



ANNUAL REPORT

2023-2024

V.V. GIRI NATIONAL LABOUR INSTITUTE

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

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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 (VVGNNLI), 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
Hon'ble Union Minister for
Labour & Employment
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | President |
| 2. Shri Rameswar Teli,
Hon'ble Minister of State for
Labour & Employment
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Vice President |

Six Central Government Representatives

- | | |
|---|----------------|
| 3. Smt. Arti Ahuja, IAS
Secretary (Labour & Employment)
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Vice President |
| 4. Shri Shashank Goel
Additional Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Member |



- | | | |
|----|--|--------|
| 5. | Ms. G. Madhumita Das, IPoS
Joint Secretary/Financial Advisor
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Member |
| 6. | Sh. Kamal Kishore Soan, IAS
Joint Secretary
Ministry of Labour & Employment
Shram Shakti Bhawan
New Delhi – 110 001 | Member |
| 7. | Shri K. Sanjay Murthy, IAS
Secretary
Department of Higher Education
Ministry of Education
127 C, Shastri Bhawan
New Delhi | Member |
| 8. | Shri K.S. Rejimon
Joint Secretary (Labour and Skill Vertical)
Room No. 225
NITI Aayog, Sansad Marg
New Delhi – 110 001 | Member |

Two Members of Parliament (One each from Lok Sabha and Rajya Sabha)

- | | | |
|-----|--|--------|
| 9. | Shri Satish Kumar Gautam
Member of Parliament (Lok Sabha)
4, Windsor Place, Ashoka 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 Representatives from Worker's Organization

- | | | |
|-----|--|--------|
| 11. | Mrs. Nilima Chimote
All India Secretary,
Bhartiya Mazdoor Sangh (BMS)
A-403, Viral Apptt., Nana Shakarshet Road,
Vishun Nagar,
Dombivali (W)-421202 (Maharashtra) | Member |
|-----|--|--------|



V.V. Giri National Labour Institute

- | | | |
|-----|---|--------|
| 12. | Mrs. Amarjeet Kaur
General Secretary
All India Trade Union Congress (AITUC)
AITUC Bhavan, 35-36, DDU Marg
Rouse Avenue
New Delhi | Member |
|-----|---|--------|

Two Representatives from Employer's Organization

- | | | |
|-----|--|--------|
| 13. | Mr. Arvind Francis
Assistant Secretary General
Council of Indian Employers
Federation House, Tansen Marg
New Delhi 110 001 | Member |
| 14. | Mr. Mukesh Kumar Jain
Head Corporate Affairs
Godfrey Philips India Ltd.
All India Manufacturers' Organisation
Delhi State Board
Delhi | Member |

Four Eminent Persons who have made noteworthy contribution in the field of labour or related field

- | | | |
|-----|---|--------|
| 15. | Sh. C.K. Sajinarayanan
Former President,
Bhartiya Mazdoor Sangh
48/6, Link Road
Ayyanthole
Thrissur, Kerala | Member |
| 16. | Prof. Sunil Maheshwari
Indian Institute of Management
Vastrapur
Ahmedbad - 380015 (Gujarat) | Member |
| 17. | Shri Uday Kumar Varma, IAS (Retd.)
Former Secretary (I&B) &
Member CAT/Delhi Branch
D-603, Prateek Stylome
Sector 45
Noida- 201 301
Distt. Gautam Budh Nagar (UP) | Member |



18. Dr. Arup Mitra
Professor
South Asian University
Akbar Bhawan, Satya Marg
Chankyapuri
New Delhi - 110 021
- Member

One Important Institution

19. Shri Sanjay Nandan, IAS
Director General
Mahatma Gandhi Labour Institute
Drive-in-Road, Near Manav Mandir, Memnagar
Ahmedabad - 380054 (Gujarat)
- Member

Representative of VVGNI

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

Major Achievements

- ❖ **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 **152** offline/online training programmes attended by **3464** 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 **16** Workshops/Webinars/Study Visits and 06 special events which were attended by **740** participants.
- ❖ **Knowledge base for policy formulation:** The Institute initiated 21 research projects/case studies/Papers and completed 15 research projects/Papers 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 **63** Capacity Building training programmes attended by **1182** 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 **08** 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 **206** 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 2023-24, five training programmes had been organised under ITEC which were attended by 136 participants representing 29 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), *VVGNNLI 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 'VVGNNLI Case Studies Series' highlighting some case studies/interventions were published. The Institute brought out 34 publications during 2023-24.
- ❖ **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.

International

- ❖ The Institute had signed a MoU with International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy on 28th November, 2018 at Turin, Italy for a period of 05 years (upto November, 2023). The purpose of this MoU was 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 2023-24, following activities had been undertaken :

- ❖ A GET-Ahead TOT on *Women Entrepreneurship* was conducted by the International Training Centre of International Labour Organization (ITC-ILO) from Aug. 27 – Sept. 01, 2023 and one of the faculty members, Dr. Dhanya M.B., Fellow was selected to attend this programme.
- ❖ A Certificate Course on ***Labour Relations and Social Dialogue*** was launched in collaboration with International Training Centre of International Labour Organization, Turin from 4th October to 10th November 2023 through hybrid mode including online modules delivered by trainers from ITC-ILO, Turin and face to face component of modules (6th to 10th November) delivered by faculty members and experts from VVGNNLI. The course was attended by 20 Officers of Central Labour Service, Employers' Federations and Trade Union Leaders.
- ❖ V. V. Giri National Labour Institute has been recognized by the Government of India as the Nodal Labour Institute of the country to network with other Labour Institutions of four **BRICS** countries. One of the major objectives of this Network is to undertake research studies on contemporary concerns related to the world of work. The following research studies have completed under the aegis of BRICS Network of Labour Research Institutes:

- ◆ Research Study on 'e-formality Practices'
- ◆ Research Study on 'Ensuring Social Security for All'

National

- ❖ The Institute established collaborations to facilitate collaborative research training and academic activities related to labour and employment issues with the following renowned institutions:
 - State Labour Institute, Odisha – 08.09.2023
 - XLRI (Xavier School of Management), Jamshedpur – 15.09.2023
 - National Law University, Delhi–27.03.2024
- ❖ **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:

- ❖ V.V. Giri National Labour Institute, Noida organized a half-day Workshop on 'Employment Dynamics and Challenges in India: Present and Future' on 20th April 2023. The workshop was inaugurated by Shri Kamal Kishore Soan, IAS, Joint Secretary, Ministry of Labour & Employment, Government of India. The workshop began with Dr.



Shri Amit Nirmal, DDG, DG(Employment), MoLE addressing the participants in the presence of Sh. Kamal Kishore Soan, Joint Secretary, MoLE, Dr. Arvind, DG, VVGNI and Prof. Santosh Mehrotra, JNU

Arvind, Director General, VVGNI welcoming the participants. Shri Amit Nirmal, DDG, Directorate General of Employment, MoLE, Government of India also delivered a keynote address and the panel discussion was chaired by Prof. Santosh Mehrotra. The experts' panel included: Prof. Arup Mitra, South Asian University; Shri Sher Verick, Head, Employment Strategies Unit, International Labour Organisation, Geneva; Prof. Sandeep Sarkar, IHD; Shri Rajiv Kapoor, Confederation of Indian Industry; Shri C.K. Sajinarayan, BMS; Dr Dhanya M B, VVGNI. The programme was attended by thirty-two participants from Academia, the Ministry of Labour and Employment, trade unions, employers organisation and international labour organisations. The programme was coordinated by Dr Dhanya M B, Fellow, VVGNI.



- ❖ The Ministry of Labour & Employment, Government of India organised a **Convergence Meeting** with ten Bureau Heads to develop an Action Plan for Convergence. About fifty officers from all organisations of MoLE i.e. ESIC, EPFO, DGLW, CLC, DTNBWED, DGFASLI, VVGNI, DGMS, Labour Bureau and DGE attended the meeting during 16th & 17th May, 2023 at V.V. Giri National Labour Institute, Noida. Ms. Arti Ahuja, Secretary, Ministry of Labour & Employment inaugurated the meeting and emphasised the need for developing more convergence so as to work on a common platform. Hon'ble Minister for Labour & Employment and Environment, Forest and Climate Change, Shri Bhupender Yadav presided over the concluding session. An Action plan was presented to the Hon'ble Minister after detailed deliberations by the participants. While interacting with the participants, Hon'ble Minister appreciated the initiative and the action plan and emphasized the importance and synergy among different organisations for a holistic approach towards Labour Welfare.



Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment and Environment, Forest and Climate Change interacting with the participants.

- ❖ The '**World Day against Child Labour**' was observed by the V.V. Giri National Labour Institute, in cooperation with the International Labour Organisation, at its campus in Noida on June 12, 2023. Ending child labour and ensuring social justice are important and interconnected goals that require concerted efforts at both local and global levels. Ending child labour and ensuring social justice requires a comprehensive and multifaceted approach involving governments, businesses, communities, and individuals. By working together towards these goals, we can create a world where all children are protected, educated, and provided with equal opportunities to thrive. In the event, the need for a convergent action to end child labour and



Dr. Arvind, Director General addressing the participants of the workshop in the presence of Mr. Satoshi Sasaki, Deputy Director, ILO India Incharge and Dr. Manoj Jatav, Fellow, VVGLI

ensure social justice was highlighted by the delegates from the Ministry of Women and Child Development, Ministry of Labour, the International Labour Organisation, Central Trade Unions, NGOs, Research Organisations, etc. Dr Manoj Jatav, Coordinator of the National Resource Centre for Child Labour, VVGNNLI, coordinated the event. Mr Satoshi Sasaki, Deputy Director, ILO India In-charge, along with Dr. Arvind, DG, VVGNNLI, chaired the event.

- ❖ V.V. Giri National Labour Institute, Noida, organised a Brainstorming Workshop on '**Gig and Platform Workers**' for Employers' Organisations'' on 7th August 2023. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE, inaugurated the workshop and led the brainstorming discussion. Ms. G. Madhumita Das, J.S./F.A., MoLE, delivered a special address. Dr. Arvind, Director General, VVGNNLI, welcomed the guests and participants. Representatives from Ola, Uber, Amazon, Policy Bazar.com, Urban Company, CII, ASSOCHAM, PHD CCI participated in the workshop. Senior officials from different verticals of the Ministry, Faculty Members, VVGNNLI, and scholars from academia participated in the workshop. The panelists for the 1st session were; Dr. Bornali Bhandari, Professor, National Council of Applied Economic Research (NCAER) India Centre, New Delhi, Dr. Sakshi Khurana, Senior Specialist, Skill Development, Labour and Employment, NITI Aayog, Sri Nageswar, Senior Vice President (Group Industrial Relations) Simpson & Group Companies and EC, AIOE Chennai, Dr. Onkar Sharma, Deputy CLC, Ministry of Labour and Employment, Ms. Smriti Sharma, Public Policy (Operations), Amazon. Ms. G. Madhumita Das, J.S./F.A., MoLE, chaired the 2nd session on Way forward for ensuring social security to Gig and Platform workers. The workshop was attended by 50 participants. The moderator for the session was Dr. Dhanya M.B, Fellow, V.V. Giri National Labour Institute. Dr. Ellina Samantroy coordinated the workshop.



Shri Ramesh Krishnamurthi, Additional Secretary, MoLE inaugurating the Workshop in the presence of Ms. G.Madhumita Das, JS/FA, MoLE and Dr. Arvind, Director General, VVGNNLI

- ❖ V.V. Giri National Labour Institute, Noida organised a Brainstorming Workshop on '**Gig and Platform Workers**' for Workers' Organizations on 14th August 2023. Dr. Arvind, Director General, VVGNNLI, welcomed the guests and participants. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE, inaugurated the workshop and led the brainstorming discussion. Ms G. Madhumita Das, J.S./F.A., Shri Kamal Kishore Soan, JS and Shri Amit Nirmal, DDG(E) were also present in the session. Dr. Dhanya M.B., Fellow, VVGNNLI coordinated the workshop. The panellists for the first session were;

Dr. Bornali Bhandari, Professor, National Council of Applied Economic Research (NCAER) India Centre, New Delhi, Dr. Sakshi Khurana, Senior Specialist, Skill Development, Labour and Employment, NITI Aayog, Dr.



Onkar Sharma, Deputy CLC MoLE; Ms Aishwarya Raman, OMI Foundation; Mr Shaik Salauddin, National General Secretary, Telangana Gig & Platform Workers Union (TGPWU) and Mr Chandan Kumar, Working People's Charter Network. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE, chaired the second session on Way forward for ensuring social security to Gig and Platform workers. The moderator for the session was Dr. Ellina Samantroy, Fellow, V.V. Giri National Labour Institute. The workshop was attended by seventy participants from various backgrounds such as gig workers, trade union leaders, researchers, academicians, gig economy professionals and various government officials from the ministries. Dr. Dhanya M.B. delivered the vote of thanks.

- ❖ The Institute conducted an International Workshop on '**Work from Home: Designing Flexible Working Hours Policy**' on 15th March 2024 in which all the stakeholders discussed broadly the below mentioned points to undertake detailed inclusive research for framing flexible work hour policies in the future: (i) Working-time laws and regulations on maximum daily hours of work and statutory rest periods for better life satisfaction; (ii) Experience in working time and flexibility during the COVID-19 crisis; and (iii) The impact on female labor force participation, healthy work-life balance, productivity, and incentive for men to participate in unpaid care work may be examined. Dr. Arvind, Director General, VVGNI welcomed the participants and Dr. Shikha Anand, Director (Employment), MoL&E inaugurated the workshop. Dr. Shashi Bala, Senior Fellow was the Coordinator of the workshop.



- ❖ The V. V. Giri National Labour Institute (VVGNI) in collaboration with Dr. B. R. Ambedkar National Law University (DBRANLU), Sonapat organized a One-Day National Seminar on ***“Labour Law Reforms and New Labour Codes in India: Issues and Challenges”*** on 20th March 2024 at its campus, Sonapat, Haryana. The seminar was inaugurated by the Hon’ble Vice Chancellor & Patron-in-Chief Prof. (Dr.) Archana Mishra. The Chief Guest for the occasion was Shri Ved Prakash Yajurvedi, Former Director General, VVGNI. Shri Pawan Kumar, Zonal Head (Northern Zone), Bhartiya Mazdoor Sangh; Shri Rahul Sharma, Advocate, Delhi High Court and Dr. Ramphool, Registrar, NLU were the guest speakers at the inaugural session. The vote of thanks was delivered by Dr. Balwinder Kaur, Director, Centre for Labour Studies, DBRANLU. Dr. Sanjay Upadhyaya, Senior Fellow, Dr. Ellina Samantroy, Fellow and Dr. Manoj Jatav, Fellow from VVGNI chaired different technical sessions in the seminar. 64 papers were presented in the seminar by scholars from university, practitioners, legal experts etc. An Abstract book was released by the dignitaries. Dr. Balwinder Kaur and Dr. Ellina Samantroy were the Editors-in-Chief of the book. The programme was coordinated by Dr. Ellina Samantroy from VVGNI and Dr. Balwinder Kaur from DBRANLU.



Special Events

- ❖ 51st Meeting of the General Council of VVGNI was held on 17th May 2023 chaired by Shri Bhupender Yadav, Hon’ble Union Minister for Labour & Employment and President, General Council. Ms. Arti Ahuja, Secretary, Ministry of Labour & Employment and Vice-President, General Council; Ms. G. Madhumita Das, JS&FA, MoL&E; Shri Kamal Kishore Soan, Joint Secretary, Shri Satish Kumar Gautam, Hon’ble Member of Parliament (Lok Sabha); Shri Kamakhya Prasad Tasa, Hon’ble Member of Parliament (Rajya Sabha); Mrs. Amarjeet Kaur,



Shri Bhupender Yadav, Hon’ble Union Minister for Labour & Employment interacting with the participants.

General Secretary, AITUC; Mr. Arvind Francis, Assistant Secretary General, FICCI; Shri Mukesh Kumar Jain, All India Manufacturers' Organisation; and Dr. Arup Mitra, Professor, South Asian University attended the meeting, coordinated by Dr. Arvind, Director General, VVGNI & Member Secretary, General Council, VVGNI.

- ❖ 92nd Meeting of the Executive Council of VVGNI was held on 28th July, 2023 chaired by Ms. Arti Ahuja, Secretary Ministry of Labour & Employment & Chairperson, Executive Council through hybrid mode. Ms. G. Madhumita Das, JS& FA, MoLE; Shri Kamal Kishore Soan, Joint Secretary,



Ms. Arti Ahuja, Secretary (L&E) chairing the meeting of Executive Council

MoLE; Ms. Amarjeet Kaur, General Secretary, AITUC; Mrs. Nilima Chimote, All India Secretary, BMS; Mr. Arvind Francis, Executive Director, AIOE; Prof. Sunil Maheshwari, Eminent person, IIM, Ahmedabad; attended the meeting coordinated by Dr. Arvind, Director General, Member Secretary, VVGNI.

- ❖ 52nd Meeting of the General Council of VVGNI was held on 29th January, 2024 chaired by Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment and President, General Council. Ms. Arti Ahuja, Secretary, Ministry of Labour & Employment and Vice-President, General Council; Shri Ramesh Krishnamurthi, Additional Secretary, MoL&E; Ms. G. Madhumita Das, JS& FA, MoL&E; Shri Kamal Kishore Soan, Joint Secretary; Ms. Amarjeet Kaur, General Secretary, AITUC; Shri Mukesh Kumar Jain, All India Manufacturers' Organisation; and Dr. Arup Mitra, Professor, South Asian University attended the meeting, coordinated by Dr. Arvind, Director General, VVGNI & Member Secretary, General Council, VVGNI.



Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment chairing the meeting of the General Council

- ❖ The Institute organised a Workshop on 'May Day and Labour Rights' on 1st May 2023 to commemorate International Workers' Day and centenary

year of the celebration of May Day in India. The workshop was inaugurated by Dr. Arvind, Director General of the Institute. Shri Surendra Nath, former Secretary to Govt. of India delivered the key-note address on the significance of May Day and labour rights. The participants shared their views on the relevance of May Day. Dr. Otojit Kshetrimayum, Fellow was the Coordinator of the workshop.

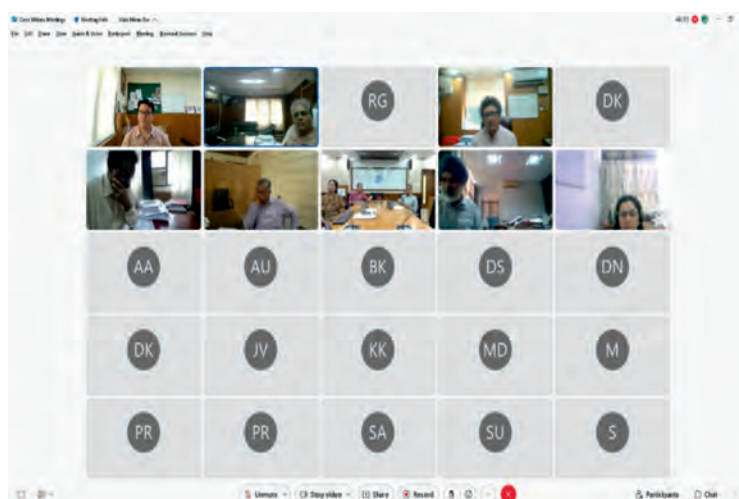


- ❖ The Institute celebrated the '9th International Yoga Day' 21st June, 2023. It was attended by 100 Officials, staff and trainees with great enthusiasm. Shri P. Amitav Khuntia, faculty of the Institute in his welcome address highlighted the significance of yoga day celebration.



Faculty Members, Officer, Staff and participants of the training programmes participating in Yoga

- ❖ The Institute organised an Online Meeting on "Development of Training Modules on Various Labour Issues" on 5 September 2023 via Webex. The meeting was attended by distinguished group of experts, heads and representatives from State Labour Institutes, Administrative Training Institutes and State Institutes of Rural Development and other institutes. The meeting commenced with Dr. Otojit Kshetrimayum, Fellow at VVGNI



welcoming all the participants and expressing gratitude for their attendance. Subsequently, Dr. Arvind, Director General of VVGNNLI, extended a warm welcome to all the attendees. During the opening session of the meeting, Dr. Arvind provided an overview of the transformations in the world of work, emphasizing the importance of the issue and the significance of regular updates on new initiatives related to labour policies and legislations to ensure its successful execution. He then encouraged the participants to share their views on the development of training modules for various labour issues.

- ❖ Signing of Implementation Agreement for the project on "Review of Social Protection Financing System in India" between International Labour Organisation (ILO) and V. V. Giri National Labour Institute (VVGNNLI) was held on 6th September 2023 at VVGNNLI. Dr. Arvind, Director General and Dr. Otojit Kshetrimayum, Fellow and from ILO, Ms. Mariko Ouchi and Mr. Karun Gopinath, National Project Coordinator-Social Protection were present during the event.



- ❖ **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 65683 books/reports/bound volumes of journals and subscribed to 108 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 been registered with National Library Network and has become **Institutional Member of DELNET** (Developing Library Network), New Delhi
- ❖ **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).
- ❖ The Institute has been successfully awarded with **ISO 9001:2015 Certification**

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 ten Centres carry out studies on the major themes related to research in Labour and Employment:

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



Centre for Employment Relations and Regulation (CERR)

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.

Ongoing Research Project

1. Comparative Analysis of Rules made by States under Labour Codes

Objectives

- ◆ The primary objective of this study is to analyze and compare the key rules and regulations made by some of the major industrial states. The comparative analysis will focus on identifying similarities and differences in the rules made under labour codes in these states.
- ◆ To make a comparison of the rules framed by the Central Government with that of the State Governments of the states selected under the study.

Scope

The central government has already drafted the rules under all four newly enacted Labour Codes. Most of the states and UTs have also formulated the draft rules. However, there is bound to be some variation in these rules across various states. This study focuses on conducting a comparative analysis of the rules made under labour codes by major industrial states in India namely, Assam, Gujarat, Haryana, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Tamil Nadu and Uttar Pradesh.

Methodology

- ◆ Collation of rules and regulations drafted by the state governments of the states selected under the study through official government websites, notifications, and publications.
- ◆ Compare the key provisions under the codes and rules such as the provisions related to wages, working hours, social security benefits, contract labour regulations, industrial

dispute resolution mechanisms, and compliance requirements across the selected states.

Expected Outcomes

- ◆ Identification of similarities and differences in the rules made under draft labour codes of 03 States i.e. Karnataka, Madhya Pradesh and Uttar Pradesh.
- ◆ Recommendations for policy reforms and suggestions for effective implementation of labour codes.

Date of Initiation & Expected date of Completion

The project was initiated in March 2024 and is expected to be completed by mid-July, 2024.

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

Major Workshop

- ◆ Orientation Workshop on Labour Relations, Labour Laws & Labour Codes for Indian Postal Service Officers

The Institute organised an Orientation Workshop on 'Labour Relations, Labour Laws and Labour Codes' on October 23, 2023 at its campus at Noida for the Probationary Officers of Indian Postal Service undergoing training at Rafi Ahmed Kidwai National Postal Academy, Ghaziabad, U.P. The specific objective of the workshop was to provide



an orientation, awareness and knowledge to the participants with regard to human rights and constitution perspective on labour and key features of labour laws and labour codes in India. The workshop was attended by fourteen officers. The workshop was coordinated by Dr. Sanjay Upadhyaya, Senior Fellow.



Centre for Social Protection and Health Studies

Aim and Objectives

The growing informalisation of work especially in the developing countries, has led to precarious and insecure forms of work on the one hand and on the other hand protection systems designed for formal workplaces are often inaccessible to informal workers. Thus, greater social and health risks without any safety net are a growing concern.

In India, where a large number of people are poor and depend on the informal sector for their livelihood, providing horizontal equity in terms of social security, health protection as well as benefits becomes a challenge. In order to address these key issues of social security and health protection and its inter-linkages with the world of work, the Centre for Social Protection and Health Studies has been set up in V.V. Giri National Labour Institute. This specialized Centre focuses on understanding and addressing emerging social and health challenges confronting workers in a globalized economy.

Core Research Areas

- ◆ To understand the social protection vulnerabilities of workers in the informal economy, especially in the context of labour market transformations and emerging risks associated with the new and precarious forms of employment;
- ◆ To understand the Social Protection Policies that are critical in realizing the human rights for all, thereby boosting human capital and productivity;
- ◆ To understand workplace safety and health challenges especially in the context of workers in the informal economy;
- ◆ To develop insight on the international standards and instruments on Social Protection of Workers and Workplace Safety and Health guidelines.
- ◆ To analyse trends, recent policies and best practices on social security and health protection in order to develop inclusive practices on social security including health security and workplace safety and health standards.

Completed Research Project

1. Internal Migrants and Portability of Social Security Benefits

Internal migrants in India, particularly seasonal and circular migrants are hard to reach in most social welfare programmes and are therefore left uncovered many a time. As welfare programmes are mostly in the concurrent domain of centre, states, and local governments, this makes it particularly harder for the internal migrants to avail the local benefits of the destination states.

Objectives

The objective of the study has been to analyse the situation of internal migrants and make an attempt to:

- ◆ Understand the constraints faced by short term migrants in accessing social protection measures
- ◆ Understand the institutional structure of social protection schemes in India which creates difficulties in designing suitable schemes for migrants
- ◆ Highlight the recent initiatives of the government which can facilitate portability of social security programmes for temporary migrants
- ◆ Suggest suitable policy measures for portability of social security schemes for the migrant workers.

Outcome

Migrant workers, especially short-term migrants working in the informal sector, face several challenges and risks at their destination. However, most of the time they loose out on the state specific welfare programmes due to lack of portability of social security programmes in the country. Therefore, enabling portability of social security measures to the vulnerable migrant workers needs to be carried out on a priority basis.

Date of Initiation and Date of Completion

The project was initiated in January 2023 and completed in March, 2024

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

Major Workshop

- ◆ Workshop on 'Level Playing Field for Gig Workers: Law and Policy Discourse'

V.V. Giri National Labour Institute in collaboration with National Law University Delhi organised a Workshop on "Level Playing Field for Gig Workers: Law and Policy Discourse" on March 27, 2024 at National Law University Delhi in which academics, policy makers, trade unions, employers and research scholars participated and made contribution with their rich and insightful deliberations. The Workshop was coordinated by Dr. Ruma Ghosh, Senior Fellow, VVNL and Dr. Sophy K.J., NLUD.





Centre for Agrarian Relations, Rural and Behavioural Studies

Worldwide Labor markets play a key role in shaping employment and income levels in rural areas. Even though the agriculture sector alone cannot be predicted to absorb all of the rural labor force substantially, still, its association in generating employment, and contribution towards the variegation of the economy, are significant. Access to labor markets is predominantly necessary for rural populations, as this may be their only resource for sustaining their livelihood. Often, the only talent possessed by these workers is their labor. Therefore, it is all the more important to strengthen the functioning of rural labor 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 labor markets is a key concern. For this detailed research is needed, as there is only very limited evidence of the rural economy.

With growing complexities in agrarian relations and rural labor 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 programs could be formulated to suit the needs of rural labour.

Importance of Behavior Studies

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

To cope with the social, economic, technological, and other environmental challenges posed, especially at the workplace, it is not only important that the hard skills be sharpened and skilled 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, but also in improving the culture at the workplace. Soft skills include a combination of people skills, social skills, characteristic & personality traits, attitudes, career attributes, and 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 center aims to address 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 center 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 Project/Case Study

1. Green Energy Initiatives to Promote Green Jobs: A Case of Rajasthan

Objective

The objectives of this study were to understand:

- Awareness pertaining to Green Jobs
- Business sectors exhibiting green jobs
- Look at different Government policies and programmes in terms of support and access for green jobs
- Assess the potential of existing green jobs in creating a circular economy
- Recommendations for increasing sustainability and promoting green energy sector
- Examine the sectors where green jobs are ongoing and further understand the green jobs potential in the future of India's economy.

Outcome

- ◆ Various findings of the study indicate a high level of awareness in the region regarding the need for an environmental-conscious lifestyle and the relevance of green jobs for supporting that.
- ◆ Various policy initiatives and the language of sustainability adopted by the Government of the country have shown positive results in terms of inculcating a pro-environment mindset in the society.
- ◆ There is a growth of green businesses.
- ◆ Respondent, however, have expressed apprehensions in adopting renewable energy systems for use at household level, due to a concern over high costs of purchase, installation and maintenance of renewable energy systems.

Date of Initiation and Date of Completion

The study was initiated in April 2023 and completed in December 2023.

(Dr. Shashi Bala, Senior Fellow)

2. POLICY BRIEF

(i) Social Security through Green Jobs: A Case Study of Government Policies and Programmes

Objective

- ◆ To identify provisions for increasing social security through green jobs.

Outcomes

- ◆ Through its various policy initiatives, the Government of India is addressing multi-faceted

issues of environmental concerns and are working on areas like urban sanitation, water management, and reduction of fossil fuel usage, increasing renewable energy procurement, encouraging and supporting sustainable practices for agricultural sector as well as in the overall economy.

- ◆ The government is also encouraging the use of sustainable practices at the household level through its various campaigns related to the environment and well-being.
- ◆ All these efforts mark the three important components of the governments green growth strategy, which are, reduction in fossil-fuel usage, increased production of renewable energy and transition towards a gas-based economy.

(ii) Employment and Skill Development – A Case Study

Objective

To formulate policy brief on status of employment and Skill Development in India.

Outcomes

- ◆ The trends in employment highlighted by the India Skill Report 2023 reflect a positive trajectory for the country's workforce. The notable improvement in overall employability, particularly among women, is a promising indicator for India's economic growth potential.
- ◆ The identification of leading regions and cities for employable talent in reports like India's Graduate Skill Index: 2023 provides valuable insights for both employers and job seekers.

(Dr. Shashi Bala, Senior Fellow)

Study Visit

- ◆ Study tour of Students of Yashwantrao Chavan School of Social Work Shivaji University, Kolhapur (Maharashtra) Students of Yashwantrao Chavan School of Social Work Shivaji University, Kolhapur (Maharashtra) visited the Institute on 20th February 2024 and also participated in the session on 'Improving



Communication Skills' in the ongoing Training program on Improving Negotiation Skills (February 20-21, 2024). Dr. Shashi Bala, Senior Fellow, Course Director of the program coordinated this study tour.

Centre for Gender and Labour Studies

Aim and Activities

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 have been the cornerstone of developmental policies of many countries across the globe and are critical towards achieving Sustainable Development Goals. The 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 are often exacerbated by gendered patterns in occupational segregation with the majority of women's work being concentrated in a narrow range of sectors that remain vulnerable and insecure. These workers are mostly engaged in informal employment as domestic workers, self-employed, casual workers, piece-rated workers, home-based workers and migrant workers with low skills resulting in lesser earnings and low productivity. Further, the gender pay gap and wage differentials continue to be a severe concern that requires constant efforts from all stakeholders. Apart from this, the contribution of women to the national economy is still subject to more underreporting 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 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 of sustainable development.

For accomplishing inclusive development and substantive equity, awareness of policies, skill development, capacity building, social dialogue and empowerment through training and research would be some of the 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 interdisciplinary research for informing public policy in emerging areas of gender and labour studies.

Completed Research Projects/Case Study/Paper

1. Paid and Unpaid Work of Urban Working Women in the Organized Manufacturing Sector: A Study of Time Use Patterns in the National Capital Region.

The study aims to understand the employment scenario of urban working women in the organized manufacturing sector, in National Capital Region of Noida and Gurgaon. It



seeks to provide a comprehensive understanding of the urban employment scenario for women workers, with a specific emphasis on their roles within the manufacturing sector. The study aims to uncover the complex relationship between paid employment and the unpaid care and domestic work that women typically undertake.

Objectives

- ◆ To understand the urban employment scenario of women workers with specific focus on manufacturing sector.
- ◆ To understand the relationship between paid and unpaid work for women workers (through time use patterns) in the manufacturing sector.
- ◆ To understand the occupational safety, health and working conditions of women workers and access to social security.

Outcome

- ◆ The study found a high concentration of women workers in highly labour-intensive manufacturing areas with poor educational status, working in temporary jobs with lack of employment contracts.
- ◆ The time spent in unpaid work was greater for married women with school-going children.
- ◆ There is a need to implement policies to formalise employment contracts for women outlining their rights, responsibilities and entitlements and ensuring social security
- ◆ Invest in skills training and education programmes to enhance their employability
- ◆ Introduce policies and initiatives to support work-life balance for women workers, such as flexible working arrangements, childcare facilities, and initiatives to reduce the burden of unpaid care work.
- ◆ Provide targeted support and services for migrant women workers, including access to housing, healthcare, legal assistance, and social integration programmes.

Date of Initiation and Date of Completion

The project was initiated in April, 2022 and completed in May, 2023.

(Project Director: Dr. Ellina Samantroy, Fellow)

2. Policy Research Paper on Transforming the Indian Labour Market through Women's Participation

Women's low participation in the labour market has remained central to policy debates across the country, particularly when the country had witnessed a stark decline in the workforce rates of women since 2004 as reported by the erstwhile National Sample Surveys (NSS). Women's work participation rates (WPR) had declined by 6.7 percentage points during 2004-05 and 2017-18 which had remained a significant policy concern across the country. Though India's commitment to the global SDGs (SDG 5) reflects on the need to ensure effective participation of women in economic life. The labour market

challenges for women amidst high informality has remained a significant policy concern. The quinquennial rounds of the Employment and Unemployment Surveys conducted in the country by the National Sample Survey Organization (NSSO) had limitations for providing employment data on a yearly basis. However, the National Sample Survey Office (NSSO) reiterated the need to have labour force data available at regular intervals to observe the labour market trends and indicators frequently for informing policy towards improving women's participation in the workforce and also improving their quality of employment by introducing the Periodic Labour Force Survey (PLFS) in 2017. Though the PLFS reported an increase in work participation rates of women, the participation rate is still low with persisting gender gaps that can be addressed through effective policy intervention.

In this context, the policy research paper focuses on the following objectives:

Objectives

- ◆ To provide an overview of employment trends for women, their concentration in sectoral employment, status in employment, social groups and employment and work participation of women in States.
- ◆ To uncover some of the challenges faced by women to participate in the labour force.
- ◆ To outline some of the developments as far as women's participation in the labour force is concerned.
- ◆ To reflect on some of the government initiatives to boost women's engagement in the labour market and document good practices in certain States.
- ◆ Provide policy recommendations for improving female labour force participation

Outcome

The research paper provided some of the key policy recommendations for improving female labour force participation in India. Some of the recommendations include: focus on sectoral employment policies like promoting and supporting jobs in small and medium enterprises, promoting entrepreneurship and protecting self-employment; promoting access to employment opportunities in peri-urban areas in States where women have reported a low WPR and investing more in digital literacy across regions for promoting greater employability and economic opportunities for women; promoting skill development and vocational training to integrate skilling with measurable outcomes like employability, job retention, increased bargaining power etc. by making skilling programmes efficient in both digital training and digital access; capturing of unpaid and care work and conducting regular time use surveys for addressing the challenges of unpaid work.

Date of Initiation and Date of Completion

The paper was initiated in October, 2023 and completed in November, 2023.

(Project Director: Dr. Ellina Samantroy, Fellow)



3. Labour Force Participation: Measuring the Gender Gap Trends: A Case of ITI's in Uttar Pradesh

Objective

The objectives of this study were to understand:

- ◆ Gender gap in participation in the vocational training.
- ◆ Gender gap between vocational training and employment of the ITI graduates.

Outcomes

- ◆ Factors affecting gender gap in participation in vocational training were identified.
- ◆ Gender gaps experienced by ITI graduates upon getting employment were identified.

Date of Initiation and Date of Completion

The case study was initiated in April 2023 and completed in December 2023.

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

On-going Research Projects

1. Vulnerability Mapping and Identification of Alternative Livelihood for Beedi Workers in Telangana

The aim of study is to develop a better understanding of beedi worker's especially women and children interests and needs. The study attempts to comprehend the working state of beedi workers in the unorganized home-based sector of the industry in Telangana. The study examines the economic, social and health vulnerability of the beedi workers and its impact on the beedi workers in Telangana. The study shall analyse the existing policies and legislation aiming to protect beedi workers while developing a framework for their protection. Lastly the study explores the willingness among them towards alternative employment opportunities while identifying key alternative livelihood models.

Objectives

- ◆ To document the working conditions of beedi workers in Telangana and examine their economic, health and other vulnerabilities while assessing their impact on the beedi workers livelihood.
- ◆ To map and review the coverage of various legislative provisions, schemes, and policies related to beedi workers in Telangana, and how these are likely to change in ensuing implementation of four codes related to the existing labour legislations.
- ◆ To review alternative livelihood being provided to beedi workers to respond to the policy commitments around reduction of tobacco production and consumption.
- ◆ To suggest a policy framework within the existing one that can address the prevailing vulnerabilities, enhance the welfare of the beedi workers while supporting

alternative livelihood options particularly in the light of the codes that are presently being formalised.

Date of Initiation and Date of Completion

The project was initiated in September, 2023 and is expected to be completed by August, 2024.

(Project Director: Dr. Ellina Samantroy, Fellow)

2. The Implementation of the Maternity Benefit Act in India

The study aims to understand the implementation and enforcement of Maternity Benefit (Amendment) Act 2017. It also aims to identify the challenges experienced by various stakeholders to ensure maternity protection to women workers vis a vis strengthening the legal provisions enshrined in the Act.

Objectives

This study assesses the Enforcement of the Maternity Benefit (Amendment) Act, 2017, to identify and address the challenges in effectively implementing the legislation and its implications on women's employment.

The following are the specific objectives of the study:

- ◆ to understand the provisions under the Maternity Benefit Legislation post-amendment.
- ◆ to understand the International Labour Standards on Maternity Protection and the enforcement practices in ratifying countries.
- ◆ to assess the number of inspections carried out under the Maternity Benefit (Amendment) Act, 2017.
- ◆ to assess the total number of cases filed by the inspectors, trade unions and NGOs under the Maternity Benefit (Amendment) Act, 2017.
- ◆ to understand the conviction rate under the Maternity Benefit (Amendment) Act, 2017.
- ◆ to assess the total number of Punishments, including the term of Imprisonment/ Fines under the Maternity Benefit (Amendment) Act, 2017, etc.

Date of Initiation and Date of Completion

The project was initiated in March 2024 and is expected to be completed by September 2024

(Project Director: Dr. Ellina Samantroy, Fellow)

Workshops/Conferences/Technical Consultations

- ◆ **One Day Workshop on Labour & Employment Issues for 45th Batch ISS Officers (NSSTA)**

The Institute conducted a one-day Workshop on *Labour & Employment Issues* on May 12, 2023 for Probationers of the 45th batch of Indian Statistical Service undergoing



training at National Statistical Systems Training Academy (NSSTA), Ministry of Statistics and Programme Implementation (MoSPI). The workshop was attended by twenty seven officers. The workshop was inaugurated by Shri Alok Kumar Verma, Dy. Director General, NSSTA. A Special Address was delivered by Shri Santosh Kumar Gupta, Director, NSSTA. The sessions were delivered by Dr. Sanjay Upadhyaya, Senior Fellow, VVGNI, Noida, Dr. Ellina Samantroy, Fellow, VVGNI, Shri Prabhakar Mishra, Ex-Deputy Labour Commissioner, Government of Uttar Pradesh and Dr. Manoj Jatav, Associate Fellow, VVGNI, Noida. The workshop was coordinated by Dr. Ellina Samantroy, Fellow.



◆ **One Day Online Thematic Workshop on How to prepare reply of RTI Queries**

The V.V. Giri National Labour Institute conducted a One Day Online Thematic Workshop on How to prepare reply of RTI Queries on December 20, 2023. The workshop aimed to provide information regarding various provisions of RTI Act 2005 and prepare an effective RTI reply. The workshop was attended by forty-seven participants. Dr. Ellina Samantroy, Fellow, VVGNI was the Course Director of the programme.

◆ **Workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**

The Institute organised a workshop on 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 on 14th February, 2024 for the employees of the Institute. The specific objectives of the workshop was to generate awareness among the employees of the VVGNI on Sexual Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal). Twenty-Nine participants attended the workshop. Dr. Shashi Bala, Senior Fellow was the Coordinator.



◆ **International Women's Day**

To commemorate the International Women's Day, 2024, V.V. Giri National Labour Institute organised a workshop on the theme "Investing in Women: Inspiring Inclusion" on Friday, 08 March 2024. The workshop was inaugurated by Dr. Arvind, Director General, VVGNI.

Shri B. S. Rawat, Senior Hindi Translator introduced the guest speakers. The Keynote address was delivered by Prof. Vivek Kumar, Professor, Centre for the Study of Social Systems, School of Social Sciences, JNU. Prof. Kumar reflected on Dr. B. R. Ambedkar's contribution towards women empowerment. A special lecture was delivered by Mr. Charu Tiwari, Freelance Journalist. He spoke about the relevance of folk tradition towards women empowerment. The programme also included poetry recitation by Mr. P. Amitav Khuntia, Shri B. S. Rawat, Mrs. Manju Singh, Mrs. Nidhi Agarwal and Dr. Ellina Samantroy. The vote of thanks was delivered by Dr. Ellina Samantroy, Fellow. The workshop was co-ordinated by Dr. Ellina Samantroy and Mr. B. S. Rawat.



◆ International Workshop on Work from Home: Designing Flexible Working Hours Policy

In today's evolving work landscape, the establishment of flexible working hours has become increasingly significant, particularly within hybrid workplaces where employees have the option to work remotely or in-office. Flexible working hours offer numerous benefits, such as improved work-life balance, increased job satisfaction, enhanced productivity, and overall well-being. This introduction explores the importance of establishing flexible working hours in a hybrid workplace to optimize the Life Index of employees and create a positive work environment. A hybrid workplace combines remote work and in-office work, allowing employees to balance their personal and professional lives.

Within the above context, an international workshop was organized on March 15, 2024 (**hybrid mode**) in which all the stakeholders discussed broadly the mentioned points to undertake detailed inclusive research for framing flexible work hour policies in the future:

- ◆ Working-time laws and regulations on maximum daily hours of work and statutory rest periods for better life satisfaction.
- ◆ Experience in working time and flexibility during the COVID-19 crisis may be drawn.
- ◆ The impact on female labor force participation, healthy work-life balance, productivity, and incentive for men to participate in unpaid care work may be examined.



Dr. Arvind, Director General, VVGNI welcomed the participants and Dr. Shikha Anand, Director (Employment), MoL&E inaugurated the workshop. Dr. Shashi Bala, Senior Fellow was the Coordinator of the workshop.

◆ **One Day National Seminar on Labour Law Reforms and New Labour Codes in India: Issues and Challenges**

Dr. B. R. Ambedkar National Law University (DBRANLU), Sonapat in collaboration with the V. V. Giri National Labour Institute (VVGNI) organized a One-Day National Seminar on "Labour Law Reforms and New Labour Codes in India: Issues and Challenges" on March 20, 2024 at its campus, Sonapat, Haryana. The seminar was inaugurated by the Hon'ble Vice Chancellor & Patron-in-Chief Prof. (Dr.) Archana Mishra. The Chief Guest for the occasion was Shri Ved Prakash Yajurvedi, Former Director General, VVGNI. Shri Pawan Kumar, Zonal Head (Northern Zone), Bhartiya Mazdoor Singh; Dr. Ellina Samantroy, Fellow, VVGNI; Shri Rahul Sharma, Advocate, Delhi High Court and Dr. Ramphool, Registrar, NLU were the guest speakers at the inaugural session. The vote of thanks was delivered by Dr. Balwinder Kaur, Director, Centre for Labour Studies, DBRANLU. Dr. Sanjay Upadhyaya, Senior Fellow, Dr. Ellina Samantroy, Fellow and Dr. Manoj Jatav, Fellow from VVGNI chaired different technical sessions in the seminar. 64 papers were presented in the seminar by scholars from university, practitioners, legal experts etc. An Abstract book was released by the dignitaries. Dr. Balwinder Kaur and Dr. Ellina Samantroy were the Editors-in-Chief of the book. The programme was coordinated by Dr. Ellina Samantroy from VVGNI and Dr. Balwinder Kaur from DBRANLU.

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 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

Completed Research Projects/Paper

1. Review of Social Protection Financing System in India (Sponsored by ILO)

Objectives

- To understand the intricacies and evolution of India's Social Protection System, with a specific focus on its policy framework, patterns of public expenditure, the allocation of resources across states and the pathways to improve the effectiveness of various programmes.

Findings

- ◆ Analysis depicts a discernible upswing in combined union and state government expenditure on social security benefits after the fiscal year 2006-07, culminating in a peak in 2021-22. The share of public expenditure on social security benefits by the union government as a percentage of GDP peaked in 2021-22, primarily attributable to initiatives introduced during the COVID-19 pandemic.
- ◆ Economically affluent states allocate a comparatively lower share of their Gross State Domestic Product (GSDP) to social security benefits in contrast to economically disadvantaged states. However, the per capita public expenditure emerges as a pivotal indicator, exposing the fiscal parsimony of economically impoverished states such as Bihar and Jharkhand compared to affluent counterparts like Kerala and Tamil Nadu.
- ◆ States' capacity to generate revenue from their own resources and less dependence over Centre's transfers plays a crucial role in financing the social security programmes at the state-level.

Recommendations

- ◆ There is a need to ensure the efficient allocation of social sector funds, particularly in revenue expenditure, by streamlining budgetary processes. Governments at the State levels should focus on the quality of spending, ensuring sufficient trained staff and undertaking institutional reforms where necessary.

- ◆ Adoption of evidence-based approaches in designing and executing social sector schemes, incorporating research findings into policy formulation should be given priority.
- ◆ State-specific strategies to address the unique needs of individual states, encouraging decentralized planning and alignment of resource allocation with local contexts is very important. Empowering states to design and implement their taxation policies aligned with the principles of fiscal federalism should be encouraged. The government needs to find ways to expand the coverage of contributory schemes, while also increasing the role of general taxation and private sector participation.

Date of Initiation & Date of Completion

The project was initiated in September 2023 and completed in December 2023.

(Project Director: Dr. Otojit Kshetrimayum, Fellow)

2. Issue Paper on Sustainable Financing of Social Protection for Employment Working Group (EWG) of G20 India Presidency

Objectives

The issue paper on Sustainable Financing of Social Security' is one of the issue papers prepared for the Employment Working Group (EWG) discussion for policy recommendations, circulated amongst the delegates of G20 countries and representatives of international organisations to discuss and identify appropriate sustainable financial mechanism and budgeting for social security.

Findings and Recommendations

- ◆ This issue paper facilitated the international policy dialogue and exchange of various initiatives of member nations on sustainable financing of social security. The policy recommendations mainly aimed at developing a well-functioning financing model to help in building better policies and robust governance to effectively implement the sustainable financing of the social security system

Date of Initiation & Date of Completion

The paper was initiated in September 2022 and completed in December, 2023.

(Project Director : Dr. Otojit Kshetrimayum, Fellow)

Ongoing Research Project

1. Sustainable Financing of Social Security in G20 Countries

Objectives

- ◆ To review the social security financing model in G20 countries
- ◆ To explore innovative and best practices approaches on sustainable financing in G20 countries

Date of Initiation & Date of Completion

The project was initiated in November 2022 and is expected to be completed by June, 2024.

(Project Director: Dr. Otojit Kshetrimayum, Fellow)

Special Training Programmes

➤ Training Programme on Labour Codes for Labour Inspectors of Chhattisgarh

The objectives of the training programme were: to acquire the knowledge of substantive as well as procedural contents of Wage Code, Social Security Code, Industrial Relations Code, and Occupational Safety Health and Working Conditions Code; to highlight good governance through labour administration; and to understand labour codes and its impacts on workers and employers. The training programme was attended by nineteen labour officials from Chhattisgarh. Dr. Otojit Kshetrimayum, Fellow was the Course Director.



➤ Administrative Training Programme for Deputy Directors of ESIC

An Administrative training programme for Deputy Directors of ESIC was organised by the institute from September 11-26, 2023. There were 30 officials in the programme. Dr. Otojit Kshetrimayum, Fellow was the Course Director.



➤ Capacity Building Programme on Soft Skills for Directors/Deputy Directors of DGMS, Ministry of Labour & Employment

The institute organised a 5-Day Capacity Building Programme on Soft Skills for Director/Deputy Directors of Directorate General of Mines Safety (DGMS), Ministry of Labour & Employment from February 19-23, 2024. Twenty one officers participated in the programme. Dr. Otojit Kshetrimayum, Fellow was the Course Director.



SPECIAL EVENTS

- Signing of Implementation Agreement for the project on "Review of Social Protection Financing System in India" between International Labour Organisation (ILO) and V. V. Giri National Labour Institute (VVGNNLI) was held on 6th September 2023 at VVGNNLI. Dr. Arvind, Director General and Dr. Otojit Kshetrimayum, Fellow and from ILO, Ms. Mariko Ouchi and Mr. Karun Gopinath, National Project Coordinator-Social Protection were present during the event.
 
- VVGNNLI participated in the Knowledge Sharing Consultation on the Review of Social Protection Financing System in Brazil and India under the Inter-Regional South-South Cooperation (SSC) Framework on Social Protection organised by International Labour Organisation Delhi Office on December 12, 2023. Mr. Satoshi Sasaki, Deputy Director, ILO and Dr. Arvind, DG of VVGNNLI delivered the Introductory and Welcome remarks. Dr. Otojit Kshetrimayum, Fellow, VVGNNLI and Dr. Gurpreet Singh, Consultant made the presentation of the study on Review of Social Protection Financing System in India.
 
- VVGNNLI – ILO Workshop on "Towards a Framework for Strengthening Social Protection System" for Sri Lankan delegates as part of study visit was organised at the institute from March 13-15, 2024. Mr. Satoshi Sasaki, Deputy Director, ILO Decent Work Team for South Asia and Country Office for India and Dr. Arvind, Director General of the Institute inaugurated the workshop. Eight representatives from Government, industry, Unions and ILO from Sri Lanka participated in the workshop. Dr. Otojit Kshetrimayum, Fellow was the Course Director.
 



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 undertaking research focusing on the ongoing transformations in the labour market. The research activities are carried out to provide 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 Project

1. Research Study on Gig and Platform Workers: Vision 2047

The paper attempts to estimate and project the magnitude of India's gig and platform workforce by 2047.

Objectives

This research study was undertaken with the following specific objectives: i) to undertake an enumeration exercise to estimate the size of the gig economy and identify the characteristic features of gig and platform workers. ii) to highlight the best practices on social security for gig and platform workers and make a vision of how a platform worker can be protected while encouraging employment opportunities in the platform sector. iii) to explore the main challenges and opportunities pertaining to the gig and platform workers in the Indian context. iv) to examine the Regulatory and Legislative measures to Enhance Social Inclusion in the New-age Digital Economy

Outcomes

To set a goal of making India a developed nation, various analyses have been conducted, including examining the trends in India's per capita income growth rate to understand how India can aspire to be a developed nation by 2047. This study analyzed the trends in India's per capita income growth rate using World Bank data and projected these trends to 2047 under three different scenarios based on specific assumptions. Additionally, the research estimated employment in the gig and platform economy by 2047 using different models based on particular assumptions. The study adopted the same data and methods used by NITI Aayog to calculate gig workers up to 2030, utilizing NSS-EUS 2011-12 and PLFS data, and extended these projections to forecast employment trends in the gig and platform economy up to 2047 for Vision India. The study concludes with various policy

recommendations for India to achieve its vision for 2047, aiming to fulfil the country's ambition of becoming a developed nation.

Date of Initiation and Date of Completion

The study was initiated in October 2022 and completed in April 2023.

(Project Director: Dr. Dhanya M.B., Fellow)

Ongoing Research Projects

1. 'Platform Employment: Role in the Labour Market and Problems of Platform Workers Labour Regulation' - BRICS Network of Labour Research Institutes for 2024

BRICS India-led study on 'Platform Employment: Role in the Labour Market and Problems of Platform Workers Labour Regulation' (2024) is being undertaken under the BRICS Research Network. V.V. Giri National Labour Institute represents India in the BRICS Network of Labour Research Institutes. Apart from the Member Institutions from the BRICS countries, the Network is also supported through technical expertise provided by ILO. One of the major objectives of the BRICS Network of Labour Research Institutes is to undertake research studies on contemporary policy issues so that the inputs of these studies can be used in policy formulation as well as during the deliberations of the BRICS Labour Ministerial meetings. Accordingly, the BRICS Network of Labour Research Institutes has undertaken various rounds of research studies.

Major objectives of the Study:

As per the focus of the BRICS Research Network in the current year, the following objectives are decided by the Network

- Interpretation of the main categories of platform employment in Indian legislation.
- A statistical estimation of medium-term trends in the development of platform employment in the Indian economy.
- Analysis of the structure of platform employment (by occupation and qualification, gender, age, education and industry). Socio-demographic profile of the platform worker and its dynamics.
- Peculiarities and problems of legal regulation of platform employment, including the mechanisms for providing platform workers with basic social guarantees.
- Specifics of collective representation of platform workers' interests and prospects for the development of social partnership.
- Risks of spreading platform employment and risks of expanding the sphere of government regulation in this regard (in the views of the government, business and population).

Methodology

The survey will be undertaken in Hyderabad, Rajasthan, Mumbai and Delhi with platform workers across two on-demand categories cab driving and food delivery. The target locations



were selected as these cities are key nodes in the migration corridors in the country. The present study uses a mixed-method approach, including both qualitative and quantitative methods. The qualitative primary data collection methods include semi-structured, in-depth interviews with platform workers, open-ended checklists, FGD employed with other approaches etc. For the quantitative data collection, close-ended questions based on semi-structured questionnaires at the individual level will be used to conduct the survey. A purposive sampling method will be employed with the appropriate sampling technique.

Date of Initiation and Date of Completion

The study was initiated in February 2024 and will be completed in October 2024.

(Project Director: Dr. Dhanya M.B., Fellow)

2. Navigating the Gig Economy: An Intersectional Investigation into the Experiences and Challenges of Women in the Indian Gig Economy

This study sheds light on the unique challenges and opportunities faced by women in this rapidly growing sector i.e. platform economy. By adopting an intersectional lens, the research highlights how various factors such as gender, socio-economic background, and regional disparities intersect to influence women's experiences in the gig economy. This nuanced understanding is crucial for developing inclusive policies and practices that support equitable access and fair treatment for women, ultimately contributing to a more inclusive economic landscape in India.

Objectives

The research objectives of the present study are as follows:

- To document the working conditions of women gig workers and examine their economic, health and other vulnerabilities while assessing constraints in participation of women in gig work through gender perspective and analysing the barriers and constraints that bar women's inclusion in gig work.
- Analyse how the gig economy impacts women's empowerment, particularly in terms of income generation and financial independence.
- Examine the most recent laws and rules pertaining to gig workers in India including the labour codes and state gig workers legislation, and investigate any actions taken by the government that may affect women gig workers, such as legislation and judicial pronouncements.
- To suggest a policy framework within the existing one that can address the prevailing vulnerabilities, enhance the welfare of the women gig workers and protect their interests, particularly in the light of the codes that are presently being formalised.

Methodology

The research will be undertaken in Gurugram, Delhi and Noida with platform companies and aggregators across four on-demand categories considered- domestic work, beauty work, cab driving and food delivery. The target locations were selected as these cities are key nodes in the migration corridors in the country with Delhi being a Tier 1 city and Gurugram and

Noida being Tier 2 cities. The present study uses a mixed-method approach, including both qualitative and quantitative methods. The qualitative primary data collection methods include semi-structured, in-depth interviews with women gig workers (platform and non-platform-based workers), open-ended checklists, FGD employed with other approaches etc. For the quantitative data collection, close-ended questions based on semi-structured questionnaires at the individual level will be used to conduct the survey. A purposive sampling method will be employed with the appropriate sampling technique.

Date of Initiation and Date of Completion

The study was initiated in February 2024 and will be completed in January 2025.

(Project Directors: Dr. Dhanya M.B., Fellow & Smt. Pragya Parande)

Workshops/Webinars

- **Workshop on Employment Dynamics and Challenges in India: Present and Future**

V.V. Giri National Labour Institute, Noida organized a half-day Workshop on “Employment Dynamics and Challenges in India: Present and Future” on April 20, 2023. The workshop was inaugurated by Shri Kamal Kishore Soan, IAS, Joint Secretary, Ministry of Labour & Employment, Govt of India. The workshop began with Dr. Arvind, Director General, VVGNI welcoming the participants. Shri Amit Nirmal, DDG, DG(Employment), MoLE, Govt of India also delivered a keynote address and the panel discussion was chaired by Prof. Santosh Mehrotra. The programme was attended by thirty-two participants from Academia, the Ministry of Labour and Employment, trade unions, employers organisation and international labour organisations. The programme was coordinated by Dr Dhanya M B, Fellow, VVGNI.

- **Research Methodology Workshop on Labour Studies in collaboration with Ambedkar University, New Delhi**

V.V. Giri National Labour Institute (VVGNI) in collaboration with Dr B R Ambedkar University organized Research Methodology Workshop on Labour Studies during May 10-12, 2023 at the Dr BR Ambedkar University (AUD), Kashmere Gate Campus, Delhi. The major aim is to cater to research scholars working in the intersections of the disciplines of sociology, social anthropology, economics, history, development studies and other related social science disciplines that adopt both qualitative and quantitative research methodologies on labour studies. Dr Arvind, Director General, VVGNI inaugurated the collaborative workshop. In the inaugural session, Dr Rinju Rasaily, School of Liberal Studies, AUD welcomed the participants; Dr. Santosh Kumar Singh, Dean, School of Liberal Studies delivered the felicitation address; Guest of Honour by Prof, Satyaketu Sankrit, Dean of Academic Affairs and vote of thanks by Dr Dhanya MB, Fellow, VVGNI. The experts from VVGNI and Ambedkar University delivered lectures on various research methodologies. On the final day, the valedictory address was delivered by Dr Uma Rani, Senior Economist, International Labour Organisation (ILO), Geneva and the award of certificates by Dr. Nitin Mallik Registrar, AUD. The workshop was attended by thirty participants including young scholars and faculties from various central, state universities and research institutions. The workshop was coordinated by Dr Dhanya M.B., Fellow, VVGNI & Dr Rinju Rasaily, School of Liberal Studies, AUD.



- **Brainstorming Workshop on Gig and Platform Workers for Employers Organisations**

V.V. Giri National Labour Institute, Noida, organised a brainstorming workshop on Gig and Platform workers for Employer's Organisations on August 07, 2023. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE, Inaugurated the workshop and led the brainstorming discussion. Ms. G. Madhumita Das, Financial Advisor/Joint Secretary, MoLE, delivered a special address. Dr Arvind, Director General, VVGNNLI, welcomed the guests and participants. Representatives from Ola, Uber, Amazon, Policy Bazar.com, Urban Company, CII, ASSOCHAM, PHD CCI participated in the workshop. Senior officials from different verticals of the Ministry, Faculty Members, VVGNNLI, and scholars from academia participated in the workshop.

- **Brainstorming Workshop on Gig and Platform Workers for Workers Organisations**

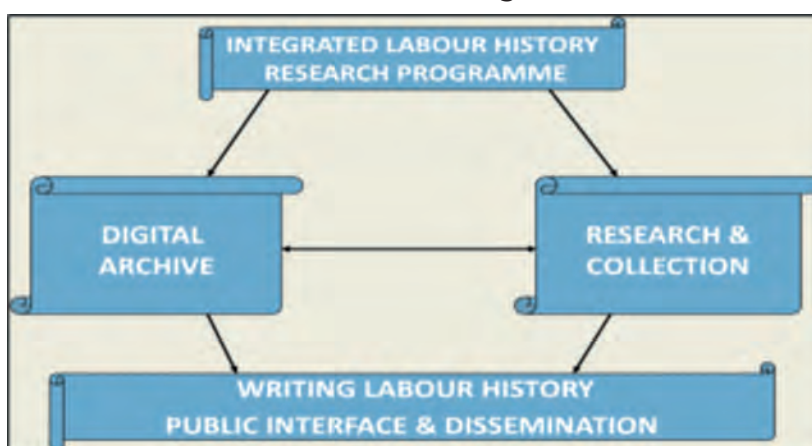
V.V. Giri National Labour Institute, Noida organised a Brainstorming Workshop on **Gig and Platform Workers** for Workers Organizations on August 14, 2023. Dr. Arvind, Director General, VVGNNLI, welcomed the guests and participants. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE, inaugurated the workshop and led the brainstorming discussion. Ms G. Madhumita Das, F.A., Shri Kamal Kishore Soan, JS and Shri Amit Nirmal, DDG(DGE) were also present in the session. The workshop was attended by seventy participants from various backgrounds such as gig workers, trade union leaders, researchers, academicians, gig economy professionals and various government officials from the ministries. Dr. Dhanya M.B., Fellow, VVGNNLI coordinated the workshop.

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

Completed Research Projects

1. Role of Labour Leaders in the Freedom Movement

Objectives:

- To document the contribution made by Labour and Labour Movement to the freedom struggle and shaping of modern India.
- To document the role played by the Trade Unions in synergizing labour movement with the anti-colonial freedom struggle and in espousing ideas of social justice, social protection of labour along with the contribution of the working class.

Scope:

Study and documentation of Labour Movement and Anti British Freedom Movement; Labour Movement and Social Security and Social Protection.



Conclusion:

In this publication, we have delved into the significant role of labour leaders in the Indian freedom movement, shedding light on their remarkable contributions and unwavering commitment to the cause of both labour welfare and national liberation. Through their tireless efforts, these leaders played a pivotal role in shaping the destiny of the nation and bringing about social change. However, it is essential to mention that it was not feasible to include each and every labour leader in this publication due to non-availability of the authentic information about many of them as well as in terms of the limitation to document the enormous contribution made by them spanning over a period of more than 150 years since beginning of the earliest labour movements.

The labour movement in India was a collective effort, fuelled and driven by the passion, sacrifice and determination of countless individuals hailing from various parts of the country. These leaders, known and unknown, joined hands to fight against exploitation, injustice and colonial rule. Their struggles, hardships and achievements deserve our utmost respect and recognition.

As we conclude this publication, we would like to emphasize that the Indian labour movement was a collective effort, driven by the dedication, sacrifice, and determination of countless individuals who fought tirelessly for the rights and well-being of workers and for the attainment of India's independence. We extend our sincere and heart-felt gratitude to all labour leaders, known and unknown who dedicated their lives to the cause of freedom and labour welfare and played their role in shaping and strengthening the labour movement and contributing to the larger cause of freedom. Their unwavering commitment and activism remain an integral part of India's rich history and heritage.

Date of Initiation and Date of Completion:

The project was initiated in November 2022 and completed in in July, 2023.

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

2. Labour Movement and Anti-Colonial Freedom Movement

Objectives

- To examine the role of the labour movement in the Anti-Colonial Freedom Movement.
- To identify instances where labour struggles merged with broader Anti-Colonial

Freedom Movement.

- To highlight the contributions of working-class people in various phases of the national movement.
- To showcase the resilience, determination and contribution of the working people in shaping India's freedom struggle.

Scope:

The study focuses on the working-class people in both the formal and informal sectors. It highlights the intimate link between the labour movement and the national Anti-Colonial



movement. This two-way interaction is the focal point of our research, as we document concrete instances where labour struggles merged with the larger Anti-Colonial struggles. This research seeks to shed light on the significant contributions of the working class in the labour movement and their alliance with the Anti-Colonial freedom movement by examining specific instances where their struggles for better working conditions, working hour, fair wages, fair treatment and rights converged with the larger struggle for independence from colonial rule.

Conclusion:

In the wake of India's struggle for independence, there was an atmosphere of anticipation and optimism among the people. Independence was viewed as a transformation, symbolizing the end of their hardships and the beginning of a new era. This sentiment extended to the workers, who were actively engaged in their own fight for rights, with the hope for a dignified life and better conditions. They saw the freedom movement as an opportunity to bring about significant improvements in their working and living conditions, as well as to put an end to the indignities and inequalities they faced.

The workers' movement and the freedom movement converged and was driven by the shared belief that independence would bring positive changes to their lives. They sought to escape the exploitative practices and discriminatory treatment they experienced under British rule. By aligning themselves with the larger freedom struggle, workers hoped to address their grievances and secure their rightful place in a free and independent India. Moreover, national leaders recognized the significance of workers' participation in the freedom movement. They understood that the workers' struggles were not separate from the overall objective of achieving independence. Nationalist leaders actively supported workers' protests, hartals (general strikes) and bandhs (shutdown) as they recognized the workers' role as agents of change. Some of them, directly mobilized the workers and some supported the labour leaders by way of forging alliances and solidarity to strengthen the collective fight against British rule.

The impact of workers' participation in the freedom movement can in no way be overlooked and undermined. Their resilience and sacrifices contributed to the overall momentum of the struggle and helped shape the narrative of a united and inclusive movement for independence. Their demands for improved working conditions, fair wages and dignity resonated with the larger aspirations of the nation.

In conclusion, the workers' movement intersected with the freedom movement in India as workers saw independence as an opportunity to improve their lives and end exploitation. Their active involvement alongside nationalists and labour leaders, brought their demands to the forefront and played a vital role in shaping the fight against British rule. The workers' participation added strength and depth to the freedom struggle, exemplifying the shared aspirations and collective spirit of a nation yearning for a brighter future.

Date of Initiation and Date of Completion:

The project was initiated in April 2023 and completed in October 2023.

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



3. Role of Labour Movement in Social Security and Social Protection in Pre-Independence India

Objectives

- Documentation of the history of contribution and role of workers' movements in building institutions of wider social protection in the context of India.
- To bring to the fore the myriad contributions made by workers' collectives/ organizations and the major workers movement towards establishment of institutional (both formal and informal) modalities of social security.

Scope

To explore the impact of labour movement in shaping modern India's social security and protection systems during the pre-independence period, focusing on historical context and secondary sources.

Conclusion

The journey through the historical landscape of India's pre-independence period has illuminated the profound role of the labour movement in shaping modern India's social security and social protection framework. This comprehensive research and documentation project delved into various facets of the labour movement, tracing its evolution, challenges, and achievements, and their impact on the broader socio-economic fabric of the nation.

Throughout this study, we have observed that the labour movement played a pivotal role in advocating for workers' rights, fair labour practices, and improved social security measures. Pioneering efforts during the late 19th century marked the emergence of organized labour movements that sought to address issues such as long working hours, inadequate wages, and unsafe working conditions. As we progressed through subsequent decades, the movement matured, weathering challenges and obstacles, and continued to press for more comprehensive social security initiatives.

The labour movement's activism was instrumental in fostering change and influencing policies that aimed at safeguarding workers' well-being. Notable leaders like N.M. Lokhande and significant events like the Champaran Satyagrah and Bombay Assembly debates on the Maternity Benefit Bill underscored the movement's determination to secure social protection for workers. The period encompassing World War II and the post-independence era brought new challenges, and yet the labour movement remained resilient, adapting its strategies to address evolving circumstances.

In conclusion, our exploration of the role of the labour movement in shaping modern India underscores the enduring influence of collective action and dedicated advocacy for social security and social protection. However, the journey is far from over. To honour the labour movement's legacy and address the persisting challenges faced by the labour class, it is imperative that we work towards making social security policies more inclusive and that they are executed with the utmost efficiency. This commitment will undoubtedly contribute to a more just and equitable society, where the rights and well-being of every worker are upheld and protected.

Date of Initiation and Date of Completion:

The project was initiated in April 2023 and completed in October 2023.

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

Centre for Climate Change and Labour

Aim & Activities

The impact of climate change is of global concern and in India where large numbers of people are dependent on agriculture and informal sector for their livelihoods, its impact becomes much more critical. In order to address key issues relating to climate change and its inter-linkages with the world of work, this centre was set up in the year 2010. The major objective of the research centre is to carry out policy orientated research, case studies on climate change and its inter-linkages with labour and livelihoods.

Core Research Areas

- Understanding inter-linkages between climate change, labour and livelihoods;
- Employment Challenges of Climate Change and transition to 'Green Jobs';
- Climate change and its impact on migration, gender;
- 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 NREGA in protecting livelihood security and adapting to climate change;

Core Areas of Training and Workshops

- Role of employers and trade unions in reorganizing production processes, protecting job losses and re-orienting macro policies to combat climate change;
- Capacity Building and Orientation programmes for various stakeholders about climate change, its potential impact especially on Livelihood and about various adaptation and mitigation Strategies
- Capacity Building and Orientation on Skill, Technology and Future of Work Green Work, Entrepreneurship.

Ongoing Case Study

1. Case Study on Work and Skill Impact: Analysis of Cases Pertaining to Women Workers

(Project Director: P.Amitav Khuntia, Associate Fellow)

Workshops

➤ Orientation Workshop on Transformation in the World of Work

The Institute organised an Orientation Workshop on ***Transformation in the World of Work cum Study visit*** for the Students of Centre for the Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University, Delhi on May 04, 2022. The programme aimed to make the participants understand the dynamics of work, technological development and its



impact, and acquaint with the policy / legislative initiatives with reference to Labour Codes. A Panel Discussion on Policy/Legislative Initiatives for Social Protection, Safety and Health with reference to Gender was conducted. Dr. Elina Samantroy, Dr. Otojit Kshetrimayum Fellows of the Institute were panellists and Dr. Sanjay Upadhyaya, Senior Fellow was the discussant moderated by the Course Director. Twenty two Master Degree and Ph.D students along with Professor Manoj Kumar Jena, participated in this workshop at VVGNNLI, Noida. Dr. Arvind, Director General VVGNNLI interacted with participants and delivered valedictory address. Mr. P.Amitav Khuntia, Associate Fellow, VVGNNLI was the Course Director.

➤ One Day Workshop on Gender & Labour Issues for ISEC Participants

V. V. Giri National Labour Institute organised One Day Workshop on Gender & Labour Issues for ISEC Participants 'Official Statistics and Related Methodology' (National Statistical Systems Training Academy-NSSTA) on January10, 2024 in the Institute. Fourteen Officers from different countries namely, Bangladesh, Botswana, Burundi, Cote d'Ivoire, Democratic Republic of Congo, Ethiopia, Fiji, Gambia, Kenya, Madagascar, Malawi, Myanmar, and Niger visited with Dr. J.S. Tomar, Director, NSSTA. Mr. P. Amitav Khuntia, Associate Fellow of VVGNNLI coordinated the workshop



STUDY VISIT

The V.V. Giri National Labour Institute hosted an Exposure-cum-Study visit on April 03, 2023 for the participants of the International Training Programme on "Public Policy and Governance" organised by National Institute of Labour Economics Research and Development (Formerly Institute of Applied Manpower Research), an autonomous institute of under NITI Ayog, Government of India, Narela, Delhi as part of the ITEC project of the Ministry of External Affairs, Government of India.



Government Officers, Policy makers from twenty nine countries namely; Antigua & Barbuda, Argentina, Botswana, Burundi, Democratic Republic of Congo, Ethiopia, Ghana, Guinea, Kenya, Laos, Liberia, Madagascar, Malawi, Mali, Mozambique, Myanmar, Nepal, Nicaragua, Niger, Peru, Sierra Leone, South Sudan, Sri Lanka, Syria, Tanzania, Trinidad & Tobago, Uganda, Vietnam were part of the delegation. Dr. Ruby Dhar, Deputy Director accompanied the delegation from NILERD. Mr. P. Amitav Khuntia, Associate Fellow of VVGNNLI coordinated the study visit and Delivered a half day session on Employment, Employability and Skill Development: Policy and Programme Initiatives.

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 109 international training programmes have been conducted under this Scheme participated by about 2474 participants representing nearly 135 countries. During the year 2023-24, five programmes were organised under ITEC which were attended by 136 participants representing 29 countries

A Memorandum of Understanding (MOU) between V.V. Giri National Labour Institute (VVGNI) and International Training Centre (ITC) of International Labour Organisation (ILO) Turin, Italy was signed on 28th 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 2023-24, the following activities had been undertaken:

- ✓ A GET-Ahead TOT on **Women Entrepreneurship** was conducted by the International Training Centre of International Labour Organization (ITC-ILO) from Aug. 27 – Sept. 01, 2023 and one of the faculty members, Dr. Dhanya M.B., Fellow was selected to attend this programme.
- ✓ A Certificate Course on **Labour Relations and Social Dialogue** was launched in collaboration with International Training Centre of International Labour Organization, Turin from 4th October to 10th November 2023 through hybrid mode including online modules delivered by trainers from ITC-ILO, Turin and face to face component of modules (6th to 10th November) delivered by faculty members and experts from VVGNI. The course was attended by 20 Officers of Central Labour Service, Employers' Federations and Trade Union Leaders.

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 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 Labour 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. The Institute has completed the following research projects under the BRICS Network of Labour Research Institutes during the period:

Completed Research Projects

1. Research Study on “e-Formality Practices in BRICS Countries” for BRICS Network of Labour Research Institute for 2022

BRICS India-led study on ‘Platform Employment: Role in the Labour Market and Problems of Platform Workers Labour Regulation’ (2024) is being undertaken under the BRICS Research Network. V.V. Giri National Labour Institute represents India in the BRICS Network of Labour Research Institutes. Apart from the Member Institutions from the BRICS countries, the Network is also supported through technical expertise provided by ILO. One of the major objectives of the BRICS Network of Labour Research Institutes is to undertake research studies on contemporary policy issues so that the inputs of these studies can be used in policy formulation as well as during the deliberations of the BRICS Labour Ministerial meetings. Accordingly, the BRICS Network of Labour Research Institutes has undertaken various rounds of research studies.

Objective

- Study various types of e-formalization practices (separately for workers and enterprises) that have been implemented in BRICS countries across various policy areas, identify their institutional backing and document their scope and objectives;
- Identify practices in terms of those aiding formalization directly and indirectly and document their outcome/results by reviewing relevant government websites/documents, discussing with relevant Ministries and Departments and available impact assessment literature;
- Discuss to what extent and in what policy areas, e-formalization practices have enabled policy and institutional integration and inter-ministerial coordination in support of the implementation of the ongoing formalization strategy of the government;
- Discuss pre-conditions that led to the successful adoption of e-formalization practices;
- Document challenges, constraints, lessons learnt and successful practices having implications for further scaling up and getting transferred to other member countries; and
- Discuss how COVID-19 has accelerated the use of e-formalization practices in terms of transferring stimulus packages, welfare benefits and other measures to mitigate the impact of the crisis

Outcome

The research documented only public sector practices where technologies have been implemented directly or indirectly to facilitate transitioning from the informal to the formal

economy. An exhaustive search of relevant e-formalization practices at the country level has been undertaken in the first stage. In the second stage, the most relevant practices may be identified across policy areas (such as incentives or compliance etc.) for documentation. E-formalization initiatives that were added to the portfolio to mitigate the impact of the crisis may be studied separately.

Date of Initiation and Date of Completion

The study was initiated in June 2023 and completed in February 2024.

(Project Director: Dr. Dhanya M.B., Fellow)

2. Research Study for the BRICS Network of Labour Research Institutes, 2023

(a) 'Ensuring Social Security for All'

Objectives

The recent past shock from the Covid-19 pandemic served as a caution to remind the world that shock triggers are eminent, the possibilities of impacts from technological change, population ageing, urbanization, migration and the consequences of climate change have implications for employment and social protection policies. This study therefore aims to assess country situations in BRICS with the aim of closing gaps identified in their social security coverage.

The study has focused on:

- Income security in the event of unemployment, employment injury, disability, sickness or maternity, as well as when earnings are insufficient.
- Analysis of types of coverage for the workers involved in different sectors in order to determine protection deficit.
- Analysis of coverage for vulnerable workers like the informal and digital workers through analyzing the labour market data- including Labour Force Survey (LFS).
- Closing the gap, strategies for extending social protection to workers who are still uncovered like the "missing middle".
- With the majority of the workforce in the informal sector, the study highlighted various recent government initiatives/ strategies for the development of adequate social protection mechanisms to effect transition to formality.
- The study proposed various Policy Reforms to enhance the coverage and effectiveness of social protection for all.

Date of Initiation and Date of Completion

The project was initiated in July 2023 and completed by March 2024.

(Project Directors: Dr. Ruma Ghosh, Senior Fellow & Dr. Ellina Samantory, Fellow)



(b) Gender and Social Security for BRICS Nations

The study aimed to assess country's situation in BRICS on employment, identify the challenges in workers access to social protection and address the gaps in social security coverage. The study was conducted under the BRICS Network of Labour Research Institutions for the BRICS South African Presidency 2023.

Objectives

- To understand income security in the event of unemployment, employment injury, disability, sickness and maternity and underemployment.
- To analyse types of coverage for the workers involved in different sectors in order to determine protection deficit.
- To understand Social security coverage for workers in different types of employment by:
 - ✓ Status in employment- part-time versus full time, temporary versus permanent contract.
 - ✓ Sector and occupation, as to identify existing gaps and barriers, and enhance the knowledge base for policy making.
 - ✓ Analysis of coverage for vulnerable workers like those in formal versus informal and digital workers.
- To understand the gender gaps in access to social protection while analysing gender and livelihoods. Country strategies for extending social protection to workers who are still uncovered like the "missing middle":
 - ✓ Current strategies
 - ✓ What should be done (to guarantee at least a basic level of social security for all and to advance to comprehensive social protection.
- To assess country situations in BRICS with the aim of closing gaps identified in their social security coverage.
- To discuss major successes within BRICS, in realizing the right to social security for all.
- To discuss major challenges within BRICS, in realizing the right to social security for all.
- To analyse the labour market data on income security in the event of unemployment, employment injury, disability, sickness and maternity and underemployment.

Outcome

The study highlighted that women workers have a significant representation in the informal sector and face challenges in securing stable, formal employment with limited access to social security. It has emphasised on effective strategies and promising practices implemented by various governments, especially in BRICS countries that have worked to extend social protection to women workers including good practices like e-Shram in India and other measures that integrate gender-sensitive approaches to social security. The study



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offers policy recommendations to close the gender gap in social protection, focusing on enhancing women's participation in the labour market, especially in formal employment. It suggests that it is essential to expand the scope of social protection systems to include informal workers, promote gender-responsive policies, and create safer, more inclusive work environments.

Date of Initiation and Date of Completion

The project was initiated on 19 June, 2023 and completed on 25th September 2023.

(Project Director: Dr. Ellina Samantroy, Fellow)



National Resource Centre on Child Labour (NRCCL)

National Resource Centre on Child Labour (NRCCL) at the V.V. Giri National Labour Institute has been set up as a Centre of eminence to work in partnership with UNICEF, ILO, and the Ministry of Labour and Employment 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' Organizations, 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



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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.

TRAINING AND EDUCATION (2023-24)

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, fieldworkers and other concerned with labour issue.

During the year 2023-24, the Institute has conducted 152 online/offline training programmes and 3464 personnel participated in these programmes.

Further, the Institute has undertaken following initiatives:

The Special Training Programmes

These programmes are designed for Labour Administrators and Officers of the Central and the State Governments and Union Territories and ITC-ILO. Formal Economy to Broaden Protection of Vulnerable Workers for Officials of the Department of Employment and Labour, South Africa, Startups Regulations and Welfare Schemes. These programmes cover a wide range of subjects on Gig and Platform, Police Personnel, especially in relation to their role in Child Labour and



Bonded Labour, Pension Schemes, Recognition of Prior Learning, New HR Practices in Public and Private Sector and Migration and Development-Focus on Internal Migration. 04 such online/offline programmes were organized in which 79 participants participated.

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. 09 such online/offline programmes were organized in which 134 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. 19 such online/offline programmes were organized in which 289 participants participated.



Capacity Building Programmes

These programmes are designed to develop trainers in the field of labour. In addition, these programmes are for workers and organisers of both industrial and rural trade unions. Some of these programmes are held at different centers of the country to ensure larger participation. 63 such online/offline programmes were organized in which 1182 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 239 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 organized Health Security and Protection of Workers, Enhancing Leadership Skills, International Labour Standards and Promotion of Gender Equality at the Workplace, Future of Work - Towards Decent Work in the Digital Gig Economy and Enhancing Productivity through improving work culture. In all 05 such programmes were organized in which 136 foreign nationals participated.



North Eastern States Programmes

The Institute lays great emphasis on programmes specially designed for Labour Administrators, Trade Union Leaders, NGOs and other stakeholders to address key issues related to labour & employment in the North Eastern Region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule. During the period the Institute has organised 08 offline training programmes on the subject in which 206 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. 01 such online programmes were organized in which 19 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 Sectorial disparity of the

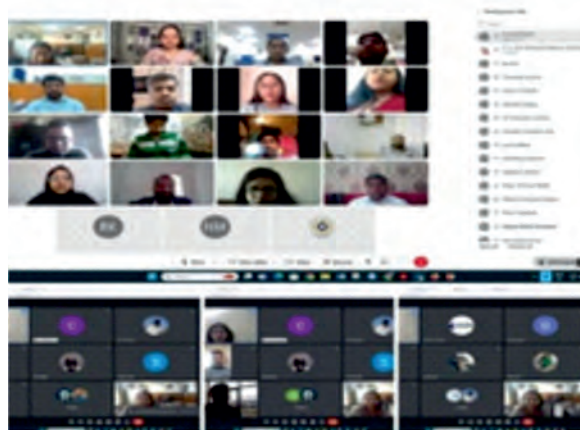
V.V. Giri National Labour Institute

Labour Market. In view of this, the Institute in collaboration with MANAGE, Hyderabad; SLI, Odisha, Ambedkar University and Loyala College, Chennai has been conducting training programmes on various subjects. In all 06 such online programmes and one offline programme were organized in which 406 participants participated.



In-house Programmes

The Institute had undertaken various in-house training programmes, which are tailor-made specifically designed to cater to the need of the organization. In all the Institute organised 21 in-house offline training programmes for Labour Inspectors of Chhattisgarh, Labour Inspector ALCs of Uttar Pradesh Labour Department, Deputy Directors/Engineers of ESIC, DGMS Officials, Officials of Navy, HPCL, Solar Energy Corporation of India Limited (SECI) and DGFASLI. In all 576 participants participated.



Thematic Training programmes

These programmes are designed on theme based like; How to conduct research, Occupational Safety and Health for DISH, Office Procedure, Noting and Drafting, Preparation of Affidavit and Counters in Court Cases, How to Prepare Reply of RTI Queries, Resolving Public Grievance, Social Media Management, Improving Negotiation Skills, Role & Functions of Quasi-Judicial Authorities and Evaluation of Training. In all 09 online/ offline programmes were organized in which 201 participants participated.





Online/Offline Training Programmes (01.04.2023 to 31.03.2024)

Sl No.	Title of the Training Programmes	No. of Progs. conducted	No. of Days	No. of Part.	Course Director
SPECIAL TRAINING PROGRAMME (STP)					
1.	Transitioning from Informal to Formal Economy to Broaden Protection of Vulnerable Workers for Officials of the Department of Employment and Labour, South Africa	01	04	11	Dr. Ruma Ghosh
2.	Startups Regulations and Welfare Schemes (online)	01	03	28	Dr. Dhanya M. B.
3.	Short-term Certificate Course in Labour Relations and Social Dialogue with ITC-ILO (Online & Offline)	01	38	20	Dr. Sanjay Upadhyaya
4.	Development of Training Modules on various Labour Issues (Online)	01	01	20	Dr. Otojit Kshetrimayum
Sub-Total		04	46	79	
a. LABOUR ADMINISTRATIVE PROGRAMMES (LAP)					
5.	Quasi Judicial Authorities: Role and Functions	01	03	15	Dr. Sanjay Upadhyaya
6.	Understanding Labour Codes and Rules	01	05	06	Dr. Sanjay Upadhyaya
7.	Future of Work - Ensuring Decent Work and Protection in the Digital Gig Economy	01	03	18	Dr. Ruma Ghosh
8.	Making Conciliation Effective	01	03	12	Dr. Sanjay Upadhyaya
9.	Code on Social Security , 2023	01	02	20	Dr. Ruma Ghosh
10.	Employment and Wages: Special Reference to Code on Wages	02	06	40	Dr. Dhanya M. B.
11.	Migration and Development: Issues and Perspectives	01	03	14	Dr. Dhanya M. B.
12.	Training of Trainers Programme on Labour Codes and Empowerment of Agriculture Workers for the officials of State Institute of Rural Development	01	03	09	Dr. Shashi Bala
Sub-Total		09	28	134	



Sl No.	Title of the Training Programmes	No. of Progs. conducted	No. of Days	No. of Part.	Course Director
INDUSTRIAL RELATION PROGRAMMES (IRP)					
13.	Labour Codes in India	01	05	06	Dr. Ellina Samantroy
14.	Labour Codes and Rules for PSUs	01	05	15	Dr. Sanjay Upadhyaya
15.	Enhancing Work Proficiency	01	05	14	Dr. Shashi Bala
16.	Regulatory Compliance under Existing Labour Laws for Representatives of Employer's Organisations (Online)	01	03	13	Dr. Sanjay Upadhyaya
17.	Behavioural Skills for Developing Effective Leadership	02	10	22	Dr. Shashi Bala
18.	Developing Positive Attitude for Excellence at Work	01	05	10	Dr. Shashi Bala
19.	Fundamentals of Labour Codes	02	10	78	Dr. Sanjay Upadhyaya
20.	New HR Practices being followed in different Public and Private Sector Organisation	01	04	06	Dr. Shashi Bala
21.	Code on Occupational Safety, Health and Working Conditions 2020	01	05	06	Dr. Ellina Samantroy
22.	Labour Laws and Labour Codes for Power Sector PSUs	01	05	18	Dr. Sanjay Upadhyaya
23.	Ensuring Safety Health and Welfare at Workplace for Officers of Directorate of Industrial Safety and Health	01	03	01	Dr. Ruma Ghosh
24.	Leadership Development Programme	01	03	34	Dr. Dhanya M. B.
25.	Self-Development of Workers	01	05	21	Dr. Shashi Bala
26.	Managing Work Effectively : A Behavioural Approach	01	05	10	Dr. Shashi Bala
27.	Leadership Development Programme for Women Officials	01	03	10	Dr. Shashi Bala
28.	Law related to Equality & Empowerment of Women	01	05	12	Dr. Shashi Bala
29.	Fundamentals of Labour Laws and Labour Codes	01	03	10	Dr. Sanjay Upadhyaya



Sl No.	Title of the Training Programmes	No. of Progs. conducted	No. of Days	No. of Part.	Course Director
	Sub-Total	19	83	286	
	CAPACITY BUILDING PROGRAMMES (CBP)				
30.	Facilitating Gender Sensitive Environment: A Behavioural Approach	02	10	56	Dr. Shashi Bala
31.	Leadership Development Programme for Telangana State Trade Union Leaders	02	08	43	Dr. M. M. Rehman
32.	New Labour Codes: Issues and Perspectives	02	08	37	Dr. Sanjay Upadhyaya
33.	Gender and Labour Issues	01	05	29	Dr. Ellina Samantroy
34.	Social Security for Construction Workers	01	04	26	Dr. Otojit Kshetrimayum
35.	Capacity Building Programme for Domestic Workers	01	04	13	Dr. Shashi Bala
36.	Training Programme on GeM and Reservation Rosters for the Staff of VVGNI	01	01	25	Dr. Sanjay Upadhyaya
37.	Developing Skill Development Strategies for Women Workers in the Informal Economy	02	10	29	Dr. Shashi Bala
38.	Capacity Building Programme in Career Development	01	05	13	Mr. P. Amitav Khuntia
39.	Capacity Building Programme for Unprotected Manual Workers	02	10	32	Dr. Manoj Jatav
40.	Social Security for Unorganised Workers	01	05	25	Dr. M. M. Rehman
41.	Training of Trainers Programme for Workers Educators/Organisations	01	04	20	Dr. M. M. Rehman
42.	Labour Codes and Rules for Labour Officials and Trade Union Leaders (Online)	01	03	18	Dr. Shashi Bala
43.	Capacity Building Programme for Elected Representatives of Local Governments for Effectiveness of Welfare and Development Measures	01	05	16	Mr. P. Amitav Khuntia
44.	Pension Schemes for the Organised and Unorganised Sectors	02	06	36	Dr. Ruma Ghosh



Sl No.	Title of the Training Programmes	No. of Progs. conducted	No. of Days	No. of Part.	Course Director
45.	Capacity Building programme on Workers' Organisations/ Activities	01	05	27	Dr. Manoj Jatav
46.	Social Security for Unorganised Sector Workers: Unique Practices	01	03	18	Dr. Manoj Jatav
47.	Noting, Drafting, and Medical Attendance Rules for its employees	01	01	18	Dr. Manoj Jatav
48.	Good Governance for Effectiveness of Welfare and Development Measures	01	05	29	Mr. P. Amitav Khuntia
49.	Labour Market Information for better Implementation of Public Policies	01	05	16	Dr. Dhanya M.B.
50.	Orientation Programme on Labour Development and Globalisation	01	04	14	Mr. P. Amitav Khuntia
51.	Enhancing Capacity in Preventing Sexual Harassment at the Workplace	02	06	39	Dr.Shashi Bala
52.	Leadership Development Programme for Trade Union Leaders	01	03	21	Dr.Shashi Bala
53.	Shram Saptaha Poshan Panchayats: Awareness Programme on Different Schemes of Ministry of Labour and Employment, Government of India"	04	15	67	Dr.Shashi Bala
54.	Orientation Programme on Skill Transformations and Future of Work	01	05	24	Dr. Otojit Kshetrimayum
55.	Capacity Building Programme for Head-Load Workers/ Palledars and other unprotected workers	01	05	27	Dr. Manoj Jatav
56.	Skill Development of Women for Employability and Entrepreneurship	02	10	34	Mr. P. Amitav Khuntia
57.	Recent Initiatives towards Codification of Labour Laws in India	01	05	26	Dr. Sanjay Upadhyaya
58.	Gender and Entrepreneurship together	04	20	61	Dr. Dhanya M. B.
59.	Enhancing Work Efficiency and Effective Delivery	01	05	06	Mr. P. Amitav Khuntia
60.	Capacity Building Programme on Labour Force Data	01	03	18	Dr. Ellina Samantroy



Sl No.	Title of the Training Programmes	No. of Progs. conducted	No. of Days	No. of Part.	Course Director
61.	Emerging Perspectives on Gender, International Labour Standards and Labour Codes in India	01	04	10	Dr. Ellina Samantroy
62.	Convergence and Partnership for Addressing Labour and Development Issues	01	03	24	Mr. P. Amitav Khutia
63.	Empowerment of Beedi Workers	01	03	14	Dr. Shashi Bala
64.	Leadership Skills Development Programme for Construction Workers	02	06	23	Dr. Shashi Bala Mr. Nagesh Nitla
65.	Leadership Skills Development Programme for Unorganised Workers Organisers with special reference to social security	04	15	61	Mr. Nagesh Nitla
66.	Skill Development for Youth Employability and Entrepreneurship	01	05	27	Mr. P. Amitav Khuntia
67.	Training Programme on Leadership Development (BMS)	02	08	62	Dr. Sanjay Upadhyaya
68.	Orientation Training Programme on Social Security and Labour Codes	02	06	30	Mr. Nagesh Nitla
69.	Training Programme on Noting & Drafting, Leave & Conduct Rules and LTC Rules	01	02	16	Dr. Manoj Jatav
70.	Training of Trainers Programme for Rural Educators	01	03	20	Dr. Shashi Bala
71.	Social Security for All-Ensuring Decent Work and Protection	01	03	20	Dr. Ruma Ghosh
72.	Office Procedure, Noting and Drafting	01	02	15	Dr. Shashi Bala
	Sub-Total	63	246	1182	
a.	INTERNATIONAL TRAINING PROGRAMMES (ITP)				
73.	Health Security and Protection of Workers	01	19	29	Dr. Ruma Ghosh
74.	Enhancing Leadership Skills	01	18	28	Dr. Shashi Bala
75.	International Labour Standards and Promotion of Gender Equality at the Workplace	01	19	27	Dr. Ellina Samantroy

Sl No.	Title of the Training Programmes	No. of Progs. conducted	No. of Days	No. of Part.	Course Director
76.	Future of Work - Towards Decent Work in the Digital Gig Economy	01	19	23	Dr. Ruma Ghosh
77.	Enhancing Productivity through improving work culture,	01	19	29	Dr. Shashi Bala
	Sub-Total	05	94	136	
RESEARCH METHODS PROGRAMMES (RMP)					
78.	Course on Qualitative Methods in Labour Research (For Research Scholars and Young University Teachers in Social Sciences) (Online)	01	05	19	Dr. Ruma Ghosh
	Sub-Total	01	05	19	
CHILD LABOUR AND BONDED LABOUR					
79.	Capacity Building Programme on Identification, Rescue, Rehabilitation of Bonded Labour and Child Labour and Prosecution of Offenders	04	17	166	Dr. Manoj Jatav
80.	Orientation Programme on Ensuring Legal Services & Effective Rehabilitation of Rescued Child/ Bonded Labour/Trafficking Labour (Online)	02	08	59	Dr. Manoj Jatav
81.	Orientation Programme on Responsible Business Practices	01	04	14	Dr. Manoj Jatav
	Sub-Total	07	29	239	
NORTH EAST PROGRAMMES					
82.	Fundamentals of Labour Codes	01	05	37	Dr. Otojit Kshetrimayum
83.	Gender, Work and Social Protection for the North Eastern Region	01	05	27	Dr. Ellina Samantroy
84.	Understanding Labour Codes and Rules	01	05	20	Dr. Sanjay Upadhyaya
85.	Social Security for Unorganised Workers	01	05	13	Dr. Otojit Kshetrimayum
86.	Gender Issues in Labour : A Behavioural Approach for North Eastern States	01	05	27	Dr. Shashi Bala



Sl No.	Title of the Training Programmes	No. of Progs. conducted	No. of Days	No. of Part.	Course Director
87.	Labour Codes: Issues and Perspectives	01	05	18	Dr. Sanjay Upadhyaya
88.	Skill Development of Women for Employability and Entrepreneurship	01	05	28	Mr. P.Amitav Khuntia
89.	Social Protection and Livelihood Security for North-Eastern States	01	05	36	Dr.Otojit Kshetrimayum
	Sub-Total- 08	08	40	206	
a.	COLLABORATIVE TRAINING PROGRAMMES				
90.	Good Governance for effectiveness of Welfare and Development Measures to working mass (SLI, Odisha)	01	03	28	Mr. P. Amitav Khuntia
91.	Research Methods on Labour Market Analysis' in collaboration with Ambedkar University, New Delhi	01	03	27	Dr. Dhanya M. B.
92.	Labour Codes for Agricultural Workers (MANAGE) (Online)	01	03	59	Dr. Shashi Bala
93.	Labour Reforms and its Impact on the Future of Organized Labour and Social Security Measures in India (Loyala College) (Online)	03	06	292	Dr. Shashi Bala
	Sub-Total – 06	06	15	406	
	INHOUSE PROGRAMME				
94.	Training Programme on Leadership Development for HPCL Officials	01	06	32	Dr. Ellina Samantroy
95.	Training Programme for Labour Inspectors of Chhattisgarh	01	02	19	Dr. Otojit Kshetrimayum
96.	Administrative Training for Deputy Directors from ESIC	04	65	117	Dr.Sanjay Upadhyaya Dr.Otojit Kshetrimayum Dr. Manoj Jatav
97.	Two week training on Establishment, Accounts & Administration for DGMS Officials	02	24	55	Dr. Shashi Bala
98.	Mandatory Course for Deputy Director of ESIC	01	16	27	Dr. Manoj Jatav

Sl No.	Title of the Training Programmes	No. of Progs. conducted	No. of Days	No. of Part.	Course Director
99.	Training Programme on Gender Sensitization & PoSH Act Awareness	01	02	33	Dr. Shashi Bala
100.	Training Programme on the Administration of Civilian Personnel (Navy)	01	05	31	Dr. Shashi Bala
101.	Mandatory Training Programme for Promotion of Junior Engineer (Electrical) to Assistant Engineer (Electrical) of ESIC	01	16	30	Dr. Shashi Bala
102.	Training Programme on Establishments Rules, DPCs, Preparation & Maintenance of Rosters	01	05	29	Dr. Shashi Bala
103.	Training programme on Labour Laws for the officials of Hatsun Agro Product Ltd. (Online)	01	02	29	Dr. Ellina Samantroy
104.	Training Programme for Promotion of Junior Engineer (ESIC)	01	16	31	Dr. Shashi Bala
105.	Pay Fixation & Pensionary Entitlements (Navy)	01	05	24	Dr. Shashi Bala
106.	Soft Skills (DGMS & DGFASLI)	02	10	36	Dr. Ruma Ghosh Dr. Otojit Kshetrimayum
107.	Disciplinary Proceedings (INDIAN NAVY)	01	05	29	Dr. Shashi Bala
108.	Administrative Vigilance (INDIAN NAVY)	01	05	29	Dr. Shashi Bala
109.	Administrative training programme "Mandatory level "A" training of Deputy Director (Adhoc) Assistant Director/Manager Grade -I /Section Officer for promotion of the post of Deputy Director on regular basis	01	19	26	Dr. Manoj Jatav
Sub-Total – 21		21	204	576	
THEMATIC TRAINING PROGRAMMES(TTP)					
110.	Training Programme on Occupational Safety and Health	01	02	25	Dr. Ruma Ghosh
111.	How to Conduct Research	01	02	37	Dr. Dhanya M. B.
112.	Role and Function of Quasi- Judicial Authorities	01	02	15	Dr. Sanjay Upadhyaya



Sl No.	Title of the Training Programmes	No. of Progs. conducted	No. of Days	No. of Part.	Course Director
113.	Effective Conciliation For Dispute Resolution	01	02	12	Manoj Jatav
114.	How to Conduct Departmental Enquiry	01	02	21	Dr .Otojit Kshetrimayum
115.	Social Media Management	01	02	25	Mr. P. Amitav Khuntia
116.	Evaluation of training	01	02	06	Dr. Dhanya M. B.
117.	Improving Negotiation Skills	01	02	33	Dr. Shashi Bala
118.	Training Programme on Presentation Skills	01	02	27	Dr.Ellina Samantroy
	Sub-Total	09	20	201	
	TOTAL	152	810	3464	

List of Workshops/Webinars 2023-24

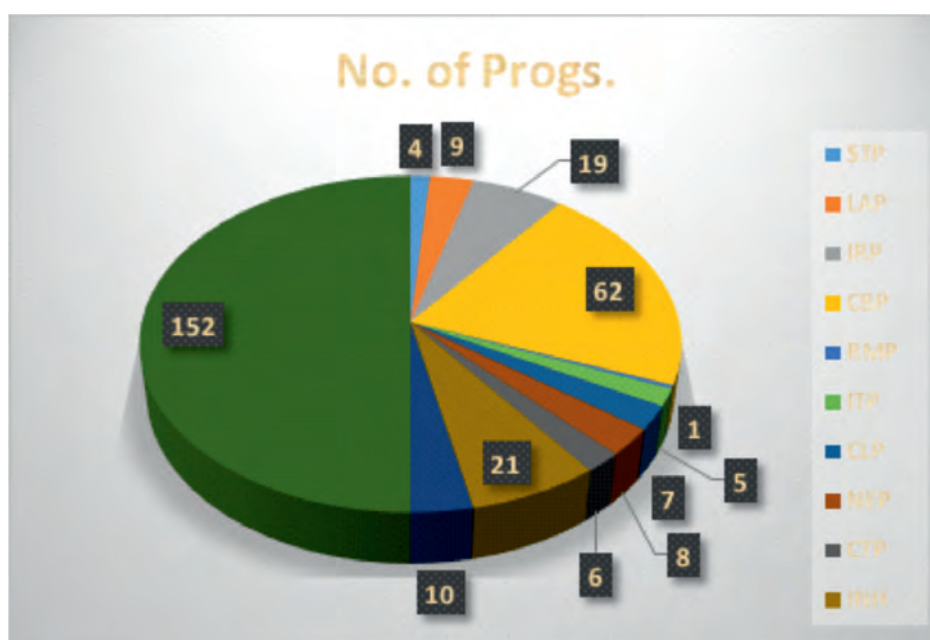
Sl No.	Name of the Workshop/webinar/Seminar	No. of days	No of participants	Coordinator
1.	Employment Dynamics and Challenges in India: Present and Future April 20, 2023	01	40	Dr. Dhanya M. B.
2.	Transformation in the World of Work cum Study Visit for the Students of Centre for the Study of Social Systems, School of Social Science, Jawaharlal Nehru University, Delhi) May 04, 2023	01	20	Mr. Amitav Khuntia
3.	May Day and Labour Rights May 01, 2023	01	25	Dr. Otojit Kshetrimayum
4.	Labour & Employment Issues for 45 th batch ISS Officials May 12, 2023	01	27	Dr. Ellina Samantroy
5.	Convergence of Activities of Bureaus Heads of Ministry of Labour & Employment May 16-17, 2023	02	100	---
6.	World Day against Child Labour June 12, 2023	01	49	Dr. Manoj Jatav
7.	Brainstorming Workshop on Gig and Platform Workers' for Employer's Organizations August 07, 2023	01	50	Dr. Ellina Samantroy
8.	Brainstorming Workshop online Workshop on Gig and Platform Workers for Workers Organizations August 14, 2023	01	70	Dr. Dhanay M. B.
9.	Labour Relations, Labour Laws & Labour Codes October 23, 2023	01	20	Dr. Sanjay Upadhyaya
10.	Thematic Workshop on How to Prepare Reply of RTI Queries December 20, 2023	01	48	Dr. Ellina Samantroy
11.	Gender & Labour Issues for ISEC Participants January 10, 2024	01	20	Mr. P. Amitav Khuntia
12.	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - February 14, 2024	01	70	Dr. Shashi Bala



Sl No.	Name of the Workshop/webinar/Seminar	No. of days	No of participants	Coordinator
13.	Investing in Women: Inspiring Inclusion on the occasion of International Women's Day 2024 – March 8, 2024	01	70	Dr. Ellina Samantroy Mr. B.S.Rawat
14.	Towards a Framework For Strengthening Social Protection System for Sri Lankan Delegates' March 13-15, 2024	03	08	Dr.Otojit Kshetrimayum
15.	Work from Home: Designing Flexible Working Hours March 15, 2024	01	20	Dr. Shashi Bala
16.	Labour Law Reforms and New Labour Codes in India: Issues and Challenges March 20, 2024	01	25	Dr. Sanjay Upadhyaya & Dr. Ellina Samantroy

Online/Offline Training Programmes April 2023-March 2024

S. No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1.	SPECIAL TRAINING PROGRAMME	04	46	79
2.	LABOUR ADMINISTRATION PROGRAMMES	09	28	134
3.	INDUSTRIAL RELATIONS PROGRAMMES	19	83	286
4.	CAPACITY BUILDING PROGRAMMES	63	246	1182
5.	RESEARCH METHODS PROGRAMMES	01	05	19
6.	INTERNATIONAL PROGRAMMES	05	94	136
7.	CHILD LABOUR PROGRAMMES	07	29	239
8.	NORTH EAST PROGRAMMES	08	40	206
9.	COLLABORATIVE PROGRAMMES	06	15	406
10.	INHOUSE PROGRAMME	21	204	576
11	THEMATIC TRAINING PROGRAMME	09	20	201
	TOTAL	152	810	3464





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 24 books/reports/bound volumes of journals / CDs/ AV/ VC during April 2023 to March 2024, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs /photographs/ Posters/banners/clippings/panels etc. to **65683**. The library regularly subscribed to **108** 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 108 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 (2023-24)

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 28.06.2023, 27.09.2023, 27.12.2023 and 22.03.2024 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 31.05.2023, 25.08.2023, 16.10.2023 and 01.03.2024. During the workshops, officers and staff were given practical training to prepare notes 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 31st March 2023, 30th June 2023, 30th September 2023 and 31st December 2023 were uploaded on Rajbhasha Vibhag's Website on regular basis.

Hindi Pakhwara

Hindi Pakhwara was organized in the Institute from 14th – 29th September 2023. During this Pakhwara, various competitions were organized which include Nibandh evam Patra Lekhan Pratiyogita, Sulekh evam Shrutlekh Pratiyogita, Tippan 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 prize distribution ceremony was held on 20.10.2023 under the chairmanship of Dr. Arvind, Director General, VVGNI.

Workshop on Memory based translation software “Kanthasth”

Under the aegis of the Town Official Language Implementation Committee (Office), Noida, a workshop on memory based translation software ‘Kanthastha’ was organized by the V. V. National Labour Institute on 21 December 2023 for the Official Language Officers/ In-charges/employees working in the Hindi Department or Section of the member offices of TOLIC (Office), Noida. This workshop was inaugurated by Dr. Arvind, Director General of the Institute. In his inaugural address, he said - ‘In today’s era of technology, we should keep up with the times and use technology more and more in propagating the official language.’ Adopting a participatory approach in the workshop, Master Trainer Shri Lalit Bhushan explained the intricacies of the ‘Kanthastha’ very beautifully. 28 Officials from 17 member offices of TOLIC (Office), Noida participated in this workshop moderated by Shri Beerendra Singh Rawat, Senior Translation Officer, VVGNI.



Implementation of the Right to Information (RTI) Act, 2005

- In pursuance of the provisions contained in the Right to Information Act, 2005, action has been taken for the implementation of the Act in the V. V. Giri National Labour Institute. It includes dissemination of information in public domain relating to the particulars of organization, its functions and duties, the designation of CPIO and Appellate Authority etc. The overall status of RTI cases received and disposed off in the Institute from 01.04.2023 to 31.03.2024 is as follows:

i) No. of cases pending at the beginning of the year i.e. as on 01.04.2023	- Nil
ii) No. of cases received during the year	- 37
iii) No. of cases disposed during the year	- 36
iv) No. of cases pending as on 31.3.2024	- 01

Disciplinary Proceedings

- No. of Employees against whom disciplinary action has been proposed/ taken :
No. of employees against whom disciplinary action has been:
 - (ii) pending for minor penalty and major penalty for proceedings - Nil
 - (iii) Finalized for minor penalty and major penalty for proceedings – Nil

Programmes for advance understanding of RTI

- ⇒ V.V. Giri National Labour Institute conducted a One Day Online Thematic Workshop on '**How to prepare reply of RTI Queries**' on December 20, 2023. The workshop aimed to provide information regarding various provisions of RTI Act 2005 and prepare an effective RTI reply. It also aimed at enhancing skills in replying RTI requests, ensuring compliance, and maintaining records. The programme also highlighted on the role of the RTI Act in promoting participatory democracy. The workshop was attended by forty-seven participants. Dr. Ellina Samantroy, Fellow, VVGNI was the Course Director of the programme.

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 fulfil 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, workshops, seminars etc.

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

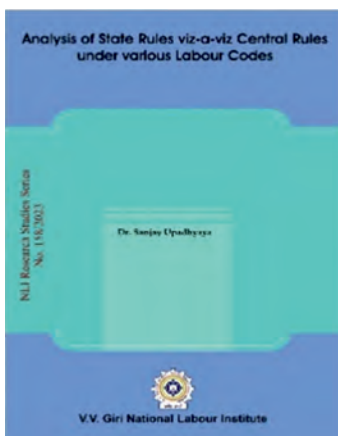


Child Hope

Child Hope is a quarterly Newsletter of the Institute. It is being brought out to pave the way for ending child labour by reaching out to different sections of society. The Newsletter also documents the initiatives and best practices of the different social partners in their effort to eradicate the problem.

Shram Sangam

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



NLI Research Studies Series

All research studies carried out by the Faculty members are published in the form of *NLI Research Studies Series*, in order to disseminate the findings of the research activities of the Institute. So far the Institute has published 160 research studies in the form of NLI Research Series.

156/2023 E-rural Camp: An Introduction to Labour Codes and Gender Responsive Budgeting in India- *Dr. Shashi Bala*



- 157/2023 Green Jobs in India: Present and Future Prospects- *Dr. Shashi Bala*
- 158/2023 Analysis of State Rules viz-a-viz Central Rules under various Labour Codes– *Dr. Sanjay Upadhyaya*
- 159/2023 Labour Force Participation: Measuring the Global Gender Gap Trends- *Dr. Shashi Bala*
- 160/2023 E-rural Camp: Labour Codes & Enhancing Sensitivity towards Gender Parity-
Dr. Shashi Bala

For further information and details, please contact:

Dr. Ruma Ghosh

Senior Fellow & Publication Incharge

V.V. Giri National Labour Institute

Sector-24, Noida-201301

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 31.3.2024)

Group	Sanctioned Strength	In Position
Director General	01	01
Faculty	15	08
Group A	05	04
Group B	13	10
Group C	24	11
MTS	25	16
Total	83	50

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. Arvind

Director General

Faculty of the Institute

1. Dr. Sanjay Upadhyaya, L.L.M., Ph.D.	Senior Fellow
2. Dr. Ruma Ghosh, M.A., M. Phil., Ph.D.	Senior Fellow
3. Dr. Shashi Bala, M.A, Ph.D.	Senior Fellow
4. Dr. Ellina Samantroy, M.Phil, Ph.D	Fellow
5. Dr. Otojit Kshetrimayum, M.A., M.Phil, Ph.D	Fellow
6. Dr. M.B. Dhanya, M.A., Ph.D.	Fellow
7. Dr. Manoj Jatav, M.A. M.Phil, Ph.D.	Fellow
8. Mr. Priyadarsan Amitav Khuntia, M.A. M.Phil	Associate Fellow

Officers

1. Harsh Singh Rawat, M.B.A., FCMA	Administrative Officer
2. V.K. Sharma, B.A.	Asstt. Administrative Officer
3. Nagesh Nitla, M.B.A., M.Sc	Programme Officer
4. Vaibhav Raina, M.Com	Accounts Officer



Staff

Group B

1.	S.K. Verma,	Asstt. Library & Information Officer
2.	B.S.Rawat	Senior Translation Officer
3.	Geeta Arora	Supervisor
4.	Monika Gupta	Sr. P.A.
5.	Praveen Pandey	Supervisor
6.	Jagat Singh	Supervisor
7.	Sudha Vohra	Steno Assistant Gr. I
8.	Sudha Ganesh	Steno Assistant Gr. I
9.	Ram Kishan	Steno Assistant Gr. I
10.	Rajesh Kumar Karn	Steno Assistant Gr. I

Group C

1.	Naresh Kumar	Assistant Gr. I
2.	Ranjana Bhardwaj	Assistant Gr. I
3.	Manveer Singh Bhandari	Steno Asstt. Gr. II
4.	Nidhi Agarwal	Steno Asstt. Gr. II
5.	Nigam Lem Joy	Steno Asstt. Gr. II
6.	Satyawan	Assistant Gr. III
7.	Sourav Kumar Singh	Assistant Gr. III
8.	Ajay Kumar Yadav	Assistant Gr. III
9.	Abhishek Roy Chowdhury	Assistant Gr. III
10.	Sandeep Kumar	Assistant Gr. III
11.	Deepak Mor	Assistant Gr. III



AUDIT REPORT AND AUDITED ANNUAL ACCOUNTS 2023-2024



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

Reply of the Institute on the Separate Audit Report of the Comptroller & Auditor General of India on the accounts of the V.V. Giri National Labour Institute, Noida for the year ended 31st March 2024.

Para No.	Audit Observations	Reply of the Institute
(A)	Income & Expenditure Accounts Establishment Expenses (Schedule - 20) The above includes Rs.30.23 lakh of 'payment made to Advisor % Finance Consultant' appointed on contract basis. Being payment to staff appointed under contract basis, the same should have been included under 'Other Administrative Expenses' (Schedule – 21). Therefore, this resulted into overstatement of 'Establishment Expenses' (Schedule – 20) by Rs.30.23 lakh and understatement of 'Other Administrative Expenses' (Schedule – 21) by the same amount.	As Suggested by Audit this will be included under 'Other Administrative Expenses' (Schedule – 21) from the year 2024-2025. Therefore the para may be dropped please
(B)	General The Institute has not included amount of Rs.3.92 lakh as 'Deposits' pertaining to 'Security deposits for electricity connections' under 'Current Assets, Loans & Advance' (Schedule-11). The Institute needs to incorporate the same suitably.	The same shall be incorporated from the year 2024-25. Accordingly the para may be dropped please.
(C)	Grants in Aid: The Institute received Grant-in-Aid Rs.1358.29 Lakh and generated internal receipts of Rs.391.28 Lakh during the year. After taking opening balance of Rs.106.49 lakh, the total fund worked out to Rs.1856.06 lakh. The Institute utilized Rs.1704.19 lakh during the year and leaving a closing balance of Rs.151.87 lakh as on 31 March 2024.	Factual position hence no comment to offer.

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



Para No.	Comments	Reply of the Institute
1.	Adequacy of Internal Audit System The internal audit of the Institute has been conducted for the year 2023-24	Factual position, hence no comment to offer
2.	Adequacy of internal Control System Inadequacy of Internal Control System of the Institute is characterised by the follow-ings (i) Page numbering has not been done in the annual accounts. Furthermore, Fixed Assets (Schedule-8) shows addition up to 31.10.23 and after 31.10.23 but the Institute has wrongly mentioned it as '31.10.24' instead of '31.10.23'. Similarly wrongly mentioned 'Schedules forming part of Accounts for the year ended on 31.03.2023' instead of 'Schedules forming part of Accounts for the year ended on 31.03.2024' in Annual Accounts (Sch-09 to Sch-22).' (ii) The Institute has a shortage of 18 post against 68 post. It needs to be filled in.	(i) Necessary rectification has been incorporated. (ii) The filling up of vacant position is in progress, most of these are to be filled through promotion for which eligible feeder candidates are not in place.
3.	System of Physical Verification of fixed assets Physical verification of fixed assets has been conducted for the year 2023-24.	Factual position, hence no comment to offer.
4.	System of Physical Verification of inventories. Physical verification of inventories has been conducted for the year 2023-24.	Factual position, hence no comment to offer.
5.	Regularity in payment of statutory dues. The Institute is regular in payment of statutory dues.	Factual position, hence no comment to offer.



BRANCH: DIRECTOR GENERAL OF
AUDIT (CENTRAL), LUCKNOW AT
PRAYAGRAJ

Ltr No: Central Expenditure/2024-2025/DIS-2143869
Date: 25 Oct 2024

To,

Director General,
V. V. Giri National Labour Institute, Noida

Subject: Issue of Separate Audit Report: PR-130953 on the Accounts of V V Giri National Labour Institute,
Noida for the year 2023-24

Sir/Madam,

वर्ष 2023-24 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) की प्रति महानिदेशक, V V Giri National Labour Institute Noida Uttar Pradesh को 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।

Yours faithfully,

SARITA KUMARI GUPTA
Director (CE)





Separate Audit Report of the Comptroller & Auditor General of India on the accounts of V.V. Giri National Labour Institute, Noida for the year ended 31 March, 2024

We have audited the attached Balance Sheet of the VV Giri, National Labour Institute, Noida (Institute) as on 31 March 2024, the Income & Expenditure Account and the Receipts & Payments Account for the year ended on that date under Section 20(1) of the Comptroller & Auditor General's (Duties, Powers & Conditions of Service) Act, 1971. The audit of the Institute has been entrusted up to 2027-28. 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 Uniform 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 V. V. Giri National Labour Institute, Noida in so far as it appears from our examination of such books.

(iv) We further report that:

(A) Income & Expenditure Account

Establishment Expenses (Schedule-20)

Rs. 858.19 lakh

The above includes Rs. 30.23 lakh of 'payment made to Advisor & Finance Consultant' appointed on contract basis. Being payment to staff appointed under contract basis, the same should have been included under 'Other Administrative Expenses' (Schedule-21). This resulted into overstatement of 'Establishment Expenses' (schedule-20) by Rs. 30.23 lakh and understatement of 'Other Administrative Expenses' (Schedule-21) by the same amount.

(B) General

The Institute has not included amount of Rs. 3.92 lakh as 'Deposits' pertaining to 'Security deposits for electricity connections' under 'Current Assets, Loans & Advance' (Schedule-11). The Institute needs to incorporate the same suitably.

(C) Grants-in- Aid

The Institute received Grants-in-Aid Rs.1358.29 Lakh and generated internal receipts of Rs.391.28 Lakh during the year. After taking opening balance of Rs. 106.49 lakh, the total fund worked out to Rs. 1856.06 lakh. The Institute utilized Rs. 1704.19 lakh during the year and leaving a closing balance of Rs. 151.87 lakh as on 31 March 2024.



(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.

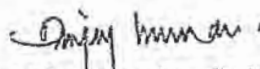
(a) In so far as it relates to the Balance Sheet, of the state of affairs of V.V. Giri National Labour Institute, Noida as at 31 March 2024 and;

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

For and on behalf of the C&AG of India

Date: 25.10.2024

Place: Lucknow


Principal Director of Audit (Central)



Annexure

1. Adequacy of Internal Audit System

The internal audit of the Institute has been conducted for the year 2023-24.

2. Adequacy of Internal Control System

Inadequacy of Internal Control System of the Institute is characterised by the followings

- (i) Page-numbering has not been done in the annual accounts.
- (ii) Fixed Assets (Schedule-8) shows addition up to 31.10.23 and after 31.10.23 but the Institute has wrongly mentioned it as '31.10.24' instead of '31.10.23'.
- (iii) The heading of the 'Schedules is depicted as "forming part of Accounts for the year ended on 31.03.2023" instead of "Schedules forming part of Accounts for the year ended on 31.03.2024" in Annual Accounts (Sch-09 to Sch-22).' The same needs to be rectified

(ii) The Institute has a shortage of 18 posts against 68 posts. It needs to be filled in.

3. System of Physical Verification of fixed assets

Physical verification of fixed assets has been conducted for the year 2023-24.

4. System of Physical Verification of inventories

Physical verification of inventories has been conducted for the year 2023-24.

5. Regularity in payment of statutory dues

The Institute is regular in payment of statutory dues.

[Handwritten Signature]
22/10/24
Director (CE)



Kamal Tiwari & Associates
Chartered Accountants

To,

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

Internal Audit Report for F.Y. 2023-2024

We have carried out Internal Audit of accompanying financial statements of V. V. Giri National Labour Institute, Noida (the 'Institute') which comprise of The Balance Sheet as at 31st March, 2024, 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.

Office Address : 21/201 East End Apartment, Mayur Vihar, Phase -1 Ext., Delhi -110096

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Opinion





Kamal Tiwari & Associates

Chartered Accountants

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:

- In the case of the Balance Sheet, of the state of affairs of the Institute as at 31st March 2024 and,
- In the case of Income and Expenditure Account, of the surplus of the Institute for the year ended 31st March, 2024 and,
- 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.

Kamal Kumar


 Proprietor,
 Kamal Tiwari & Associates
 Chartered Accountants
 FRN No. 041479N
 Membership No. 537361
 UDIN: 24537361BKHIZZ4675
 New Delhi,
 25th June 2024





V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA BALANCE SHEET AS ON 31ST MARCH 2024

LIABILITIES	SCH.	Fig as at 31.03.2024	Fig as at 31.03.2023
CORPUS / CAPITAL FUND	1	101,352,272.89	108,086,223.18
RESERVES AND SURPLUS / DEVELOPMENT FUND	2	221,547,317.09	196,839,017.58
EARMARKED FUND / ENDOWMENT FUND	3	19,802,796.27	17,719,650.67
SECURED LOANS AND BORROWINGS	4	-	-
UNSECURED LOANS AND BORROWINGS	5	-	-
DEFERRED CREDIT LIABILITIES	6	-	-
CURRENT LIABILITIES & PROVISIONS	7	96,668,301.47	76,272,208.47
TOTAL		439,370,687.72	398,917,099.90
ASSETS			
FIXED ASSETS (NET BLOCK)	8	116,436,887.00	124,165,269.00
INVESTMENTS: EARMARKED FUNDS	9	221,547,317.09	196,839,017.58
INVESTMENTS - OTHERS	10	-	-
CURRENT ASSETS LOANS & ADVANCES	11	101,386,483.63	77,912,813.32
MISCELLANEOUS EXPENDITURE (to the extent not written off or adjusted)		-	-
TOTAL		439,370,687.72	398,917,099.90
Significant Accounting Policies,	24		
Contingent Liabilities & Notes to Accounts	25		
Signed in terms of our Report even date			
For Kamal Tiwari & Associates			
Chartered Accountants (FRN 041479N)			

Kamal Kumar
Membership No.537361
Place: Delhi
Dated: 25th June 2024
UDIN : 24537361BKHIZZ4675

Vaibhav Raina
Accounts Officer

Harsh Singh Rawat
Administrative Officer

Dr.Arvind
Director General

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2024

PARTICULARS	SCH.	Fig as at 31.03.2024	Fig as at 31.03.2023
INCOME			
INCOME FROM SALES / SERVICES	12	-	-
GRANTS IN AID / SUBSIDIES	13	131,000,000.00	125,700,000.00
FEES AND SUBSCRIPTION	14	27,718,121.16	15,850,915.00
INCOME FROM INVESTMENT	15	-	-
INCOME FROM ROYALTY, PUBLICATION	16	-	-
INTEREST EARNED	17	2,094,172.80	1,787,026.00
OTHER INCOME	18	9,315,397.90	4,709,420.80
INCREASE /DECREASE IN STOCK AND WORK IN PROGRESS / PRIOR PERIOD INCOME	19	-	-
TOTAL (A)		170,127,691.86	148,047,361.80
EXPENDITURE			
ESTABLISHMENT EXPENSES	20	85,819,462.00	78,699,559.00
OTHER ADMINISTRATIVE EXPENSES	21	17,959,086.15	14,410,175.92
EXPENDITURE ON GRANT AND SUBSIDIES	22	51,161,325.00	44,287,733.08
INTEREST / PRIOR PERIOD EXPENDITURE	23	-	-
DEPRECIATION (Net Total at the year-end- corresponding to Schedule 8)	8	14,530,755.00	15,768,224.00
TOTAL (B)		169,470,628.15	153,165,692.00
Balance being excess of Income over Expenditure (A-B)			
Transfer to Special Reserve (Specify each)			
Transfer to / from General Reserve		657,063.71	(5,118,330.20)
BALANCE BEING SURPLUS / DEFICIT CARRIED TO CORPUS / CAPITAL FUND		657,063.71	(5,118,330.20)
Significant Accounting Policies,	24		
Contingent Liabilities & Notes to Accounts	25		
Signed in terms of our Report even date			
For Kamal Tiwari & Associates			
Chartered Accountants (FRN 041479N)			

Kamal Kumar

Membership No. 537361

Place: Delhi

Dated: 25th June 2024

UDIN : 24537361BKHIZZ4675

Vaibhav Raina

Accounts Officer

Harsh Singh Rawat

Administrative Officer

Dr. Arvind

Director General



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2024

Previous Year 31.03.2023	RECEIPTS	AMOUNT (Rs.) 31.03.2024	Previous Year 31.03.2023	PAYMENTS	AMOUNT (Rs.) 31.03.2024
	Opening Balance			Expenses	
30,410.95	Cash in Hand	17,691.95	83,122,368.00	Establishment Expenses	77,436,959.00
	Bank Balances:		11,886,777.92	Administrative Expenses	10,634,901.15
5,624,697.70	Current Account	2,165,963.14	46,577,076.25	Utilisation of Plan Grant	44,828,797.54
6,316.84	Savings Account - Projects	6,400.44			
-	Indian Overseas Bank S.B. - 55346	-	1,005,636.00	Fixed Assets	6,802,373.00
186,547,729.50	Deposit : Development Fund	196,839,017.58	94.40	Expenses for Various Projects	94.40
15,873,283.97	Gratuity Account - 1130025	13,094,147.84	1,019,391.00	Other Agencies : Expenses	2,678,814.00
12,723,607.78	Leave Encashment - 1130026	13,027,506.55			
64,033.00	Postage in hand	57,105.00	173,290.00	Advance to Staff	226,472.00
3,860,467.23	EMD & Security Deposit-1150006	4,021,182.43			
4,711,593.41	Corporation Bank-SB Flexi A/c 150025	10,614,912.28	556,152.00	Departmental Advance	640,648.00
42,073.00	Security Deposit in I G L	42,073.00	39,340.00	Repayment of Security Deposit	-
-	Gem pool account	-	3,027,693.00	Advance to PAO , CLC	287,632.00
13,146.00	State Bank of India	130,927.00			
	Grants Received			Closing Balance	
127,700,000.00	From Govt. of India (MOL&E)	135,829,019.00			
1,029,783.00	From Other Agencies	77,649.00	17,691.95	Cash in Hand	82.95
-	From Other Projects	-		Bank Balances	
	Interest Received		2,165,963.14	Current Account IOB - 1131	6,559,637.05
9,890,228.56	Development Fund	14,058,405.51	13,094,147.84	Gratuity Union Bank Account - 1056278	17,045,715.06
-	Earmarked Fund	-	13,027,506.55	Leave Encashment Union Bank - 1056286	13,895,660.77
-	Vehicle Advance	-	57,105.00	Postage in hand	42,883.00
1,639,377.00	Savings Accounts	1,940,640.80	196,839,017.58	Deposit : Development Fund	221,547,317.09
178.00	Interest: Project Accounts	178.00	6,400.44	Savings Account - Projects	6,484.04
12,144,252.04	Fees/Subsription	19,319,927.60	4,021,182.43	EMD & Security Deposit Union Bank - 1056863	13,589.70
4,709,420.80	Other Income	9,315,397.90	10,614,912.28	UNION BNAK S.B. Flexi A/c 52014100105697	19,108,377.47
-	Prior Period Income	-	42,073.00	Security Deposit in I G L	42,073.00
623,990.00	Departmental Advance	590,575.00	-	Gem pool account IOB - 059702000021131	3,008,880.00
-	Recovery of Advances	-	130,927.00	State Bank of India -39675453455	136,554.80
158,290.00	From Staff	241,472.00	-	Indian Overseas Bank S.B. - 55346	456,496.00
	Other Receipts				
-	Income Tax Refund	4,010,250.00			
31,867.00	Security Deposit Received	-			
387,424,745.78	TOTAL	425,400,442.02	387,424,745.78	TOTAL	425,400,442.02

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

Significant Accounting Policies, 24.00
Contingent Liabilities & Notes to Accounts 25.00

Signed in terms of our Report even date
For Kamal Tiwari & Associates
Chartered Accountants (FRN 041479N)

Kamal Kumar
Membership No. 537361
Place: Delhi
Dated: 25th June 2024
UDIN : 24537361BKHIZZ4675

Vaibhav Raina
Accounts Officer

Harsh Singh Rawat
Administrative Officer

Dr. Arvind
Director General



V.V. Giri National Labour Institute

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA Schedules forming part of Accounts for the year ended on 31.03.2024

	Fig as at 31.03.2024	Fig as at 31.03.2023
<u>SCHEDULE 1- CORPUS / CAPITAL FUND</u>		
Balance at the beginning of the year	108,086,223.18	112,599,976.90
Add: Transfer to Development Fund	(10,649,894.00)	(401,059.52)
Add: Contributions towards Capital Fund		
From Plan Grants	3,258,880.00	1,005,636.00
Less :- Earmarked from Capital Fund		
	3,258,880.00	-
Excess of Income over Expenditure	657,063.71	(5,118,330.20)
TOTAL	101,352,272.89	108,086,223.18
<u>SCHEDULE 2- RESERVES AND SURPLUS / DEVELOPMENT FUND</u>		
Balance at the beginning of the year	196,839,017.58	186,547,729.50
Add : Depreciation Reserve Fund	10,649,894.00	401,059.52
Add; Interest on Bank FDR	14,058,405.51	9,890,228.56
TOTAL	221,547,317.09	196,839,017.58
<u>SCHEDULE 3- EARMARKED FUND / ENDOWMENT FUND</u>		
<u>A- REVOLVING HBA FUND</u>		
Balance at the beginning of the year	8,779,944.93	8,413,892.93
Add: Interest Earned from Bank- SB & FDR	488,506.00	352,233.00
Add: Interest on HBA from Staff	6,292.00	13,819.00
TOTAL (A)	9,274,742.93	8,779,944.93
<u>B- REVOLVING COMPUTER FUND</u>		
Balance at the beginning of the year	652,330.30	634,324.30
Add: Interest Received from Bank	18,125.00	17,675.00
Add: Interest accrued from Staff	-	331.00
TOTAL (B)	670,455.30	652,330.30
<u>C- PROJECT FUND</u>		
Balance at the beginning of the year	6,400.44	6,316.84
Add: Received During The Year	-	-
Add: Interest Received from Bank	178.00	178.00
Less: Expenditure During the Year, if any	(94.40)	(94.40)
TOTAL (C)	6,484.04	6,400.44
<u>D- WORK-IN-PROGRESS</u>		
Balance at the beginning of the year	8,280,975.00	7,286,611.00
Add : Earmarked from Capital Fund - NICSI	1,570,139.00	994,364.00
Less : Amount advanced (capitalised) during the Year	-	-
TOTAL (D)	9,851,114.00	8,280,975.00
TOTAL (A+B+C+D)	19,802,796.27	17,719,650.67
<u>SCHEDULE 4- SECURED LOANS AND BORROWINGS</u>		
TOTAL	-	-
<u>SCHEDULE 5- UNSECURED LOANS AND BORROWINGS</u>		
TOTAL	-	-
<u>SCHEDULE 6- DEFERRED CREDIT LIABILITIES</u>		
TOTAL	-	-
<u>SCHEDULE -7 -CURRENT LAIBILITIES AND PROVISIONS</u>		
<u>A- CURRENT LAIBILITIES</u>		
EMD and Security Deposit	21,260.00	2,411,145.00
Outstanding Liabilities including Sundry Creditors	21,565,912.47	6,517,252.47
GST Output	1,702,443.00	838,293.00
	-	-
TOTAL (A)	23,289,615.47	9,766,690.47
<u>B- PROVISIONS</u>		
Statutory Liabilities- Payable on Retirement	73,378,686.00	66,505,518.00
TOTAL (B)	73,378,686.00	66,505,518.00
TOTAL (A+B)	96,668,301.47	76,272,208.47



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2024
SCHEDULE 8- FIXED ASSETS

SCHEDULE 8- FIXED ASSETS													
Particulars	Rate of Dep.	Cost /Valuation As at beginning of the year 01.04.2023	GROSS BLOCK			Deduction s during the Year	Cost /Valuation at the year end 31.03.2024	DEPRECIATION				NET BLOCK	
			Additions during the Year		Total up to the year -end			As at the Current Year - end	As at the Previous Year - end				
			Upto 03.10.2023	After 03.10.2023									
Land *	0%	-	-	-	-	-	-	-	-	-	-	-	
Building	10%	104,077,811			-	104,077,811	10,407,781	-		10,407,781	93,670,030	104,077,811	
Furniture & Fittings	10%	2,440,811			-	2,440,811	244,081	-		244,081	2,196,730	2,440,811	
Equipments	15%	13,914,269		4,821,163	-	18,735,432	2,087,142	361,587		2,448,728	16,286,704	13,914,269	
Vehicles	15%	140,342			-	140,342	21,051	-		21,051	119,291	140,342	
Library Books	40%	162,709			-	162,709	65,084	-		65,084	97,625	162,709	
Computers	40%	603,042		1,981,210	-	2,584,252	241,217	396,242		637,459	1,946,793	603,042	
Information Technology (Intangible Assets)	25%	2,826,285			-	2,826,285	706,570	-		706,571	2,119,714	2,826,285	
TOTAL		124,165,269	-	6,802,373	-	130,967,642	13,772,926	757,829	-	14,530,755	116,436,887	124,165,269	

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



V.V. Giri National Labour Institute

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA Schedules forming part of Accounts for the year ended on 31.03.2024

SCHEDULE 9 - INVESTMENTS / EARMARKED FUNDS

a. DEVELOPMENT FUND

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

TOTAL (a)

Fig as at 31.03.2024	Fig as at 31.03.2023
20,78,39,388.45	19,05,66,107.01
1,36,82,924.25	62,50,166.66
25,004.39	22,743.91
22,15,47,317.09	19,68,39,017.58

SCHEDULE 10 - INVESTMENTS - OTHERS

TOTAL

-	-
---	---

SCHEDULE 11- CURRENT ASSETS, LOANS & ADVANCES

A- CURRENT ASSETS

(a) CASH & BANK BALANCES

Cash -in- Hand

82.95 17,691.95

Bank Balances

In Current Accounts No. 1131 with Indian Overseas Bank
Union Bank- SB Flexi Account S.B No. 1056979
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
State Bank Of India S.B. A/c - 3455
Indian Overseas Bank Savings Account -55346

65,59,637.05 21,65,963.14
1,91,08,377.47 1,06,14,912.28
1,70,45,715.06 1,30,94,147.84
1,38,95,660.77 1,30,27,506.55
13,589.70 40,21,182.43
42,883.00 57,105.00
42,073.00 42,073.00
30,08,880.00 -
1,36,554.80 1,30,927.00
4,56,496.00 -

TOTAL (a)

-

6,03,09,949.80 4,31,71,509.19

(B) SCHEDULE 11- CURRENT ASSETS, REVOLVING FUND , contd....

a. REVOLVING HBA FUND

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

58,27,584.00 58,27,584.00
5,19,755.00 94,378.00
24,68,049.93 22,12,476.93
4,59,354.00 6,45,506.00

TOTAL (a)

92,74,742.93 87,79,944.93

b. REVOLVING COMPUTER FUND

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

6,70,455.30 6,52,330.30
- -

TOTAL (b)

6,70,455.30 6,52,330.30

TOTAL (a + b)

99,45,198.23 94,32,275.23

SCHEDULE 11- CURRENT ASSETS, LOANS & ADVANCES , contd....

(C) PROJECT ACCOUNT

In S.B Accounts with Indian Overseas Bank

UNICEF Responding Child Labour - 50722

Fig as at 31.03.2023	Received during the year	Bank Interest	Expenditure During the year	Bank Charges	Fig as at 31.03.2024
4,856.44	-	135.00	-	94.40	4,897.04
In S.B Accounts with Union Bank					
VVGNLI Employee Welfare Fund- 520101223527943	1,544.00	43.00	-	-	1,587.00
TOTAL (C)	6,400.44	-	178.00	-	6,484.04
TOTAL (C) (a+c)	4,31,77,909.63				6,03,16,433.84

(D): LOANS AND ADVANCES

a. TO STAFF

LTC- Advance

TOTAL (a)

Fig as at 31.03.2023	Advances during the year	Recovery / adjusted During the year	Fig as at 31.03.2024
15,000.00	2,26,472.00	2,41,472.00	-
15,000.00	2,26,472.00	2,41,472.00	-

b. TO OTHER AGENCIES

Advance to CPWD- 2017-18

Advance to CPWD- 2018-19

Advance to NICS 2020-21

Advance to CPWD- 2020-21

Advance to NICS 2021-22

Advance to NICS 2023-24

TOTAL (b)

89,098.00	-	-	89,098.00
36,39,780.00	-	-	36,39,780.00
5,74,528.00	-	-	5,74,528.00
35,57,733.00	-	-	35,57,733.00
4,57,830.00	-	-	4,57,830.00
-	25,64,503.00	-	25,64,503.00
83,18,969.00	25,64,503.00	-	1,08,83,472.00



V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2024

SCHEDULE 11- CURRENT ASSETS, LOANS & ADVANCES , contd....

	Fig as at 31.03.2024	Fig as at 31.03.2023
<u>(E). OTHER ADVANCES</u>		
Advance to Outside Agencies	285,136.00	248,474.00
Expenses (Receipts) :Misc Projects of Outside Agencies	36,134.00	36,134.00
TDS deducted at source	4,507,865.40	5,477,312.50
GST On TDS		26,698.96
Departmental Advance (N.P.)	356.00	
Departmental Advance (P)	69,717.00	20,000.00
Prepaid Expenses	1,476,734.00	1,471,794.00
Sundry Debtors	9,126,109.16	5,236,550.00
Service Tax Department	1,424,003.00	1,424,003.00
Advance to PAO , CLC	3,315,325.00	3,027,693.00
TOTAL (E)	20,241,379.56	16,968,659.46
TOTAL (A+B+C+D+E)	101,386,483.63	77,912,813.32

SCHEDULE 12- INCOME FROM SALES / SERVICES

TOTAL	-	-
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SCHEDULE 13 - GRANTS IN AID / SUBSIDIES

Grant - in- Aid From Govt. of India (MOL&E)	135,829,019.00	127,700,000.00
TOTAL	135,829,019.00	127,700,000.00
Less: Earmarked from Capital Fund - NICSI	1,570,139.00	994,364.00
Less: Grants-in- Aid Capitalised	3,258,880.00	1,005,636.00
	(4,829,019.00)	(2,000,000.00)
Amounts shown to Income & Expenditure Account	131,000,000.00	125,700,000.00

SCHEDULE 14 - FEES AND SUBSCRIPTION

Education Training Programme Fee	27,701,511.16	15,819,755.00
Subscription of Award Digest	1,820.00	14,250.00
Subscription of Labour & Development	3,250.00	12,250.00
Receipts from Sale of Glossary-Labour Laws	11,000.00	1,000.00
Subscription of Shram Vidhan	540.00	3,660.00
	27,718,121.16	15,850,915.00

SCHEDULE 15 - INCOME FROM INVESTMENT

TOTAL	-	-
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SCHEDULE 16 - INCOME FROM ROYALTY, PUBLICATION

TOTAL	-	-
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SCHEDULE 17 - INTEREST EARNED

Interest on Scooter/Vehicle Advance	-	
Interest Received (Saving Bank Account)	2,094,172.80	1,787,026.00
	2,094,172.80	1,787,026.00

SCHEDULE 18 - OTHER INCOME

Non Plan Income	3,523,929.00	156,826.80
Income from Hostel Utilisation	5,109,294.40	3,842,488.00
Income from Photostat	358,281.00	592,006.00
Rent from Staff Quarters- Licence Fee	128,910.00	117,880.00
Income From Other Receipts	1,111.00	220.00
Interest on TDS Refund	193,872.50	-
TOTAL	9,315,397.90	4,709,420.80

SCHEDULE 19 - INCREASE /DECREASE IN STOCK AND WORK IN PROGRESS / PRIOR PERIOD INCOME

TOTAL	-	-
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SCHEDULE 20 - ESTABLISHMENT EXPENSES

Salaries to Staff	61,209,677.00	56,808,634.00
Allowances	3,441,781.00	4,412,975.00
Contribution to NPS	8,019,550.00	9,195,035.00
Expenses on Employee Retirement & Terminal Benefits	11,974,462.00	7,947,720.00
Leave Salary & Pension Contribution For Staff on Deputation	1,173,992.00	335,195.00
TOTAL	85,819,462.00	78,699,559.00



V.V. Giri National Labour Institute

V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA
Schedules forming part of Accounts for the year ended on 31.03.2024

SCHEDULE 21 - OTHER ADMINISTRATIVE EXPENSES

	Fig as at 31.03.2024	Fig as at 31.03.2023
Advertisement & Publicity	25,326.00	95,711.00
Building Renovation & Upgradation	488,743.00	206,236.00
Electricity and Power Charges	5,543,459.00	5,389,867.00
Hindi Protsahan Expenses	189,297.00	204,521.00
Legal & Professional Charges	234,342.00	258,183.00
Miscellaneous Expenses	143,334.15	161,864.41
Paid Training Programme Expenses	6,619,919.00	3,697,908.51
Photostat Expenses	230,947.00	20,487.00
Postage, Telegram & Communication Charges	56,953.00	118,629.00
Printing & Stationery	334,555.00	284,072.00
Purchases of New Assets	3,543,493.00	-
<u>REPAIR & MAINTENANCE</u>		
a. Computer	187,695.00	390,658.00
b. Cooler/ A.C.	1,133,754.00	611,198.00
c. Office Building and Allied	16,299.00	545,445.00
Staff Welfare Expenses	594,807.00	328,332.00
Telephone, Fax & Internet Charges	188,717.00	154,174.00
Travelling and Conveyance Exp.	398,812.00	175,172.00
Vehicle Running and Maintenance Expenses	791,263.00	935,892.00
Water Charges	780,864.00	831,826.00
Total	21,502,579.15	14,410,175.92
Cost of Assets Capitalised	3,543,493.00	
Amounts Transfer to Income & Expenditure Account	17,959,086.15	14,410,175.92

SCHEDULE 22- ESPENDITURE ON GRANT AND SUBSIDIES

A. RESEARCH, EDUCATION AND TRAINING

Research Projects, Workshop & Publication	5,549,038.00	6,812,458.00
Education Programmes	15,957,384.00	15,461,981.00
Rural Programmes	777,967.00	645,767.00
Information Technology	854,140.00	481,690.00
Campus Services	22,788,389.00	17,418,448.00
TOTAL(A)	45,926,918.00	40,820,344.00

B. PROGRAMME/PROJECTS FOR N.E. STATES

Education Programmes	3,166,755.00	2,439,897.08
Projects (Including Workshop , Info.Tech./Infra/ Pub.)	1,006,964.00	137,044.00
TOTAL (B)	4,173,719.00	2,576,941.08

C. AUGMENTATION OF LIBRARY FACILITIES

Subscription to Journals/Periodicals	1,060,688.00	890,448.00
Library Books	-	-
Library Augmentation/ Modernisation		
TOTAL (C)	1,060,688.00	890,448.00

D. INFRASTRUCTURE

Infrastructure Development	4,829,019.00	2,000,000.00
TOTAL (D)	4,829,019.00	2,000,000.00
TOTAL PLAN EXPENSES (A to D)	55,990,344.00	46,287,733.08
Amounts Transfer to Earmarked Fund	1,570,139.00	994,364.00
Less: Cost of Assets Capitalised	3,258,880.00	1,005,636.00
	4,829,019.00	2,000,000.00
Amounts Transfer to Income & Expenditure Account	51,161,325.00	44,287,733.08

SCHEDULE 23 - INTEREST / PRIOR PERIOD EXPENDITURE

TOTAL	-	-
	-	-

**V.V.GIRI NATIONAL LABOUR INSTITUTE, NOIDA****Schedules forming part of Accounts for the year ended on 31.03.2024****SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON ACCOUNTS****Schedule No. 24 : 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) of GST “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-ESA(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. 25 : 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.

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 24: 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.

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 NICS. The advance is being given to these Government Agencies for Construction/Renovation/IT Infrastructure of various Civil & Electrical work etc., in the Institute. Till date, the utilization certificate for the balance amount of Rs.10883472.00 is awaiting from CPWD and NICS.



- 9 The Institute has made provision during the current year for Gratuity and Earned Leave Payable on actuarial basis upto the period ended on 31.03.2024

Particulars	Provision Upto 31.03.2024	Provision Upto 31.03.2023
Gratuity	42,133,251.00	38,434,504.00
Earned Leave	31,245,435.00	28,071,014.00
	73,378,686.00	66,505,518.00

10 Income Tax Returns

The Institute had filed its return of Income for the year ended on 31.03.2024. 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 Grant-in-Aid 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 25

For Kamal Tiwari & Associates

Chartered Accountants (FRN 041479N)

Kamal Kumar
Membership No.537361

Place: Delhi

Dated: 25th June 2024

UDIN : 24537361BKHIZZ4675

Vaibhav Raina
Accounts Officer

Harsh Singh Rawat
Administrative Officer

Dr.Arvind
Director General

V.V. Giri National Labour Institute is a premier institution involved in research, training, education, publication and consultancy on labour and related issues. Set up in 1974, the Institute is an autonomous body of the Ministry of Labour and Employment, Government of India. It is committed to establishing labour and labour relations as a central feature in the development agenda through:

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



V.V. GIRI NATIONAL LABOUR INSTITUTE

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