

## Chapter-18

### LABOUR RESEARCH & TRAINING

#### INTRODUCTION

18.1 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

18.2 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

18.3 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

18.4 During the year 2004-2005, the Government sanctioned the grant-in-aid as indicated below:

<b>Non-Plan</b>	<b>-</b>	<b>Rs.180.00 lakh</b>
<b>Plan</b>	<b>-</b>	<b>Rs.278.00 lakh</b>

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 (2005-2006) the sanctioned amount are as follows:

<b>Non-Plan</b>	-	<b>Rs.200.00 lakh</b>
<b>Plan</b>	-	<b>Rs.310.00 lakh</b>

## MAJOR ACTIVITIES

### RESEARCH

18.5 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

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

#### Centre for Agrarian Relations and Rural Labour

##### On-going Projects

- 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 of West Bengal
- A Study of Welfare Measures for Iron Ore, Manganese ore and Chrome Ore Mines Labour Welfare Fund (IMCMLWF)

- Agrarian Structure, Social Relations and Agricultural Development: A Case Study of Ganganagar and Jodhpur Districts of Rajasthan.
- Assessing the Social Security Measures and Promoting Effective Participation of Beneficiaries: An Action Research Project in Murshidabad, West Bengal;
- Assessing the Social Security Measures and Promoting Effective Participation of Beneficiaries: An Action Research Project in Tikamgarh, Madhya Pradesh; and
- Assessing the Social Security Measures and Promoting Effective Participation of Beneficiaries: An Action Research Project in Khurja Block of District Bulandshahr, Uttar Pradesh

#### CENTRE FOR LABOUR MARKET STUDIES

##### On-going Projects

- Impact of Privatization on Labour: A Study of BALCO Disinvestments
- Rural Non-Farm Employment in Arunachal Pradesh: Growth, Composition and Determinants
- Trade Unionism and Social Challenges in a Globalising World

#### Centre for Employment Relations and Regulations

##### Completed Research Projects

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

#### Integrated Labour History Research Programme

##### Completed Projects

- Oral History of Indian Labour Movement - III
- Collection of Documentary Sources of Labour History in Tamil Nadu - III



- Documentation of the History of Bhartiya Mazdoor Sangh
- Present and Past of the Community-based Garment Industry in 24 Paraganas (South) of West Bengal
- From Leather Artisans to Brick-Kiln Workers: Narratives of Weary Travellers
- Impact of Outsourcing of Coal Workers: An Oral History
- Documentation and Collection of Records/Materials of Bharatiya Khet Mazdoor Union-Federation

#### **On-going Projects**

- 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
- 
- Organisation of Source Material and Construction of Digital Collection of Beedi Workers of Ahmedabad City

- Study and Collection of Documents of the National Campaign of Construction Workers for a Central Legislation form 1985

#### **NATIONAL RESOURCE CENTRE ON CHILD LABOUR (NRCCCL)**

##### **On going Research Projects**

- Industry Studies on Effects of Technical Change and Industry Restructuring on the Demand for Child Labour

#### **CENTRE FOR LABOUR AND HEALTH**

##### **On-going Projects**

- Prevention of HIV/AIDS in the World of Work: A Tripartite Response - Phase II - Part II
- Health Insecurities of Workers Informal Employment: A Study of Existing and Possible Interventions

#### **CENTRE FOR GENDER AND LABOUR**

##### **On-going Projects**

- Globalisation and Women's Work Disaggregate Analysis of NSSO Data
- Migrant Women and Wage Employment: Exploring Issues of Work and Identity among Health Care Professionals in Delhi

#### **TRAINING AND EDUCATION**

18.7 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 organize training programmes for target groups like:

- Labour Administrators of the Central and State Govt.
- 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.

18.8 The Details of Training Programmes organised by the Institute during April 2005- November 2005 are given in **Table 18.1** and details of training Programmes proposed to be organized

during November, 2005 to April, 2006 are given in **Table 18.2**.

18.9 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:**

18.10 The Institute has taken a number of steps to institutionalize 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.

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**Emphasis on Health Issue Programmes:**

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**Emphasis on Capacity Building programmes**

18.13 The Institute has initiated organising training programmes on Capacity Building of Resource Persons in the area of Child Labour, Leadership Development and Rural in Collaborations with Association of Indian Labour Historians from 10-12 November, 2005.

Labour. The objective of these programmes are 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**

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- Labour Administration and Employment Relations in a Global Economy under ITEC/SCAAP from September 12-30, 2005 at Institute's campus.
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<b>Table-18.2</b>			
<b>Training Programmes proposed during December 2004 to March 2005</b>			
<b>Sl.No</b>	<b>Name of the Programme</b>	<b>Number of Programmes</b>	<b>Number of Days</b>
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
	<b>Total</b>	<b>28</b>	<b>179</b>

<b>Table 18.3</b>	
<b>Series No.</b>	<b>Research Studies Series</b>
054/2004	Contractual Arrangements in the Tea Plantations of Tamil Nadu
055/2004	Child Labour in Urban Informal Sector: A Study of Ragpickers in NOIDA
056/2004	Size, Composition and Characteristics of Informal Sector in India
057/2004	Brick Kiln Workers: A Study of Labour Process and Migration
058/2004	Impact of Anti-Tobacco-Legislation on the Livelihoods of the Beedi Rollers, Tobacco Cultivators and Tendu Leaf Collectors
059/2004	Skills Development System: A Micro Level Evidence
060/2004	Immobilizing Labour: Regulation of Indentured Labour in Assam and the British West Indies, 1830-1926
061/2004	Labour Forms and International Labour Flows in the Context of North-South Relationship: An Overview
062/2005	Migration and Vulnerability to HIV/AIDS: Towards Evolving Viable Intervention Strategies
063/2005	Training for Rehabilitation of Labour: A Case Study of NCLP Schools and MAYA

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