

Chapter-19

LABOUR RESEARCH & TRAINING

INTRODUCTION

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

Objectives and Mandate

19.2 The Memorandum of Association spells out clearly a wide range of activities which are essential to fulfill the objectives of the Institute. It mandates the Institute:

- to undertake and assist in organising training and educational programmes, seminars and workshops;
- to undertake, aid, promote and coordinate research on its own and in collaboration with other agencies, both national and international;
- to establish wings for:
 - Education, training and orientation;
 - Research, including action research;
 - Consultancy; and
 - Publication and other such activities as may be 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 remedial measures;
- to establish and maintain library and information services; and
- to collaborate with other institutions and agencies in India and abroad which have similar objectives.

Structure

19.3 The General Council, the apex governing body of the Institute, with Union Labour and Employment Minister as its President, lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour and Employment) as Chairman, monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consist 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 Principal Executive and is responsible for management and administration. Director is aided in the day to day functioning by a faculty consisting of 15 professionals representing a wide range of disciplines and support by administrative staff.

FUNDING

19.4 During the year 2003-2004, the Government sanctioned the grant-in-aid as indicated below:

Non-Plan	-	Rs.200.00 lakh
Plan	-	Rs.225.00 lakh

The Institute generated an annual income of Rs.91.68 lakh from its internal resources and from this amount, a sum of Rs.64.42 lakh has been transferred to Corpus Fund duly created after government's approval. During the current year (2004-2005) the sanctioned amount are as follows:

Non-Plan	-	Rs.200.00 lakh
Plan	-	Rs.285.00 lakh

MAJOR ACTIVITIES

RESEARCH

19.5 Research occupies a primary place in the activities of the Institute. The subject of research comprises a broad spectrum of labour related problems, in both the organised and the unorganised sectors. Priority is accorded to analyse the problems and issues of labour in the unorganised sector such as bonded labourers, working children, women workers, migrant workers, landless agricultural workers, etc. The Institute undertakes action research projects in rural areas to study the problems of rural workers with a view to explore possible ways, means and methods to organise rural labourers.

COMPLETED AND ON GOING RESEARCH PROJECTS

19.6 Various research projects, completed and on going, of the different research centres of the Institute are listed below:

Centre for Labour Market Studies

Completed Research Projects

- Skill Composition of those Employed and Unemployed in the District of Dehradun and Karnal.
- Rehabilitation of Rationalised Workforce: An Evaluation of CRR Scheme for Public Sector Employees.
- Developing a Comprehensive Database and Information System on Informal Economy.

On-going Research Projects

- Contractual Arrangements in Labour Markets: The Case of Plantations.
- Globalisation and Migration: Study of Indian Labour Mobility in the Age of Globalisation.

- Labour Profile of North Eastern States
- Impact of Privatisation on Labour: A Study of BALCO Disinvestment
- Rural Non-Farm Employment in Arunachal Pradesh: Growth, Composition and Determinants
- Labour and Employment Implications of ICT Revolution in India and its Link to Decent Work (Phase-II)
- Assessing the Social Security Measures and Promoting Effective Participation of Beneficiaries
- External Labour Migration from India and Remittances

Centre for Employment Relations and Regulations

Completed Research Projects

- Representation of Employers in Tripartite Bodies

On-going Research Projects

- Labour, Employment and Social Security Issues in Education Industry: A Case Study of Private Schools of NOIDA

Centre for Agrarian Relations and Rural Labour

Completed Research Projects

- A Study of Welfare Measures for Limestone and Dolomite Mine Labour Welfare Fund in Jabalpur Region (Madhya Pradesh and Chhattisgarh State)
- A Study of Janshree Bima Yojana - A Social Security Group Scheme

On going Research Projects

- Agrarian Reforms and Its Impact on Agrarian Relations and Agricultural Development - A Case Study of West Bengal

- Employment and Earnings in Urban Informal Sector: A Study of Arunachal Pradesh
- Construction Workers of Guwahati City: Employment, Employability and Social Security
- Assessment of Employment Potential - A Case Study
- A Study of Welfare Measures for Iron Ore, Manganese ore and Chrome Ore Mines Labour Welfare Fund in Jabalpur Region (Madhya Pradesh and Chhattisgarh State).

Integrated Labour History Research Programme

Completed Research Projects

- Developing Audio Recording and Digital Audio Conversion Facilities at the Archives of Indian Labour.

On going Research Projects

- Organisation of Source Material and Construction of Digital Collection on SEWA.
- History of Industrial Relations in Textile Sector in India
- Oral History of Indian Labour Movement, Phase-III
- Collection of Documentary Sources of Labour History in Tamil Nadu, Phase-III
- Documentation of History of Bhartiya Mazdoor Sangh
- Research and Collection of Documents on Interaction of Caste Movement and Working Class in Maharashtra
- Collection of Documents relating to Centre of Indian Trade Unions
- Making of Labour Law and Collective Bargaining Traditions: Kamani Employees Union and the Independent Trade Union Movement in Mumbai.
- Present and Past of the Community-based Garment Industry in 24 Pargana (South) of West Bengal.
- Organisation of Source Material and Construction of Digital Collection of Beedi Workers of Ahmedabad City.

- Study of Collection of Documents of National Campaign of Construction Workers for a Central Legislation from 1985
- Collection of History of Cole Workers with Special Emphasis on Impact of Outsourcing
- Documentation and Collection of Records/Materials of Bhartiya Khet Mazdoor Union-Federation

National Resource Centre on Child Labour

Completed Research Projects

- Child Labour in Urban Informal Sector: A Study of Rag Pickers in NOIDA
- Evaluating the Impact of Vocational Training in Eliminating Child Labour: The Case of MAYA (Movement for Alternative and Youth Development)

On going Research Projects

- Industry Studies on Technology and Demand for Child Labour: A Case of Brassware Industry in Moradabad.

Centre for Gender and Labour

Completed Research Project

- Research Study on Women, Gender and Labour Migration: A Study of Women Migrants in NOIDA

On-going Research Project

- Globalisation and Women's Work Disaggregate Analysis of NSSO Data

Centre for Health and Labour

Completed Research Project

- Migration & Vulnerability to HIV / AIDS: Towards Evolving Viable Intervention Strategies.

On-going Research Project

- Prevention of HIV/AIDS in the World of Work: A Tripartite Response – Phase II

TRAINING AND EDUCATION

19.7 Organising training programmes for different target groups associated with various aspects of labour is an important activity of the Institute. Top priority is accorded to organise training programmes for target groups like:

- Labour Administrators of the Central and State Government.
- Industrial Relations Managers.
- Trade Union Leaders of Organised and Unorganised sectors.
- Social partners associated with the Elimination of child labour.
- Representatives of the Panchayati Raj Institutions.
- Researchers on labour studies.
- Details of Training Programmes organised by the Institute during April 2004- November 2004 are given in **Table-19.1**.
- Training Programmes proposed during December 2004 to March 2005 are given in **Table-19.2**.

19.8 A number of new initiatives were undertaken during the period under review. Highlights of these initiatives include:

Networking with State Labour Institutes/other Institutes in conducting training programmes:

The Institute has taken a number of steps to institutionalise the networking mechanisms with State Labour Institutes, CBWE, Labour Bureau and other institutions with similar objectives to adequately attend the entire problems of labour giving due attention to Regional and Sectoral disparity of the Labour Market.

In view of this, the Institute in collaboration with Maharashtra Institute of Labour Studies, State Labour Institute, Orissa, Tamil Nadu Institute of Labour Studies has been conducting training programmes on subjects like Labour Law Enforcement, Convergence of Services on Child Labour etc.

Specialised training programmes for Central Board of Workers Education (CBWE):

As it was felt that since there are some common areas where both the organisations provide training to their target groups in areas such as organising rural labour, leadership skill development and child labour etc., there is need to acquaint and orient officials of CBWE by the Institute in these areas.

Emphasis on Health Issue Programmes:

There is growing evidence which indicates that HIV / AIDS epidemic is having a significance impact on the world of work. To evolve strategies for a wider participation of social partners in the effort towards addressing these issues, the Institute has initiated organising training programmes on Health Issues in the World of Work for various target groups such as trade union leaders, NGOs and other social partners.

Emphasis on Capacity Building programmes:

The Institute has initiated organising training programmes on Capacity Building of Resource Persons in the area of Child Labour, Leadership Development and Rural Labour. The objective of these programmes is to prepare the resource persons who in turn would impart training to their cadre so as to have multiplier effects.

Exclusive programmes for North-east region:

The Institute lays great emphasis on these programmes, as there are inadequate training faculties available in this region. It has been observed that in the area of Rural Development, no major organised efforts have been made in this region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule. During the year the Institute has planned 15 programmes and out of which 10 programmes have been conducted wherein 269 participants had participated in these programmes. The remaining five programmes will be conducted during December 2004 to March, 2005.

Customised In-house Programmes for large public and private sectors:

The Institute has been conducting in-house training programmes for various public and private enterprises. These programmes are specifically designed for the client organisations after assessing their training needs.

International Training Programme:

The Institute organises International Training Programmes also sponsored by Ministry of External Affairs, Govt. of India under ITEC/SCAAP programmes of the Ministry. This year the Institute has organized following two programmes:

- Labour Administration and Employment Relations in a Global Economy under ITEC/SCAAP from 11-29 October, 2004 at Institute's campus.
- Prevention of HIV/AIDS from 6-17 December, 2004.

Certificate Course in Labour and Development:

Imparting education, especially to those working among the unorganised segments of the workforce, is one of the major objectives of the Institute. In order to fulfill this objective, the Institute has collaborated with IGNOU in launching a 'Certificate Course on Labour in Development'. The main objective of this Course is to create awareness of various labour related themes and educational empowerment among labourers in general and unorganised labourers in particular. Trade Union workers and leaders, functionaries of NGOs and panchayati raj institutions, district development agencies, social activists, rural educators and individuals intending to be organisers/educators are the clientele/learners groups for this programme. The Course has commenced from July, 2000. So far, 521 participants have been enrolled in this Certificate Course.

WORKSHOPS AND SEMINARS

19.9 Organising Workshops and Seminars were accorded top priority. Major National level Workshops/Seminars organised upto December, 2004 are six in numbers. It is expected to organise need based 4/5 workshops/seminars during the remaining period.

PUBLICATIONS

19.10 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** – Labour and Development is a bi-annual journal published by the Institute. The journal 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 socio-economic, historical as well as legal aspects and also publishes research notes and book reviews on themes particularly in the context of developing countries.
- **Awards Digest** – Awards Digest is a monthly journal which brings out summary of latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts, the Administrative Tribunals and the Central Government Industrial Tribunals are reported in this.
- **Shram Vidhan** – a bi-monthly in Hindi containing gist of Supreme Court, High Courts and CAT cases.

NLI Research Studies Series

19.11 The research output of the Institute is disseminated mainly through NLI Research Studies Series. The research Studies brought out as NLI Research Studies Series during the period April 2004 to November 2004 include:

Series No.	Research Studies Series
050/2004	Labour Laws, Contractual Parameters and Conditions of Construction Workers: A Study in Chennai
051/2004	Labour in Business Process Outsourcing: A Case Study of Call Centre Agents
052/2004	Labour, Employment and Gender Issues in EPZs: The Case of NEPZ
053/2004	Labour Relations in Small Holding Plantations: The Case of Rubber Tappers in Kerala

NLI Research Studies in Press

- Contractual Arrangements in the Labour Market in Tamil Nadu
- Anti Tobacco Study in West Bengal (WHO)

Other Publications

- Training Programme Calendar 2004-2005 (Bi-lingual)
- Annual Report 2002-2003 (Hindi & English)
- V.V. Giri Memorial Lecture 2004
- HIV/AIDS: A Resource Manual for Trade Union Leaders

Publications on behalf of the Ministry of Labour and Employment

19.12 The Institute has also brought the following publication on behalf of the Ministry of Labour and Employment :-

- **Shram Samachar** - An in-house magazine of Ministry of Labour and Employment is being published by V.V. Giri National Labour Institute on behalf of Ministry of Labour and Employment. It carries write-ups and news relating to labour and offers a forum for dissemination of information in the overall interest of workers and employers. The first issue of the magazine was brought out on 2nd October, 2002 to mark the birth centenary of Mahatma Gandhi and Lal Bahadur Shastri. It was released by the Hon'ble Prime Minister. Presently the magazine is being published on monthly basis by the Institute regularly. From August 2004 onwards Shram Samachar is being published in English also.
- **Abolition of Bonded Labour System: A Manual on Identification and Rehabilitation of Bonded Labour**

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 following services and products to its users.

Services:

- Selective Dissemination of Information (SDI)
 - Current Awareness Service
 - Bibliographical Service
 - On-line Search
 - Article-Indexing of Journals
 - Newspaper Article Clippings
 - Reprographic Service
 - CD-ROM Search
 - Audio/Visual Service
- Current Content Service
 - Article Alert Service
 - Lending Service

Products

- Guide to Periodical Literature. Quarterly in-house publication providing bibliographical information of articles in 85 selected journals/magazines.
- Current Awareness Bulletin. Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Newspaper Article Clipping. Monthly publication providing bibliographical information of articles in major dailies newspaper.
- Article Alert. Weekly publication providing bibliographical information of important articles in select Journals/magazines.
- Current Content Service – Monthly Publications. It is the compilation of content pages of subscribed journals.

Table-19.1				
Details of Training Programmes organised by the Institute during April 2004- November 2004				
Sl.No	Name of the Programme	Number of Programmes	Number of Days	Number of participants
1	Labour Administration Programmes	08	54	162
2	Industrial Relations Programmes	07	31	197
3	Capacity Building Programmes	24	158	546
4	Child Labour Programmes	20	88	615
5	Research Methods Programmes	03	47	72
6	Health issue Programmes	11	30	292
7	International Programmes	01	19	16
8	Collaborative Programmes	3	10	115
	TOTAL	77	437	2015

Table-19.2			
Training Programmes proposed during December 2004 to March 2005			
Sl.No	Name of the Programme	Number of Programmes	Number of Days
1	Labour Administration Programmes	06	58
2	Industrial Relations Programmes	03	15
3	Capacity Building Programmes	10	64
4	Child Labour Programmes	04	15
5	Health issue Programmes	02	09
6	International Programmes	01	14
7	Collaborative Programmes	02	04
	Total	28	179
