

LABOUR RESEARCH & TRAINING**INTRODUCTION**

19.1 V.V. Giri National Labour Institute (VVG NLI), an autonomous body of the Ministry of Labour, Government of India, set up in July 1974, is a premier Institute for the Research, Training and Education in the area of Labour.

Objectives and Mandate

19.2 The wide range of activities essential to fulfill the objectives of the Institute as spelt out in its Memorandum of Association are as follows:

- To undertake and assist in the organization of training and study courses, seminars, conferences and lectures;
- To undertake, aid, promote and coordinate research on its own or in collaboration with other agencies including universities and other institutions of standing;
- To establish wings for: (i) Education, training and orientation, (ii) Research, (iii) Consultancy; (iv) Publication and (v) other such activities necessary for achieving the objectives of the society.
- To analyse specific problems encountered in the planning and implementation of labour and allied programmes and to suggest suitable remedial measures;
- To prepare, print and publish papers, periodicals and books;
- To establish and maintain libraries and information services;
- To collaborate with other Institutions, Organizations, Associations and Societies in India and abroad, which have similar objects;
- To offer fellowships, prizes and stipends in furtherance of the objects of the society.

Structure

19.3 The General Council, the apex governing body of the Institute, with Union Labour Minister as its President lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour) as Chairman, monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consists of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director of the Institute is the Chief Executive and is responsible for its management and administration.

Director is aided in the day to day functioning of the Institute by a faculty consisting of 14 professionals representing a wide range of disciplines and support by administrative staff.

Funding

19.4 During the year 2002-2003, the Government sanctioned the grants-in-aid as indicated below :-

Non-Plan - Rs.170.00 lakh

Plan - Rs.265.00 lakh

During the current year (2003-2004), the approved outlays are as follows:-

Non-Plan - Rs.200.00 lakh

Plan - Rs.265.00 lakh

MAJOR ACTIVITIES

Research

19.5 The Memorandum of Association of the VVGNNI, inter-alia, mandates the Institute “to undertake, aid, promote and coordinate research on its own or in collaboration with other agencies both at national and international level”. Thus Research occupies a primary place in the activities of the Institute. The Institute has been engaged in research on various dimensions of labour issues both in the organized and unorganized sectors, but the focus has always been to deal with issues relating to the marginalized, deprived and vulnerable segments of the labour force.

19.6 The research activities of the Institute are undertaken in the various Research Centres with prioritized focus on crucial aspects concerning labour and employment. Two new Centres were set up: Centre for Gender & Labour and Centre for Health & Labour, considering the felt need for especially addressing the gender and health issues at workplace. Research Agendas, indicating priority areas are finalised by Research Advisory Committees of various Centres, which include

- Centre for Labour Market Studies
- Centre for Employment Relations and Regulations
- Centre for Agrarian Relations and Rural Labour
- Integrated Labour History Research Programme
- National Resource Centre on Child Labour

- Centre for Gender and Labour
- Centre for Health and Labour

19.7 The research output of the Institute is disseminated mainly through NLI Research Studies Series. Till March 2004, a total of 19 projects were completed and there are 29 on-going research projects.

Training and Education

19.8 Organizing training programmes for different target groups associated with labour is another important activity undertaken by the Institute. The training activities of the Institute have increased substantially in the recent past with the number of training programmes rising from 66 in 2000-2001 to 96 in 2002-2003. During 2003-2004, a record number of 106 training programmes have been undertaken. Details are given in table as below:

Details of Training Programmes organised by the Institute during April 2003 to March 2004

Name of the Programme	No. of Programmes	No. of Days	No. of participants
1. Labour Administration Programmes	14	73	292
2. Industrial Relations Programmes	14	44	432
3. Capacity Building Programmes	43	257	1066
4. Child Labour Programmes	21	81	740
5. Research Methods Programmes	5	56	120
6. Health Issue Programmes	7	28	145
7. In- House Programmes	1	3	15
8. International Programmes	1	19	18
TOTAL	106	561	2828

19.9 New areas such as: HIV /AIDS, Social Security, Challenges on Organising the Unorganised have been added into the training agenda. A comprehensive resource bank on reading material has been set up and standardised reading materials for all training programmes have been developed. The Institute, in collaboration with Indira

Gandhi Open University, has been offering a 6 months Certificate Programme on Labour in Development.

19.10 The Institute offers education and training to the following groups:

- ❖ Labour Administrators of the Central and State Governments,
- ❖ Industrial Relation Managers and other officers of the Public and Private Sector Industries,
- ❖ Trade Union Leaders of the organised and unorganised sectors, and
- ❖ Researchers, Trainers, field workers and other concerned with labour issues.

19.11 During the year 2003-2004 the Institute has also taken the following initiatives:

- ❖ Emphasis on forging professional collaboration with reputed national/international institutions.
- ❖ Networking with State Labour Institutes/other Institutes in conducting training programmes.
- ❖ Specialized training programmes for Regional Directors and Education Officers of Central Board of Workers Education (CBWE)
- ❖ Emphasis on Health Issue Programmes and ILO Project on Prevention of HIV/AIDS in the World of Work.
- ❖ Emphasis on Capacity Building of Resource Persons in the area of Child Labour, Leadership Development and Rural Labour
- ❖ Emphasis on Exclusive programmes for North-east region.
- ❖ Customised In-house Programmes for large public and private sectors
- ❖ National Level Workshops/Seminars/Lectures
- ❖ International Training Programme entitled “Labour Administration and Employment Relations in a Global Economy” under ITEC/SCAAP from November 3-21, 2003 at Institute’s campus.

PUBLICATIONS

19.12 Dissemination of various labour related information in general and the Institute’s research findings in particular is an important objective of the Institute. The Institute continued to achieve this both through its regular publications and occasional publications.

Regular Publications

- *Labour and Development* – bi-annual journal

- *Shram Vidhan* – a bi-monthly Hindi journal
- *Shram Samachar* –Started in 2nd October 2002 as a bi-monthly publication and a monthly publication with effect from November, 2003.
- Annual Report 2001-2002 (Bi-lingual)
- Training Programme Calendar 2003-2004 (Bi-lingual)

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

19.13 N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation centre in the area of labour studies in the country. The centre was renamed in memory of late Shri Nitish R.De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The centre is now fully computerized and offers the library services and related information products to its users. Till March 2004, the NRDRCLI has acquired 51423 book/reports. In addition to these, the documentation centre regularly subscribes to 221 professional journals/magazines.