers /Organisers March 15-16, 2022  | 02          | 24           | Shashi Bala         |
| 106.  | Capacity Development Programme on Code on Wages, 2019 - March 21-23, 2022   | 03          | 15           | Anoop Satpathy      |
| 107.  | Effective Leadership Programme For Domestic Worker (Offline) March 21-24, 2022  | 04          | 33           | Shashi Bala         |
| 108.  | Effective Leadership Programme for Street Vendors (Offline) - March 21-24, 2022   | 04          | 26           | Shashi Bala         |
| 109.  | Online Capacity Building programme for Rural/Unorganised Sectors Workers/ Organisers- March 24-25, 2022   | 02          | 27           | Shashi Bala         |
| 110.  | Online training programme on Social Security for Rural/ Unorganised Workers March 24-25, 2022   | 02          | 27           | Shashi Bala         |
| 111.  | Leadership Development Programme on Social Security - March 28-29, 2022   | 02          | 30           | Shashi Bala         |
| 112.  | Capacity Building Programme for Handloom Workers(Offline) - March 28-31, 2022   | 04          | 41           | Otojit Kshetrimayum |
| 113.  | Enhancing Leadership Skills of Fisheries Workers - March 28-31, 2022(Offline)   | 04          | 29           | Ramya Ranjan Patel  |
| 114.  | Capacity Building Programme on Leadership Development - March 29-30, 2022(Offline)  | 02          | 23           | Dhanya M. B.        |
|       | <b>Sub-Total - 75</b>   | 274         | 2101         |                     |
|       | <b>CHILD LABOUR PROGRAMMES</b>  |             |              |                     |
| 115.  | Online Capacity Building Programme on Rehabilitation of Rescued/Released Bonded Labours - June 22-24, 2021  | 03          | 81           | Helen R. Sekar      |
| 116.  | Orientation Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders July 28-30, 2021                           | 03          | 111          | Helen R. Sekar      |
| 117.  | Sensitization Training on Convergence for Ending Child Labour and Bonded Labour August 25-27, 2021  | 03          | 81           | Helen R. Sekar      |
| 118.  | Capacity Building Programme on Addressing Source State Vulnerability of Workers to Distress Migration, Trafficking, Child Labour and Bonded Labour -September 01-03, 2021 | 03          | 94           | Helen R. Sekar      |
| 119.  | Orientation Programme on Ensuring Legal Services & Effective Rehabilitation of Rescued Child Labour/Bonded Labour/ Trafficked Labour - November 24-26, 2021               | 03          | 43           | Helen R. Sekar      |



| S. NO | NAME OF THE PROGRAMME  | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR        |
|-------|--|-------------|--------------|------------------------|
| 120.  | Awareness Generation Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders - February 23-25, 2022 | 03          | 138          | Helen R. Sekar         |
| 121.  | Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Bonded Labour - March 29-31, 2022   | 03          | 70           | Helen R. Sekar         |
|       | <b>Sub-Total – 07 (CLP)</b>  | 21          | 619          |                        |
|       | <b>NORTH EASTERN PROGRAMMES (NEP)</b>  | 0           | 0            |                        |
| 122.  | Gender Issues in Labour : A Behavioural Approach - April 05-09, 2021(Offline)  | 05          | 32           | Shashi Bala            |
| 123.  | Fundamentals of Labour Codes<br>June 23-25, 2021   | 03          | 17           | Otojit<br>Kshetrimayum |
| 124.  | Gender, Work and Social Protection<br>June 7-10, 2021  | 04          | 35           | Ellina Samantroy       |
| 125.  | Social Protection and Livelihood Security<br>July 19-23, 2021  | 05          | 14           | Dhanya M.B             |
| 126.  | Leadership Development Programme<br>July 26-30, 2021   | 05          | 12           | Shashi Bala            |
| 127.  | Understanding Labour Market & Employment Opportunities (NICS at VVG NLI)<br>July 26-30, 2021   | 05          | 16           | Otojit<br>Kshetrimayum |
| 128.  | Understanding New Labour Codes and Rules<br>August 09-13, 2021   | 05          | 17           | Sanjay Upadhyaya       |
| 129.  | Understanding Labour Market and Employment Opportunities for North Eastern States – October 25-29, 2021 (Offline)  | 05          | 43           | Otojit<br>Kshetrimayum |
| 130.  | Leadership Development Programme (Offline) - December 20-24, 2021  | 05          | 12           | Otojit<br>Kshetrimayum |
| 131.  | Development Schemes as an Instrument for Social Protection (NEP) -January 10-14, 2022  | 05          | 5            | Otojit<br>Kshetrimayum |
|       | <b>Sub-Total – 10</b>  | 47          | 203          |                        |
|       | <b>COLLABORATIVE TRAINING PROGRAMMES (CTP)</b>   |             |              |                        |
| 132.  | Research Methods on Gender, Poverty and Informal Economy in collaboration with Avinashilingam University - June 16-18, 2021                                    | 03          | 81           | Dhanya M. B.           |
| 133.  | Workshop on Employment Challenges and Strategies in India: Post Covid-19 Scenario (University of Kerala) - June 23-24, 2021                                    | 02          | 57           | Dhanya M. B.           |
| 134.  | Capacity Development Programme on Code on Wages, 2019 (SLI, West Bengal)<br>July 06-09, 2021   | 04          | 15           | Anoop Satpathy         |



| S. NO | NAME OF THE PROGRAMME   | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR    |
|-------|---|-------------|--------------|--------------------|
| 135.  | Understanding New Labour Codes (SLI, Odisha) - July 07-09, 2021   | 03          | 27           | Ellina Samantroy   |
| 136.  | Capacity Development Programme on Code on Wages, 2019- (MGLI, Gujarat) August 03-06, 2021   | 04          | 76           | Anoop Satpathy     |
| 137.  | Fundamentals of Labour Codes ( MILS , Mumbai) - August 18-19, 2021  | 02          | 29           | Sanjay Upadhyaya   |
| 138.  | Social Security for Unorganised Workers (SLI, Odisha) - September 13-15, 2021   | 03          | 37           | Manoj Jatav        |
| 139.  | Effects of Extreme Climate Events on Labour: Challenges and Mitigation(CSD, Hyderabad) September 27-30, 2021                      | 04          | 22           | Manoj Jatav        |
| 140.  | Fundamentals of Labour Codes (MGLI, Gujarat) - November 08-10, 2021   | 03          | 18           | Sanjay Upadhyaya   |
| 141.  | Emerging Labour Market Issues and Strategic Responses November 22-24, 2021  | 03          | 24           | Dhanya M. B        |
| 142.  | Code on Social Security, 2020 in Collaboration with SLI, Odisha November 23, 2021   | 1           | 27           | Ruma Ghosh         |
| 143.  | Online Training Programme on Code on Occupational Safety, Health and Working Conditions, 2020 - December 07, 2021                 | 01          | 29           | Helen R. Sekar     |
| 144.  | Social Security for Unorganised Workers (SLI, Odisha) - December 27-29, 2021  | 03          | 14           | Manoj Jatav        |
| 145.  | Capacity Building Programme on Labour Market & Employment Market Information (NICS) - February 16-18, 2022                        | 03          | 16           | Otojit Kshtrimayum |
| 146.  | Online Orientation training programme on Research Methods in Social Sciences and Labour Studies (JMI, Delhi) February 22-25, 2022 | 04          | 89           | Ruma Ghosh         |
| 147.  | Capacity Building Programme on Labour Market & Employment Market Information (NICS) - February 23-25, 2022                        | 03          | 19           | Otojit Kshtrimayum |
| 148.  | Online Capacity Building Programme on Skill Development for the Trade Union Leaders(MGLI) - February 23-25, 2022                  | 03          | 25           | Shashi Bala        |
| 149.  | Effective Labour Law Enforcement (SLI, Odisha) - March 07-09, 2022  | 03          | 35           | Sanjay Upadhyaya   |
| 150.  | Enhancing Leadership Skills of Mining Workersat Sambalpur (SLI, Odisha) (offline ) March 07-09, 2022                              | 03          | 50           | R.R. Patel         |
| 151.  | Online Capacity Building Programme on Quantitative Data Analysis in Labour Research in collaboration with CSD,                    | 03          | 59           |                    |

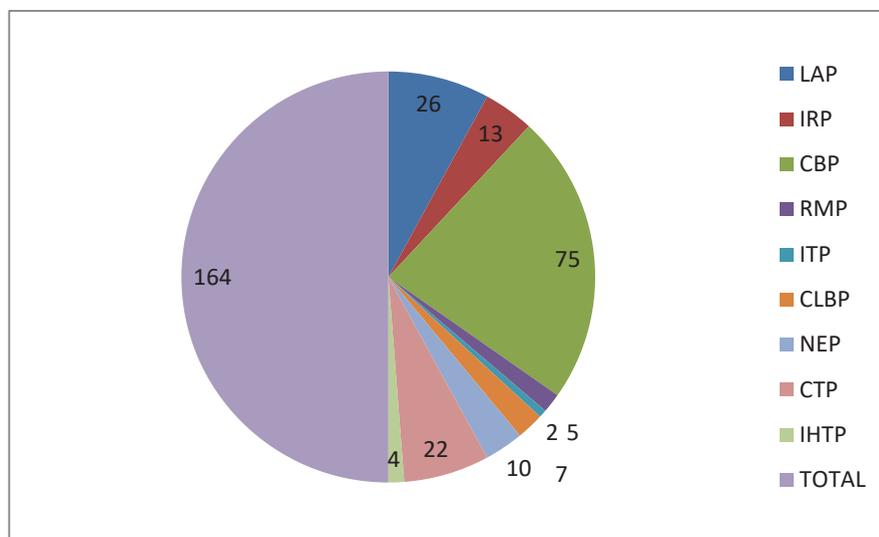


| S. NO | NAME OF THE PROGRAMME   | NO. OF DAYS | NO. OF PART. | COURSE DIRECTOR  |
|-------|---|-------------|--------------|------------------|
|       | Hyderabad - March 14-16, 2022   |             |              |                  |
| 152.  | Online Training on Capacity Building on Industrial Relations and New Labour Codes with Sikkim University (A Central University), Gangtok) - March 24-26, 2022 | 03          | 69           | Shashi Bala      |
| 153.  | Research Methods in Labour Studies in collaboration with Tripura University March 29-31, 2022   | 03          | 90           | Ellina Samantroy |
|       | <b>Sub-Total – 22</b>   | 64          | 901          |                  |
|       | <b>RESEARCH METHODS PROGRAMMES (RMP)</b>  |             |              |                  |
| 154.  | Research Methods on Gender, Poverty and the Informal Economy - October 18-22, 2021  | 05          | 18           | Dhanya M.B.      |
| 155.  | Labour Market Analysis for Researchers and Practitioners - October 25-29, 2021  | 05          | 61           | S.K. Sasikumar   |
| 156.  | Course on Qualitative Methods in Labour Research December 13-17, 2021   | 05          | 14           | Ruma Ghosh       |
| 157.  | Research Methods in Labour Studies January 17-21, 2022  | 05          | 73           | Anoop Satpathy   |
| 158.  | Research Methods in Gender Issues in Labour February 07-11, 2022  | 05          | 25           | Ellina Samantroy |
|       | <b>Sub-Total – 05</b>   | 25          | 190          |                  |
|       | <b>INTERNATIONAL TRAINING PROGRAMMES (ITP)</b>  | 0           | 0            |                  |
| 159.  | The Future of Work: Navigating Transformations Effectively October 11-29, 2021  | 19          | 18           | S.K. Sasikumar   |
| 160.  | Towards Designing and Implementing Effective Wage Policies November 08-26, 2021   | 19          | 21           | Anoop Satpathy   |
|       | <b>Sub-Total – 02</b>   | 38          | 39           |                  |
|       | <b>IN-HOUSE TRAINING PROGRAMME</b>  |             |              |                  |
| 161.  | New Labour Codes for Alkali Manufacturers Association of India - January 20-21, 2022  | 02          | 24           | Ellina Samantroy |
| 162.  | Labour Codes and Issues with Focus on Contract Labour for Executives of THDC February 03-04 2022  | 02          | 23           | Anoop Satpathy   |
| 163.  | International Standards of Occupational Health & Safety (DVC) February 14-16, 2022  | 03          | 38           | Shashi Bala      |
| 164.  | Labour Laws and Compliance for Hindustan Steelworks Construction Ltd. February 18, 2021   | 01          | 50           | Ruma Ghosh       |
|       | <b>Sub-Total – 04</b>   | 8           | 135          |                  |
|       | <b>TOTAL</b>  | 631         | 5309         |                  |

**Online/Offline Training Programmes held during FY 2021-22**

| S.No | Name of the Programme            | No. of Progs. | No. of Days of Progs. | No. of Participants |
|------|----------------------------------|---------------|-----------------------|---------------------|
| 1.   | LABOUR ADMINISTRATION PROGRAMMES | 26            | 97                    | 915                 |
| 2.   | INDUSTRIAL RELATIONS PROGRAMMES  | 13            | 57                    | 206                 |
| 3.   | CAPACITY BUILDING PROGRAMMES     | 75            | 274                   | 2101                |
| 4.   | RESEARCH METHODS PROGRAMMES      | 05            | 25                    | 190                 |
| 5.   | INTERNATIONAL PROGRAMMES         | 02            | 38                    | 39                  |
| 6.   | CHILD LABOUR PROGRAMMES          | 07            | 21                    | 619                 |
| 7.   | NORTH EAST PROGRAMMES            | 10            | 47                    | 203                 |
| 8.   | COLLABORATIVE PROGRAMMES         | 22            | 64                    | 901                 |
| 9.   | INHOUSE PROGRAMME                | 04            | 08                    | 135                 |
|      | <b>TOTAL</b>                     | <b>164</b>    | <b>631</b>            | <b>5309</b>         |

**Distribution of Training Programmes**



**State-Wise Workers' Participants (2021-2022)**

| States           | No. of Participants | States                         | No. of Participants |
|------------------|---------------------|--------------------------------|---------------------|
| Andhra Pradesh   | 7                   | Telangana                      | 61                  |
| Bihar            | 13                  | Tamil Nadu                     | 26                  |
| Chhattisgarh     | 9                   | Uttar Pradesh                  | 86                  |
| Gujarat          | 118                 | Uttarakhand                    | 18                  |
| Haryana          | 37                  | West Bengal                    | 235                 |
| Himachal Pradesh | 17                  | Manipur                        | 21                  |
| Jharkhand        | 11                  | Meghalaya                      | 4                   |
| Karnataka        | 14                  | Mizoram                        | 3                   |
| Kerala           | 8                   | Sikkim                         | 1                   |
| Madhya Pradesh   | 23                  | Tripura                        | 19                  |
| Maharashtra      | 42                  |                                |                     |
| Orissa           | 28                  |                                |                     |
| Rajasthan        | 205                 | <b>Union Territories</b>       |                     |
|                  |                     | Andaman and<br>Nicobar Islands | 52                  |
|                  |                     | NCT of Delhi                   | 23                  |
|                  |                     |                                |                     |
|                  |                     | <b>TOTAL</b>                   | <b>1107</b>         |

**List of Workshops/Webinars 2021-22**

| <b>Sl No.</b> | <b>Name of the Webinar/Workshop</b>  | <b>No. of days</b> | <b>No. of Participants</b> | <b>Coordinator</b>                |
|---------------|--|--------------------|----------------------------|-----------------------------------|
| 1.            | Employment Challenges and Strategies in India: Post Covid-19 Scenario with University of Kerala<br>June 23-24, 2021  | 02                 | 57                         | Dhanya M. B.                      |
| 2.            | Labour Codes: An Overview in collaboration with GIMS, Greater Noida- August 31, 2021   | 01                 | 28                         | Shashi Bala                       |
| 3.            | Addressing Harassment of Women at Workplace: Legislation & Policy in collaboration with SLI, Odisha<br>September 03, 2021  | 01                 | 108                        | Ellina Samantroy                  |
| 4.            | Workshop on Celebrating 20 years of successful interventions for Elimination of Child Labour in Veilpur Mangal, Nizamabad District & Awareness Generation on the Labour Codes - October 08, 2021 | 01                 | 150                        | Helen R. Sekar                    |
| 5.            | Labour Issues, Labour Codes and Laws Pertaining to Women workers in collaboration with SLI, Odisha<br>October 20-21, 2021  | 02                 | 39                         | Ellina Samantroy                  |
| 6.            | Challenges of Marginalized Rural Labour in India: Need for Inclusion in collaboration with Gandhigram Rural Institute - October 20-22, 2021  | 03                 | 20                         | Shashi Bala                       |
| 7.            | National Workshop on Skill Development for Tribal and Rural Youth: Challenges and Opportunities in collaboration with Mizoram University - November 24-26, 2021                                  | 03                 | 18                         | Shashi Bala                       |
| 8.            | AzadiKaAmrit MahotsavWorkshop on Role of Trade union Leaders during the Freedom Struggles<br>December 16, 2021   | 01                 | 79                         | Helen R. Sekar/Ramya Ranjan Patel |
| 9.            | Workshop on "e-Governance " in collaboration with NISG<br>December 28, 2021  | 01                 | 38                         | Dhanya M.B.                       |
| 10.           | Workshop on New Labour Codes in collaboration with Maharashtra Institute of Labour Studies- January 24-25, 2022  | 02                 | 75                         | Ruma Ghosh                        |



| SI No. | Name of the Workshop/Webinar   | 0  | 0    | Coordinator         |
|--------|--|----|------|---------------------|
| 11.    | Workshop on 'Policy Research on Labour in India'<br>February 25, 2021  | 01 | 9    | Ruma Ghosh          |
| 12.    | Workshop on 'Labour Development: Role of Panchayati Raj Institutions'<br>March 09, 2022  | 01 | 285  | Helen R. Sekar      |
| 13.    | International Webinar on 'New Forms of Employment with reference to Gig and Platform Working in the BRICS and Global South' (Organised by VVGNI in Collaboration with ILO, BRICS Network of Research Institute, and ITC-ILO)<br>March 09, 2022 | 01 | 100  | Anoop Satpathy      |
| 14.    | Online National Level Quiz Programme on 'Freedom Movement and Labour Movement'<br>March 11, 2022   | 01 | 66   | Helen R.Sekar       |
| 15.    | Workshop on Empowering Women Workers of the unorganised Workers in Collaboration with SWEDWA, New Delhi<br>March 11, 2022  | 1  | 100  | Manoj Jatav         |
| 16.    | Online Workshop on Mapping Labour & Employment Issues in North East India<br>March 30, 2022  | 01 | 41   | Otojit Kshetrimayum |
| 17.    | Online Workshop on Understanding Social Security in context to Future of Work and New Forms of Work,<br>March 31, 2022   | 01 | 30   | Ruma Ghosh          |
|        |  | 54 | 1242 |                     |

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

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

### 1. Physical Achievements

**Books/Journal/Services** - The library has acquired 97 books/reports/bound volumes of journals / CDs/ AV/ VC during April 2021 to March 2022, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs /photographs/Posters/banners/clippings/panels etc. to **65641**. The library regularly subscribed to **111** professional journals, magazines and newspapers in printed and electronic forms during the period. This Knowledge Centre provides services to users: Selective dissemination of information (SDI); Current awareness service; Bibliographical service; On-line search; Article indexing of Journals; Newspaper clippings service; Micro-fiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; Lending Service and Inter-Library Loan Service.

### 2. Products

The library provides following products in printed forms to users populations;

- Guide to periodical literature – Quarterly in-house publication providing bibliographical information of articles from over 120 selected journals / magazine.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines.
- Current Content Service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute's web site for public access.
- e-Newspaper Clipping Service – A weekly service of scan copy of all major news pertaining to labor & related subjects.

### 3. Maintenance of specialized resource centre

The following two specialized resource centers have been created and maintained for reference purpose:

- National Resource Centre on Child Labour
- National Resource Centre on Gender Studies



## Implementation of Official Language Policy

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

### Official Language Implementation Committee

The Official language Implementation Committee of the Institute continued to function during this year also. The meetings of the committee were held on 23.06.2021, 28.09.2021, 30.12.2021 and 23.03.2022 respectively in each quarter. During the meetings, important decisions with regard to progressive use of official language were taken and implemented accordingly.

### Hindi Workshops

The Institute organised four Hindi Workshops to orient the officers and staff of the Institute to work originally in Hindi instead of depending upon the translation. The workshops were held on 23.06.2021, 27.08.2021, 23.12.2021 and 11.03.2022. During the workshops, officers and staff were given practical training to prepare note and drafts in Hindi. The participants of the workshops were also equipped with Official Language Policy of the Government of India, various incentive schemes and initiatives by the Government to promote official language and redressal of the practical difficulty being faced by the participants in their day-to-day work.

### Quarterly Report

The quarterly reports for the four quarters ending on 31<sup>st</sup> March 2021, 30<sup>th</sup> June 2021, 30<sup>th</sup> September 2021 and 31<sup>st</sup> December 2021 were uploaded on Rajbhasha Vibhag's Website on regular basis.

### Hindi Pakhwara

Hindi Pakhwara was organised in the Institute from 14<sup>th</sup> – 29<sup>th</sup> September 2021. During this Pakhwara, various competitions were organised which include Nibandh evam Patra Lekhan Pratiyogita, Sulekh evam Shrutlekh Pratiyogita, Tippet evam Alekhan Pratiyogita, Hindi Tankan evam Varg Paheli Pratiyogita, Hindi Kavya Path, Twarit



Bhashan Pratiyogita, and Rajbhasha evam Samanya Gyan Pratiyogita. A large number of employees participated in these competitions and won the prizes. The valedictory session was addressed and prizes were distributed by Dr. H. Srinivas, Director General of the Institute on 29.09.2021.

### **Rajbhasha Seminar**

Under the aegis of Town Official Language Implementation Committee (TOLIC), Noida, V.V. Giri National Labour Institute, Noida organized a 'Rajbhasha Seminar' on Wednesday, 24<sup>th</sup> November 2021 for the Official Language Officers/in-charges of the member offices of TOLIC, Noida. On behalf of the Institute, Shri Harsh Singh Rawat, Administrative Officer warmly welcomed the presiding guests on the stage Shri Rakesh Kumar, Director (Official Language), Ministry of Home Affairs, Government of India and Shri Arvind Kumar, Member Secretary, TOLIC, Noida and all the participants. He briefly informed about the work being done in Hindi by the Institute. Thereafter, Shri Arvind Kumar, Member Secretary, TOLIC, Noida explained in detail about the various activities of TOLIC, Noida as well as the achievements from its inception to the present. After giving information about the various programs organized by V.V.Giri National Labor Institute under the aegis of TOLIC, Noida during the last few years for the promotion of official language Hindi, Shri Beerendra Singh Rawat, Senior Translation Officer invited the guest speaker Shri Rakesh Kumar to initiate further proceedings. Making this seminar participatory, Shri Rakesh Kumar explained the implementation of the official language policy of the Union in a scrumptious way. In this seminar, 32 Official Language Officers/In-charges from 20 member offices of TOLIC, Noida participated.

### **Award for Promoting Official Language**

- ⇒ Under the Board/Autonomous Bodies/Trust/Society category of the Rajbhasha Kirti Puraskars of Official Language Department, Ministry of Home Affairs, Govt. of India, V. V. Giri National Labour Institute has been conferred with *Second Prize* in 'Ka kshetra' for the best implementation of Official Language Policy during the year 2019-20.
- ⇒ These awards were distributed on 14 September 2021 on the occasion of Hindi Diwas Samaroh since it could not be organized by the Official Language Department in the year 2020 due to Covid-19 pandemic situation in the country.

## Publications

VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports.

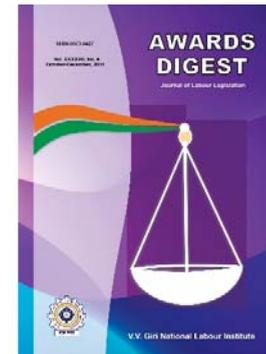
### Labour & Development

*Labour & Development* is a biannual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal publishes articles of high academic quality in the field of labour and related areas with emphasis on economic, social, historical as well as legal aspects and also publishes research notes and book reviews on them particularly in the context of developing countries. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.



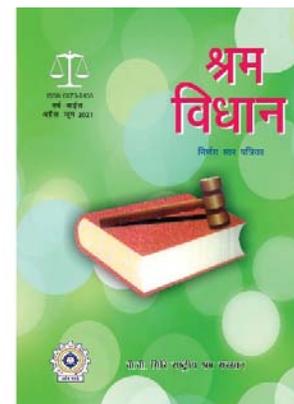
### Awards Digest: Journal of Labour Legislation

*Awards Digest* is a quarterly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



### Shram Vidhan

*Shram Vidhan* is a quarterly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. This journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



### Indradhanush

It is a bi-monthly Newsletter brought out by the Institute which captures Institute’s multifarious activities in the area of research, training and education, workshop, seminar etc.

The Newsletter also brings out brief details about different events organized by the Institute. It also highlights professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.



### Child Hope

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



### Shram Sangam

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



### NLI Research Studies Series

The Institute is also publishing a series entitled, *NLI Research Studies Series*, to disseminate the findings of the research activities of the Institute. So far the Institute has published 146 research publications in this series. The research studies brought out as NLI Research Studies Series in 2021-2022 include:

- 145/2021 BRICS and the World of Work: Formalisation of Labour Market – *Dr. AnoopSatpathy*
- 146/2021 Participation of Women in Labour Force – *Dr. EllinaSamantray*



### VVGNLI Policy Perspectives

VVGNLI Policy Perspectives focuses on key policy interventions of the government and its implications for labour and employment and also on strategies/policy initiatives to be followed which could be adopted in the area of labour and employment in future.



1. नई श्रम संहिताएं: भारत के उच्च विकास पथ के महत्वपूर्ण माध्यम - डॉ. एच. श्रीनिवास
2. Promoting Inclusive Growth in India - An Overview of the Labour Reforms and Labour Welfare Schemes - Dr. H. Srinivas
3. भारत में समावेशी विकास को बढ़ावा देना.....श्रम सुधार और श्रम कल्याण योजनाओं का पर्यवलोकन - डॉ. एच. श्रीनिवास

### VVGNLI Case Studies Series

Case Studies are one of the most powerful training tools. The Institute uses case studies in its training interventions to equip the participants with the blend of cognitive and problem solving skills to analyse and respond to the transformations in the world of work. Accordingly, the Institute's faculty is involved in the preparation of case studies based on their research interests and domain expertise. The first ever compilation of Case Studies developed at the Institute, VVGNLI Case Studies Series was released in 2020. This compendium includes case studies of some of the important areas of labour and related issues. Its Hindi version was brought out in 2021-2022.

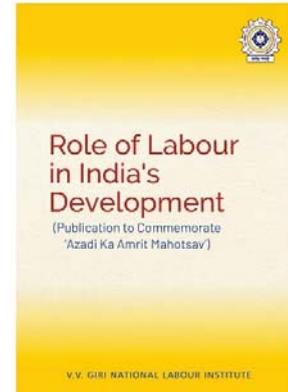


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|---|
| <ul style="list-style-type: none"> <li>• अंतर्राष्ट्रीय श्रम प्रवासन शासन पर अच्छी प्रथाएं: भारत के ई.माइग्रेट का मामला अध्ययन - डॉ एस. के. शशिकुमार</li> </ul>                             |
| <ul style="list-style-type: none"> <li>• सामान्य रूप से और कोविड-19 महामारी आपदा के संदर्भ में बाल श्रम का समाधान करना: घरेलू बालि का सहायक का मामला अध्ययन - डॉ. हेलेन आर. सेकर</li> </ul> |
| <ul style="list-style-type: none"> <li>• औद्योगिक विवादों के प्रभावी निराकरण में तथ्यों के समुचित मूल्यांकन और सुलह अधिकारी की साख की भूमिका - डॉ. संजय उपाध्याय</li> </ul>                 |
| <ul style="list-style-type: none"> <li>• अनौपचारिक रोजगार में कामगारों की स्वास्थ्य सुरक्षा पर अच्छी प्रथाएं - राष्ट्रीय स्वास्थ्य बीमा योजना का मामला अध्ययन - डॉ. रुमा घोष</li> </ul>     |

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| <ul style="list-style-type: none"> <li>व्यावसायिक प्रशिक्षण सुधार परियोजना की अच्छी प्रथाएं एवं इनसे सीखे गए सबक - डॉ. अनूप के सतपथी</li> </ul>                                    |
| <ul style="list-style-type: none"> <li>मातृत्व सुरक्षा: एक मामला अध्ययन - डॉ. शशि बाला</li> </ul>  |
| <ul style="list-style-type: none"> <li>एक्सपोजर संवाद कार्यक्रम (ईडीपी)- डॉ. एलीना सामंतराय</li> </ul>   |
| <ul style="list-style-type: none"> <li>असंगठित क्षेत्र के कामगारों के लिए पेंशन: प्रधानमंत्री श्रम योगी मान-धन (पीएम-एसवाईएम) का मामला अध्ययन - डॉ. ओतोजीत क्षेत्रिमयूम</li> </ul> |
| <ul style="list-style-type: none"> <li>रोजगार और आजीविका संवर्धन के लिए ग्रामीण गरीब यवाओ का कौशल प्रशिक्षण: फील्ड इंटरेक्शंस से मामले - श्री पी. अमिताभ खुंटिया</li> </ul>        |
| <ul style="list-style-type: none"> <li>सेवा और कुडंबश्री के अनुभव: सामाजिक सुरक्षा आधार - डॉ. धन्या एम. बी.</li> </ul>   |
| <ul style="list-style-type: none"> <li>गाँधी के एक नेता के रूप में उभरने पर मामला अध्ययन - डॉ. रम्य रंजन पटेल</li> </ul>   |
| <ul style="list-style-type: none"> <li>असंरक्षित की रक्षा करना: असंगठित श्रमिकों की सामाजिक सुरक्षा के लिए माथाडी मॉडल का एक मामला अध्ययन - डॉ. मनोज जाटव</li> </ul>               |

#### Occasional Publications

- Interim Report – Impact Assessment Study of the Labour Reforms undertaken by the States
- Role of Labour in India's Development



**For further information and details, please contact:**

**Publications (I/C)**  
V.V. Giri National Labour Institute  
Sector-24, Noida-201301  
Tel. 0120-2411533

## Advocacy and Dissemination

Advocacy and dissemination of relevant information about various programmes and schemes are considered as core strategies to enhance the outreach of the welfare programmes launched to benefit the disadvantaged people and backward regions. Ministry of Labour and Employment and other concerned ministries and organisations request the V.V. Giri National Labour Institute from time to time to be part of such advocacy and dissemination activities. During 2021-22, the Institute participated in the Mega events 'Make in Uttarakhand 2021' at Ramnagar, Uttarakhand during September 16-17, 2021, 'Destination Himachal Pradesh 2021' at Solan, Himachal Pradesh during September 28-30, 2021, 'Rise in Uttar Pradesh-2021' at Ghaziabad, Uttar Pradesh during December 22-24, 2021 and Ujjwal Uttar Pradesh-2021 at Gorakhpur, Uttar Pradesh during December 24-26, 2021 to spread the information on recent innovative government schemes and interventions for enhancing the welfare of the people.

The Institute while participating in such activities, primarily focuses to spread the information on recent innovative government schemes and interventions for enhancing the welfare of the people and disseminate the information related to Institute's training and other professional activities and also provide technical inputs on different aspects of labour like employment, skill development, social security and labour, child labour, gender and work, rural and agricultural labour etc. The Institute also displays all its major publications in such events.

### ▪ Make in Uttarakhand 2021

V.V.Giri National Labour Institute participated in 'Make in Uttarakhand 2021' organized by Parichit Foundation during September 16-17, 2021 at Ramnagar, Uttarakhand to create awareness about the schemes, policies and initiatives of the government and the role of skill development and training in different fields. VVG NLI participated in this exhibition to cater its objectives of dissemination of information about the activities of the Institute i.e. research, training, education, publication etc. and the various welfare programmes and initiatives of the Ministry of Labour and Employment. About 30 Central Government Ministries, National Institutes and PSUs participated in this exhibition. Hon'ble Member of Parliament (Lok Sabha), Shri Tirath Singh Rawatinaugurated this exhibition and visited the VVG NLI stall. Around 5000 people including students and teachers from various schools,



around 5000 people including students and teachers from various schools, colleges and universities participated in this exhibition. The Institute's stall was visited by many dignitaries and officials. The Institute's participation in this exhibition was highly successful and it was a great opportunity to showcase the Institute's work and initiatives to the public.

colleges and universities who visited the Institute's stall were sensitized about the National Career Service portal. Some of the latest publications of the Institute were also displayed in the exhibition. **V.V.Giri national Labour Institute was conferred with Second Prize.** Shri Harsh Singh Rawat, Administrative Officer, Shri Rajesh Karn, Steno Asstt. Grade II and Shri Satish Kumar, MTS, represented the Institute at the exhibition and shared the activities of the Institute to the visitors.

- **Destination Himachal Pradesh 2021 Solan, Himachal Pradesh**

The Institute participated in the 'Destination Himachal Pradesh 2021' held at Solan, Himachal Pradesh during September 28-30, 2021. This was a mega event which highlighted the various government schemes and programmes to protect and safeguard the interest of workers in general and the poor, deprived and disadvantaged sections of the society in particular. Around three thousand participants, including a huge number of students, participated in the event. Several stalls by Government Ministries/Departments were showcased during the event. **VVG NLI got the Best Prize for information sharing.** Dr. Ramya Ranjan Patel, Associate Fellow was the Coordinator of the event.



- **Rise in Uttar Pradesh, 2021 (December 22-24, 2021)**

V.V. Giri National Institute (VVG NLI) participated in the event 'Rise in Uttar Pradesh 2021' held at Ghaziabad from December 22-24, 2021. The Institute had displayed several posters, banners, photos, publications, etc. on various Government Social Schemes, welfare programmes, Institute's training and research activities, etc. Visitors were made aware of the activities of the institute namely; Research, Training, Publication etc. and the major initiatives of the Ministry of Labour and Employment, Government of India. About 10,000 students from schools, colleges, universities and teachers /professors, Employees, Workers, General public visited the event.



Shri Parshottam Rupali Ji, Hon'ble Union Minister, Ministry of Fisheries, Animal Husbandry and Dairying along with Shri Bhagwanth Khuba, Hon'ble Union Minister of State, Ministry of Chemical and Fertilizers and Ministry of Renewable Energy and Dr. Anil Agarwal, Hon'ble Member of Parliament, Rajya Sabha, visited VVG NLI stall and appreciated the activities of the Institute. **The Institute got Best Stall (2nd Runner up) among 50 participating Government Departments, PSUs, and Ministries.** Shri S.K.Verma, Shri Vikesh Kumar and Shri Satish Kumar represented the Institute.

#### ▪ Ujjwal Uttar Pradesh 2021

V.V. Giri National Labour Institute participated in the exhibition, 'Ujjwal Uttar Pradesh 2021' organized by Aavishkaar Exhibition and Promotion Pvt. Ltd. during December 24-26, 2021 at Gorakhpur, Uttar Pradesh to create awareness among the youth and masses about the schemes, policies and initiatives of the government. **Shri Ravi Kishan Shukla**, Hon'ble Member of Parliament, Lok Sabha inaugurated the event and visited VVG NLI stall. Activities of the Institute namely; Research, Training, Education, and Publication and also major initiatives of the Ministry of Labour and Employment, Government of India were exhibited. About thirty five Central/State Government Ministries/Departments, National Institutes and PSUs participated in this exhibition. **The Institute got Best Award for Display and Awareness.** Dr. Ramya Ranjan Patel, Associate Fellow, Shri Rajesh Kumar Karn, Steno Asstt. Grade II and Shri Rajbir Singh, MTS, VVG NLI represented the Institute at the exhibition.



## Upgrading e-Governance and Digital Infrastructure of the Institute

In accordance with the mandate of the Government of India to promote the National e-Governance Plan (NeGP) and Digital India infrastructure, the Institute took a number of steps to upgrade and stabilize its e-Governance and Digital infrastructure. Some of the major steps undertaken in this regard are as follows:

- 1. Operationalization and Stabilization of e-Office System:** To improve the operational efficiency and increase transparency and accountability, the institute transitioned to a 'Less Paper Office' by operationalizing e-Office system. The system got stabilized and made sustainable by organizing a series of advanced training for users in collaboration with the NIC, which created a sense of ownership among the faculty, officers & staff and made them confident to perform their daily work on the system. Apart from e-Office, the Institute has successfully stabilized the automated Central Registry Unit (CRU) for electronic handling of DAK and email Diarisation process within the e-Office system. Further, the Institute has received permission from the Ministry, for launching e-Service Book module in the e-Office system and has submitted the requisite Employee Master Data (EMD) to the NIC and IT Cell of the Ministry for migration and integration into Personal Management Information System (PIMS).
- 2. Launching and Strengthening of the New Website:** The Institute web hosted the new bilingual website <http://www.vvgnli.gov.in/>. The new website has a distinct look, many new features and extremely user friendly. Subsequent to the web hosting a lot of new feature were added to the home page especially the credentials of the Chairperson of the GC and EC, strengthening the security features and providing wide publicity to Institute's activities through provision of uploading captioned photos and visuals.
- 3. Launching of Campus wide Wi-Fi and Surveillance System:** To provide round the clock campus wide wireless internet connectivity to the participants of national and international training programmes, visiting scholars and staff and to improve the security apparatus inside the campus, the Institute has successfully implemented the Wi-Fi and Surveillance project. As a part of this project, deployment of Local Area Networks (LAN) server, wireless LANs, adapters, network hubs, surveillance cameras have been installed in various strategic locations of the Institute for providing smooth and uninterrupted services. With this successful implementation and operationalization, the Institute fulfilled the mandate given to it by the Executive Council (EC).





## Staff Strength

(as on 31.3.2022)

| Group            | Sanctioned Strength | In Position |
|------------------|---------------------|-------------|
| Director General | 01                  | 01          |
| Faculty          | 15                  | 11          |
| Group A          | 05                  | 03          |
| Group B          | 13                  | 10          |
| Group C          | 24                  | 07          |
| MTS              | 25                  | 17          |
| <b>Total</b>     | <b>83</b>           | <b>49</b>   |



## Faculty

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

Dr. H.Srinivas, B.Sc.(Hons), M.Sc., PGDM (MDI), Ph.D., IRPS

Director General

### Faculty of the Institute

|  |                  |
|--|------------------|
| 1. Dr. Helen R. Sekar, M.A., M. Phil., Ph. D.  | Senior Fellow    |
| 3. Dr. Sanjay Upadhyaya, L.L.M., Ph.D.         | Senior Fellow    |
| 4. Dr. Ruma Ghosh, M.A., M. Phil., Ph.D.       | Fellow           |
| 5. Dr. Anoop K. Satpathy, M.A, M. Phil, Ph.D   | Fellow           |
| 6. Dr. Shashi Bala, M.A, Ph.D.                 | Fellow           |
| 7. Dr. Ellina Samantroy, M.Phil, Ph.D          | Fellow           |
| 8. Dr. Otojit Kshetrimayum, M.A., M.Phil, Ph.D | Fellow           |
| 9. Mr. Priyadarsan Amitav Khuntia, M.A. M.Phil | Associate Fellow |
| 10. Dr. M.B. Dhanya, M.A., Ph.D.               | Associate Fellow |
| 11. Dr. Ramya Ranjan Patel, M.A. M.Phil, Ph.D. | Associate Fellow |
| 12. Dr. Manoj JataV, M.A. Ph.D.                | Associate Fellow |

### Officers

|                                    |                               |
|------------------------------------|-------------------------------|
| 1. Harsh Singh Rawat, M.B.A., FCMA | Administrative Officer        |
| 2. V.K. Sharma, B.A.               | Asstt. Administrative Officer |
| 3. Shailesh Kumar, M.Com           | Accounts Officer              |



## Staff

### Group B

|     |                 |                                      |
|-----|-----------------|--------------------------------------|
| 1.  | S.K. Verma,     | Asstt. Library & Information Officer |
| 2.  | B.S.Rawat       | Senior Translation Officer           |
| 3.  | A.K. Srivastava | Supervisor                           |
| 4.  | S. P. Tiwari    | Supervisor                           |
| 5.  | Monika Gupta    | Sr. P.A.                             |
| 6.  | Pinki Kalra     | Steno Assistant Gr. I                |
| 7.  | Sudha Vohra     | Steno Assistant Gr. I                |
| 8.  | Geeta Arora     | Steno Assistant Gr. I                |
| 9.  | Sudha Ganesh    | Steno Assistant Gr. I                |
| 10. | Valsamma B.Nair | Steno Assistant Gr. I                |

### Group C

|    |                   |                   |
|----|-------------------|-------------------|
| 1. | Surendra Kumar    | Assistant Gr. I   |
| 2. | Naresh Kumar      | Assistant Gr. I   |
| 3. | Ranjana Bhardwaj  | Assistant Gr. I   |
| 4. | Rajesh Kumar Karn | Steno.Gr. II      |
| 5. | Ram Kishan        | Steno Gr. II      |
| 6. | Pranjal Gupta     | Assistant Gr. II  |
| 7. | Satyawan          | Assistant Gr. III |





# **AUDIT REPORT AND AUDITED ANNUAL ACCOUNTS 2021-2022**



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

Reply of the Institute on the Draft Separate Audit Report of the Comptroller and Auditor General of India on the accounts of the V.V. Giri National Labour Institute, Noida (Gautam Budh Nagar) for the year ended 31<sup>st</sup> March 2022.

| Para No. | Audit  | Reply of the Institute                       |
|----------|--|--|
| (A)      | <b><u>Balance Sheet</u></b><br><br>'Revolving HBA Advance to staff' and 'Revolving Computer Advance' amounting to RS. 8.29 Lakh were reflected under 'Investments' (Schedule-6) instead of 'Current Assets, Loans & Advances' (Schedule-7). This resulted in overstatement of 'Investments' (Schedule-6) and understatement of 'Current Assets, Loans & Advances' (Schedule-7) by Rs. 8.29 Lakh. | Noted for future compliance.                 |
| (C)      | <b><u>Grants in Aid:</u></b><br><br>The Institute received Grant-in-aid of Rs. 1155.00 Lakh and generated Internal receipt of Rs. 120.09 Lakh. After taking opening balance of Rs. 143.77 Lakh the total fund available worked out to Rs. 1418.86 Lakh. The Institute utilized Rs. 1414.85 Lakh leaving a balance of Rs. 4.01 Lakh.  | Factual position, hence no comment to offer. |

In view of the above submission made, it is requested that the objection raised may please be dropped.

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

### Annexure

| Para No. | Comments   | Reply of the Institute                       |
|----------|--|--|
| 1.       | <p><b>Adequacy of internal Audit System</b></p> <p>The institute does not have its own internal audit wing. However, the internal audit of the institute has been conducted for the year 2021-22 by an independent Chartered Accountant Firm</p> | Factual position, hence no comment to offer. |
| 2.       | <p><b>Adequacy of internal Control System</b></p> <p>Internal control system seems to be adequate.</p>   | Factual position, hence no comment to offer. |
| 3        | <p><b>System of Physical Verification of fixed assets</b></p> <p>Physical verification of fixed assets has been conducted for the year 2021-22.</p>  | Factual position, hence no comment to offer. |
| 4.       | <p><b>System of Physical Verification of inventories.</b></p> <p>Physical verification of inventories has been conducted for the year 2021-22.</p>   | Factual position, hence no comment to offer. |
| 5.       | <p><b>Regularity in payment of statutory dues.</b></p> <p>The institute is regular in payment of statutory dues.</p>   | Factual position, hence no comment to offer. |



*Speed Post*

**भारतीय लेखापरीक्षा और लेखा विभाग**  
कार्यालय प्रधान निदेशक लेखापरीक्षा (केन्द्रीय) लखनऊ,  
शाखा कार्यालय - प्रयागराज



**INDIAN AUDIT AND ACCOUNTS DEPARTMENT**  
Office of the Principal Director of Audit (Central) Lucknow,  
Branch Office - Prayagraj

पत्र संख्या: प्र0नि0ले0प0 (केन्द्रीय)/पू.ले.प.-08/2022-23/

दिनांक : 12.09.2022

सेवा में,

सचिव, भारत सरकार,  
श्रम एवं सेवायोजन मंत्रालय  
श्रम शक्ति भवन,  
नई दिल्ली -110001

विषय: वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नोएडा के वर्ष 2021-22 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन ।  
महोदय,

इस पत्र के माध्यम से वी.वी.गिरि राष्ट्रीय श्रम संस्थान, नोएडा के वर्ष 2021-22 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) अग्रसारित किया जा रहा है।

2. कृपया सुनिश्चित करें कि पृथक लेखापरीक्षा प्रतिवेदन एवं सम्बन्धित लेखे संसद के दोनों सदनों के समक्ष प्रस्तुत हुए।

3. कृपया पृथक लेखापरीक्षा प्रतिवेदन एवं लेखों को संसद के दोनों सदनों के समक्ष अन्तिम रूप-से प्रस्तुत करने की तिथि भारत के नियंत्रक एवं महालेखापरीक्षक के साथ-साथ इस कार्यालय को भी सूचित करने का कष्ट करें।

संलग्नक: उपर्युक्तानुसार।

भवदीय,

*[Signature]*

प्रधान निदेशक लेखापरीक्षा (केन्द्रीय)  
दिनांक : 12.09.2022

पत्र संख्या: प्र0नि0ले0प0 (केन्द्रीय)/पू.ले.प.-08/2022-23/100

निदेशक, वी.वी. गिरि राष्ट्रीय श्रम संस्थान, सेक्टर 24, गौतम बुद्ध नगर, नोएडा-201301 को संस्थान के वर्ष 2021-22 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) की प्रति आवश्यक कार्यवाही हेतु प्रेषित है। संस्थान यदि आवश्यकता अनुभव करे, तो इस प्रतिवेदन का हिन्दी अनुवाद करवा सकता है। परन्तु इस प्रतिवेदन के हिन्दी अनुवाद में निम्नलिखित अंकित होना चाहिए:

*‘प्रस्तुत प्रतिवेदन मूलरूप से अंग्रेजी में लिखित पृथक लेखापरीक्षा प्रतिवेदन का हिन्दी अनुवाद है। यदि इसमें कोई विसंगति परिलक्षित होती है तो अंग्रेजी में लिखित प्रतिवेदन मान्य होगा।’*

हिन्दी अनुवाद की एक प्रति इस कार्यालय को भी प्रेषित करने का कष्ट करें।

संलग्नक: उपर्युक्तानुसार।

*[Signature]*  
उप निदेशक (केन्द्रीय व्यय)

**Separate Audit Report of the Comptroller & Auditor General of India on the accounts of VV Giri National Labour Institute, NOIDA for the year ended 31 March 2022**

We have audited the attached Balance Sheet of the VV Giri National Labour Institute, NOIDA(Institute) as on 31 March 2022, the Income & Expenditure Account and the Receipts & Payments Account for the year ended on that date under Section 20(1) of the Comptroller and Auditor General's (Duties, Powers & Conditions of Service) Act, 1971. The audit of the Institute has been entrusted up to 2022-23. These financial statements are the responsibility of the Institute's management. Our responsibility is to express an opinion on these financial statements based on our audit.

2. This separate Audit Report contains the comments of the Comptroller & Auditor General of India (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms, etc. Audit observations on the financial transactions with regard to compliance with Laws, Rules and regulations (Propriety and Regularity) and efficiency-cum-performance aspects etc., if any are reported through Inspection Reports/CAG's Audit Reports separately.

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

4. Based on our audit, we report that:

- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit;
- (ii) The Balance Sheet, Income & Expenditure Account and Receipts & Payments Account dealt with by this report have been drawn up in the common format of accounts approved by the Ministry of Finance, Government of India.
- (iii) In our opinion, proper books of accounts and other relevant records have been maintained by the Institute as required under Section XVI of the Memorandum of



Association & Rules and Regulations of VV Giri National Labour Institute, NOIDA in so far as it appears from our examination of such books.

(iv) We further report that:

**A. Balance Sheet**

'Revolving HBA Advance to staff' and 'Revolving Computer Advance' amounting to Rs. 8.29 lakh were reflected under 'Investments' (Schedule-6) instead of 'Current Assets, Loans & Advances'(Schedule-7). This resulted in overstatement of 'Investments' (Schedule-6) and understatement of 'Current Assets, Loans & Advances' (Schedule-7) by Rs. 8.29 lakh.

**B. Grant-in- Aid**

The institute received Grant-in aid of Rs. 1155.00 lakh and generated Internal receipt of Rs. 120.09 lakh. After taking opening balance of Rs. 143.77 lakh the total fund available worked out to Rs. 1418.86 lakh. The institute utilised ₹ 1414.85 lakh leaving a balance of ₹ 4.01 lakh.

(v) Subject to our observation in the preceding paragraphs, we report that the Balance Sheet and Income & Expenditure Account dealt with by this report are in agreement with the books of accounts.

(vi) In our opinion and to the best of our information and according to the explanations given to us, the said financial statements read together with the Accounting Policies and Notes on Accounts, and subject to the significant matters stated above and other matters mentioned in Annexure to this Audit Report give a true and fair view in conformity with accounting principles generally accepted in India.

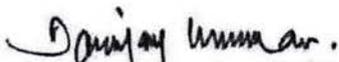
(a) In so far as it relates to the Balance Sheet, of the state of affairs of VV Giri National Labour Institute, NOIDA as at 31 March 2022; and;

(b) In so far as it relates to Income & Expenditure Accounts of the 'deficit' for the year ended on that date.

For and on behalf of the C&AG of India

Place: Lucknow

Date:

  
Principal Director of Audit (Central)

## Annexure

### 1. Adequacy of Internal Audit System

The Institute does not have its own internal audit wing. However, the internal audit of the Institute has been conducted for the year 2021-22 by an independent Chartered Accountant Firm.

### 2. Adequacy of Internal Control System

Internal control system seems to be adequate.

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

Physical verification of fixed assets has been conducted for the year 2021-22.

### 4. System of Physical Verification of inventories

Physical verification of inventories has been conducted for the year 2021-22.

### 5. Regularity in payment of statutory dues

The Institute is regular in payment of statutory dues.



Dy. Director/C.E.



## *K. K. Chanani & Associates*

### Chartered Accountants

An ISO 9001:2008 Certified Firm, Certificate No.: 221010128008

New Delhi: C-145, LGF, Lajpat Nagar II, New Delhi-110024

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

Branches: Bangalore, Chandigarh, Guwahati, Jaipur, Kolhapur, Mumbai, New Delhi, Patna, Raipur and Ranchi.

Contact: Dial: +91 9830044507, +917688000444 +9133- 22130296

Email: [kkca@kkca.net](mailto:kkca@kkca.net), [amit@kkca.net](mailto:amit@kkca.net)

To,

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

#### **Internal Audit Report for F.Y. 2021-22**

We have carried out Internal Audit of accompanying financial statements of V. V. Giri National Labour Institute, Noida (the 'Institute') which comprise of The Balance Sheet as at 31<sup>st</sup> March, 2022, the Income & Expenditure Account and also Receipt & Payment Account for the year ended on that date.

#### **Management's Responsibility for the Financial Statements**

Management is responsible for preparation of these financial statements that give a true and fair view of the financial position and financial performance. The responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud and error.

#### **Auditors' Responsibility**

Our responsibility to express an opinion on these financial statements based on our audit we conducted our audit in accordance with the standards on Auditing issued by the Institute of Chartered Accountants of India. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis evidence supporting the amounts and disclosures in the financial statements.



An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

### Opinion

In our Opinion and to the best of our information and according to the explanations given to us the said accounts read together with the Notes on accounts thereon give a true and fair view in conformity with the accounting principles generally accepted in India:

- a) In the case of the Balance Sheet, of the state of affairs of the Institute as at 31<sup>st</sup> March 2022 and,
- b) In the case of Income and Expenditure Account, of the deficit of the Institute for the year ended 31<sup>st</sup> March, 2022 and,
- c) In the case of Receipts and Payments Account, of the Receipts and Payment for the year ended on that date.

We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit;

In our opinion, proper books of accounts as required by law have been kept by the Institute, so far as appears from our examination of those books.

In our opinion the Balance Sheet, Income & Expenditure Account and Receipts & Payments Account dealt with by in the report are in agreement with the books of accounts.



**FCA Krishna Kumar Chanani**  
Partner, K. K. Chanani & Associates  
Chartered Accountants  
FRN No. 322232E  
Membership No. 056045  
UDIN: 22056045AJYXIC7304  
New Delhi, 16<sup>th</sup> May 2022



**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA  
BALANCE SHEET AS ON 31ST MARCH 2022**

| LIABILITIES                         | SCH. | Fig as at<br>31.03.2022 | Fig as at<br>31.03.2021 |
|-------------------------------------|------|-------------------------|-------------------------|
| CAPITAL FUND                        | 1    | 112,599,976.90          | 121,715,072.31          |
| DEVELOPMENT FUND                    | 2    | 186,547,729.50          | 162,370,051.57          |
| EARMARKED FUND                      | 3    | 16,341,145.07           | 36,618,512.97           |
| CURRENT LIABILITIES<br>& PROVISIONS | 4    | 77,993,409.00           | 68,435,169.00           |
| <b>TOTAL</b>                        |      | <b>393,482,260.47</b>   | <b>389,138,805.85</b>   |
| <b>ASSETS</b>                       |      |                         |                         |
| FIXED ASSETS (NET BLOCK)            | 5    | 138,927,856.00          | 131,397,805.00          |
| INVESTMENTS: EARMARKED FUNDS        | 6    | 195,595,946.73          | 171,042,737.80          |
| CURRENT ASSETS LOANS & ADVANCES     | 7    | 58,958,457.74           | 86,698,263.05           |
| <b>TOTAL</b>                        |      | <b>393,482,260.47</b>   | <b>389,138,805.85</b>   |

Significant Accounting Policies, 17  
Contingent Liabilities & Notes to Accounts 18  
Signed in terms of our Report even date  
For K K Chanani & Associates  
Chartered Accountants (FRN 322232E)

FCA Krishna Kumar Chanani  
Membership No. 056045  
Place: New Delhi  
Dated: 16th May 2022  
UDIN : 22056045AJYXIC7304

Shailesh Kumar  
Accounts Officer

Harsh Singh Rawat  
Administrative Officer

Dr. H. Srinivas  
Director General



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

## INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2022

| PARTICULARS   | SCH. | Fig as at<br>31.03.2022 | Fig as at<br>31.03.2021 |
|---|------|-------------------------|-------------------------|
| <b>INCOME</b>   |      |                         |                         |
| Grants in Aid   | 8    | 114941476.00            | 101,503,707.00          |
| Fees and Subscription                                 | 9    | 2561775.00              | 6,657,487.00            |
| Interest Earned                                       | 10   | 2151972.00              | 1,958,779.00            |
| Other Income  | 11   | 7295542.50              | 5,423,648.00            |
| Prior Period Income                                   | 12   | -                       | -                       |
| <b>TOTAL (A)</b>                                      |      | <b>126950765.50</b>     | <b>115,543,621.00</b>   |
| <b>EXPENDITURE</b>                                    |      |                         |                         |
| Establishment Expenses                                | 13   | 77636517.00             | 61,146,551.00           |
| Administrative Expenses                               | 14   | 10619432.98             | 10,133,752.54           |
| Prior Period Expenditure                              | 15   | -                       | 35,588.00               |
| Expenditure on Plan Grant & Subsidies                 | 16   | 38293756.00             | 29,850,507.53           |
| <b>TOTAL (B)</b>                                      |      | <b>126,549,705.98</b>   | <b>101,166,399.07</b>   |
| <b>EXCESS OF INCOME OVER EXPENDITURE</b>              |      |                         |                         |
| <b>BEFORE DEPRECIATION (A-B)</b>                      |      | 401,059.52              | 14,377,221.93           |
| Less:   |      |                         |                         |
| Depreciation  | 5    | 16,190,242.00           | 15,802,633.00           |
| <b>BALANCE BEING DEFICIT</b>                          |      |                         |                         |
| <b>CARRIED TO CAPITAL FUND</b>                        |      | <b>(15,789,182.48)</b>  | <b>(1,425,411.07)</b>   |
| <b>Significant Accounting Policies,</b>               | 17   |                         |                         |
| <b>Contingent Liabilities &amp; Notes to Accounts</b> | 18   |                         |                         |
| <b>Signed in terms of our Report even date</b>        |      |                         |                         |
| <b>For K K Chanani &amp; Associates</b>               |      |                         |                         |
| Chartered Accountants (FRN 322232E)                   |      |                         |                         |

  
 FCA Krishna Kumar Chanani  
 Membership No. 056045  
 Place: New Delhi  
 Dated: 16th May 2022  
 UDIN : 22056045AJYXIC7304



  
 Shailesh Kumar  
 Accounts Officer

  
 Harsh Singh Rawat  
 Administrative Officer

  
 Dr. H. Srinivas  
 Director General



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2022

| Previous Year         | RECEIPTS                             | AMOUNT (Rs.)          | Previous Year         | PAYMENTS                                    | AMOUNT (Rs.)          |
|-----------------------|--------------------------------------|-----------------------|-----------------------|---|-----------------------|
| 31.03.2021            |                                      | 31.03.2022            | 31.03.2021            |   | 31.03.2022            |
|                       | <b>Opening Balance</b>               |                       |                       | <b>Expenses</b>                             |                       |
| 4,083.95              | Cash in Hand                         | 8,116.95              | 63,576,840.00         | Establishment Expenses                      | 67,961,995.00         |
|                       | <b>Bank Balances:</b>                |                       | 17,473,934.10         | Administrative Expenses                     | 9,829,763.62          |
| 20,388,176.42         | Current Account                      | 8,527,859.50          | 50,546,082.53         | Utilisation of Plan Grant                   | 38,230,145.00         |
| 2,176,225.10          | Savings Account - Projects           | 166,430.74            |                       |   |                       |
| 336,272.55            | Savings Account- IOB                 | 347,259.01            |                       |   |                       |
| 103,171.27            | Savings Account- Corp Bank           | 108,606.27            | 1,775,933.00          | <b>Fixed Assets</b>                         | 1,426,472.00          |
| 141,831,197.88        | Deposit : Development Fund           | 162,370,051.57        |                       |   |                       |
| 13,548,113.47         | Gratuity Account - 1130025           | 13,522,563.77         | 3,176,000.00          | Expenses for Various Projects               | 165,227.90            |
| 11,565,615.28         | Leave Encashment - 1130026           | 11,989,475.58         | 6,641,310.00          | Other Agencies : Expenses                   | 819,724.00            |
| 29,163.00             | Postage in hand                      | 64,450.00             |                       |   |                       |
| 3,538,315.63          | EMD & Security Deposit-1150006       | 3,710,416.03          |                       |   |                       |
| 894,504.51            | Corporation Bank-SB Flexi A/c 150025 | 7,921,211.34          | 178,719.00            | <b>Advance to Staff</b>                     | 28,960.00             |
| 42,073.00             | Security Deposit in I G L            | 42,073.00             |                       |   |                       |
| 2,500,000.00          | Gem pool account                     | -                     |                       |   |                       |
| -                     | State Bank of India                  | 12,797.00             |                       |   |                       |
|                       | <b>Grants Received</b>               |                       | 374,936.00            | Departmental Advance                        | 416,471.00            |
| 122,260,624.00        | From Govt. of India (MOL&E)          | 115,500,000.00        |                       |   |                       |
| 4,153,929.00          | From Other Agencies                  | 356,165.00            | 1,424,003.00          | Service Tax Advance Deposit                 | -                     |
|                       |                                      |                       | 25,000.00             | Repayment of Security Deposit               | -                     |
|                       | <b>Interest Received</b>             |                       |                       |   |                       |
| 20,538,853.69         | Development Fund                     | 9,401,294.00          |                       | <b>Closing Balance</b>                      |                       |
| -                     | Earmarked Fund                       | -                     |                       |   |                       |
| 8,719.00              | Vehicle Advance                      | 2,105.00              | 8,116.95              | <b>Cash in Hand</b>                         | 30,410.95             |
| 1,695,431.00          | Savings Accounts                     | 1,952,376.00          |                       | <b>Bank Balances</b>                        |                       |
| 43,570.00             | Interest: Project Accounts           | 5,114.00              | 8,527,859.50          | Current Account IOB - 1131                  | 5,624,697.70          |
| 4,411,629.64          | Fees/Subsription                     | 1,252,584.64          | 347,259.01            | C P F IOB S B Account - 2636                | -                     |
| 1,823,648.00          | Other Income                         | 7,295,542.50          | 108,606.27            | C P F Union Bank SB Account - 1055662       | -                     |
| -                     | Prior Period Income                  | -                     | 13,522,563.77         | Gratuity Union Bank Account - 1056278       | 15,873,283.97         |
| 427,913.00            | Departmental Advance                 | 347,779.00            | 11,989,475.58         | Leave Encashment Union Bank - 1056286       | 12,723,607.78         |
|                       | <b>Recovery of Advances</b>          |                       | 64,450.00             | Postage in hand                             | 64,033.00             |
| 15,123.00             | From Staff                           | 327,127.00            | 162,370,051.57        | Deposit : Development Fund                  | 186,547,729.50        |
|                       | <b>Other Receipts</b>                |                       | 166,430.74            | Savings Account - Projects                  | 6,316.84              |
| 1,647,716.00          | Income Tax Refund                    | 3,080,080.00          | 3,710,416.03          | EMD & Security Deposit Union Bank - 1056863 | 3,860,467.23          |
|                       |                                      |                       | 7,921,211.34          | UNION BNAK S.B. Flexi A/c 52014100105697    | 4,711,593.41          |
| -                     | Security Deposit Received            | 64,640.00             | 42,073.00             | Security Deposit in I G L                   | 42,073.00             |
|                       |                                      |                       | -                     | Gem pool account IOB - 059702000021131      | -                     |
|                       |                                      |                       | 12,797.00             | State Bank of India -39675453455            | 13,146.00             |
| <b>353,984,068.39</b> | <b>TOTAL</b>                         | <b>348,376,117.90</b> | <b>353,984,068.39</b> | <b>TOTAL</b>                                | <b>348,376,117.90</b> |

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

Significant Accounting Policies, 17  
 Contingent Liabilities & Notes to Accounts 18  
 Signed in terms of our Report even date  
 For K K Chanani & Associates  
 Chartered Accountants (FRN 322232E)

  
 FCA Krishna Kumar Chanani  
 Membership No. 056045  
 Place: New Delhi  
 Dated: 16th May 2022  
 UDIN : 22056045AJYXIC7304



 Shailesh Kumar  
 Accounts Officer

 Harsh Singh Rawat  
 Administrative Officer

 Dr. H. Srinivas  
 Director General



**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA**  
Schedules forming part of Accounts for the year ended on 31.03.2022

|  | Fig as at<br>31.03.2022 | Fig as at<br>31.03.2021 |
|--|-------------------------|-------------------------|
| <b>SCHEDULE 1- CAPITAL FUND</b>                          |                         |                         |
| Balance at the beginning of the year                     | 121,715,072.31          | 104,368,017.97          |
| Add: Transfer to Development Fund                        | (14,377,221.93)         | (11,988,990.59)         |
| Add: Contributions towards Capital Fund                  |                         |                         |
| From Plan Grants   | 21,051,309.00           | 30,761,456.00           |
| Less :- Earmarked from Capital Fund                      |                         |                         |
| Excess of Income over Expenditure                        | 21,051,309.00           | 30,761,456.00           |
| <b>TOTAL</b>   | <b>112,599,976.90</b>   | <b>121,715,072.31</b>   |
| <b>SCHEDULE 2- DEVELOPMENT FUND</b>                      |                         |                         |
| Balance at the beginning of the year                     | 162,370,051.57          | 141,831,197.88          |
| Add : Depreciation Reserve Fund                          | 14,377,221.93           | 11,988,990.59           |
| Add: Interest on Bank FDR                                | 9,800,456.00            | 8,549,863.10            |
| <b>TOTAL</b>   | <b>186,547,729.50</b>   | <b>162,370,051.57</b>   |
| <b>SCHEDULE 3- EARMARKED FUND</b>                        |                         |                         |
| <b>A- REVOLVING HBA FUND</b>                             |                         |                         |
| Balance at the beginning of the year                     | 8,058,829.93            | 7,659,825.93            |
| Add: Interest Earned from Bank- SB & FDR                 | 334,980.00              | 372,761.00              |
| Add: Interest on HBA from Staff                          | 20,083.00               | 26,243.00               |
| <b>TOTAL (A)</b>   | <b>8,413,892.93</b>     | <b>8,058,829.93</b>     |
| <b>B- REVOLVING COMPUTER FUND</b>                        |                         |                         |
| Balance at the beginning of the year                     | 613,856.30              | 591,521.30              |
| Add: Interest Received from Bank                         | 17,334.00               | 17,694.00               |
| Add: Interest accrued from Staff                         | 3,134.00                | 4,641.00                |
| <b>TOTAL (B)</b>   | <b>634,324.30</b>       | <b>613,856.30</b>       |
| <b>C- PROJECT FUND</b>                                   |                         |                         |
| Balance at the beginning of the year                     | 166,430.74              | 2,176,225.10            |
| Add: Received During The Year                            | -                       | -                       |
| Add: Interest Received from Bank                         | 5,114.00                | 43,570.00               |
| Less: Expenditure During the Year, if any                | (165,227.90)            | (2,053,364.36)          |
| <b>TOTAL (C)</b>   | <b>6,316.84</b>         | <b>166,430.74</b>       |
| <b>D- WORK-IN-PROGRESS</b>                               |                         |                         |
| Balance at the beginning of the year                     | 27,779,396.00           | 48,949,506.00           |
| Add: Plan Grant for Infrastructure Work - carried Over   | -                       | 19,160,627.00           |
| Less : Unutilised Grant -in - aid (CPWD) return to MOL&E | -                       | (11,165,571.00)         |
| Less : Amount advanced (capitalised) during the Year     | (20,492,785.00)         | (29,165,166.00)         |
| Add : Earmarked from Capital Fund                        | -                       | -                       |
| <b>TOTAL (D)</b>   | <b>7,286,611.00</b>     | <b>27,779,396.00</b>    |
| <b>TOTAL (A+B+C+D)</b>                                   | <b>16,341,145.07</b>    | <b>36,618,512.97</b>    |
| <b>SCHEDULE -4 -CURRENT LAIBILITIES AND PROVISIONS</b>   |                         |                         |
| <b>A- CURRENT LAIBILITIES</b>                            |                         |                         |
| EMD and Security Deposit                                 | 2,418,618.00            | 2,353,978.00            |
| Outstanding Liabilities including Sundry Creditors       | 4,173,526.00            | 3,296,507.00            |
| GST Output   | 111,936.00              | 230,220.00              |
| Misc Projects of Outside Agencies                        | -                       | 80,887.00               |
| <b>TOTAL (A)</b>   | <b>6,704,080.00</b>     | <b>5,961,592.00</b>     |
| <b>B- PROVISIONS</b>                                     |                         |                         |
| Statutory Liabilities- Payable on Retirement             | 71,289,329.00           | 62,473,577.00           |
| <b>TOTAL (B)</b>   | <b>71,289,329.00</b>    | <b>62,473,577.00</b>    |
| <b>TOTAL (A+B)</b>                                       | <b>77,993,409.00</b>    | <b>68,435,169.00</b>    |





**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA**  
**Schedules forming part of Accounts for the year ended on 31.03.2022**  
**SCHEDULE 5- FIXED ASSETS**

| Particulars                                | Rate of Dep. | Cost /Valuation As at beginning of the year 01.04.2021 | GROSS BLOCK               |                  | Dductions during the Year | Cost /Valuation at the year end 31.03.2022 | DEPRECIATION                |                              |                              |                           | NET BLOCK                    |                               |
|--|--------------|--|---------------------------|------------------|---------------------------|--|-----------------------------|------------------------------|------------------------------|---------------------------|------------------------------|-------------------------------|
|  |              |  | Additions during the Year |                  |                           |  | As at beginning of the year | On Additions during the Year | On Dductions during the Year | Total up to the year -end | As at the Current Year - end | As at the Previous Year - end |
|  |              |  | Upto 03.10.2021           | After 03.10.2021 |                           |  |                             |                              |                              |                           |                              |                               |
| Land *                                     | 0%           | -  | -                         | -                | -                         | -  | -                           | -                            | -                            | -                         | -                            | -                             |
| Building                                   | 10%          | 107,561,254  | 19,828,298                | -                | 127,389,552               | 10,756,125                                 | 991,415                     | -                            | 11,747,540                   | 115,642,012               | 107,561,254                  |                               |
| Furniture & Fittings                       | 10%          | 2,397,508  | -                         | -                | 2,397,508                 | 239,751                                    | -                           | -                            | 239,751                      | 2,157,757                 | 2,397,508                    |                               |
| Equipments                                 | 15%          | 17,422,965   | 1,666,298                 | -                | 19,089,263                | 2,613,445                                  | 124,972                     | -                            | 2,738,416                    | 16,350,847                | 17,422,965                   |                               |
| Vehicles                                   | 15%          | 194,245  | -                         | -                | 194,245                   | 29,137                                     | -                           | -                            | 29,137                       | 165,108                   | 194,245                      |                               |
| Library Books                              | 40%          | 394,893  | 42,808                    | -                | 437,701                   | 157,957                                    | 8,562                       | -                            | 166,519                      | 271,182                   | 394,893                      |                               |
| Computers                                  | 40%          | 913,100  | 30,888                    | -                | 943,988                   | 365,240                                    | 6,178                       | -                            | 371,418                      | 572,570                   | 913,100                      |                               |
| Information Technology (Intangible Assets) | 25%          | 2,513,840  | 2,152,001                 | -                | 4,665,841                 | 628,460                                    | 269,000                     | -                            | 897,460                      | 3,768,381                 | 2,513,840                    |                               |
| <b>TOTAL</b>                               |              | <b>131,397,805</b>                                     | <b>23,720,293</b>         | <b>-</b>         | <b>155,118,098</b>        | <b>14,790,115</b>                          | <b>1,400,127</b>            | <b>-</b>                     | <b>16,190,241</b>            | <b>138,927,857</b>        | <b>131,397,805</b>           |                               |

\* Land was gifted by State Government in 1981 to the Central Government, so no cost involved in it



**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA**  
Schedules forming part of Accounts for the year ended on 31.03.2022

**SCHEDULE 6- INVESTMENTS : EARMARKED FUNDS****a. DEVELOPMENT FUND**

Fixed Deposit Accounts  
Interest Accrued on FDRs  
Indian Overseas Bank : SB Account -10355

TOTAL (a)

**b. REVOLVING HBA FUND**

Indian Overseas Bank :FDR  
Interest Accrued on FDRs  
Indian Overseas Bank : SB Account- 2637  
HBA Advance to Staff

TOTAL (b)

**c. REVOLVING COMPUTER FUND**

Indian Overseas Bank : SB Account -7942  
Computer Advance to Staff

TOTAL (c)

TOTAL (a+b+c)

|  | Fig as at<br>31.03.2022 | Fig as at<br>31.03.2021 |
|--|-------------------------|-------------------------|
|  | 181,545,887.52          | 153,013,143.59          |
|  | 4,984,431.63            | 9,340,017.63            |
|  | 17,410.35               | 16,890.35               |
|  | <b>186,547,729.50</b>   | <b>162,370,051.57</b>   |
|  | 5,564,773.00            | 5,308,475.00            |
|  | 61,419.00               | 34,463.00               |
|  | 1,961,289.93            | 1,595,223.93            |
|  | 826,411.00              | 1,120,668.00            |
|  | <b>8,413,892.93</b>     | <b>8,058,829.93</b>     |
|  | 631,386.30              | 550,992.30              |
|  | 2,938.00                | 62,864.00               |
|  | <b>634,324.30</b>       | <b>613,856.30</b>       |
|  | <b>195,595,946.73</b>   | <b>171,042,737.80</b>   |

**SCHEDULE 7- CURRENT ASSETS, LOANS & ADVANCES****A- CURRENT ASSETS****(a) CASH & BANK BALANCES**

Cash -in- Hand

30,410.95

8,116.95

**Bank Balances**

In Current Accounts with Indian Overseas Bank  
Union Bank- SB Flexi Account S B No. 1056979  
Indian Overseas Bank :S B Account  
C.P.F. Union Bank SB Account - 1055662  
Gratuity S.B Union Bank Account - 1056278  
Leave Encashment S.B Union bank. Account -1056286  
EMD & Security Deposit Union S.B.Account- 1056863  
Postage Account  
Security Deposit in I G L  
V.V.G.NLI GeM pool Account  
Statet Bank Of India S.B. A/c - 3455

5,624,697.70

8,527,859.50

4,711,593.41

7,921,211.34

-

347,259.01

-

108,606.27

15,873,283.97

13,522,563.77

12,723,607.78

11,989,475.58

3,860,467.23

3,710,416.03

64,033.00

64,450.00

42,073.00

42,073.00

-

-

13,146.00

12,797.00

TOTAL (a)

42,943,313.04

46,254,828.45





**SCHEDULE 7- CURRENT ASSETS, LOANS & ADVANCES , contd....**

**(b) PROJECT ACCOUNT**

|  | Fig as at<br>31.03.21 | Received during<br>the year | Bank Interest   | Expenditure<br>During the year | Bank<br>Charges | Fig as at 31.03.22   |
|--|-----------------------|-----------------------------|-----------------|--------------------------------|-----------------|----------------------|
| <b>In S B Accounts with Indian Overseas Bank</b> |                       |                             |                 |                                |                 |                      |
| FCNR Account -10500                              | 160,300.90            | -                           | 4,927.00        | 165,133.50                     | 94.40           | (0.00)               |
| UNICEF Responding Child Labour - 50722           | 4,673.84              | -                           | 143.00          | -                              | -               | 4,816.84             |
| <b>S B ACCOUNT: UNION BANK</b>                   |                       |                             |                 |                                |                 |                      |
| VVGNI Employee Welfare Fund- 520101223527943     | 1,456.00              | -                           | 44.00           | -                              | -               | 1,500.00             |
| <b>TOTAL (b)</b>                                 | <b>166,430.74</b>     | <b>-</b>                    | <b>5,114.00</b> | <b>165,133.50</b>              | <b>94.40</b>    | <b>6,316.84</b>      |
| <b>TOTAL (A) (a+b)</b>                           | <b>46,421,259.19</b>  | <b>-</b>                    | <b>-</b>        | <b>-</b>                       | <b>-</b>        | <b>42,949,629.88</b> |

**B: LOANS AND ADVANCES**

|                             | Fig as at<br>31.03.2020 | Advances<br>during the year | Recovery /<br>adjusted During<br>the year | Fig as at<br>31.03.2021 |
|-----------------------------|-------------------------|-----------------------------|---|-------------------------|
| <b>a. TO STAFF</b>          |                         |                             |   |                         |
| Car Advance                 | 128,513.00              | 1,725.00                    | 130,238.00                                | -                       |
| Scoter Advance              | -                       | -                           | -   | -                       |
| LTC- Advance                | 39,654.00               | 27,235.00                   | 66,889.00                                 | -                       |
| Festival Advance            | 130,000.00              | -                           | 130,000.00                                | -                       |
| <b>TOTAL (a)</b>            | <b>298,167.00</b>       | <b>28,960.00</b>            | <b>327,127.00</b>                         | <b>-</b>                |
| <b>b. TO OTHER AGENCIES</b> |                         |                             |   |                         |
| Advance to CPWD- 2017-18    | 2,314,502.00            | -                           | 2,225,404.00                              | 89,098.00               |
| Advance to NICS1 2016-17    | 664,487.00              | -                           | 664,487.00                                | -                       |
| Advance to CPWD- 2018-19    | 3,639,780.00            | -                           | -   | 3,639,780.00            |
| Advance to NICS1 2018-19    | 19,712.00               | -                           | 19,712.00                                 | -                       |
| Advance to NICS1 2020-21    | 2,537,121.00            | -                           | 1,962,593.00                              | 574,528.00              |
| Advance to CPWD- 2020-21    | 21,160,627.00           | -                           | 17,602,894.00                             | 3,557,733.00            |
| Advance to NICS1 2021-22    | -                       | 457,830.00                  | -   | 457,830.00              |
| <b>TOTAL(c)</b>             | <b>30,336,229.00</b>    | <b>457,830.00</b>           | <b>22,475,090.00</b>                      | <b>8,318,969.00</b>     |





V.V. Giri National Labour Institute

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA  
Schedules forming part of Accounts for the year ended on 31.03.2022

**SCHEDULE 7- CURRENT ASSETS, LOANS & ADVANCES , contd....**

**c. OTHER ADVANCES**

|   | Fig as at<br>31.03.2022 | Fig as at<br>31.03.2021 |
|---|-------------------------|-------------------------|
| Advance to Outside Agencies                           | 255,416.00              | 169,017.00              |
| Expenses (Receipts) Misc Projects of Outside Agencies | 36,134.00               | 36,134.00               |
| TDS deducted at source                                | 4,152,604.50            | 5,709,891.50            |
| GST On TDS  | 75,354.00               | 75,084.00               |
| Departmental Advance (N.P.)                           | 21,448.00               | 292.00                  |
| Departmental Advance (P)                              | 66,390.00               | 18,854.00               |
| Prepaid Expenses                                      | 650,610.00              | 1,020,127.00            |
| Sundry Debtors  | 1,007,899.36            | 1,189,205.36            |
| Service Tax Department                                | 1,424,003.00            | 1,424,003.00            |
| <b>TOTAL (c)</b>                                      | <b>7,689,858.86</b>     | <b>9,642,607.86</b>     |
| <b>TOTAL (A+B+C)</b>                                  | <b>58,958,457.74</b>    | <b>86,698,263.05</b>    |

**SCHEDULE '8' GRANTS-IN-AID**

|  |                       |                        |
|--|-----------------------|------------------------|
| Grant - in- Aid From Govt. of India (MOL&E)              | 115,500,000.00        | 130,300,000.00         |
| <b>TOTAL</b>   | <b>115,500,000.00</b> | <b>130,300,000.00</b>  |
| Add Grant -in -Aid Utilised received from CPWD           |                       | 11,165,571.00          |
| Less Grant -in -Aid Earmarked for Infrastructure         |                       | 19,160,627.00          |
| Less Grants-in- Aid Capitalised                          | 558,524.00            | 1,596,290.00           |
| Less Grants-in- Aid Return to MOL&E                      |                       | 19,204,947.00          |
| <b>Amounts shown to Income &amp; Expenditure Account</b> | <b>(558,524.00)</b>   | <b>(28,796,293.00)</b> |
|  | <b>114,941,476.00</b> | <b>101,503,707.00</b>  |

**SCHEDULE '9' FEES AND SUBSCRIPTION**

|  |                     |                     |
|--|---------------------|---------------------|
| Education/Training Programme Fee           | 2,539,350.00        | 6,646,737.00        |
| Subscription of Award Digest               | 5,310.00            | 3,490.00            |
| Subscription of Labour & Development       | 9,005.00            | 4,040.00            |
| Receipts from Sale of Glossary-Labour Laws | 3,500.00            | 2,000.00            |
| Subscription of Shram Vidhan               | 4,610.00            | 1,220.00            |
| <b>TOTAL</b>                               | <b>2,561,775.00</b> | <b>6,657,487.00</b> |

**SCHEDULE '10' INTEREST EARNED**

|                                     |                     |                     |
|-------------------------------------|---------------------|---------------------|
| Interest on Scooter/Vehicle Advance | 2,105.00            | 8,719.00            |
| Interest Received                   | 2,149,867.00        | 1,950,060.00        |
| <b>TOTAL</b>                        | <b>2,151,972.00</b> | <b>1,958,779.00</b> |

**SCHEDULE '11' OTHER INCOME**

|                                       |                     |                     |
|---------------------------------------|---------------------|---------------------|
| Non Plan Income                       | 2,130,733.00        | 572,233.00          |
| Income from Hostel Utilisation        | 4,567,500.00        | 3,600,000.00        |
| Income from Photostat                 | 393.00              | 71,696.00           |
| Rent from Staff Quarters- Licence Fee | 109,540.00          | 180,365.00          |
| Income From External Project          | 246,020.50          | 957,397.00          |
| Consultancy Faculty Charges           |                     | 1,800.00            |
| Income From Other Receipts            | 2,100.00            | 1,393.00            |
| Interest on TDS Refund                | 239,256.00          | 38,764.00           |
| <b>TOTAL</b>                          | <b>7,295,542.50</b> | <b>5,423,648.00</b> |

**SCHEDULE '12' PRIOR PERIOD INCOME**

|                     |   |   |
|---------------------|---|---|
| Prior Period Income | - | - |
|---------------------|---|---|

**SCHEDULE '13' ESTABLISHMENT EXPENSES**

|   |                      |                      |
|---|----------------------|----------------------|
| Salaries to Staff   | 56,598,641.00        | 50,615,782.00        |
| Allowances  | 3,214,059.00         | 2,943,646.00         |
| Contribution to NPS   | 4,505,940.00         | 4,068,197.00         |
| Expenses on Employee Retirement & Terminal Benefits         | 12,655,343.00        | 2,728,186.00         |
| Leave Salary & Pension Contribution For Staff on Deputation | 662,534.00           | 790,740.00           |
| <b>TOTAL</b>  | <b>77,636,517.00</b> | <b>61,146,551.00</b> |





**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA**  
Schedules forming part of Accounts for the year ended on 31.03.2021

|   | Fig as at<br>31.03.2022 | Fig as at<br>31.03.2021 |
|---|-------------------------|-------------------------|
| <b><u>SCHEDULE '14' ADMINISTRATIVE EXPENSES</u></b>         |                         |                         |
| Advertisement & Publicity                                   | 73,191.00               | 163,512.00              |
| Building Renovation & Upgradation                           | 339,655.00              | 373,862.00              |
| Electricity and Power Charges                               | 5,088,389.00            | 4,919,700.00            |
| Hindi Protsahan Expenses                                    | 196,836.00              | 158,609.00              |
| Insurance   | 80,570.00               | 69,895.00               |
| Legal & Professional Charges                                | 226,363.00              | 280,200.00              |
| Miscellaneous Expenses                                      | 150,574.98              | 77,571.54               |
| Paid Training Programme Expenses                            | 234,873.00              | 454,565.00              |
| Photostat Expenses  | 34,739.00               | 30,524.00               |
| Postage, Telegrams & Communication Charges                  | 42,953.00               | 74,890.00               |
| Printing & Stationery                                       | 201,726.00              | 221,318.00              |
| Purchases of New Assets                                     | 837,060.00              | 179,643.00              |
| <b><u>REPAIR &amp; MAINTENANCE</u></b>                      |                         |                         |
| a. Computer   | 451,686.00              | 432,500.00              |
| b. Cooler/ A.C.   | 864,792.00              | 424,564.00              |
| c. Office Building and Allied                               | 393,758.00              | 96,583.00               |
| Staff Welfare Expenses                                      | 267,741.00              | 180,721.00              |
| Telephone, Fax & Internet Charges                           | 317,379.00              | 422,966.00              |
| Travelling and Conveyance Exp.                              | 315,715.00              | 561,109.00              |
| Vehicle Running and Maintenance Expenses                    | 534,504.00              | 471,519.00              |
| Water Charges   | 834,876.00              | 719,144.00              |
| <b>Total</b>  | <b>11,487,380.98</b>    | <b>10,313,395.54</b>    |
| Cost of Assets Capitalised                                  | 867,948.00              | 179,643.00              |
| <b>Amounts Transfer to Income &amp; Expenditure Account</b> | <b>10,619,432.98</b>    | <b>10,133,752.54</b>    |
| <b><u>SCHEDULE '15' PRIOR PERIOD EXPENDITURE</u></b>        |                         |                         |
| Prior Period Expenditure                                    | -                       | 35,588.00               |
|   |                         | <b>35,588.00</b>        |
| <b><u>SCHEDULE '16' EXPENDITURE ON PLAN GRANTS</u></b>      |                         |                         |
| <b><u>A. RESEARCH, EDUCATION AND TRAINING</u></b>           |                         |                         |
| Research Projects, Workshop & Publication                   | 4,976,002.00            | 2,878,594.00            |
| Education Programmes  | 9,413,376.00            | 3,439,959.53            |
| Rural Programmes  | 1,086,911.00            | -                       |
| Information Technology                                      | 1,494,921.00            | 3,094,367.00            |
| Campus Services   | 18,429,275.00           | 18,907,363.00           |
| <b>TOTAL(A)</b>   | <b>35,400,485.00</b>    | <b>28,320,283.53</b>    |
| <b><u>B. PROGRAMME/PROJECTS FOR N.E. STATES</u></b>         |                         |                         |
| Education Programmes  | 2,405,256.00            | 395,318.00              |
| Projects (Including Workshop . Info.Tech./Infra/ Pub.)      | -                       | 970,222.00              |
| <b>TOTAL (B)</b>  | <b>2,405,256.00</b>     | <b>1,365,540.00</b>     |
| <b><u>C. AUGMENTATION OF LIBRARY FACILITIES</u></b>         |                         |                         |
| Subscription to Journals/Periodicals                        | 1,003,731.00            | 1,753,908.00            |
| Library Books   | 42,808.00               | -                       |
| Library Augmentation/ Modernisation                         | -                       | 7,066.00                |
| <b>TOTAL (C)</b>  | <b>1,046,539.00</b>     | <b>1,760,974.00</b>     |
| <b><u>D. INFRASTRUCTURE</u></b>                             |                         |                         |
| Administrative Block: Renovation and Upgradation            | -                       | 19,160,627.00           |
| Infrastructure Development                                  | -                       | -                       |
| <b>TOTAL (D)</b>  | <b>-</b>                | <b>19,160,627.00</b>    |
| <b>TOTAL PLAN EXPENSES (A to D)</b>                         | <b>38,852,280.00</b>    | <b>50,607,424.53</b>    |
| Amounts Transfer to Earmarked Fund                          | -                       | 19,160,627.00           |
| Less: Cost of Assets Capitalised                            | 558,524.00              | 1,596,290.00            |
|   | 558,524.00              | 20,756,917.00           |
| <b>Amounts Transfer to Income &amp; Expenditure Account</b> | <b>38,293,756.00</b>    | <b>29,850,507.53</b>    |



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA  
Schedules forming part of Accounts for the year ended on 31.03.2022

SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS

Schedule No. 17: SIGNIFICANT ACCOUNTING POLICIES

**1 Standard of Financial Propriety**

In order to enforce financial order and strict economy at every steps, all relevant standards of financial propriety as laid down for an autonomous society like V V Giri National Labour Institute are observed.

**2 Financial Statements**

The Financial statements have been prepared on accrued basis, except to the extent stated elsewhere and based on applicable accounting standards. The financial statements of the Institute consists, the Income & Expenditure Accounts, Receipts and Payments Accounts and Balance Sheet.

**3 Fixed Assets**

Fixed Assets are stated at historical cost less depreciation. The Land of the Institute was allotted free of cost by Government of Uttar Pradesh and hence the same has been shown in the Balance Sheet at Nil value.

**4 Depreciation**

Depreciation on Fixed Assets is being provided on written down value method as per following rates prescribed under section 32 of Income tax Act, 1961

| Category of Assets                         | Rate of Depreciation |
|--|----------------------|
| Building                                   | 10%                  |
| Furniture & Fixtures                       | 10%                  |
| Office Equipments                          | 15%                  |
| Vehicles                                   | 15%                  |
| Library Books                              | 40%                  |
| Computer & Accessories                     | 40%                  |
| Information Technology (Intangible Assets) | 25%                  |

**5 Input Tax Credit(GST) on Capital Items**

As per Sec 2(19) "capital goods" means goods, the value of which is capitalised in the books of account of the person claiming the input tax credit and which are used or intended to be used in the course or furtherance of business. Institute has not claimed any ITC in respect of Capital Items purchased and the amount has been fully capitalised with respective Assets.

**6 Prior Period Adjustments**

The effect of prior period adjustments due to change in accounting system from Cash System of accounting to Accrual System of Accounting since 01.04.2010 has been shown separately in the Final Accounts of the Institute.

**7 Inventories**

Inventories consisting of Stationery / Miscellaneous Store items purchased during the year are charged to the Revenue Account.

**8 Employee Benefits**

The Institute has opted for New Pension Scheme of Government of India w.e.f February 2012 as per the instructions of Ministry of Finance, Department of Expenditure and Ministry of Labour & Employment, Govt. of India.

**9 Development Fund**

As per the Instruction of Ministry of Labour & Employment, Government of India vide Letter No. G - 26035/1/2002- (NLI) dated 02.04.2002 the Institute had created development fund in which excess of Income over expenditure is being used to be transferred at the end of the every year. After introduction of the concept of depreciation as per the prescribed format for CABs, the Institute transfer surplus before charging depreciation to the development fund, since depreciation is not a fund outflow.





**Schedule No. 18 : NOTES ON ACCOUNTS**

**1 Basis of Accounting**

Upto the financial year ended on 31.03.2010, the accounts of the Institute being a Non-profit organisation were prepared on cash basis. All the grants received from the Ministry and Institute's internally generated funds were utilised during the year for the purpose it had been received.

From the Financial year 2010-11, the accounts of the Institute are being prepared on Accrual basis and provisions have been made accordingly except:

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

**2 Investment Policy**

The Investment is being made with Nationalised Bank as per clause XIV(ii) of Memorandum of Association & Rules and Regulations.

**3 Grants in Aid**

The Institute receives Grant-in Aid from Ministry of Labour & Employment every year and Utilization Certificate is being submitted to the Ministry of Labour & Employments every year.

**4 Capital and Revenue Accounts**

Expenditure of Capital nature is distinguished from the Revenue Expenditure strictly as per the guidelines mentioned in General Financial Rules or special order as may be prescribed by the Government.

**5 Sundry Debtors and Sundry Creditors**

The Institute carries out professional activities and educational training programmes, which are sponsored by other Institutions, Ministries and Department etc. and incur expenditure on behalf of such agencies. The advances from these agencies or reimbursement of expenditure on account of above stated activities are being shown under Receipts or Payments - Other Agencies' Head.

**6 Fixed Assets & Depreciation**

a.) Fixed Assets were stated at Historical Cost less Depreciation except land. The Institute is providing depreciation on Fixed Assets at the rates specified in para 4 of Schedule 17: Accounting Policies on Written Down Value Basis and the depreciation has been charged on opening W.D.V after adjusting addition and / or deletion to fixed assets during the accounting year.

b.) Depreciation has been charged at half rates of depreciation on the assets which were used for less than 180 days during the year. The assets (other than Library Books) costing less than Rs.10,000 has been charged to the revenue account.

**7 Physical Verification of Assets**

Physical verification of the Assets of the Institute is being done on yearly basis and the existence of the assets is certified by the committee assigned for the purpose.

**8 Block of Government Money**

The Institute generally carried out its infrastructure works through CPWD and NISCI. The advance is being given to these Government Agencies for Construction/Renovation/IT Infrastructure of various Civil & Electrical work etc., in the Institute, on receipt of the utilisation certificate from these agencies during the year 2021-22 an amount of Rs. 2,24,75,090/- has been adjusted and balance of Rs. 83,18,969/- utilization Certificate is awaited from the CPWD and NISCI.



- 9 The Institute has made provision during the current year for Gratuity and Earned Leave Payable on actuarial basis upto the period ended on 31.03.2022

| Particulars  | Provision Upto 31.03.2022 | Provision Upto 31.03.2021 |
|--------------|---------------------------|---------------------------|
| Gratuity     | 40,321,519.00             | 36,106,148.00             |
| Earned Leave | 30,967,810.00             | 26,367,429.00             |
|              | <u>71,289,329.00</u>      | <u>62,473,577.00</u>      |

**10 Income Tax Returns**

The Institute had filed its return of Income for the year ended on 31.03.2021. The Institute had filed its quarterly TDS return during the year under reference.

**11 Carry Forward of Surplus**

The Grants sanctioned by the Ministry of Labour & Employment to the Institute for Plan and Non Plan Activities are operated through a current account with Nationalised Bank and are fully utilised during the same year in which it is sanctioned. Consequently the Institute has no surplus to carry forward to next year. However the fund earmarked for Institute work, which were not completed till the end of year, is being carried to next year.

**12 Contingent Liabilities**

There is No Contingent liability exist till date.

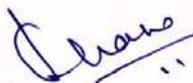
**13 Reserve & Surplus Schedule**

As per Audit instruction HBA, Computer, Outside Project Fund and Work in Progress have been incorporated with Earmarked Fund.

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

**Signatures to Schedule 1 to 18**

**For K K Chanani & Associates for and on behalf of V.V.GIRI NATIONAL LABOUR INSTITUTE**  
Chartered Accountants (FRN 322232E)



FCA Krishna Kumar Chanani  
Membership No. 056045  
Place: New Delhi  
Dated: 16th May 2022  
UDIN : 22056045AJYX1C7304



Shailesh Kumar  
Accounts Officer



Harsh Singh Rawat  
Administrative Officer



Dr. H. Srinivas  
Director General



