

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 11 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:

| | | |
|-----------------|----------|-----------------------|
| Non-Plan | - | Rs.180.00 lakh |
| Plan | - | Rs.310.00 lakh |

The Institute generated an annual income of Rs.85.68 lakh from its internal resources and from this amount, a sum of Rs.20.46 lakh has been transferred to Corpus Fund duly created after government's approval. During the current year (2006-2007) the sanctioned amount are as follows:

| | | |
|-----------------|---|-----------------------|
| Non-Plan | - | Rs.230.00 lakh |
| Plan | - | Rs.330.00 lakh |

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

- 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

On-going Projects

- Assessment of Employment of Guwahati City: Employment, Employability and Social Security
- Agrarian Structure, Social Relations and Agricultural Development: A Case Study of Ganganagar and Jodhpur Districts of Rajasthan

CENTRE FOR LABOUR MARKET STUDIES

Completed Project

- Trade Unionization in the Transforming Indian Economy: Challenges and Possibilities

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 Projects

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

On-going Project

- Contract Labour and Judicial Trend.

Integrated Labour History Research Programme

Completed Projects

- Making of Labour Law and Collective Bargaining Traditions: Kamani Employees Union and the Independent Trade Union Movement in Mumbai.
- Organization 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 from 1985

On-going Projects

- Collection of Documents relating to Centre of Indian Trade Unions

NATIONAL RESOURCE CENTRE ON CHILD LABOUR (NRCCCL)

Completed Projects

- Effects of Technical Change and Industry Restructuring on the Demand for Child Labour (Moradabad component)

On going Projects

- Linkages between HIV/AIDS and Child Labours :Development an Integrtd Approach towards Effective Policy Formulation.

CENTRE FOR LABOUR AND HEALTH

Completed Projects

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

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 2006 - September 2006 are given in **Table 18.1** and details of training Programmes proposed to be organized

during October,2006 to March, 2007 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.

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

Emphasis on Health Issue Programmes:

18.12 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

18.13 The Institute has initiated organizing training programmes on

Development and Rural Labour. The objectives 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

18.14 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 at least 15 programmes every year in the training schedule.

International Training Programme

18.15 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/would be organising following programmes:

- Labour Administration and Employment Relations in a Global Economy under ITEC/SCAAP from September 11-29, 2006.
- Prevention of HIV/AIDS from October 9-20, 2006
- Leadership Development for Administrators from November 13-24, 2006

PUBLICATIONS

18.16 V.V.Giri National Labour Institute has a publishing programmes for dissemination of various labour related information in general and the Institute's research findings and

Capacity Building of Resource Persons in the area of Child Labour, Leadership

journals, occasional publications, books and reports . Some of the important are labour & Development. Awards Digest (English) and Shram Vidhan (Hindi)

REGULAR PUBLICATIONS

Labour & Development

18.17 Labour and Development is a bi-annual journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical and empirical investigations. The journal is a valuable reference for scholars and practioners specializing in labour studies.

Awards Digest

18.18 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 the Journal. The journal is a valuable reference for personnel managers, trade union leaders and workers, advisors to labour laws, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

Shram Vidhan

18.19 *Shram Vidhan* is a bi-monthly 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, The Administrative Tribunals and the Central Government Industrial Tribunals are reported in the Journal. This journal also is a valuable reference for personnel managers, trade union leaders and workers, advisors to labour laws, educational institutions, conciliation officers, arbitrators of

experience in particular. In order to fulfill this task , the Institute beings out

NLI Research Studies Series

18.20 NLI Research Studies Series is being published to disseminate the findings of the research activities of the Institute. So far the Institute has published 71 research findings in this series.

Other Publications

- Training Programme Calendar 2006-2007 (English and Hindi)

Under Process

- Annual Report 2004-2005 (English and Hindi)
- Glossary of Legal Terms
- Train the Trainers: A Manual on Child Labour

Publications on behalf of the Ministry of Labour and Employment

18.21 The Institute will publish the following publication on behalf of the Ministry of Labour and Employment :

Shram Samachar – Revival of Shram Samachar is under process as a bi-annual in-house magazine of Ministry of Labour and Employment.

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

18.22 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:

industrial disputes, practicing advocates and students of labour laws.

- Article-Indexing of Journals
- Newspaper Article Clippings
- Micro-fiche Search and Printing
- Reprographic Service
- CD-ROM Search
- Audio/Visual Service
- Current Content Service
- Article Alert Service
- Lending Service
- Inter-Library Loan Service.

Products

- Guide to Periodical Literature. Quarterly in-house publication providing bibliographical information of articles in 200 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.

- Selective Dissemination of Information (SDI)
- Current Awareness Service
- Bibliographical Service
- On-line Search
- Article Alert Service (New). This weekly service hosted on the Institute’s web site for public access.
- 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.

18.23 The NRDRCLI also houses a separate Documentation Centre on Child Labour, Gender Studies and Resource Centre on HIV / AIDS. During April 2006 till September 2006, the NRDRCLI has acquired 648 books / reports, thereby enlarging the stock of books / reports / bound volume of journals etc., to 53476. In addition to these, the documentation Centre regularly subscribes to 238 professional journals / magazines in printed and electronic form.

| Table-18.1 | | | | |
|---|----------------------------------|----------------------|----------------|------------------------|
| Details of Training Programmes organised by the Institute during April 2006- September, 2006 | | | | |
| Sl.No | Name of the Programme | Number of Programmes | Number of Days | Number of participants |
| 1 | Labour Administration Programmes | 4 | 20 | 101 |
| 2 | Industrial Relations Programmes | 4 | 18 | 117 |
| 3 | Capacity Building Programmes | 20 | 101 | 608 |
| 4 | Child Labour Programmes | 5 | 20 | 145 |
| 5 | Research Methods Programmes | 1 | 21 | 22 |
| 6 | Health issue Programmes | 4 | 14 | 99 |
| 7 | International Programmes | 1 | 19 | 15 |
| | TOTAL | 39 | 213 | 1107 |

| Table-18.2 | | | |
|--|----------------------------------|----------------------|----------------|
| Training Programmes proposed during October, 2006 to March 2007 | | | |
| Sl.No | Name of the Programme | Number of Programmes | Number of Days |
| 1 | Labour Administration Programmes | 7 | 42 |
| 2 | Industrial Relations Programmes | 7 | 28 |
| 3 | Capacity Building Programmes | 12 | 72 |
| 4 | Child Labour Programmes | 5 | 25 |
| 5 | Research methods programmes | 2 | 11 |
| 6 | Health issue Programmes | 2 | 24 |
| 7 | International Programmes | 3 | 39 |
| | Total | 38 | 241 |
