

# ANNUAL REPORT 2014-15



**NATIONAL INSTITUTE OF  
LABOUR ECONOMICS RESEARCH AND DEVELOPMENT**

**Narela Institutional Area, Delhi-110040**

# **Fifty Second Annual Report 2014-15**



**National Institute of Labour Economics Research and Development  
(Formerly Institute of Applied Manpower Research)**

**A-7, Narela Institutional Area, Delhi-110040**





# **NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT**

## **FIFTY SECOND ANNUAL REPORT**

**2014-15**

It gives me great pleasure to present the Fifty Second Annual Report of the National Institute of Labour Economics Research and Development (NILERD) (formerly Institute of Applied Manpower Research) for the year 2014-15. The year 2014-15 had been extremely important in the history of NILERD with the constitution of NITI Aayog on January 1, 2015 in place of the erstwhile Planning Commission. Since NILERD is an autonomous organization under NITI Aayog (formerly Planning Commission), this Annual Report provides an overview and records of the performance of the Institute as an attached organization to the erstwhile Planning Commission for the first nine months and to NITI Aayog for the next three months of the year 2014-15. The Report provides an account of academic and financial matters including the audited statement of accounts for the reference year.

The change in the governance structure with the constitution of the NITI Aayog and its focus towards more policy dynamo in the development strategy to transform India towards a higher and inclusive growth trajectory has renewed the focus of the Institute towards more strategic and technical research, training, dissemination of best practices, monitoring and evaluation and such other initiatives in consonance with the national development agenda. Therefore, the Memorandum of Association (MoA), General Council and the Executive Council of the Institute are being reconstituted to reflect the mandate of NITI Aayog.

During the year 2014-15, the Institute continued its emphasis on training, research activities and consultancy services. The Institute has been successfully running a Masters Degree Programme and a Post-Graduate Diploma on Human Resource Planning and Development. It also provides short term academic training on Monitoring and Evaluation, Global Human Resource Management and others related to capacity development of human resources. It is noteworthy that the Masters Degree Programme has constantly being awarded 'A' Grade by the Guru Gobind Singh (GGS) Indraprastha University, since the year 2012-13. The Institute, in the year 2014-15, has successfully completed research projects on manpower assessment; development of a composite human development index based upon various indicators like life expectancy, educational attainment and income for Schedules Castes, Scheduled Tribes, Elderly and for the Disabled in India; identifying high growth sectors for greater employment opportunities in India, etc. sponsored by LIC of India, Ministry of Social Justice and Empowerment and Associated Chambers of Commerce & Industry of India (ASSOCHAM) respectively. The Institute has also initiated various research projects on training assessment in the major ports of India; assessment of Krishi Vigyan Kendras on dissemination of improved practices and technologies to farmers; determinants of access to formal credit by MSMEs commissioned by different Government Departments/ organizations and the studies are underway. It also commenced a project on human capital development in



Meghalaya, sponsored by the Asian Development Bank. In recognition of the leadership, development, innovation and industry interface in its research, the Institute has been honoured with “Education Leadership Award” by Dewang Mehta Business School Awards Foundation for the year 2014-15. I would also like to mention that NILERD along with the Programme Evaluation Organization (PEO), NITI Aayog celebrated Evaluation Week in January, 2015. The EvalWeek marked India as the first country to kick start the celebrations of the International Year of Evaluation and to receive the EvalTorch which was handed over by Marco Segone, Director IEO, UN Women and Vice-Chair UNEG, to Rao Inderjit Singh, Hon’ble Minister of State for Planning (Independent Charge), Government of India.

I take this opportunity to express my gratitude towards Dr. Arvind Panagariya, Vice Chairman, NITI Aayog; Rao Inderjit Singh, Hon’ble Minister of State (Independent charge), Ministry of Planning; Dr. Bibek Debroy, Member, NITI Aayog; Shri V.K. Saraswat, Member, NITI Aayog; Dr. Ramesh Chand, Member, NITI Aayog and Smt. Sindhushree Khullar, Chief Executive Officer, NITI Aayog for their vision, leadership and guidance towards the Institute, which has been an inspiration and has propelled the Institute to grow and set new benchmarks in social science research. I am also grateful to Smt Sunita Sanghi, Adviser (HRD), NITI Aayog; Shri Pitam Singh, Joint Adviser (HRD), NITI Aayog; Shri Binod Kumar and Shri A S Sandhu, Director (Finance) and other officials of NITI Aayog for their continuous support and encouragement towards the Institute. Finally I thank all the faculties and staff of NILERD for their dedication and commitment towards the Institute.

September 30, 2015  
Delhi

Sd/-  
Dr. Yogesh Suri  
Director-General



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**THE INSTITUTE AND  
ITS ORGANISATIONAL STRUCTURE**







## **The Institute**

Institute of Applied Manpower Research (IAMR) was established in 1962 under the Societies Registration Act of 1860. IAMR has been renamed as **National Institute of Labour Economics Research and Development (NILERD)** on 9th June, 2014. NILERD is mainly funded by grants-in-aid from the NITI Aayog (formerly Planning Commission), Government of India, and supplemented by its own revenue from contracted research projects, and education & training activities. The prime objective of NILERD has been to develop an institutional framework capable of sustaining and steering a systematic applied human resource planning research process. The various facets of NILERD's activities are shown in Chart-I.

Since its inception, NILERD has been a unique Institution of its kind devoted exclusively to human resource planning and development. The Institute has carved out its own trajectory to achieve academic heights, and in the process, developed a range of academic activities not only in the field of human resource planning and development, but also in monitoring and evaluation of public policies and programmes. During the past few years, the Institute has exhibited remarkable dynamism in addressing the issues of national priorities. The Institute has emerged as a pioneering institute in providing academic training on human resource planning and development for both international and national participants.

## **Organizational Structure: An Autonomous Body**

NILERD is a registered society functioning as an autonomous body under the NITI Aayog, Government of India. By an institutional arrangement, the Vice Chairman, NITI Aayog, Government of India, functions as the President of the General Council (GC). Dignitaries, in not lower than the rank of the Minister of State of the Central Government, function as Vice-Presidents. The Chief Executive Officer (CEO), NITI Aayog, Government of India, functions as the Chairperson of the Executive Council (EC).

### **General Council (GC)**

The supreme governing body of the Institute is the General Council (GC). The Vice Chairman, NITI Aayog, functions as the President of the General Council. A Member of NITI Aayog is the Vice President of the GC. The GC besides the Chief Executive Officer, NITI Aayog and Director-General, NILERD consists of representatives from various Ministries/Departments of the Central Government, autonomous institutions, user organizations, NILERD Faculty, etc. The GC normally meets once a year and approves the work programme, annual report and annual accounts of the Institute. It also appoints the auditors of the Institute.

### **Executive Council (EC)**

The affairs of the Institute are managed by the Executive Council (EC). The Chief Executive Officer, NITI Aayog, Government of India functions as the Chairperson of the EC, which further consists of two members from the Central Government representing NITI Aayog and Departments of Expenditure (Ministry of Finance), three members representing NILERD General Council including one from the NILERD Faculty, besides the Director-General of the Institute. The EC is vested with powers in respect of all matters connected with the Institute and meets as often as necessary and at least twice each year.



## **Other Standing Committees**

In addition, there are three more standing committees concerned with staff matters, budget, and administration of the Contributory Provident Fund (CPF). These committees are called as the Standing Staff Committee, Standing Budget Committee and Committee on Administration of NILERD Contributory Provident Fund, respectively.

## **Management of the Institute**

The chief executive of NILERD for its management is Director-General (DG). The academic activities of the Institute are carried out through various technical units headed by a senior level officer and assisted by necessary supporting faculty and staff. The administrative support is provided by a Director and financial support is provided by Joint Director (Finance), with necessary support structure. The Institute has a modest computer centre, an editorial unit and a knowledge resource centre (KRC). The Institute publishes a half yearly journal titled, Manpower Journal, with the Director-General acting as Editor-in-Chief. The academic activities are organized through various units dealing with research on various sectors, training – national and international – education, seminars and workshops. The administrative and academic support for the Education and Training (E&T) Unit is provided by a Director assisted by other faculty members.

## **Infrastructural and Computing/IT Facilities at NILERD Campus**

The Institute is located in its own campus in more than 15 acres of land at Narela, Delhi. The campus infrastructure includes academic, administrative, training and KRC blocks, besides residential accommodation for its staff and faculty, a guest house and an auditorium. The campus is connected through well-structured local area network (LAN) connectivity and has dedicated high speed leased line internet facility. The faculty, staff and international participants of residential educational and training programmes are provided with the state-of-the-art computing facilities and latest software packages. The Information and Communications Technology (ICT) Unit provides the IT-based support for various research projects of the Institute including database creation and management, data warehousing, data processing and analysis, and software development for report generation etc. The Institute has high end Core-2 Duo desktop computers, an array of local and networked deskjet and laserjet printers, scanners, LCD projectors, colour printers etc. for the researchers and support staff. Researchers have access to latest Microsoft Office Packages and Statistical Software Packages like SPSS 16.0 and SPSS Clementine 11.1.

The Institute's website gets updated from time to time with current information about the research, training and educational activities of the Institute. All major events at NILERD are posted on the website for public information.

During the year, under the scheme titled, "Infrastructural development facilities at NILERD Campus", annual repairing of the campus, maintenance of electrical and mechanical work and maintenance of horticulture work in and around the campus were undertaken.

## Chart-I

### ACTIVITIES OF THE INSTITUTE





## **ACADEMIC ACTIVITIES**





## I. EDUCATIONAL AND TRAINING PROGRAMMES

The Education and Training (E&T) Unit of the Institute conducted the following programmes during the year.

### 1. **Masters Degree Programme in Human Resource Planning and Development (HRP&D): An Executive Programme**

Duration of the Programme: One year

(February 1, 2014 to January 31, 2015)

#### **The Course**

Masters Degree Programme, conducted by the E&T Unit in affiliation with GGS Indraprastha University, Delhi, is unique in terms of providing a firm grounding in the core areas of planning and development of human resources. The programme is meant for senior and middle level personnel (in Government, parastatals, private sector and academic institutions) working or likely to work in the area of human resource planning and development. As projection and forecasting are inevitable parts of planning, it requires sound knowledge of these techniques in the area of economic, educational and social development. Yet, no formal degree was available in this area. The programme is an effort towards bridging this gap. The programme brings together in-service officers of various countries from Africa, Asia, Caribbean, and independent countries of the former USSR.

#### **Objectives of the Programme**

1. To enable the participants in assessing nature and characteristics of the available human resources;
2. To acquaint them with the advanced methodological and conceptual issues in human resource planning, development and utilization;
3. To enable them in assessing the nature and characteristics of labour market for development of Human Resource Information System;
4. To evolve a framework of policies, strategies and programmes for effective planning of employment generation initiatives;
5. To develop analytical ability of participants in application of research methods in Human Resource Planning related issues; and
6. To develop a sensitive appreciation of the importance of Human Resource Development, especially relating to developing and transitional countries.

#### **Programme Design**

The programme is divided into four semesters of three months' duration each. Learning is channeled along five modules as mentioned below.

- (i) Human Resource Planning (HRP)
- (ii) Human Resource Information System (HRIS)
- (iii) Human Resource Development (HRD)





- (iv) Employment Policies and Programming (EP&P)
- (v) Educational Planning (EP)

### **Dissertation**

Participants are required to prepare a dissertation on a topic chosen within the framework of the programme and under the guidance of a faculty member (called supervisor) and a committee of experts constituted for the purpose. The dissertation is a mix of qualitative and quantitative approaches. A committee of experts evaluates the dissertation and it carries double weightage as compared to any other module.

### **Study Tour-cum-Field Visits**

An integral part of the programme is its study tours-cum-field visits that are scheduled in each semester of the programme. Participants are taken to various academic, professional, and administrative organizations to enrich their knowledge through a holistic approach. Such visits allow the participants to have first-hand information in the fields on HRD techniques and practices, and civil service personnel policies and programmes. For the current year, the following Institutes/Organizations were selected for field visits:

- Centre for Good Governance, Uttarakhand Academy of Administration, Nainital, Uttarakhand
- Harish Chandra Mathur Rajasthan State Institute of Public Administration (HCM RIPA), Jaipur; and
- Tata Institute of Social Sciences (TISS), Mumbai.

### **Award of Degree**

Thirty-one participants of the Masters Degree Course in Human Resource Planning and Development from 19 countries (Afghanistan, Cameroon, Egypt, Ethiopia, Ivory Coast, Lesotho, Liberia, Maldives, Mauritius, Mongolia, Nepal, Nigeria, Russia, Sierra Leone, South Sudan, Sri Lanka, Tanzania, Vietnam and Zambia) received their degrees upon graduation from GGS Indraprastha University at a convocation ceremony held on January 22, 2015. Dr. P.K. Anand, Consultant; Smt. Sunita Sanghi, Senior Adviser, HRD; Smt Savita Sharma, Adviser, PPD from NITI Aayog, Government of India, and Dr. Yogesh Suri, Adviser, NITI Aayog, Government of India and DG, NILERD conferred the degrees and mementos. The NILERD President's Medal for Overall Best Performance was awarded to Ms. Marie Elix Priscilla Gokhool from Mauritius. The NILERD Director-General's Medal for Best Performance among women participants was also awarded to Ms. Marie Elix Priscilla Gokhool.

### **Faculty in charge of the Programme**

The programme was headed by Dr. Purna Chandra Parida, Director and coordinated by Mrs. Renu Lal, Joint Director. The resource persons for the modules were:

<b>Module</b>	<b>Resource Person</b>
1) Human Resource Planning (HRP)	Dr. K.S. Rao
2) Human Resource Information System (HRIS)	Mr. A.K. Mathur
3) Human Resource Development (HRD)	Dr. Chaitali Roy



- |   |                           |
|---|---------------------------|
| 4) Employment Policies and Programming (EP&P) | Dr. Sanchita Bhattacharya |
| 5) Educational Planning (EP)                  | Dr. Anita T. Kakkar       |
| 6) India and Its Culture                      | Mrs. Renu Lal             |

### **Sponsors of the Programme**

1. Indian Technical Economic Cooperation (ITEC), Ministry of External Affairs (MEA), Government of India
2. Special Commonwealth Assistance for Africa Programme (SCAAP) Scheme, Ministry of External Affairs (MEA), Government of India
3. Technical Cooperation Scheme (TCS) Colombo Plan, Ministry of Finance, Government of India

### **2. Post Graduate Diploma in Human Resource Planning and Development (HRP&D)**

Duration of the Programme: Six months  
(March 3, 2014 to August 25, 2014)

### **The Course**

Recent years have seen a surge in the awareness, interest and expectations in respect of human resource development and its planning, both as a means to attain a higher growth and productivity and as an objective in itself to attain welfare and self-esteem. Human Resource Planning and Development (HRP&D) broadly relates to enhancement of human capital and its utilization, though it encompasses several ingredients and processes, ranging from population control, literacy and education programmes to skills and employment planning. As planning is inevitably bound with projections and forecasting, it requires having sound knowledge of these techniques in the areas of economic, educational and social development. This calls for a course which integrates human resource planning with overall development. The course designed by NILERD in the field of human resource planning and development tries to fill the lacunae felt by developing countries. Post Graduate Diploma Programme of six months' duration conducted by the Institute is unique in its approach in assisting senior and middle level personnel of the Government, parastatals and academic institutions, currently working or who are likely to work in the future in planning and development for human resources.

The programme aims to provide a theoretically based overview of the field of human resource planning and development. Participants study the social, economic and political structure and trends, and underlying provision and practice in this area. In addition, it aims to promote international cooperation. This programme brings together in-service officers from the countries of the Caribbean, Africa, Asia, and independent countries of the former USSR.

### **Objectives of the Programme**

1. To familiarize the participants with the nature and characteristics of the available human resources;
2. To acquaint them with the advanced methodological and conceptual issues in human resource planning, development and utilization;



3. To enable them in assessing the nature and characteristics of labour market, techniques of training in labour market analysis and development of Human Resource Information System; and
4. Evolving a framework of policies, strategies and programmes for effective planning of Human Resource Development initiatives.

### **Programme Design**

The programme is designed to impart application-oriented education in Human Resource Planning and Development to the participants, and provides expert advice and technical assistance in the field of HRP&D. The programme is divided into two semesters of three months each. Learning is channeled along five modules, namely:

- (i) Human Resource Planning (HRP)
- (ii) Human Resource Information System (HRIS)
- (iii) Human Resource Development (HRD)
- (iv) Employment Policies and Programming (EP&P); and
- (v) Educational Planning (EP).

### **Dissertation**

In addition, participants have to work on a Dissertation with a presentation towards the end of the programme.

### **Study Tour-cum-Field Visits**

Study tour-cum-field visits are the integral parts of the curriculum of the Post Graduate Diploma Programme. Participants are taken to various academic, professional, manufacturing as well as administrative organizations. Such visits enable the participants to have a first-hand information and experience in the fields related to HRD techniques and practices, and civil service personnel policies and programmes. For the current year, the following institutes/organizations were selected for field visits of the participants:

- Uttarakhand Academy of Administration, Nainital, Uttarakhand
- HCM RIPA, Jaipur, Rajasthan.

### **Award of Diploma**

Thirty participants from 19 developing countries (Afghanistan, Bangladesh, Bhutan, Chile, Ethiopia, Ghana, Lesotho, Liberia, Madagascar, Mauritius, Mongolia, Myanmar, Nepal, Niger, Nigeria, Syria, Tanzania, Thailand and Vietnam) completed the six-month Post Graduate Diploma in Human Resource Planning and Development and were awarded Diploma on August 22, 2014 by Mr. Pawan Agarwal, IAS, Adviser (HE), NITI Aayog (erstwhile Planning Commission), Government of India and Director-General, NILERD (Additional Charge). The NILERD President's Medal for overall best performance was awarded to Mr. Soodarsan Balchurn from Mauritius by Mr. Pawan Agrawal and Director-General's Medal for best performance among women participants was awarded to Ms. Edith Rwiza from Tanzania by Mr. Kumar Tuhin, Joint Secretary, Ministry of External Affairs, Government of India.



### Faculty in charge of the Programme

The programme was headed by Dr. Purna Chandra Parida, Director and coordinated by Mrs. Gayatri Pandey, Joint Director. The resource persons for the modules were:

Module	Resource Person
1) Human Resource Planning (HRP)	Dr. G.P. Joshi
2) Human Resource Information System (HRIS)	Mr. A.K. Mathur
3) Human Resource Development (HRD)	Dr. Chaitali Roy
4) Employment Policies and Programming (EP&P)	Dr. Sanchita Bhattacharya
5) Educational Planning (EP)	Dr. Anita T. Kakkar

### Sponsors of the Programme

1. Indian Technical Economic Cooperation (ITEC), Ministry of External Affairs (MEA), Government of India
2. Special Commonwealth Assistance for Africa Programme (SCAAP), Ministry of External Affairs (MEA), Government of India
3. Technical Cooperation Scheme (TCS) Colombo Plan, Ministry of Finance, Government of India

### 3. International Training Programmes (ITPs)

#### (i) International Training Programme on Human Resource Planning and Development

Duration of the programme: Eight weeks

(July 3, 2014 to August 27, 2014)

#### The Context

Human resource planning, a key aspect of development, assumes special importance in the current context of globalization and liberalization. The problems relating to planning and development of human resources faced by developing countries include unemployment, shortage of persons with requisite knowledge and skills, lack of adaptability to new work structure and work organizations, low human productivity, etc. The programme focuses on enriching knowledge in planning and development of human resources for senior and middle level officers working with governments in developing countries.

#### Objectives of the Programme

The course helps the participants

1. To identify major issues of human resource planning and development;
2. To use quantitative and qualitative tools of human resource planning and development;
3. To develop a structure of manpower information system; and
4. To evolve alternative models of human resource planning and development.



## **Programme Design**

The programme has been designed to provide an opportunity to the participants to share available knowhow on issues relating to human resource planning and development. Accordingly, a variety of instructional methods has been chosen, although the use of each would depend upon the nature of the subject being presented. These include formal lectures and participative methods such as group discussions, panel discussions, case studies and hands-on learning on computers. Project work also forms an integral part of the programme.

## **Contents**

The programme comprises of five modules:

1. Human Resource Planning (HRP)
2. Human Resource Information System (HRIS)
3. Human Resource Management & Development (HRM&D)
4. Employment Policies and Programming (EP&P)
5. Educational Planning (EP)

## **Study Tour-cum-Field Visits**

The study tour-cum-field visit is an important component of the academic content of the training programmes. During the year participants visited HCM RIPA, Jaipur from 21st to 25th July, 2014.

## **Award of Certificate**

Twenty-four participants from 16 countries (Afghanistan, Bhutan, Burundi, Ethiopia, Ghana, Jamaica, Kyrgyzstan, Lesotho, Mauritius, Mongolia, Myanmar, Niger, Sudan, Tajikistan, Tanzania, and Zimbabwe) received their certificates at a convocation ceremony held on 27th August, 2014 from Dr. Pitam Singh, Joint Adviser, Planning Commission, Government of India.

## **Faculty in charge of the Programme**

The programme was headed by Dr. Purna Chandra Parida, Director and coordinated by Mr. A.K. Mathur, Deputy Director.

## **Sponsors of the Programme**

ITEC, SCAAP and TCS (Ministry of External Affairs), Government of India

### **(ii) International Training Programme on Manpower Research**

Duration of the programme: Eight weeks  
(September 8, 2014 to October 29, 2014)

## **The Context**

Manpower Research is an integral part of development process which requires quantitative and qualitative knowledge of past trends, present situation and estimation of various aspects of manpower demand and



supply for future. The training programme on manpower research provides comprehensive knowledge about systematic research on manpower including tools and techniques of research, techniques of data analysis, report writing etc.

### **Objectives of the Programme**

The course helps the participants:

1. To understand the role of manpower as a critical resource;
2. To familiarize with the needs and issues related to manpower research;
3. To make them aware of the techniques and methodology of manpower research;
4. To develop a structure of manpower information system;
5. To sensitize with the utilization of manpower research for policy formulation; and
6. To develop a manpower research project.

### **Programme Design**

The programme has been designed to provide an opportunity to the participants to share available knowhow on issues relating to Manpower Research. Accordingly, a variety of instructional methods have been chosen, though the use of each would depend upon the nature of the subject being presented. These include formal lectures and participative methods such as group discussions, panel discussions, case studies and hands-on learning on computers. As an integral part of the programme, there are visits to various organizations that are engaged in the development of manpower. This would offer participants an opportunity to share their experiences with professionals in the field. Project work also forms an integral part of the programme.

### **Contents**

The programme comprises of six modules:

1. Manpower research issues, concept and methodology
2. Data processing and analysis
3. Manpower utilization, estimation and forecasting
4. Developing manpower information system
5. HRD aspects of manpower research
6. Utilization of manpower research in policy formulation

### **Study Tour-cum-Field Visits**

Study tour-cum-field visit is a mandatory component of the academic content of the training programme. Participants visited HCM RIPA, Jaipur from 13th to 17th October, 2014. Participants also visited V.V. Giri National Labour Institute, Noida.



### **Award of Certificate**

Twenty-six participants from 19 countries (Afghanistan, Bhutan, Madagascar, Myanmar, Sri Lanka, Commonwealth of Dominica, Ethiopia, Fiji, Ghana, Ivory Coast, Kenya, Laos, Mauritius, Myanmar, Nepal, Nigeria, Tanzania, Vietnam and Zimbabwe) received their certificate at a convocation ceremony held on 29th October, 2014 from Dr. Yogesh Suri, Advisor (DP/IE Research), NITI Aayog (erstwhile Planning Commission), Government of India.

### **Faculty in charge of the Programme**

The programme was headed by Dr. Purna Chandra Parida, Director and coordinated by Mr. A.K. Mathur, Deputy Director.

### **Sponsors of the Programme**

ITEC, SCAAP and TCS (Ministry of External Affairs), Government of India

### **(iii) International Training Programme on Global Human Resource Management**

Duration of the programme: Six weeks

(November 7, 2014 to December 18, 2014)

### **The Context**

In this era of globalization, people as well as organizations are crossing boundaries to seek economic benefits. The success of any organization depends on its ability to manage a diverse body of talent which can give it a cutting edge over its competitors through innovative perspectives of its work. The role of global HR manager is to create a synergy between the diverse workforces.

Multinational and transnational organizations cannot follow traditional HR practices. Human Resource Management (HRM) can be a major constraint when multinational companies (MNCs) try to implement global strategies, mainly because of the different cultural and institutional framework of each country the MNC operates in. The national context influences the way people are managed in different countries and MNCs are facing pressures to adapt HRM practices accordingly.

The course would help HR professionals to understand and appreciate cultural diversity in the workforce and equip them with HRM practices to effectively deal with coordination and control of international operations.

### **Objectives of the Programme**

The programme intends to help the participants in instilling a global perspective and an appreciation of global differences by:

1. Providing understanding of global business environment;
2. Acquainting with work conditions, remuneration and compensation;
3. Appreciation of global cultural differences;





4. Improving cross-cultural communication;
5. Coping with global change; and
6. Sensitizing about the complex human resource issues which exist in the global business environment.

### **Programme Design**

The programme has been designed to provide an opportunity to the participants to share the available knowhow on issues relating to global human resource management. Accordingly, a variety of instructional methods have been chosen, though the use of each would depend upon the nature of the subject being presented. These include formal lectures and participative methods such as group discussions, panel discussions, case studies etc. Project work and field visits also form an integral part of the programme.

### **Contents**

The programme comprises of 18 modules:

1. Introduction and evolution of HRM
2. Difference between global and domestic HRM
3. Strategic HR issues in global assignments
4. HRIS: Innovation tool for HRM
5. Learning and developmental issues related to HRM
6. Job analysis in global world
7. Recruitment & selection: challenges for global HRM
8. Employee development
9. Training and development
10. Career planning: challenges in global scenario
11. Appraising and improving performance
12. Managing global compensation, benefits and taxes
13. Conflict management
14. Global ethics and labour standards
15. Cross-cultural issues management
16. Communication in cross-cultural environment
17. Motivation in cross-cultural environment
18. Global knowledge management

### **Study Tour-cum-Field Visits**

Study tour-cum-field visits are an important component of the academic content of the training programme. Participants visited HCM RIPA, Jaipur from 24th to 28th November, 2014.





### **Award of Certificate**

Thirty-three participants from 22 countries (African Union, Burkina Faso, Cambodia, Cameroon, Ecuador, Ethiopia, Fiji, Grenada, Kyrgyzstan, Laos, Mauritius, Morocco, Myanmar, Nepal, Niger, Oman, Pan African Parliament, Russia, Sri Lanka, Tajikistan, Tanzania, Uganda and Vietnam) received their certificates at a convocation ceremony held on 18th December, 2014 from Dr. Yogesh Suri, Adviser, NITI Aayog, Government of India and Director-General, NILERD.

### **Faculty in charge of the Programme**

The programme was headed by Dr. Purna Chandra Parida, Director and coordinated by Mr. A.K. Mathur, Deputy Director.

### **Sponsors of Programme**

ITEC, SCAAP and TCS (Ministry of External Affairs), Government of India

### **(iv) International Training Programme on Manpower Information System**

Duration of the programme: Eight weeks  
(January 05, 2015 to March 02, 2015)

### **The Context**

The training programme on Manpower Information System (MIS) provides comprehensive knowledge to the participants about the tools and techniques used in developing MIS and its management skills, which include planning, control, problem solving and communication pertaining to MIS.

### **Objectives of the Programme**

The course helps the participants

1. To familiarize the participants with needs and issues related to MIS;
2. To develop a structure of MIS;
3. To sensitize the participants with utilization of MIS for policy formulation; and
4. To enhance the management skills for handling MIS.

### **Programme Design**

The programme has been designed to provide an opportunity to the participants to share the available knowhow on issues relating to Manpower Information System. Accordingly, a variety of instructional methods have been chosen, though the use of each would depend upon the nature of the subject being presented. These include formal lectures and participative methods such as group discussions, panel discussions, case studies, workshops and managing data on computers.



## **Contents**

The programme comprises of 10 modules:

1. Introduction to MIS
2. Types of Information System
3. Project Management in the development of Manpower Information System
4. Systems Analysis & Design
5. Managing data through Databases
6. Enterprise Resource Planning (ERP) systems
7. Information System Security
8. Knowledge Management System
9. Manpower Information Systems Application for Training and Development – Case Studies
10. Issues and Performance Management, Compensation, Benefits, Payroll and Manpower Information System – Case Studies

## **Study Tour-cum-Field Visits**

Study tour-cum-field visit is an important component of the academic content of the training. Participants visited HCM RIPA, Jaipur from 9th to 13th February, 2015. They also visited Tata Consultancy Services, Noida.

## **Award of Certificates**

Twenty-four participants from 19 countries (Bangladesh, Bhutan, Eritrea, Ghana, Kenya, Laos, Lithuania, Malawi, Mauritius, Myanmar, Nepal, Niger, Oman, Peru, South Sudan, Tanzania, Uganda, Uzbekistan and Zimbabwe) received their certificates at a convocation ceremony held on February 27, 2015 from Dr. Yogesh Suri, Adviser, NITI Aayog, Government of India and Director-General, NILERD.

## **Faculty in charge of the Programme**

The programme was headed by Dr. Purna Chandra Parida, Director and coordinated by Mr. A.K. Mathur, Deputy Director.

## **Sponsors of the Programme**

ITEC, SCAAP and TCS (Ministry External Affairs), Government of India

## **(v) International Training Programme on Human Capabilities**

Duration of the programme: Four weeks

(March 11, 2015 to April 11, 2015)



## **The Context**

The nature of the economy is changing globally. The knowledge of practical application of sensory and cognitive sciences in the field of Human Factors or Human Engineering, Human Abilities, Self-Efficacy, Ergonomics and Good Governance are useful for human development and human capabilities.

This is a time of unprecedented insights. There is an ever-expanding range of things – science, society, human conditions, technology – the grand systems by which we live and the tiny fretwork of life that largely passes us by, and of course, many more people who have access to this understanding. Countries may gain competitive advantage if they are able to link their trained and enabled people into a network of formal and informal systems which make use of their innate talents and acquired skills in more effective ways.

## **Objectives of the Programme**

1. To identify the type of capabilities that inherently exists in every human being;
2. To create awareness about the timely functioning of various capabilities;
3. Application of human abilities to solve the complex problems which arise in working environment; and
4. Governance of these abilities for human development.

## **Programme Design**

The programme has been designed to provide an opportunity to the participants to share the available knowhow on issues relating to human capabilities. Accordingly, a variety of instructional methods have been chosen, though the use of each would depend upon the nature of the subject being presented. These include formal lectures and participative methods such as group discussions, panel discussions and case studies. Field visits are also an integral part of the programme.

## **Contents**

- Human Development and Capabilities
- Time Management Capabilities
- Competency Assessment System
- Communication Barrier
- Understanding Self and Self Effectiveness
- Personal Effectiveness
- Stress Management
- Importance of Ethics & Values in Organization
- Personality Development
- Application of Human Abilities in Public Dealing
- Change Management



- Conflict Management
- Cross-cultural Issues Management
- Self Awareness and Discovery of Mental Power
- Life Cycle Balance
- Creative Problem Solving
- Work Life Balance

### **Study Tour-cum-Field Visits**

The study tour-cum-field visit is an important component of the academic content of the training programme. Participants visited HCM RIPA, Jaipur from 25th to 29th March, 2015.

### **Award of Certificates**

Twenty-seven participants from 21 countries (Bangladesh, Belarus, Benin, Cambodia, Eritrea, Fiji, Ghana, Ivory Coast, Kenya, Kyrgyzstan, Laos, Lithuania, Madagascar, Malawi, Mauritius, Namibia, Oman, Palestine, Poland, Turkey and Zimbabwe) received their certificates at a convocation ceremony held on April 10, 2015 by Dr. Yogesh Suri, Adviser, NITI Aayog, Government of India and Director-General, NILERD.

### **Faculty in charge of the Programme**

The programme was headed by Dr. Purna Chandra Parida, Director and coordinated by Mr. A.K. Mathur, Deputy Director.

### **Sponsors of the Programme**

ITEC, SCAAP and TCS (Ministry of External Affairs), Government of India

## **4. Diploma in Monitoring and Evaluation**

Duration of the programme: Three months  
(November 11, 2014 to February 2, 2015)

### **The Course**

Monitoring and Evaluation (M&E) is a powerful public management tool which can be used to improve the way of achieving results. To achieve the goals of development planning, countries are making massive public investments to stimulate growth in different sectors ensuring creation of employment on the one hand and enhancing the skill endowments of the labour force on the other to raise productivity and incomes. This surge in public expenditure is accompanied by a concern to make sure that the results of investment of scarce resources are maximized through appropriate Monitoring and Evaluation (M&E) and Performance Management (PM). As a result, today all major development programmes are getting evaluated from time to time.

Monitoring and Evaluation is a rapidly evolving discipline with its own theoretical framework, practical procedures, ethical issues and its own professional competency requirements. It is also a multidisciplinary field encompassing



areas as wide as economics and statistics,, climate change, human rights, sociology etc. The Institute launched the course in order to capture this demand.

### **Objectives of the Programme**

1. Gaining an understanding of development planning cycle and the crucial role of monitoring and evaluation in this cycle;
2. Learning what and how to monitor a programme;
3. Initiating, managing and doing evaluation;
4. Collecting and analyzing data;
5. Reporting back, Follow-up on M&E information in policy planning/course correction for improved outcome and efficient use of resources

### **Programme Design**

The programme has five modules namely:

Module I: Monitoring & Evaluation: An Overview of Concept, Issues and Trends

Module II: Monitoring Process: The Purpose and Building Blocks of Monitoring Process Models and Techniques

Module III: Architecture of Evaluation

Module IV: Methodological Aspects of Evaluation

Module V: Reporting, Presentation Skills & Dialogue

### **Contents**

The contents of the programme are as follows:

- Relationship between plan formulation, implementation and M&E
- Evaluation as an emerging discipline
- Concept of M&E, Importance of M&E, Difference between monitoring and evaluation, Scope, Objectives etc.
- Stakeholder Analysis
- Techniques of monitoring such as critical path method (CPM), programme evaluation review technique (PERT) etc.
- Result-based M&E
- Overview of evaluation, Key Concepts, Principles, Uses
- Various types of evaluations and recent approaches



- Concept of Clusters and M&E
- Evaluation theories and models: Theory of Change, Logic Models, etc.
- Gender Issues in M&E
- Participatory Evaluation and Techniques
- Outsourcing of Evaluation and Preparation of Term of References (ToR)
- Impact Evaluation and Evidence based Policy Planning
- Evaluation Designs
- Sampling Techniques
- Development of Tools for Data Collection
- Data Processing Techniques and Qualitative Data Analysis and MIS
- International Experience in M&E
- Report Writing and Dialogue
- Management of Evaluation
- Current Debate on Evaluation
- Evaluation Policy – Need and Importance
- Ethics & Standards

### **Study Tour-cum-Field Visits**

A one-week study four-cum-field visit was organized at the HCM RIPA, Jaipur. A one-day visit was also organized at the erstwhile Planning Commission to provide an exposure to the participants on M&E being undertaken at the apex level. Besides, participants were also taken for visits to places of cultural and historical interests.

### **Award of Diploma**

Twenty-nine participants from 19 countries (Argentina, Bangladesh, Bhutan, Burkina Faso, Ethiopia, Fiji, Ghana, Indonesia, Lithuania, Madagascar, Mauritius, Morocco, Myanmar, Namibia, Palestine, South Africa, St. Lucia, Tajikistan, Tanzania, Togo, and Tunisia) completed the three-month Diploma in M&E and were awarded Diploma on 30th January, 2015 by Dr. Yogesh Suri, Adviser, NITI Aayog, Government of India and Director-General, NILERD.

### **Faculty in charge of the Programme**

The Course Director of the programme was Dr. Rashmi Agrawal, Director, NILERD. The programme was coordinated by Dr. Shachi Joshi, Dr. G.P. Joshi and Dr. Sanchita Bhattacharya, Deputy Directors.



## **Sponsors of the Programme**

ITEC, SCAAP and TCS (Ministry of External Affairs), Government of India

## **5. National Level Training Programmes in M&E**

### **The Course**

One-week training programmes were designed as per the need of the Government of Jammu & Kashmir (J&K) to train their officials at various levels covering various aspects of M&E. The programme content was flexible and modified in consultation with the requirements of the participants. Five such programmes had been organized starting from 2nd April, 2014 as per the dates given below:

- First programme April 21-25, 2014
- Second programme June 16-20, 2014
- Third programme June 23-27, 2014
- Forth programme September 1-5, 2014
- Fifth programme September 8-12, 2014

### **Objectives of the Programme**

1. To appreciate the importance of M&E as a management tool;
2. To understand the basic concepts, methodological aspects and practical procedures of M&E;
3. To know about various evaluation designs and determine the appropriate designs in the context of requirements and resources;
4. To develop expertise in data collection techniques; and
5. To have expertise in M&E for further dissemination of knowledge as a trainer.

### **Programme Design**

The course consisted of 18 Technical sessions.

### **Contents**

1. Overview of Monitoring & Evaluation
2. Techniques of Monitoring
3. Recent Approaches of Evaluation
4. Impact Evaluation and Evidence based Policy Planning
5. Evaluation Design
6. Sampling
7. Evaluation Models
8. Report Writing



### **Participants of the Programme**

A total number of 83 participants from the State of J&K attended the course during the five Training Programmes. The participants were at the ranks of Assistant Director, Deputy Director and Joint Director.

### **Convocation and Award of Certificates**

A convocation function was organized and certificates were awarded by the following dignitaries who were chief guests of the Respective functions:

Ms. Ratna Jena, Adviser, PEO, NITI Aayog	25th April, 2014
Dr. Rashmi Agrawal, Course Director	20th June, 2014
Dr. P. K. Anand, Sr. Adviser, PEO, NITI Aayog	27th June, 2014
Dr. Nira Ramachandran, Visiting Professor, NILERD	5th September, 2014
Dr. M. R. Prasad, Director, NILERD	12th September, 2014

### **Faculty in charge of the Programme**

The Course Director of the programme was Dr. Rashmi Agrawal, Director, NILERD and the programme was coordinated by Dr. Shachi Joshi, Dr. G.P. Joshi and Dr. Sanchita Bhattacharya, Deputy Directors.

### **Sponsors of the Programme**

Government of J&K

## **6. Academic Programmes of the Current Year**

### **(i) Masters Degree Programme in Human Resource Planning and Development: An Executive Programme**

Duration of the programme: One year  
(February 1, 2015 to January 31, 2016)

### **Participants of the Programme**

The programme is being attended by 34 participants from 26 countries (Bangladesh, Botswana, Dominica, Egypt, Ethiopia, Fiji, Ghana, Indonesia, Laos, Lesotho, Malawi, Malaysia, Mali, Mauritius, Mongolia, Nepal, Niger, Nigeria, Rwanda, South Africa, St. Kitts & Nevis, Tanzania, Uganda, Vietnam, Yemen, and Zambia).

### **Faculty in charge of the Programme**

The programme is being headed by Dr. P.C. Parida, Director and coordinated by Mrs. Renu Lal, Joint Director.

### **Sponsors of the Programme**

ITEC, SCAAP and TCS (Ministry of External Affairs), Government of India





**(ii) Advanced Diploma in Human Resource Planning and Development (HRP&D)**

Duration of the programme: Six months  
(March 3, 2015 to August 16, 2015)

**Participants of the Programme**

The programme was attended by 24 participants from 17 countries (Botswana, Egypt, Fiji, Ghana, Ivory Coast, Laos, Lesotho, Madagascar, Malawi, Myanmar, Namibia, Nepal, Nigeria, Oman, Sri Lanka, Uganda and Zambia).

**Faculty in charge of the Programme**

The programme was headed by Dr. P.C. Parida, Director and coordinated by Mrs. Gayati Pandey, Joint Director.

**Sponsors of the Programme**

ITEC, SCAAP and TCS (Ministry of External Affairs), Government of India

**II. RESEARCH ACTIVITIES**

**1. Studies completed during Year 2014-15**

During the period under reporting, the following studies were completed.

**(i) Study on “Manpower Assessment for Various Offices of LIC of India”**

The study was commissioned by the Life Insurance Corporation (LIC) of India

**Main Objective of the Study**

To assess the Manpower at different levels in various offices of LIC of India

**Methodology**

The study has been carried out by using primary as well as secondary sources of data. The information on indicators like manning norms, workload in terms of policies issued, claims settled, loan advanced, etc. has been obtained from the office of LIC and its various reports. The data on actual workload in different departments have been assessed from office records and have also been observed by ‘Activity Sampling’ and ‘Time Motion Study’. Primary data have been collected through personal interviews by using structured questionnaires and ‘Focus Group Discussions’ with various stakeholders. The study has been conducted on a nationally representative sample using stratified systematic sampling procedure.

**Findings**

For each department, separate regression equations have been developed between the numbers of core activities performed and total time consumed on these activities. In the case of more than one core activity in a department, multiple regression equation has been developed. Thus, separate formulae have been developed for each department for various offices.



## Study Team

Mr. H.K. Varshney (Team Leader), Dr. A. Kamala Devi and Mr. Vijay K. Saxena (Team Members) were involved in the preparation of proposal, developing research tools, collection of primary and secondary data, conducting Focus Group Discussion and drafting of the report.

### (ii) Study on “Employment, Productivity and Output Growth of Labour Intensive Manufacturing Industries in India”

The study was commissioned by erstwhile Planning Commission, Government of India.

## Major Objectives of the Study

- 1 To identify industries with high labour intensity within the registered organized manufacturing sector in India.
- 2 To analyze the trends of labour intensity of the selected industries over the period and find out the plausible reasons of changes in trends.
- 3 To discuss the growth, employment and productivity trends of labour intensive industries and use different alternative methods to estimate total factor productivity growth.
- 4 To analyze the employment and growth prospects and constraints faced by small and medium firms using field survey data and make suitable policy suggestions.

## Methodology

The study makes an attempt to first identify labour intensive industries through calculating the labour intensity of each organized manufacturing industry using the Annual Survey of Industries (ASI) data at 3-digit level and then uses three alternative methods – growth accounting (GA) (non-parametric), production function with correction for endogeneity – Levinsohn-Petrin (LP) (semi-parametric), and stochastic production frontier analysis (SFA) (parametric) to estimate total factor productivity growth (TFPG) to see how sensitive the results are to different methods. In the next step, the study discusses the primary survey data that have been collected through field survey and discussion.

## Coverage

The study uses both secondary and primary data for analysis. Secondary data are taken from the ASIs, Central Statistical Organization (CSO), Government of India. The study period covers from 1980-81 to 2012-13 and the whole period is divided into sub-periods for doing a comparative analysis. The sub-periods are: (i) 1980-81 to 1989-90, (ii) 1990-91 to 1999-2000, (iii) 2000-01 to 2007-08 and (iv) 2008-09 to 2012-13. The primary survey has covered five labour intensive industries such as Spinning, Weaving and finishing Textile; Wearing Apparel; Footwear; Furniture; and Sports Goods, based on purposive sampling method. The total sample size consists of 320 firms across six states such as Delhi, Gujarat, Haryana, Punjab, Tamil Nadu, and Uttar Pradesh.

## Findings

1. Based on average labour-capital (L/K) ratio, 17 out of 58 industries were selected as labour intensive ones for the period 1980-81 to 2007-08. In total, 23 registered manufacturing industries have been selected as labour intensive industries for the period 2008-09 to 2012-13.
2. The rate of decline of labour intensity is more in the case of labour intensive industries than all manufacturing industries. The results suggest that labour intensive industries adopt modern technology as a substitute of labour in the production process.
3. The rate of growth of labour productivity in all labour intensive industries decline more than all manufacturing industries in the pre- and post-reforms period. There is a possible explanation that employment growth in labour intensive industries may be increased at a faster rate than output expansion. Otherwise, there could be a shortage of skilled manpower.
4. Capital productivity of labour intensive industries has declined during the post-reforms period. The reasons for decline in capital productivity is that, industries may be primarily employing more unskilled labour force which leads to sub-optimal use of machinery and equipments and low output.
5. Total factor productivity growth (TFPG) and technical efficiency of labour intensive industries have declined continuously from pre-reforms period to post-reforms period at the aggregate level of labour intensive industries as well as all manufacturing industries.
6. Lack of skilled manpower availability is the major constraints in all the labour intensive industries resulting in less productivity and efficiency in labour intensive industries.
7. Firm faces other two major constraints in doing business such as: lack of incentives from the government and heavy tax burden. These suggest that firms are expecting more incentives from government and business-friendly tax policy for the labour intensive industries which may lead to more productivity and efficiency of labour intensive industries.

## Study Team

The core team consisted of Dr. Purna Chandra Parida, Director, Dr. Kailash Chandra Pradhan, Joint Director and Dr. Tapas Sarangi, Asstt. Director.

The other team members were Dr. K.S. Rao, Dr. P.K. Saxena, Mr. S.K. Yadav, Dr. Jajati Parida, Ms. Sharmistha Sinha, Mr. Bhoop Singh, Mr. Marshal Birua, Mr. J.S. Chauhan, Mr. Radhey Shyam Sharma, Ms. Neha Kumra, Dr. Kalaiyaran A., Mr. Laxman Singh and Mr. Arun Kumar.

Data analysis and report writing was done by a team led by Dr. Purna Chandra Parida and Dr. Kailash Chandra Pradhan.

### (iii) Study on “Human Development Indices: Development of HDI for SCs, OBCs, PwDs, and Senior Citizens

This study was sponsored by the Ministry of Social Justice and Empowerment, Government of India.

## **Objectives and Methodology**

Human Development Index (HDI), first introduced in the 1990 Human Development Report (UNDP: 1990), was in response to the need for a measure that could better represent human achievements in several basic capabilities (what people can do and be) than income based indices of growth and development and could provide a credible alternative to them. The human development (HD) story of India is unique in its kind. Through the preparation of Human Development Reports (HDR), at national as well as sub-national level, India has decentralized and integrated the human development concept into its development agenda at national, state, district and municipality level. Human Development Reports use three indices to measure progress on human development. The first Human Development Report in 1990 introduced a new way of measuring development by combining indicators of life expectancy, educational attainment and income into a composite HDI. Over a period of time, the detailed composition of each index in the HD family has been subject to change as methodological advances have been incorporated. It is against this background that, at the instance of the Ministry of Social Justice and Empowerment, a study was conducted by NILERD (the then IAMR) to develop Indices for scheduled castes (SCs), other backward classes (OBCs), persons with disabilities (PwDs) and Senior Citizens. In this study, the indices for various categories are computed separately by taking a simple average of health, education and standard of living. For computing HDI for different categories, varying dimensions of these three variables are taken into account. The sources of data used are National Sample Survey Organization (NSSO), Central Statistical Organization (CSO) and National Family Health Survey (NFHS).

## **Findings**

### **1. HDI for SCs, OBCs and Other Categories**

Kerala was the top performer for all and General category, Maharashtra was the top ranker for SC and Punjab for OBC in 2011-12. During the same period, for rural India, Kerala was the best performer for All and General category and Himachal Pradesh was at the top for SC and OBC. In 2011-12, among the major states, for urban India, Himachal Pradesh performed the best for All categories; Karnataka scored the highest for SC, Tamil Nadu for OBC and Kerala for General category. Kerala's position worsened for OBC category in rural as well as whole of India in terms of HDI ranking in 2011-12 as compared to 1999-2000 periods. For SC category also, Kerala's position worsened in HDI ranking in the country in 2011-12 as compared to 1999-2000. It merits mention here that in 2011-12, for Maharashtra, West Bengal and Tamil Nadu, the index for SC was higher than that of the General category. In the same year, with the exception of Kerala and Haryana, all other states exhibited a better performance in human development for their OBC population than that of all categories.

### **2. HDI for Senior Citizens/Elderly Population**

The HDI has been calculated for 1999-2000 and 2011-12. The education index has been calculated on the basis of literacy rate, health index on the basis of labour force participation rate (a proxy for health for senior citizens), and income index on the basis of monthly per capita expenditure (inflation and inequality adjusted).

The participation rate in the labour force signifies a better health condition for the elderly/senior citizens, so labour force participation rate has been used as a proxy for health of senior citizens. Regarding health dimension, Himachal Pradesh secured the first position for rural and for All areas. Uttar Pradesh was the best performer in urban India in health related aspects of senior citizens. In terms of income dimension for senior citizens, Kerala exhibited the best performance for the country. Punjab was the best performer for rural area and Karnataka for urban area. The education index for elderly shows that Kerala was the best performer for rural, urban and for the country as a whole. In rural area, it was followed by Assam, while for urban areas; it was followed by West Bengal. It was found that over a period of time, there has been an improvement in HDI for senior citizens/elderly population both in rural and urban India. In 1999-2000, the HDI for elderly population/senior citizens for All areas was 0.43, whereas for rural areas it was as low as 0.38, but urban area it was significantly high i.e. 0.61. During the period 1999-2000 to 2011-12, the HDI increased quite significantly. For All areas, it increased to 0.56, whereas for rural area it remained at 0.48, but for urban area it was significantly high i.e. 0.75. In 2011-12 Kerala appeared the best performer in terms of HDI. Himachal Pradesh had occupied the second rank in HDI for elderly in rural India. Tamil Nadu was the next best performer after Kerala for urban as well as for rural and urban areas together.

### **3. Index for Higher Education for SCs, OBCs and Other categories**

To compute the index for higher education, (a) gross enrolment ratio at graduation and above level (both technical and general), and (b) relative share of graduates and above (both technical and general) in labour force are taken into consideration. The index is computed at two points of time 1999-2000 and 2011-12 for SC, ST, OBC, General and for All categories of population. In rural India, over the period of time, the scenario for higher education for all sections of population has improved quite reasonably. Rural Himachal Pradesh was the top performer for SC and All categories. For OBC, Kerala was the best performer, whereas, Bihar performed the best for General category. Rural Haryana performs the best for ST category. In Urban India, Himachal Pradesh was the best performer in higher education for OBC and ST category and Gujarat for SC category. The Urban area of Tamil Nadu secured the first rank for General category and Haryana for All categories. It is found that among the major states of rural India Himachal Pradesh was best performer in terms of improving higher education. In urban India, best performance has been exhibited by Haryana. The index for All categories has increased from 0.07 to 0.15 during the period 1999-2000 to 2011-12, the index for general category being the highest at both points of time. The index for SC and ST were almost equal and that of OBC was higher than that of SC and ST. Among the states, Tamil Nadu performed the best for OBC, General and All categories. Taking rural and urban areas together, Haryana was the best performer for ST and Maharashtra for SC for the country.

### **4. Human Development Index for Persons with Disabilities**

The HDI for disabled persons is calculated taking health, education and income into consideration. Education index has been calculated on the basis of literacy rate for disabled population. Income index has been computed on the basis of monthly per capita expenditure (inflation and inequality adjusted) of disabled population. Health index is computed on the basis of infant mortality rate (IMR) for all (a proxy for IMR for all in the absence of IMR for disabled population). A simple average of health, education and income has been taken to compute

HDI for disabled people of India. India has been able to promote human development for the disabled population over the years, both in rural and urban areas. The respective index for the country as a whole increased from 0.19 in 1999-2000 to 0.25 in 2011-12. During the same period, the respective index for rural India increased from 0.16 to 0.21. On the other hand, during the same period, the corresponding index for urban India increased from 0.30 to 0.34. For the disabled persons/differently-abled people, Kerala ranked first in human development ladder at both points of time. Kerala's performance was the best in rural, urban as well as for the country taking rural and urban areas together in 1999-2000 and in 2011-12. Among the states, in 2011-12, Tamil Nadu was at the second position followed by Maharashtra. In rural India also, Tamil Nadu occupied the second position in terms of human development for disabled people. In urban India, Himachal Pradesh ranked second.

The distinction between consistently well performing states and the poor performing ones is evident. The poor performers in HDI have performed poor in health and education as well. In these poorly faring states, usually there is a concentration of marginalized and disadvantaged social groups. These states lack resources, infrastructure, basic health facilities, especially in the rural areas, perpetuate deprivation and inequalities for their inhabitants, in general and of backward communities, in particular. HDI ranking reflects performance in health, education and Income. Hence, the ranking in the HDI ladder has an impact on the policy of the state governments. To improve their ranking, the state governments could bring in policy changes to improve facilities for health and education, and subsequently improve opportunities for employment and income enhancements.

### **Study Team**

The study team consisted of Dr. Jajati K. Parida, Dr. Sanchita Bhattacharya and Ms. Neha Kumra.

#### **(iv) Study on “Identifying High Growth Sectors with Greater Employment Opportunities in India: Medium-term Prospects”**

The study was commissioned by Associated Chambers of Commerce & Industry of India (ASSOCHAM).

### **Major Objectives of the Study**

The principal objective of the study is to estimate the size of labour force in 2016-17 and 2019-20 and to project future employment demand in major economic sectors that is expected to absorb the increasing labour supply in India. The specific objectives of the study are:

1. To explain the growth and employment scenario of India since 1993-94 and identify key sectors that can generate more employment.
2. To estimate the total supply of labour (labour force size) in India by the end of 2016-17 and 2019-20.
3. To project the total demand of labour by major economic sectors in India for the period 2016-17 and 2019-20.
4. To suggest policy recommendations for generating adequate employment to fill the demand and supply gaps in India.



## Methodology

This study uses secondary data for the analysis. Secondary data were collected from various sources such as Census of India, National Sample Survey (NSS), Central Statistical Organization (CSO), Reserve Bank of India (RBI), Ministry of Commerce and Industry and Ministry of Agriculture. Employment data were collected from NSS. Output and investment data for various sectors were collected from the National Accounts Statistics, CSO. Both Census and NSS data were used to estimate and project the total supply of labour.

## Findings

The size of labour force in India increased in a peculiar manner. During 1993-94 and 1999-2000, it increased by 25.5 million. In the next 5 years, from 1999-2000 and 2004-05, it had shown a remarkable increase of 60 million with an increase of 12 million per annum. However, in the last half of the decade, post 2004-05, it did not increase at all and remained constant at 469.9 million. Surprisingly, in the next two years, during 2009-10 to 2011-12, labour force increased by 15 million to reach 484.8 million, thus a rise of 7.5 million per annum. The increase in the labour force size during 1999-2000 and 2004-05 was mainly distress driven, with a rise in employment mainly in the low productive agriculture sector. The stagnation of the labour force during 2004-05 to 2009-10 was due to a massive increase in pursuance of education as well as withdrawal of females from the labour force owing to mechanization in agriculture, increase in rural wages, thus raising the household income. An average of 7.5 million increase in the labour force during 2009-10 to 2011-12 suggests the fact that those who were participating in education have begun to join the labour force. Keeping this in mind, the total labour force has been projected using their age, sex and education-specific labour force participation (LFPR) rates.

## Projection

Assuming that LFPR of illiterates and persons with primary levels of education would decline further by 2 percent (as it is showing declining trends), whereas the LFPR of the persons with secondary, graduate and above levels of education would increase by 5 percent (as it is showing increasing trends over the years). The projected labour force size in 2016-17 would be 514.5 million with 373.9 million males and 140.5 million females, and in 2019-20, it would be 539 million with 391.8 million males and 147.1 million females. This indicates that the size of the labour force would increase by 28.9 million from 2011-12 to 2016-17 and by 57.5 million from 2011-12 to 2019-20 with an average increase of 7.2 million per annum.

The projected employment demand in various sectors on the other hand suggests that if sectoral growth rate, growth elasticity, capital output ratio and employment elasticity remain constant as in 2011-12, the size of the workforce will increase to 485.6 million by 2016-17 and to 495.1 million by 2019-20. In other words, the workforce size will increase by 11.4 million during 2011-12 and 2016-17 and by 20.9 million between 2011-12 and 2019-20 respectively (about 2.5 million per annum). The upper limit of the employment demand is set by assuming that employment elasticity of agriculture and allied sector remains constant as in 2011-12 and all other things will increase to their respective maximum since 1999-2000. Under this assumption the size of workforce would increase to 491.8 million by 2016-17 and to 505.6 million by 2019-20. In other words,

the workforce size would increase by 17.6 million during 2011-12 and 2016-17 and by 31.4 million during 2011-12 and 2019-20 respectively with an average increase of 4 million per annum.

The sectors that generated substantial volume of non-agricultural employment in India are Manufacturing (particularly the labour intensive manufacturing like food processing units, wearing apparel, garments, leather and wood products etc.), Construction and Services (like Transport, communication, hotel trade, real estate, education, health and other social services). The sectors with high growth elasticity and employment elasticity are the major contributors of the employment growth in India. It is important to note that about 37 million workers have left agriculture in India. To sustain this Lewisian transition, we need to create enough employment in the non-agriculture sector.

Given the estimates that about 2.5 million jobs would be available based on the 2011-12 economic scenario, additional 5 million jobs need to be created in the non-agriculture sector to absorb the average of 7.2 million per annum increase of labour force. The following policy measures would be helpful for creating adequate number of jobs (both skilled and unskilled) so as to reduce the volume of open unemployment in India by 2016-17 and 2019-20.

### **Policy Recommendations**

To generate employment in the Manufacturing Sector:

1. Policy constraints, such as labour laws that have limited the growth of employment in labour intensive manufacturing sub-sectors (like food processing units, wearing apparel, textiles, leather and wood products etc.) need to be eliminated.
2. Physical infrastructure in terms of improved transportation, road connectivity, uninterrupted power supply and adequate land needs to be made available.
3. Flexible regulations (with respect to bureaucratic controls) regarding safety, pollution, inspections, licensing, and labour conditions will improve the competitiveness of the manufacturers.
4. Special focus on developing indigenous technology for domestic manufacturers and higher expenditure on R&D are prerequisites for expanding the manufacturing sector.
5. Private sector needs to be encouraged through addressing the anomalies in the duty structure. Domestic manufacturers often face higher raw material costs at home and unfavourable/inverted duty structure (higher duty on intermediate goods as compared to final/finished goods often enjoying concessional custom duty under some schemes). There is a serious need to review the customs and excise duty structure.
6. Institutional support mechanism to be developed to encourage and facilitate employment in manufacturing sector such as marketing, credit etc.
7. A Technology Acquisition and Support Fund in a PPP arrangement need to be set up in lines with the proposal of the Industry Chapter of the 12th Five Year Plan. Some support from the government for creating a manufacturing ecosystem (developing standards, supporting MSMEs through common facilities and Cluster Development) can boost manufacturing growth and employment.





To generate employment in the Services Sector:

8. Markets should remain open to international competition, for example, by reducing barriers to foreign direct investment.
9. Multilateral action is needed to ensure expansion of markets and a wider distribution of benefits.
10. Labour taxes that affect the job prospects for low skilled workers and development of personal services in the country need to be rationalized.
11. Employment protection legislation needs to be reformed in the country to help in improving the capacity of the economy to create employment and enhance productivity growth in services.

To generate employment in the Construction Sector:

12. Tier II, Tier III cities need to be developed to generate employment in construction sector and in other sectors such as electricity, water, ICT, transport and various other services.
13. Major roadblocks such as bidding process reforms, contracting, approvals and clearances, effective monitoring, dispute resolution and financing need to be removed.

### **Study Team**

The core team consisted of Ms. Sharmistha Sinha, Dr. Jajati K. Parida and Ms. Neha Kumra.

## **2. Research Studies Initiated**

During the period under reporting, the following studies were initiated.

### **(i) Study on “Determinants of Access to Formal Credit by Micro, Small & Medium Enterprise (MSME) Units in India”**

The study was commissioned by the NITI Aayog (erstwhile Planning Commission), Government of India.

#### **Major Objectives of the Study**

1. To analyze factors that influence participation of MSME operators in the formal credit markets;
2. To investigate variability of credit demand by the different business activities in the MSME sector;
3. To examine the non-financial constraints of MSME in carrying out their business;
4. To give relevant recommendations based on the above two specific objectives.

#### **Methodology**

This study examines the factors that influence demand for credit among micro, small and medium scale enterprises using the probity regression model and primary survey data.

#### **Coverage**

The study uses both primary and secondary data. Since most of the required data such as whether the MSME unit had applied for a loan or not, where do they market their products, their personal attributes and so on, are



not available in any secondary data sources, a structured questionnaire was prepared to collect these information from 10 clusters in India.

### **Study Team**

The core team consisted of Dr. Purna Chandra Parida, Director, Dr. Kailash Chandra Pradhan, Joint Director, and Dr. Tapas Sarangi, Asstt Director.

The other team members are Dr. K. S. Rao, Dr. P.K. Saxena, Mr. S.K. Yadav, Dr. Jajati K. Parida, Ms. Sharmistha Sinha, Mr. Bhoop Singh, Mr. Marshal Birua, Mr. J.S. Chauhan, Mr. Radhey Shyam Sharma, Ms. Neha Kumra, Dr. Kalaiyaran A., Mr. Laxman Singh and Mr. Arun Kumar.

### **(ii) Study on “Training Needs Assessment Survey for Major Ports”**

The study is sponsored by the Ministry of Shipping & Indian Ports Association, Government of India.

### **Major Objectives of the Study**

1. To examine skills, knowledge and abilities required by employees to achieve organizational goals;
2. To conduct a skill gap analysis for achieving organizational goals and objectives;
3. To articulate training requirements of employees by level, namely, from Class I to IV by Department; and
4. To evaluate the current training programmes for port employees.

### **Coverage**

The following four major ports were covered: Cochin Port, Jawaharlal Nehru Port, Mumbai Port and New Mangalore Port.

### **Study Team**

The core and survey team members were Dr. P. Mahendra Varman, Dr. K.S. Rao (Team Leader), Dr. P.K. Saxena, Mr. S. K. Yadav, and Mr. Radhey Shyam. Data analysis and report writing were done by Dr. K.S. Rao, Mr. S.K. Yadav, and Mr. Radhey Shyam.

Draft report submitted to the sponsor.

### **(iii) Study on “Impact Assessment of Krishi Vigyan Kendras (KVKs) on Dissemination of Improved Practices and Technologies”**

The study was commissioned by the Indian Council of Agricultural Research (ICAR), Government of India.

### **Major Objectives of the Study**

1. To study the efficacy of KVKs’ services both in public and private KVKs;
2. To assess KVKs in terms of infrastructure and human resource;



3. To assess the impact of new knowledge and practices on farmers, farming practices; and
4. To assess the impact of new knowledge adoption by farmers on their incomes and improved quality of life.

### **Coverage**

Five states are to be covered for the study (Arunachal Pradesh, Madhya Pradesh, Maharashtra, Rajasthan, and Tamil Nadu). In each state 10 districts are to be covered (except Arunachal Pradesh where 6 districts are taken). In each district 50 farmers will be approached for interaction and discussion. Thus, a total of 46 districts and about 2,300 farmers will be covered under the project.

### **Study Team**

The core team consists of Dr. Rashmi Agrawal, Dr. Shachi Joshi, Dr. G.P. Joshi, and Mr. D. Indra Kumar.

The other team members are Dr. M.R. Prasad, Dr. P.K. Saxena, Dr. A. Kamala Devi, Dr. Sanchita Bhattacharya, Ms. Sumedha Bajar, Ms. Neha Kumra, Mr. Radhey Shyam and Mr. Vijay K. Saxena.

### **(iv) Study on “Supporting Human Capital Development in Meghalaya”**

The study was sponsored by the Asian Development Bank (ADB).

### **Major Objectives of the Study**

1. To undertake a skill gap analysis on the basis of survey of key industries, Higher Secondary and Senior Secondary schools and skill training agencies in consultation with the relevant stakeholders to find areas where there is a demand for skilled workers in Meghalaya and quantify the gaps.
2. To evaluate the outcomes of Government interventions (Upgrading infrastructure, Introducing ICT methods of teaching and learning, enhanced quality, delivery and access) in selected secondary and higher secondary schools.
3. To evaluate the outcomes of Government interventions (upgrading training equipments, improving curriculum and delivery methods) in selected Meghalaya based public and private vocational training providers (VTPs).
4. To conduct a comparative assessment of effectiveness of training imparted by public and private VTPs.
5. To construct a framework to monitor the timely implementation of the proposed developmental activities and corresponding targets initiated not only under this project but also those that have been initiated under various development schemes of the state government such as mini-missions supported by Meghalaya State Skill Development Society (MSSDS).

### **Coverage**

The Coverage Area of the Study is Meghalaya State.



## Study Team

The core team consisted of Dr. Santosh Mehrotra (Left the Institute), Dr. Rashmi Agrawal, Dr. P.C. Parida, Dr. P. Mahendra Varman (Left the Institute), Dr. P.K. Saxena, Dr. A. Kamala Devi, Dr. Shachi Joshi, Dr. G.P. Joshi, Mrs. Sharmistha Sinha, Dr. Jajati Parida, Dr. Sanchita Bhattacharya, Dr. Kaliyarasan, Ms. Neha Kumra, and Mr. Vijay K. Saxena.

## III. SPECIAL LECTURE/CONFERENCE/SEMINAR/WORKSHOP

1. Special Lecture on “Labour Market Dynamics with Search Frictions: Impact of Financing Constraints due to More Hazard during Severe Economic Downturns”, by Prof. Manoj Atolia, Associate Professor, Department of Economics, Florida State University, Tallahassee, 17th October, 2014 at former Planning Commission, New Delhi.
2. IAMR-ILO technical dialogue on “India at work, addressing the constraints to active inclusive growth”, 9th April, 2014 at India Habitat Centre, New Delhi.

## IV. OTHER ACTIVITIES

### (i) Roundtable on Global Evaluation Agenda for 2016-20 (September 26, 2014)

#### Context

A roundtable consultation was organized on September 26, 2014 by the National Institute of Labour Economics Research and Development (NILERD), Delhi, India in collaboration with the erstwhile Planning Commission, Government of India. The international Community of Evaluators identified various pressing issues related to evaluation. The Roundtable was organized to deliberate on these issues. Discussions/brainstorming sessions were held to address important areas, both at Global as well as National level.

The event witnessed representation from various national and international organizations such as UNICEF, UN Women, ISST, CMS, erstwhile Planning Commission, 3i.e., etc. Number of participants were 17.

#### Objective of the Programme

To deliberate on the challenge as to how the global evaluation community can contribute to ensuring that evaluations play a key role in planning and implementation of policies and programmes for attaining future sustainable development goals at national, regional and international levels.

#### Contents

The following issues were discussed:

**Issue 1:** What are the most important strategies to ensure that governments and parliaments improve policy making and implementation by demanding and using equity-focused and gender-responsive evaluation in decision making?



**Issue 2:** What are the most important strategies to ensure that civil society organizations in general and voluntary organizations for professional evaluation in particular have stronger institutional capacities to contribute to equity-focused and gender-responsive national evaluation systems?

**Issue 3:** What are the three most important strategies to ensure that individual evaluators have the capability to produce good quality, context-relevant, equity-focused and gender-responsive evaluations?

**Issue 4:** How to ensure that enabling environment, institutional capacities and individual capabilities will mutually reinforce each other? And, how to ensure that diverse multi-stakeholders work in partnership based on their own value added and comparative advantages?

### **Outcomes emerged**

Outcomes emerged from the deliberations were circulated at global level. A National Agenda was brought out as below:

1. There should be a push for a national plan/policy for evaluation.
2. There should be a resource mapping with regard to capacity development in evaluation.
3. Evaluations are to be mainstreamed in the national planning with focus on social inclusion and gender equality.
4. A repository on how the behaviour change takes place and what has worked, should be developed in the form of successful case studies.
5. Events should be organized on evaluations by involving university community.

The programme was inaugurated on 26th September, 2014 by Mr. Pawan Agrawal, IAS, Adviser (HE), erstwhile Planning Commission, Government of India and the then Director-General, NILERD (Additional Charge).

Dr. Rashmi Agrawal, Director was the Programme Coordinator.

### **(ii) Organization of EvalWeek (19th January to 23th January, 2015)**

#### **About the Event & Context**

An Evaluation Week on 'Evaluations for Good Governance' was organized by NILERD and Programme Evaluation Organization (PEO), NITI Aayog (formerly Planning Commission), Government of India, from 19th–23rd January, 2015 to celebrate the International Year of Evaluation 2015. The EvalWeek marked India as the first country to kick-start the celebrations of the International Year of Evaluation and the first country to receive the EvalTorch which was handed over by Marco Segone, Director IEO, UN Women and Vice-Chair UNEG, to Rao Inderjit Singh, Hon'ble Minister of State for Planning (Independent Charge), Government of India.



## Objectives of the Programme

The main objective of this event was to create an enabling environment for an evaluation culture and evidence based policy planning in the country. Specific objectives of the programme were:

1. To support building national capacities in policies and practices related to Monitoring and Evaluation;
2. To advocate, support and promote forums for lessons learning on Evaluation practices, both nationally and globally through interaction with the broader evaluation community;
3. To advocate and share lessons on utilization of Evaluation findings through approaches promoting increased sense of participation and ownership.

## Programme Design

Rao Inderjit Singh, Hon'ble Minister of Planning (Independent Charge) inaugurated the five-day event on 19th January, 2015. A Compendium of research papers on evaluation titled, 'Evaluations for Sustainable Development: Experiences and Learning' was released by the Hon'ble Minister. A number of national and international experts participated in the deliberations. Various partners including UN Women, CMS, International Initiative for Impact Evaluation (3ie), Oxfam, Care, Restless Development, Institute of Social Studies Trust (ISST) and Development Evaluation Society of India (DESI) joined hands together and organized various events. The valedictory session was chaired by Smt. Sindhushree Khullar, CEO, NITI Aayog.

## Contents

Topics covered during various technical sessions of the five-day event included evaluation culture through sensitization; policy support to evaluation for better governance and enhanced outcomes; strengthening evaluation capacities; sessions on social sector; use of econometric techniques in evaluations; promoting social accountability; innovative approaches to evaluation; and role of academia in achieving evaluation goals.

## Outcome

Outcome report of the EvalWeek was circulated at national and international level. Some of the major focus areas that emerged are:

- Equity and gender-focused, bottom-up development are sustainable development priorities in India that need to be integrated.
- There is a need for Evaluation Policy to systematize evaluations and enhance their utilization.
- There are very few mainstream tools or indicators to accurately measure empowerment outcomes.
- The gap between policy planners, implementers and community needs to be bridged.
- Capacity development is required at national, state and district levels.
- Online monitoring indicators to be developed for important schemes and programmes and impact evaluations need to be conducted.
- There is limited evidence on what works, how works and for whom?



### Action Points

- New developmental interventions have been made like Jan Dhan Yojana, Make in India etc. by the Government of India. There is a need to develop measurable and monitorable indicators with community participation with a bottom-up approach to facilitate their optimal impact.
- Mapping of good practices, experiences and learning about conditions that make a programme successful to be brought out from time to time as knowledge products; put in place a mechanism for sharing success stories with state governments.
- An evaluation policy with gender focus to be prepared at national level which could also be adapted by states.
- Capacity development programmes in evaluation to be introduced either as a separate discipline or short-term/diploma courses in various streams of evaluation.
- Evaluative thinking to be developed for enhancing demand and increasing use of evaluations through sensitization at various levels.
- There is a need to bring together various stakeholders involved in sustainable development agenda by having a Community of Evaluators from India that would give professional stature to development and evaluations in facilitating the above action plans.

### V. Manpower Journal

Manpower Journal is the flagship Journal of the Institute published since 1965. The quarterly Journal features select refereed articles, book reviews and other information relating broadly to human resource planning and development and allied areas. A combined issue consisting of the following volumes of the journal was published during the year 2014-15.

Vol. 47, No. 2-4, April – December, 2012

Vol. 48, January – December, 2014

### VI. Knowledge Resource Centre (KRC)

#### Library and Documentation

The KRC of NILERD has developed its collection in the form of documentary and electronic resources. Total number of resources of the KRC is 31,435 till 2014-15. The details are as under:

Documentary Resources (Books & Reports)	=	31,150
Electronic Resources (CD-ROM's)	=	285

The holdings of the KRC can be accessed from Online Public Access Catalogue (OPAC) of the Institute through Libsys Software which is on Intranet based connectivity. The same bibliographical information about the resources may be accessed across the world in Delnet (Developing Library Network) website through





login and password, as this Institute is an institutional member of the Delnet. The KRC has received approximately 322 issues of journals during the period under reporting.

### **(i) Online Electronic Resources**

#### Databases

- Indiatat.com (single user)
- JSTOR (Arts & Sciences VI) – consists of 215 Journals

#### **E-Journals**

- American Journal of Evaluation
- Economic Development and Cultural Change
- Economist
- EPW
- Gender & Development
- Indian Economic Journal (Abstract)
- Indian Economic Review (Abstract)
- Indian Journal of Economics (Abstract)
- Indian Journal of Gender Studies (Abstract)
- Indian Journal of Industrial Relations
- International Labour Review
- Journal of Children & Poverty
- Journal of Human Development & Capabilities
- Journal of Human Resources
- Man and Development
- Reserve Bank of India Bulletin
- Science Technology & Society
- Seminar
- South Asia Economic Journal
- South Asian Survey

#### **Library Network**

The KRC of the Institute accesses the Delnet database which covers Union Catalogue of Books (approximately 1 million bibliographic records); Union List of Current Periodicals; Union Catalogue of Periodicals. Database of Periodicals, Articles, etc. which are very useful research tools for the researchers.





**(ii) Library Documentation**

The KRC brings out a monthly; Current Documentation Bulletin in the form of Current Awareness Service for keeping its readers abreast of the latest information related to manpower and allied subjects. It provides bibliographical information about the books/reports/CD-ROMs and articles from journals received in the library. It also contains Book Reviews and Book Notes, which is prepared based on Newspaper/Journal-Book Review/Publishers' Catalogues etc. The following issues of the bulletin were published during the year:

- Vol. 42 (1-3)                      April-June, 2014
- Vol. 42 (4-6)                      July – September, 2014
- Vol. 42 (7-9)                      October – December, 2014
- Vol. 42 (10-12)                    January – March, 2015

**(iii) Newspaper Clippings Index**

Apart from the bulletin, KRC brings out monthly Newspaper Clippings Index (with Subjects) for providing the latest information to the researchers about Human Resources and allied subjects, which is prepared from the selected newspapers received in the KRC during the concerned months.

**(iv) Article Alerts (with Abstract)**

The KRC brings out monthly Article Alerts, which consist of the latest articles with abstract for disseminating the latest information to the researchers of the Institute. The articles are selected from the journals received in the KRC during the concerned period.

**(v) Library Services**

The Library provides services to its readers in the following forms:

<b>Name of Service</b>	<b>Mode of Services</b>
Current Awareness Service (CAS)	Online & Offline
Newspaper Clippings Service (with subjects)	Online & Offline
Reference Service	Online & Offline
Selective Dissemination of Information (SDI)	Online & Offline
Article Alerts (with abstract)	Online & Offline
Inter-Library Loan	Offline
Reprography Service	Offline

**Other Support Services:  
Hindi Cell and Personnel Matters**





## Hindi Cell

Hindi Cell is engaged in promotion of Hindi language usage in the Institute. Following measures have been taken by the cell for promotion of Hindi in the Institute in 2014-15.

1. Departmental Hindi Advisory Committee was formed under the chairmanship of Dr. Anil Kumar Yadav, Director.
2. Hindi Pakhwada was celebrated in the Institute during August 31– September 14, 2014. A number of competitions were organized during the Pakhwada such as essay competition, typing work competition, Hindi work competition for officers and staff of the Institute.
3. Hindi Divas was celebrated on 16th September, 2014 in the Institute under the chairmanship of Dr. Anil Kumar Yadav. Seventeen winners (Dr. P. Mahendra Varman, Mr. S.K. Yadav, Mrs. Sharmistha Sinha, Dr. Indu Shekhar, Dr. Chaitali Roy, Mr. Arun Kumar, Mr. Ravinder K. Chakravarty, Mrs. Shakuntala Devi, Mr. D.P. Kohad, Mrs. Neeru Batra, Mr. Yash Pal Verma, Mr. Mohan Singh, Mr. Lal Singh, Mr. Top Bahadur, Mr. Lalit Mohan Pandey, Mrs. Bhagwati Sharma and Mr. Md. Aslam) of various competitions were given cash prizes, mementos and certificates. Mr. Marshal Birua and Vijay K. Saxena were awarded Memento and Appreciation Certificate for Translation work. Dr. Ved Prakash was awarded Memento and Appreciation Certificate for publishing articles in Hindi. Twelve officers and staff (Dr. K.S. Rao, Mr. H.K. Varshney, Dr. Shachi Joshi, Mr. D. Indra Kumar, Dr. Ruby Dhar, Mr. Ajit Kumar, Dr. Indu Shekhar, Mr. Marshal Birua, Mr. Radhey Shyam Sharma, Mr. Ravinder K. Chakravarty, Mr. Sudershan K. Arora and Mr. H.K. Pandey) were awarded Memento and Appreciation Certificate for providing support for organizing various competitions in the Institute.
4. The Institute has spent Rs.7,957 on Hindi books, Hindi newspapers, Hindi magazines etc.

## Celebration of National Days

Every year National days are celebrated in the NILERD campus along with International participants of Education & Training Unit. In both the occasions (15th August, Independence Day and 26th January, Republic Day), senior faculty of NILERD hoisted the National Flag at NILERD campus (Dr. K. S. Rao, Joint Director on Independence Day and Dr. Anil K. Yadav, Director on Republic Day). All staff residing in the campus along with their family members, international participants, and other staff living in the surrounding areas participated enthusiastically in both the occasions. International participants shared their country's experiences during the celebrations. School-going children in the campus sang songs on national integrity. Competitive sports were organized for children, staff and international participants. On these occasions, prizes were given away to the winners of the games and events, and sweets were distributed to all present.

## Swachh Bharat Abhiyaan at NILERD Campus “Cleanliness is next to Godliness”

Cleanliness, waste management, better hygiene as well as adequate and accessible sanitation for eliminating open defecation are the prime objectives of the Swachh Bharat Abhiyaan (Clean India Mission) of the Government of India. Following the guiding vision of Hon'ble Prime Minister Shri. Narendra Modi, a nationwide



campaign covering rural as well as urban India was launched on October 2, 2014 – the 145<sup>th</sup> anniversary of Mahatma Gandhi, whom we also lovingly remember as ‘Bapu’. The aim of the mission is to realize the dream of a clean India by the 150<sup>th</sup> birthday of Bapu in 2019 as a tribute to our beloved Father of the Nation. In his personal life, Gandhiji set very high standards of cleanliness through his own example. This inspired not only his family and friends but also his countless followers all across the nation and even abroad. As part of this mass movement, NILERD has organized a mission in line with this official campaign by the Government of India.

The NILERD employees assembled on 2<sup>nd</sup> October, 2014 and took the ‘Cleanliness Pledge’ (Swachhata Shapath) for contributing to cleaning India. A cleaning campaign ‘Shramdan’ was organized at the NILERD campus at Narela, Delhi by all employees of the Institute under the Chairmanship of Dr. Anil K. Yadav, Director.

The NILERD employees contributed to the ‘Clean Area Campaign’ by cleaning:

- The office complex, covering the guesthouse, hostel, mess, canteen, residential areas and parking zones. All the faculty and non-faculty members actively participated in the campaign.
- At NILERD city office at Lodhi Road, New Delhi, all employees assembled in the corridor to take the Cleanliness Pledge administered by Dr. P.C. Parida, Director NILERD. After the pledge, a ‘Clean Area Campaign’ was organized at the office complex. All the faculty and non-faculty members actively participated in the campaign.

It was resolved during the campaign that cleanliness drive will be taken up in the campus every Friday.



## **Personnel/Staff Matters**

### **Director General**

1. Dr. Santosh Mehrotra was relieved as DG on 20th August, 2014.
2. Mr. Pawan Agrawal, Adviser (HE) of the then Planning Commission took additional charge w.e.f. 21.08.2014 till 02.11.2014.
3. Dr. Yogesh Suri, Adviser, NITI Aayog took additional charge w. e. f. 03.11.2014 to till date.

### **Appointments**

1. Ms. Sumedha Bajar appointed as Assistant Director w.e.f. 18.09.2014
2. Dr. Tapas Kumar Sarangi appointed as Assistant Director w.e.f. 01.10.2014
3. Dr. Kailash Chandra Pradhan appointed as Joint Director w.e.f. 31.10.2014
4. Mrs. Richa Sharma appointed as Deputy Director w.e.f. 11.02.2015
5. Dr. Andrew W. Warjri appointed as Director w.e.f. 12.03.2015

### **Deputation/Lien**

1. Mrs. Manju Madan, Private Secretary on deputation from 13.09.2010 to till date
2. Mrs. V.R. Vishalakshy, Assistant on deputation from 22.02.2012 to till date
3. Mrs. Vaishali Rana, Assistant System Analyst on deputation from 03.01.2013 to till date
4. Mrs. Vandana Shukla, System Analyst on deputation from 12.12.2013 to till date

### **Retirement/Relieving**

1. Dr. K. Ravi Raman, Director relieved on 07.07.2014
2. Dr. Santosh K. Mehrotra, Director-General relieved on 20.08.2014
3. Dr. P. Mahendra Verma, Director relieved on 13.11.2014

### **Promotion**

1. Mr. Ravinder Kumar Chakravoty, Stenographer promoted as Private Secretary (on adhoc basis) against leave vacancy w. e.f. 15.12.2010 to till date
2. Mr. D.P. Kohad, UDC promoted as Assistant (on adhoc basis) w.e.f. 24.08.2012 for a period of six months to till date
3. Mr. Shiv Raj Giri, LDC promoted as UDC (on adhoc basis) w.e.f. 14.09.2012 for a period of six months to till date
4. Mrs. Renu Lal, Deputy Director promoted as Joint Director (on adhoc basis) w.e.f. 08.05.2014 for a period of one year
5. Mrs. Gayatri Pandey, Deputy Director promoted as Joint Director (on adhoc basis) w.e.f. 08.05.2014



6. Dr. (Mrs.) Ruby Dhar, Assistant Director promoted as Deputy Director (on adhoc basis) w.e.f. 08.05.2014
7. Dr. (Ms.) Anita T. Kakkar, Assistant Director promoted as Deputy Director (on adhoc basis) w.e.f. 08.05.2014
8. Dr. Lalit Latta, Deputy Director promoted as Joint Director( against lien vacancy) w.e.f. 07.11.2013 to till date
9. Mr. D. Indra Kumar, Assistant Director promoted as Deputy Director (against lien vacancy) w.e.f. 07.11.2013 to till date



## Faculty Members' Academic Activities\*

### Agrawal, Dr. Rashmi, Director

#### Books

1. Co-authored three papers titled 'Skill Gaps at Micro Level', 'Towards a Skill-endowed Agriculture Workforce', and 'Input-output Industries in Agriculture', in a book named *Towards Skill Endowed Human Resources in Agriculture*, published by DPS Publishing House, Delhi, 2014 (ISBN 978-93-83046-29-4).
2. Co-edited a book named *Evaluation for Sustainable Development – Experience and Learning*, published by Daya Publishing House, a division of Astral International Pvt. Ltd, 2015.

#### Papers

1. Participated in an International Conference in Bhutan and presented a paper on 'Evaluation Policy Framework', 17th July-21st July, 2014.
2. Prepared a paper on "Framework for Evaluation Policy for South Asia", as Chairperson of the Thematic Group of "Enabling Environment for Evaluations" created by COE-SA on 18th July, 2014.
3. Published a paper on "Planning Human Resource for Inclusive Development of Small and Marginal Farmers", in *The Indian Economic Journal*, Vol. 60(3), October-December, 2012 (published in 2014).
4. First author of a paper titled 'Feminization of Indian Agriculture: Issues and Challenges', published in *Madhya Pradesh Journal of Social Sciences*, Vol.18, No.1, June, 2013.

### Bajar, Sumedha, Assistant Director

#### Paper

Co-authored a paper titled "The Impact of Infrastructure Development on Consumption Inequality in India", published in *Journal of Institute for Social and Economic Change*, 2015.

### Bhattacharya, Dr. Sanchita, Deputy Director

#### Book

Co-authored two papers titled "Skill Gaps at Micro Level" and 'An Assessment of Employment Potential in Agriculture', published in a book named *Towards Skill Endowed Human Resources in Agriculture*, published by D.P.S. Publishing House, Delhi, 2014 (ISBN 978-93-83046-29-4).

#### Papers

1. Published a paper titled "Formal Agricultural Credit System: A Review", in CSMS Journal, *Centre for Social and Management Solutions*, Special issue on CSMS Development Programme, Volume 10 (1) June, 2014.

\*The names of only those faculty members who reported significant activities are mentioned. This may therefore be incomplete in some inputs.





2. Co-authored a paper titled “Lessons Learnt from Evaluation Findings: Cases of Social Sector Programmes”, published in CSMS Journal, *Centre for Social and Management Solutions*, Volume 10 (2) December, 2014.
3. Co-authored a paper titled “Planning Human Resources for Inclusive Development of Small and Marginal Farmers”, published in *The Indian Economic Journal*, Volume 60(3), October-December, 2012 (published in 2014).

**Dhar, Dr. Ruby, Deputy Director**

**Prepared Reading Materials**

- a) For Modules on Human Resource Planning and Education Planning (Semester II)
- b) For Modules on Human Resource Planning and Human Resource Information System (Semester III)

**Book Reviews**

1. Charsley, Katharine (ed.) (2012), *Transnational Marriage, New Perspectives from Europe and Beyond*, London & New York: Routledge, pp. 264, (ISBN 978-0415586535), review published in *Comparative Sociology*, Vol.13, No. 3, pp. 411-416, 2014.
2. Canterbury, Dennis C. (2012), *Capital Accumulation and Migration*, Leiden & Boston: Brill Academic Publisher, xiii + pp. 268, (ISBN 978-9004230385), review published in *Comparative Sociology*, Vol.13, No. 4, pp. 531-532, 2014.
3. Ensor, Marisa O. & Elzbieta M. Gozdziaik (eds.) (2010), *Children and Migration, At the Crossroads of Resiliency and Vulnerability*, New York & Basingstoke: Palgrave Macmillan, pp. 272, (ISBN 978-0230272538), review published in *Comparative Sociology*, Vol.13, No. 4, pp. 533-534, 2014.
4. Halm, Dirk & Zeynep Sezgin (eds.) (2012), *Migration and Organized Civil Society. Rethinking National Policy*. London & New York: Routledge pp.248 (ISBN 978-0415691987), review published in *Comparative Sociology*, Vol.13, No. 5, pp. 665-666.

**Joshi, Dr. G.P., Deputy Director**

**Books**

1. Co-authored two papers titled “Growth Potential in Agriculture and Allied Sector” and “An Assessment of Employment Potential in Agriculture” in a book titled *Towards Skill Endowed Human Resource in Agriculture*, published by DPS Publishing House, New Delhi, 2014 (ISBN 978-93-83046-29-4).
2. Contributed a paper titled “What Prevents Creating Evaluation Environment”? in a book named *Evaluation for Sustainable Development, Experience and Learning*, published by Daya Publishing House, A Division of Astral International Pvt. Ltd, 2015.

**Papers**

1. Published a paper titled “Biotechnology Innovation is a boon to Indian Agriculture”, in CSMS Journal, *Centre for Social and Management Solutions*, Vol.10, Issue 1, June 2014.



2. Co-authored a paper titled “Feminization of Indian Agriculture: Issues and Challenges”, published in *Madhya Pradesh Journal of Social Sciences*, Vol.18, No.1, June, 2013.
3. Published a paper titled “World biggest Flagship Scheme – Indian Rural Life Line for Women: What does the Outcome Show?” in *Economic Magazine*, SAMPATTI, Thapagaon, Baneswar, Nepal, November, 2014.
4. Co-authored of a paper titled “Employment Potential in Indian Dairy Sector”, published in *Indian Journal of Dairy Sciences*, Vol. 67, No 2, 2014.

### **Joshi, Dr. Shachi, Deputy Director**

#### **Books**

1. First author of a paper titled “Comparing Public and Private Vocational Training Providers”, published in the book named *India’s Skills Challenge: Reforming Vocational Education and Training to Harness the Demographic Dividend*, edited by Dr. Santosh Mehrotra, Oxford University Press, New Delhi, 2014 (ISBN-13: 978-0-19-945277-4).
2. Co-authored two papers titled “The Vocational Training System: An Employer’s Perspective”, and “Comparison of Apprenticeship Training for the Crafts with Those for Technicians/Graduates”, published in the book named *India’s Skills Challenge: Reforming Vocational Education and Training to Harness the Demographic Dividend*, edited by Dr. Santosh Mehrotra, Oxford University Press, New Delhi, 2014 (ISBN-13:078-0-19-945277-4).

#### **Papers**

1. Published a paper titled “Gender differentials in Employment in Rural India”, in the *Journal of Centre for Social and Management Solutions*, Special issue on Development Programmes, Vol. 10(1), June, 2014.
2. Co-authored a paper titled “Lessons Learned from Evaluation Findings: Cases of Social Sector Programmes”, published in the *Journal of Centre for Social and Management Solutions*, Vol. 10 (2), December, 2014.

#### **Award**

“Swami Vivekananda Award for Outstanding Teacher” for her stupendous contribution in Academics on the occasion of the 150<sup>th</sup> Birth Anniversary Celebration of Swami Vivekananda by Ramakrishna Vivekananda International Foundation, New Delhi on February 2, 2015.

### **Kamala Devi, Dr. A., Joint Director**

Edited papers of *Manpower Journal*, Vol. 47, No. 2-4, April-December, 2012 & Vol. 48, January-December, 2014.



### **Kumar, D. Indra, Deputy Director**

#### **Book**

Co-authored two papers titled “Input-output Industries in Agriculture”, and “An Assessment of Employment Potential in Agriculture”, published in a book named *Towards Skill Endowed Human Resources in Agriculture*, DPS Publishing House, Delhi, 2014 (ISBN 978-93-83046-29-4).

#### **Papers**

1. Co-authored a paper titled “Reviewing Development of Agricultural Manpower in India: Clue from Secondary Statistics”, published in *The Indian Journal of Technical Education*, Vol. 36, No. 4, pp.16-30 (ISSN 0971-3034).
2. Co-authored a paper titled “Decadal Changes in Employment in Andhra Pradesh”, published in *Anvesak*, Sardar Patel Institute of Economic and Social Research, Ahmadabad, Vol. 44, No.2, July-December, 2014 pp. 41-56.

### **Kumra, Ms. Neha, Assistant Director**

#### **Book**

Co-authored a paper titled “Commencing Reform in India’s Vocational Education and Training System”, published in the book named *India’s Skills Challenge: Reforming Vocational Education and Training to Harness the Demographic Dividend*, edited by Dr. Santosh Mehrotra, Oxford University Press, New Delhi, 2014 (ISBN-13:078-0-19-945277-4).

#### **Papers**

1. Contributed a paper titled “Monitoring and Evaluating Humanitarian Aid: Are Aid Information Management Systems an adequate Tool?” in Brahmachari et al. (ed.), *Evaluations for Sustainable Development: Experiences and Learning*, published by Oxfam India, 2015.
2. Co-authored a paper titled “India’s Fragmented Social Protection System: Three Rights are in place, Two are still missing”, Working Paper No. 2014/18, published by United Nations Research Institute for Social Development (UNRISD), Geneva, 2014.

#### **Book Reviews**

1. “Countering Naxalism with Development: Challenges of Social Justice and State Security, India”, edited by Dr. Santosh Mehrotra, Sage, 2014, review published in the *Journal of Human Development and Capabilities*, Vol.16, No. 2, May, 2015.
2. “Catch Up”, Deepak Nayyar, published by Oxford University Press, New York, 2013, review published in the *Journal of Social Change*, Vol. 44 (3), pp. 1-4, 2014.



**Mathur, Anil Kumar, Deputy Director**

**Book**

1. First authored a paper titled “The Vocational Training System: A Learner’s Perspective”, published in the book named *India’s Skills Challenge: Reforming Vocational Education and Training to Harness the Demographic Dividend*, edited by Dr. Santosh Mehrotra, Oxford University Press, New Delhi, 2014 (ISBN-13:078-0-19-945277-4).
2. Co-authored two papers titled “The Vocational Training System: An Employer’s Perspective” and “Comparison of Apprenticeship Training for the Crafts with Those for Technicians/Graduates”, published in the book named *India’s Skills Challenge: Reforming Vocational Education and Training to Harness the Demographic Dividend*, edited by Dr. Santosh Mehrotra, Oxford University Press, New Delhi, 2014 (ISBN-13:078-0-19-945277-4).

**Pandey, Mrs. Gayatri, Joint Director**

**Book**

Co-authored a paper titled “Comparison between Public and Private Vocational Training Providers”, published in the book named *India’s Skills Challenge: Reforming Vocational Education and Training to Harness the Demographic Dividend*, edited by Dr. Santosh Mehrotra, Oxford University Press, New Delhi, 2014 (ISBN-13:078-0-19-945277-4).

**Parida, Dr. Jajati Keshari, Deputy Director**

1. Co-authored an Occasional Paper titled “Why a jobs turnaround despite slowing growth”, published by IAMR, Occasional Paper No. 1/2014.
2. Co-authored a paper titled “Economic Well-being and spending behaviour of Households in India: Does Remittance Matter”? published in *Migration and Development*, Routledge, 2014.
3. Co-authored a paper titled “Explaining Employment Trends in the Indian Economy: 1993-94 to 2011-12”, published in *Economic and Political Weekly*, Vol. XLIX, No. 32, 2014.
4. Co-authored a paper titled “MGNREGS, Rural Employment and Distress Migration: A Study in Odisha”, Paper No. 61933, published in Munich Personal RePec Archive (MPRA), February 9, 2015.

**Seminar/Workshops/Conferences**

1. Presented a paper titled “Rural to Urban Migration and Wage Differentials in Urban India” in the International Conference on ‘Internal Migration, Urbanization, Poverty and Inequality in Asia’, organized by the Asian Development Bank, Siem Reap, Cambodia, November 5-7, 2014.

**Parida, Dr. Purna Chandra, Director**

**Book**

Co-authored a book titled *Economic Impact Study of Chhatrapati Shivaji International Airport, Mumbai*, published by National Council of Applied Economic Research (NCAER), March, 2015.



## Papers

1. Co-authored a paper titled “Did Openness and Human Capital affect Total Factor Productivity? Evidence from the South Asian Region”, published in *Global Journal of Emerging Market Economies, Emerging Markets Forum*, Vol. 6(2), pp. 103-118, May, 2014.
2. Co-authored a paper titled “Macroeconomic Modeling of Emerging Scenarios for India’s Twelfth Five-Year Plan”, published in *Margin: The Journal of Applied Economic Research*, National Council of Applied Economic Research, Vol. 8(4), pp. 495-565, November, 2014.

## Seminar/Workshops/Conferences

Invited as a discussant on a paper titled “Productive Public Expenditure and Debt Dynamics: An Error Correction Representation using Indian data” presented in a conference on “Public Economics and Policy” organized by NIPFP, New Delhi, March 12-13, 2015.

## Prakash, Dr. Ved, Assistant Director

### Book

Published a book named *Adhunik Naitikta Ka DNA*, published by Neha Publishers & Distributors, New Delhi, March, 2015 (ISBN No. 978-93-80318-62-2).

## Papers

1. Contributed a paper titled “Government Employees Policies Issues – Rational Suggestions for 7<sup>th</sup> Pay Commission: An Analytical Proposal”, published in *Mewar Journal of Law*, Mewar Law Institute, Vol. I, January-June, pp. 13-18, 2014 (ISSN 0973-8800) and *Mahila Vidhi Bharti*, New Delhi, Issue No. 80, July-September, 2014, pp. 293-296, (ISBN 0976-0024).
2. Contributed a paper titled “Government funded Advertisement Issue– No Need of Person’s Photograph on Government Advertisement: An Ethical Proposal”, published in *Mewar Journal of Law*, Vol. II, July-December, 2014, pp. 7-9, Mewar Law Institute, (ISSN 0973-8800).

## Rao, Dr. K.S., Joint Director

### Book

First author of three papers titled “The Indian Vocational Education and Training System: An Overview”; “The Vocational Training System: An Employers’ Perspective”; and “Comparison of Apprenticeship Training for the Crafts with Those for Technicians/Graduates”, published in the book *India’s Skill Challenge: Reforming Vocational Education and Training to Harness the Demographic Dividend*, edited by Dr. Santosh Mehrotra, Oxford University Press, Delhi, India, 2014 (ISBN No. 9780199452774).

## Paper

Contributed a paper titled “Education and Social Exclusion in India: Role of Government Programmes in Combating Social Exclusion”, published in the *CSMS Journal of Management Solutions*, June, 2014 (RNI No. DELENG/2007/20533).



### Special Talks Delivered

1. Keynote address on “Apprenticeship Training Scheme and Skill Development in Andhra Pradesh” in UGC sponsored National Seminar on July 18-19, 2014 by Department of Economics in SVRM College, Nagaram, Guntur, Andhra Pradesh.
2. Special Talks on “Education to Employment” in SVRM College, Nagaram on July 14, 2014 and in Anagani Bhagawanta Rao Government Degree College, Repalle on July 18, 2014 in Guntur District, Andhra Pradesh.

### Saxena, Dr. P. K., Joint Director

#### Books

1. First author of a paper titled “Reforming Apprenticeship Training”, published in the book named *India’s Skills Challenge: Reforming Vocational Education and Training to Harness the Demographic Dividend*, edited by Dr. Santosh Mehrotra, Oxford University Press, New Delhi, 2014 (ISBN-13:078-0-19-945277-4).
2. Co-authored a paper titled “The Skill Development System in India: A Reform Agenda”, published in the book named *India’s Skills Challenge: Reforming Vocational Education and Training to Harness the Demographic Dividend*, edited by Dr. Santosh Mehrotra, Oxford University Press, New Delhi, 2014 (ISBN-13:078-0-19-945277-4).

#### Paper

Contributed a paper titled “Relevance and Impact of Technical and Vocational Education and Training (TVET) for Skill Development”, published in the CSMS Journal, Centre for Social and Management Solutions, June, 2014.

### Saxena, Vijay K., Assistant Director

Worked as Editorial team member for Manpower Journal, Annual Report of NILERD and other printable documents of NILERD.

### Shekhar, Dr. Indu, Assistant Director

#### Book Review

*Human Society at the Crossroads in search of a new vision: Essays in Commemoration of the Memory of Dr. L.M. Singhvi* (ed.) by Dr. S. R. Mohnot, Concept Publishing Company Pvt. Ltd., 2012, pp. 388, published in *Manpower Journal*, Vol. 48, January – December, 2014.

### Sinha, Sharmistha, Deputy Director

#### Papers

1. Co-authored a paper titled “Explaining Employment Trends in the Indian Economy: 1993-94 to 2011-12”, published in *Economic and Political Weekly*, Vol. XLIX, No 32, August, 2014.





2. Authored a chapter titled “Female Employment and the Planning Process in India in Feminism in the Subcontinent and Beyond: Challenging Laws Changing Laws”, published by Eastern Book House India, October, 2014.
3. Authored a chapter titled “Women in the Labour Market in India – Facing the Inequalities”, published in [www.indiastat.com](http://www.indiastat.com) and all associated sites, October-November, 2014.

### **Seminar/Workshops/Conferences**

1. Presented a paper titled “Gender based Inequities in the World of Work: Insights from Latin America Sub-Saharan Africa and Asia” in the International Workshop on ‘Inequality, Democracy and Development under Neoliberalism and Beyond’, Seventh South-South Institute [CODESRIA-CLACSO-IDEAS], Bangkok, November 3-8, 2014.
2. Presented a paper titled “Employment Growth in Non-Farm Sectors in Rural India” in seminar on ‘Agrarian Distress in India’, organized by the Council for Social Development, New Delhi, November 11-12, 2014.
3. Presented a paper titled “Low and Declining Female Labour Force Participation in India: Way Forward, in CISLS-UN Women Conference on ‘Labouring Women: Some Major Concerns at the Current Juncture’ at Jawaharlal Nehru University, New Delhi, July 31- August 1, 2014.
4. Presented a paper titled “Youth in the Labour force: the gendered structure” in RGNIYD-ILO Seminar “Youth Employment in India: Trends, Challenges and Policy Responses” on January 30-31, 2014.
5. Chair: ‘Youth Employment in India’, in RGNIYD-ILO Seminar “Youth Employment in India: Trends, Challenges and Policy Responses”, 30-31st January, 2014.

### **William, A.P. Wordsworth, Assistant Director**

#### **Paper**

Presented a paper titled “Relevance of Academic Criticism in the Era of Globalization”, in the National Seminar on Globalization and Social Development in India: Issues and Challenges’ at IIPA, Delhi on August 6, 2014.

### **Yadav, S.K., Deputy Director**

#### **Paper Published**

Co-authored a paper titled “Decadal Changes in Employment in Andhra Pradesh”, published in *Anvesak*, Sardar Patel Institute of Economic and Social Research, Ahmedabad, Vol. 44, No.2, July-December, 2014, pp. 41-56.



## **Publications of Supporting Staff**

**Kumar, Ajit, Documentation Officer**

### **Papers**

1. Co-authored a paper titled “Indian Institutional Repositories: Challenges for LIS Professionals” in the proceedings of International Conference on the Convergence of Libraries, Archives and Museums (ICLAM), 2014, organized by National Institute of Fashion Technology (NIFT), New Delhi, November 27-29, 2014 at IGNCA, New Delhi, pp. 115-127 (ISBN:978-93-80397-52-8) .
2. Co-authored a paper titled “Present Scenario of Cloud Computing Laws with special reference to India and United States” in the proceedings of Library and Information Professional Summit 2015, Transforming Dimension of IPR: Challenges for New Age Libraries, organized by National Law University (NLU), Delhi; UN Information Centre for India and Bhutan; Society for Library Professionals and SLA-ASIA from 23-24 January, 2015 at NLU, Delhi, pp. 324-334 (ISBN:978-93-84272-03-6).





# **ANNEXURES**





**Annexure – I**

**COMPOSITION OF THE GENERAL COUNCIL (AS ON 31.03.2015)**

**(Vide Rule 3)**

- |  |                                       |
|--|---------------------------------------|
| <b>(a) President</b>   | <b>Vice-Chairman, NITI Aayog</b>      |
| <b>(b) Vice-President</b>  | <b>Member, NITI Aayog</b>             |
| <b>(c) Chairman (Executive Council)</b>  | <b>CEO, NITI Aayog</b>                |
| <b>(d) Director-General</b>  | <b>Director General, NILERD</b>       |
| <b>(e) Treasurer of the Institute</b>  | <b>Director (Finance), NITI Aayog</b> |
| <b>(f) One representative each of</b>  |                                       |
| i) NITI Aayog  |                                       |
| ii) Ministry of Finance  |                                       |
| iii) Ministry of Human Resource Development  |                                       |
| iv) Ministry of External Affairs   |                                       |
| v) Ministry of Industry (DIPP)   |                                       |
| vi) Ministry of Labour (DGE&T)   |                                       |
| <b>(g) One representative each of</b>  |                                       |
| i) Central Statistical Organization  |                                       |
| ii) University Grants Commission   |                                       |
| iii) Indian Statistical Institute  |                                       |
| iv) National Council for Applied Economic Research   |                                       |
| v) Institute of Economic Growth  |                                       |
| vi) National University of Educational Planning and Administration   |                                       |
| <b>(h) Three representatives of State Governments: One from each Zone on rotation basis for a period of two years in each case</b> |                                       |



**(i) One representative each of**

- i) Federation of Indian Chamber of Commerce and Industry Ltd.
  - ii) Confederation of Indian Industry (CII)
  - iii) National Skill Development Corporation
- (j) Two representatives of Labour Unions nominated by Government for two years at a time but extendable.
- (k) One Member of Senior Faculty of the Institute on 2-yearly rotation basis (to be nominated by the Director General from amongst the Senior Faculty Members).

Co-option of representatives of other organizations/institutions which may be concerned with the work or programme of the Institute and individuals with special knowledge or interest in the work or programme of the Institute



**Annexure – II**

**COMPOSITION OF EXECUTIVE COUNCIL (AS ON 31.03.2015)**

**(Vide Rule 5)**

- (a) Chairman** **CEO, NITI Aayog**
- (b) Director General** **Director General, NILERD**
- (c) One representative each of**
  - (i) NITI Aayog
  - (ii) Ministry of Finance
- (d) Not more than one member, not exceeding one representative from the following group**
  - (i) National Skill Development Corporation
- (e) Not more than three members of the General Council of whom one shall be from the Faculty of NILERD**
  - (i) Nominated by General Council
  - (ii) NILERD Faculty on General Council (Nominated by Director-General, NILERD)



**Annexure – III**

**COMPOSITION OF THE COMMITTEE ON ADMINISTRATION OF THE  
NILERD CPF**

- |  |                  |
|--|------------------|
| <b>1. Director-General</b><br>NILERD                             | Chairman         |
| <b>2. Ex-officio Treasurer</b><br>NILERD                         | Member           |
| <b>3. A Representative of the Executive Council</b><br>of NILERD | Member           |
| <b>4. Representative of NILERD Employees</b>                     | Member           |
| <b>5. Joint Director (Finance)</b><br>NILERD                     | Member-Secretary |



**Annexure - IV**

**ACADEMIC PROFILE OF THE FACULTY AND THEIR AREAS OF SPECIALISATION**

**Agrawal, Dr. Rashmi**, M.A., Ph.D. (Psychology), P.G. Diploma in Counseling; P.G. Diploma in Personnel Management & Industrial Relations; International Course in Monitoring and Evaluation

Monitoring and evaluation, skill identification surveys, training

**Awasthi, Dr. I.C.**, M.A. (Economics), Ph.D. (Economics), Certificate in Manpower Planning (University of Sussex, U.K.) International Programme for Development Evaluation Training, Carleton University, Ottawa (Canada)

Livelihood analysis, human resource development and management

**Bajar, Ms. Sumedha**, M.A. (Economics)

Economic growth, macro, Infrastructure sector

**Bhattacharya, Dr. (Mrs.) Sanchita**, M.Sc. (Economics), M.Phil. (Economics), Ph.D. (Economics)

Agricultural economics, agricultural growth and instability, agricultural credit, rural marketing

**Birua, Marshal**, M.A. (Personnel Management & Industrial Relations), NET (UGC), L.L.B.

Personnel management and social security

**Chauhan, J.S.**, M.A. (Economics)

Employment planning for science & technology, manpower employment generation through decentralization planning

**Dhar, Dr. (Mrs.) Ruby**, M.A. (Sociology), M.Phil (Sociology), Ph.D. (Medical Sociology)

Human resource development, gender issues, migration, health issues

**Indrakumar, D.**, M. A. (Economics), M. Phil. (Economics)

Manpower planning, market oriented research





**Joseph, Jerry**, M.A. (Political Science), M. Phil. (Political Science)

Development Studies, Vocational Education

**Joshi, Dr. G.P.**, M.A. (Economics), Ph. D. (Economics)

Manpower Assessment Surveys, work studies, Monitoring and Evaluation, Identification of training needs

**Joshi, Dr. (Mrs.) Shachi**, M.A. (Economics), Ph.D. (Agricultural Economics)

National manpower accounts, micro-economics and agricultural economics

**Kalaiyasan, Dr. A.**, M.A. (Economics), M.Phil (Economics), Ph.D. (Economics)

Development economics

**Kakkar, Dr. (Ms.) Anita T.**, M.A. (Economics), Ph.D. (Economics)

Child labour, social security, human resource development

**Kamala Devi, Dr. (Mrs.) A.**, M.A. (Sociology), Ph.D. (Sociology)

Population studies, gender issues, manpower information system, and skill development issues

**Kumar, Arun**, M.A. (History), M.A. (Sociology), L.L.B.

Manpower survey and statistics, manpower information system

**Kumar, Dr. Yogesh**, M.A. (Hons.) Economics, M. Tech. (Urban and Regional Planning), Ph.D. (Rural Economics)

Annual review of employment and unemployment in India, urban development issues, environmental assessment & management plans

**Kumra, (Ms.) Neha**, M.Sc. (Development Economics), P.G. Diploma in Public Management, P. G. Diploma in Child Right Law

Development economics and public management

**Lal, Mrs. Renu**, M.A. (Sociology)

Human resource development of women workers, training in manpower planning and development



**Latta, Dr. Lalit**, M.A. (Sociology), Ph.D. (Sociology), Certificate Course on Leadership & Management with Gender Perspective, All India Management Association and Gender Training Institute, New Delhi

Human resource development planning, sociological studies on regional development and tribal related studies

**Mathur, A.K.**, M. Sc., M. Phil. (Statistics) Statistical Inference

National technical manpower information system, human resource information system

**Pandey, Mrs. Gayatri**, M.A. (Mathematics)

Statistical analysis of data sources related to manpower planning

**Parida, Jajati Keshari**, Ph.D. (Economics)

Labour economics, migration and regional development

**Parida, Dr. Purna Chandra**, Ph.D. (Economics)

Macro modeling, forecasting and policy analysis, infrastructure and economic development, employment and skill development analysis

**Pradhan, Kailash Chandra**, Ph.D (Economics)

Macro-econometric modeling, forecasting and simulation, money and financial markets, labour economics, agricultural economics and development economics

**Prakash, Dr. Ved**, B.Sc.(Agriculture), M.A.(Sociology), M.A. (Philosophy), Ph.D. (Philosophy)

Research methodology, interview techniques, market research, development of official language (Hindi) in an organization, HRD at organizational level, identification of training needs

**Prasad, Dr. M.R.**, B. Tech., M. Tech. (I.I.T., Kharagpur), Ph. D. (I.I.Sc.)

Sectoral studies, Science & Technology developments, assessment of emerging technologies, manpower implications and entrepreneurship

**Rao, Dr. K. Srinivasa**, M.A. (Economics), Ph.D. (Economics)

Rural development and human development areas



**Roy, Dr. (Mrs.) Chaitali**, M.A. (Political Science), M.A. (Public Administration), Ph. D. (Public Administration), Diploma in Human Resource Management

Decentralization, rural and urban development, development administration, human resource management

**Sarangi, Dr. Tapas Kumar**, M.A.(Economics) , M.Phil. (Economics), Ph.D (Economics)

Agricultural economics, natural resource economics and rural livelihood.

**Saxena, Dr. P.K.**, M.A. (Economics), Ph.D. (Economics), Certificate in Basic Management and Application of Work Study Techniques

Assessment of entrepreneurship and potential entrepreneurs, utilization pattern of scientific and technical personnel, women's employment, assessment of workload and evolution of staffing norms at the enterprise level and organizing training programmes in manpower planning

**Saxena, Vijay K.**, M.A. (Economics), M.A. (Sociology)

Assessment of time utilization pattern and evaluation of staffing norm at the organization level, cost analysis & management accounts, human resource assessment, human resource group statistics, human resource information system, rural and urban human resource planning & development, self-employment prospects

**Sharma, Radhey Shyam**, M.A. (Sociology)

Socio-economic development, manpower planning and human development

**Sharma, Mrs. Richa**, M.Sc. (Statistics), Masters in Population Sciences (MPS)

Household surveys, monitoring & evaluation of sectoral programmes

**Shekhar, Dr. Indu**, M.A. (Sociology), Ph.D. (Sociology)

Rural power elite, education, qualitative research, sectoral studies, human resource planning, diaspora, development studies

**Sinha, Sharmistha**, M.Sc. (Economics), M.Phil. (Economics)

Employment, skill development, poverty, governance, gender based discrimination, unpaid work, skewed sex ratio and economics of health



**Singh, Bhoop, M.A.** (Economics), L.L.B.

Manpower planning and development, demographic characteristics and manpower statistics

**Singh, Laxman, M.A.** (Economics)

Manpower planning and development, sectoral studies

**Varman, Dr. Mahendra P., M.S.** (Applied Econometrics), M. Phil. and Ph.D. (Applied Economics)

Macro-economics, banking & microfinance, employment, rural development, impact evaluation

**Varshney, H.K., M.Sc.** (Mathematics), Certificate in Statistics, Indian Statistical Institute, P.G. Diploma in Human Resource Management, IGNOU

Studies in the field of education sector specially related to the development of teaching manpower at school stage, educated unemployment and socio-economic inequalities in education, voluntary retirement schemes, public policy, estimation of manpower demand and supply

**Wordsworth, A.P. William, M.Com, M. Phil.** (Japanese Studies)

Human resource Management, rural development, social security & social protection in organized/unorganized sector, human resources accounting

**Yadav, Dr. Anil K., M.A.** (Economics), Ph.D. (Economics)

Development Economics, Econometrics, Research Methodology, International Business Management and Manpower Planning

**Yadav, S.K., M.A.** (Economics), M.B.A. (HRM)

Informal sector employment, work study techniques



## **FINANCIAL MATTERS**





**AJAY K. JAIN & CO.**  
CHARTERED ACCOUNTANTS

## **INDEPENDENT AUDITORS' REPORT**

To,  
**THE MEMBERS**  
**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
*(formerly known as Institute of Applied Manpower Research)*  
**NEW DELHI**

### **Report on Financial Statements**

We have audited the accompanying financial statements of **NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT** (“the Institute”), Plot No.25, Sector A-7, Institutional Area, Narela, New Delhi-110040, which comprises the Balance Sheet as at **31st March, 2015**, the Income & Expenditure Account for the year ended, and a summary of significant accounting policies and other explanatory information.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the Institute in accordance with the accounting principles generally accepted in India, including the Accounting Standards. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of Act for safeguarding the assets of the Institute and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, the implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, 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 or error.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audit. We have taken into account of provisions of the Act, the accounting and auditing standards and matters which are required to be included in the audit report under the provisions of the Act and the Rules made thereunder.

We have conducted our audit in accordance with the Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.





An audit involves performing procedures to obtain audit evidence about the amounts and the disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal financial control relevant to the Institute's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on whether the Institute has in place an adequate internal financial controls system over financial reporting and the operating effectiveness of such controls. An audit also includes evaluation of the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the financial statements.

### **Opinion**

In our opinion and to the best of our information and according to the explanation given to us, the said accounts read with the detail of accounting policies and notes thereon and *our observations given in Annexure to this report* give a true & fair view in conformity with the accounting principles generally accepted in India.

- i) In the case of Balance Sheet, of the state of the affairs of the Institute as at 31st March, 2015;  
and
- ii) In the case of Income and Expenditure account, of the Excess of Income over Expenditure for the year ended on 31st March 2015.

**For AJAY K. JAIN & CO.**  
**Chartered Accountants**  
**FRN.: 007118N**

**(CA. AJAY K. JAIN),**  
**Partner, FCA**  
**Membership No.: 085994**

Place: New Delhi  
Date: 31 July, 2015



## ANNEXURE TO THE AUDITOR'S REPORT DATED 31/07/2015 FOR THE YEAR ENDING ON 31/03/2015

### NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT (FORMERLY KNOWN AS INSTITUTE OF APPLIED MANPOWER RESEARCH)

#### 1. FIXED ASSETS:

- The Institute has not maintained proper records of its fixed assets showing full particulars including quantity details, location and situation of fixed assets. Fixed Assets has not been physically verified by the management during the year. There is no proper system for recording fixed assets. Due to this, physical verification of fixed assets is not possible to our audit, material discrepancies, if any, cannot be commented upon.
- Disposal of various Fixed Assets to the tune of Rs. 10,66,999/- were made during the year and recorded as "Income on Sale of Fixed Assets" under the "Schedule 8" of the Income & Expenditure Account. Proper records were not being maintained due to which it is difficult to find out the cost as well as W.D.V. of the disposed items. Due to this correctness of balance value of fixed assets as well as depreciation thereon cannot be commented upon.
- The above said Items sold for Rs. 10,66,999/- during the year as Scrap which is liable for collection TCS u/s 207 of the Income Tax Act, 1961 amounting to Rs. 10,670/- (1% of Rs. 10,66,999/-) has not been collected and deposited.

#### 2. Reconciliation of Debtors and Creditors including Advances:

*Attention is invited to point no. 10(i) on notes of accounts of Schedule – 14 and we have observed that balances of Sundry Debtors/Creditors including advances have remained subject to confirmation & reconciliation as on 31.03.2015.*

*Therefore we would strongly recommend to implement a system of taking periodic balance confirmation and obtaining statement of account from all parties and reconciling the differences, if any, found during the process.*

*Thus, effort should be made to reconcile the same so that the Financial Statements may represent true and fair view of the actual financial position of the Institute.*

3. *Attention is invited to point no. 6 on notes of accounts of Schedule – 14 and we have observed that a sum of Rs.2,48,65,486/- as receivable from Sponsors remains outstanding since long and no efforts has been made to recover these advances.*

*We suggest to recover the outstanding as early as possible as a significant amount is blocked in these accounts without any income generation, which seems to be prima facie prejudicial to the interest of the Institute.*

4. *Attention is also invited to point no. 7(i) & 7(ii) on notes of accounts of Schedule – 14 and we have observed that a sum of Rs.95,87,749/- as Miscellaneous outstanding advances on Capital account and a sum of Rs.18,68,300/- as Staff & other Advances remains outstanding since long and no efforts has been made to Settle/ Adjust these advances which has resulted in Overstatement of Current assets and Understatement of Capital Assets/ Expenditure by the said amount.*

5. *It has been observed that LTC Advance / Advance for expenses to staff are not being adjusted within reasonable time frame. This clearly shows the weakness of Internal Control in this regard.*

**6. TDS :**

*Instances were found where TDS is deducted at the time of adjustment of advance i.e. after submission of bill while as per provision of Income Tax, TDS is to be deducted at the time of due or payment whichever is earlier. We also observed some cases where TDS has not been deducted at all. Some of the instances are as follows:*

S. No.	Name of Party	Amount (Rs.)	Remarks
1.	<i>Prof. Babu P. Ramesh</i>	30000	<i>Honorarium Fees paid in Cash and no TDS has been deducted.</i>
2.	<i>Col. Alok Sood</i>	35000	
3.	<i>Dr. H. S. Anand</i>	48000	
4.	<i>Sh. Vinay Sharma</i>	43000	
5.	<i>Prof. K. K. Kullar</i>	69000	

*There is a violation of the provisions of the Income Tax Act and liability may arise against the Institute on account of non-deduction of TDS.*

**7. Short Recovery Of License Fees of official accommodation provided to employees:**

*License fees for official accommodation is being received short since 01/07/2010 which was revised by circular w.e.f. 01/07/2010, further revised in 2013 but rates are being charged on the basis of rate prescribed at time of 01/07/2007. For example, we are providing list showing under recovery of license fees from employees in the month of February 2015. Hence, the entire short amount w.e.f. 01/07/2010 to be recovered from employees immediately.*

S.No.	Name of Employee	Quarter Allotted	Area (in sq. mt.)	**Type of Qtr as per Area	**Rate P.M.	Actual Charged P.M.	Under recovery P.M.
1	Dr. Chetali Roy	IV-C	106	V	740	371	369
2	Shri AP William	IV-B	106	V	740	371	369
3	Shri Chander Pal	II-E	59.95	IV	420	185	235
4	Shri Bishan Singh	II-A	59.95	IV	420	185	235
5	Shri Sarda Prasad	I-A	48.95	III	310	81	229
6	Shri Top Bahadur	II-B	59.95	IV	420	185	235
7	Shri Chandan Singh	II-C	59.95	IV	420	81	339



8	Shri Uma Shanker Gond	I-E	48.95	III	310	81	229
9	Shri Rupesh Ramesh Rao Moundeker	III-A	72.4	IV	625	268	357
<b>Total</b>					<b>4,405</b>	<b>1,808</b>	<b>2,597</b>

- *\*\*Rate as per circular no. 18011/1/2013-Pol-III, of Ministry of External Affairs. As per this circular type of quarter has been categorized as per the area of the flat allotted.*
- *Currently rate for recovery of license fees are being applied as per rate prescribed by government w.e.f. 01/07/2007. Rate for the license fees has been changed twice after that date, once w.e.f. 01.07.2010 and secondly w.e.f. 01.07.2013. It is suggested to recover the arrears from employee's salary as per the amended rates.*
- *Currently Actual License fees charged to Chandan Singh is Rs. 81/- (as per Type I Qtr.) whereas it should have been Rs. 185/- as he is allotted type II Qtr. It is suggested to rectify this mistake in books and under recovery amount should be recovered from him.*

#### **8. Income Tax Refund Receivable:**

*We have observed that TDS is being deducted by the Banks & other parties on its revenue though the Income of the Institute is Exempt u/s 10 of Income Tax Act, 1961 and no efforts is being made by the institute to convince the deductor for non-deduction of TDS on its revenue, Resultant significant amount of Rs. 37,94,910/- (Schedule -4A of Financial Statements) is blocked as TDS Receivable since long, which seems to be prima facie prejudicial to the interest of the Institute. Action should also be taken to recover the same from Income Tax Authority, as large amount is lying blocked.*

#### **9. Provision for Contingent Liability**

*No provision has been made in accounts in respect of penalty, if any, leviable by DDA on account of Extension of Time (EOT) in regard to completion certificate of NILERD Campus Building, Narela.*

**For AJAY K. JAIN & CO.**  
**Chartered Accountants**  
FRN.: 007118N

Place: New Delhi  
Date: 31 July, 2015

**(CA. AJAY K. JAIN),**  
**Partner, FCA**  
**Membership No.: 085994**

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)**

Plot No.25, Sector A-7, Institutional Area, Narela, Delhi-110040

**BALANCE SHEET AS ON 31ST MARCH 2015**

(Figures in Rupees)

	Schedule	Current Year	Previous year
		2014-15	2013-14
<b>CORPUS/CAPITAL FUND AND LIABILITIES</b>			
Corpus/Capital Fund	<b>1</b>	228,403,390	204,956,493
Current Liabilities & Provisions	<b>2</b>	149,547,675	99,390,494
<b>Total</b>		<b>377,951,065</b>	<b>304,346,987</b>
<b>ASSETS</b>			
Fixed Assets	<b>3</b>	223,587,443	231,567,057
Current Assets, Loans & Advances	<b>4</b>	154,363,622	72,779,930
<b>Total</b>		<b>377,951,065</b>	<b>304,346,987</b>

Significant Accounting Policies	13
Notes on Accounts and Contingent Liabilities	14

Notes form an integral part of Accounts in terms of our Audit Report of even date annexed herewith.

As per our audit report of even date annexed

For Ajay K. Jain & Co.  
Chartered Accountants  
FR No. :007118N

NEENA KAPOOR  
Joint Director (Finance )  
NILERD

Dr. YOGESH SURI  
Director General  
NILERD

(CA. AJAY K. JAIN)  
FCA, Partner  
M. No. 085994

Place : Delhi  
Date : 31 July, 2015

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)**

Plot No.25, Sector A-7, Institutional Area, Narela, Delhi-110040

**INCOME & EXPENDITURE ACCOUNT FOR THE YEAR  
ENDED 31-03-2015**

(Figures in Rupees)

	Schedule	Current Year 2014-15	Previous year 2013-14
<b>INCOME</b>			
Income from Studies/Research/Projects	5	64,307,997	54,689,123
Grants/Subsidies	6	91,509,105	70,285,266
Interest earned	7	2,564,763	1,474,808
Other Income	8	22,135,655	5,486,912
<b>Total (A)</b>		<b>180,517,520</b>	<b>131,936,109</b>
<b>EXPENDITURE</b>			
Establishment Expenses (Main)	9	94,542,802	90,791,312
Administrative Expenses (Main)	10	16,658,188	16,025,965
Establishment Expenses (Project/Studies)	11	4,036,369	2,376,254
Administrative Expenses (Project/Studies)	12	37,520,356	41,524,819
Depreciation (As per Schedule 3)		10,443,584	10,903,525
<b>Total (B)</b>		<b>163,201,299</b>	<b>161,621,875</b>
Balance being excess of Expenditure over Income		17,316,221	(29,685,766)
Balance being deficit carried to capital fund		<b>17,316,221</b>	<b>(29,685,766)</b>

Significant Accounting Policies 13

Notes on Accounts and Contingent Liabilities 14

As per our audit report of even date annexed

For Ajay K. Jain & Co.  
Chartered Accountants  
FR No. :007118NNEENA KAPOOR  
Joint Director (Finance )  
NILERDDr. YOGESH SURI  
Director General  
NILERD(CA. AJAY K. JAIN)  
FCA, Partner  
M. No. 085994

Place : Delhi

Date : 31 July, 2015



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)  
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2015**

**SCHEDULE-1  
(Figures in Rupees)**

	Current Year		Previous Year	
	2014-15		2013-14	
<b>CAPITAL FUND</b>				
Balance B/F	<b>27,607,815</b>		<b>24,810,849</b>	
Add: Additions during the year	942,678		407,660	
Add: Interest earned during the year	2,724,028	<b>31,274,521</b>	2,389,306	<b>27,607,815</b>
<b>CAPITAL FUND RESERVES &amp; SURPLUSES</b>				
Balance B/F	<b>(54,218,379)</b>		<b>(35,436,138)</b>	
Add : Additions during the year	-		-	
Less : Deficit carried from Income & Expenditure A/c	27,759,805	<b>(26,458,574)</b>	(18,782,241)	(54,218,379)
<b>FIXED ASSET FUND MAIN</b>				
Gross Block	<b>311,925,824</b>		<b>307,860,921</b>	
Add: Additions During the year	<b>2,463,970</b>		4,053,807	
Less: Assets sold/written off during the year	-		(390,220)	
Amount adjusted during the year			401,316	
Less: Depreciation Reserve	<b>(95,098,105)</b>	<b>219,291,689</b>	(85,344,386)	(226,581,438)
<b>NTMIS</b>				
Gross Block	<b>11,732,392</b>		<b>11,732,392</b>	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(11,208,842)	<b>523,550</b>	(11,125,495)	<b>606,897</b>
<b>TRAINING/PGDC</b>				
Gross Block	<b>10,265,789</b>		<b>10,638,105</b>	
Add: Additions During the year			29,000	
Less: Assets sold during the year				-
Amount adjusted during the year			(401,316)	



Less: Depreciation Reserve	(7,193,870)	<b>3,071,919</b>	(6,660,495)	<b>3,605,294</b>
<b>SPONSORED STUDIES</b>				
Gross Block	<b>982,957</b>		<b>982,957</b>	
Add: Additions During the year				
Less: Assets sold during the year				
Less: Depreciation Reserve	(896,662)	<b>86,295</b>	(881,774)	<b>101,183</b>
<b>CONSULTANCY STUDIES</b>				
Gross Block	<b>120,527</b>		<b>120,527</b>	
Add: Additions During the year			-	
tfr from Main A/c				
Less: Assets sold during the year			-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(104,796)	<b>15,731</b>	(102,381)	<b>18,146</b>
<b>NAIP WORLD BANK- STUDIES</b>				
Gross Block	<b>600,000</b>		<b>600,000</b>	
Add: Additions During the year			-	
Less: Assets sold during the year			-	
Less: Depreciation Reserve	(175,740)	<b>424,260</b>	(146,450)	<b>453,550</b>
<b>FCRA STUDIES</b>				
Gross Block	<b>1,148,767</b>		<b>1,148,767</b>	
Add: Additions During the year			-	
Less: Assets sold during the year			-	
Less: Depreciation Reserve	(974,768)	<b>173,999</b>	(948,218)	<b>200,549</b>
<b>Total</b>		<b>228,403,390</b>		<b>204,956,493</b>



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
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	<b>Current Year</b>	<b>Previous Year</b>
	<b>2014-15</b>	<b>2013-14</b>
<b>CURRENT LIABILITIES</b>		
1. Sundry Creditors	2,242,149	1,878,785
2. Other Current Liabilities	63,129,411	21,180,399
<b>TOTAL - A</b>	<b>65,371,560</b>	<b>23,059,184</b>
<b>B. PROVISIONS</b>		
1. Death-Cum Retirement Gratuity	50,287,828	45,523,977
2. Leave Encashment	33,888,287	30,807,333
<b>TOTAL - B</b>	<b>84,176,115</b>	<b>76,331,310</b>
<b>TOTAL - A+B</b>	<b>149,547,675</b>	<b>99,390,494</b>



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
**(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)**  
**SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2015**

**SCHEDULE - 2 (A & B)**

**A. CURRENT LIABILITIES**

**( Figures in Rupees )**

	<b>Current Year</b>	<b>Previous Year</b>
	<b>2014-15</b>	<b>2013-14</b>
<b>1. SUNDRY CREDITORS</b>		
Earnest Money - Main	152,684	202,684
Earnest Money - NTMIS	28,090	28,090
Security Deposits from PGDC Students	94,806	84,000
Receipts for projects under progress	1,966,569	1,564,011
<b>TOTAL - 1-SUNDRY CREDITORS</b>	<b>2,242,149</b>	<b>1,878,785</b>
<b>2. OTHER CURRENT LIABILITIES</b>		
DCRG Withheld	86,758	212,226
Unspent Plan Grant	56,031,915	13,461,021
Security Deposit	3,348,900	3,348,900
Outstanding liabilities	3,661,838	4,158,252
<b>TOTAL - 2 - OTHER CURRENT LIABILITIES</b>	<b>63,129,411</b>	<b>21,180,399</b>
<b>TOTAL - 1+2</b>	<b>65,371,560</b>	<b>23,059,184</b>

**B. PROVISIONS**

1. Death Cum Retirement Gratuity	50,287,828	45,523,977
2. Leave Encashment	33,888,287	30,807,333
<b>TOTAL - PROVISIONS</b>	<b>84,176,115</b>	<b>76,331,310</b>
<b>TOTAL - CURRENT LIABILITIES &amp; PROVISIONS</b>	<b>149,547,675</b>	<b>99,390,494</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
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SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2015**

**Schedule - 3, Fixed Assets**

(Figures in Rupees)

DESCRIPTION	GROSS BLOCK			DEPRECIATION			NET BLOCK				
	Cost/valuation as at 1-4-2014	Additions during the year	Deductions	Cost/valuation at the 31-3-2015	Rate	As at the beginning of the year	During the year	Deduction	Total up to the Year-end	As at the Current year-end	As at the Previous year-end
<b>A. FIXED ASSETS:</b>											
<b>LAND:</b>											
Leasehold - Narela	30,240,000			30,240,000						30,240,000	30,240,000
<b>BUILDING</b>											
On Leasehold Land- Narela	160,670,340			160,670,340	2%	33,934,913	2,534,709		36,469,622	124,200,718	126,735,427
On Leasehold Land-I.P. Estate	13,006,558			13,006,558	2%	2,122,257	217,686		2,339,943	10,666,615	10,884,301
Electric Installation - Narela	1,088,000	130,950		1,218,950	10%	746,574	47,238		793,812	425,138	341,426
Substation at IIPA Campus	1,476,407			1,476,407	10%	1,172,427	30,398		1,202,825	273,582	303,980
<b>VEHICLES/CYCLE</b>											
Vehicle & Cycle- Main Grant	605,429			605,429	20%	444,032	32,279		476,311	129,118	161,397
Vehicle & Cycle NTMIS	440,350			440,350	20%	420,952	3,880		424,832	15,518	19,398
Vehicle & Cycle Training/PGDC	2,923,953			2,923,953	20%	1,657,595	253,272		1,910,867	1,013,086	1,266,358
<b>FURNITURE &amp; FIXTURE</b>											
Furniture - Main Grant	3,436,696			3,436,696	10%	1,352,757	208,394		1,561,151	1,875,545	2,083,939
Furniture - DG Office	412,428			412,428	10%	168,310	24,412		192,722	219,706	244,118
Furniture -Guest House	2,24,124			224,124	10%	91,781	13,234		105,015	119,109	132,343
Furniture-Hostel-Main	2,987,331			2,987,331	10%	1,551,899	143,543		1,695,442	1,291,889	1,435,432
Library Furniture-Main Grant	62,720			62,720	10%	45,006	1,771		46,777	15,943	17,714
Furniture-NTMIS	706,528			706,528	10%	548,811	15,772		564,583	141,945	157,717
Furniture -Training/PGDC	2,535,389			2,535,389	10%	1,117,561	141,783		1,259,344	1,276,045	1,417,828
Furniture- Sponsored Studies	20,793			20,793	10%	14,921	587		15,508	5,285	5,872
Furniture-NAIP	50,000			50,000	6.33%	15,825	3,165		18,990	31,010	34,175
Furniture-FCRA	257,569			257,569	10%	182,645	7,492		190,137	67,432	74,924
<b>OFFICE EQUIPMENT</b>											
Equipment - Main Grant	8,032,875	546,954		8,579,829	15%	5,082,334	524,624		5,606,958	2,972,871	2,950,541
Air Conditioners -Main Grant	1,758,993			1,758,993	15%	669,375	163,443		832,818	926,175	1,089,618
Air Conditioner Equipments-NTMIS	423,219			423,219	10%	407,776	1,544		409,320	13,899	15,443
Library Equipment- Main Grant	1,175,545			1,175,545	10%	748,685	42,686		791,371	384,174	426,860
EPA BX- Main Grant	1,185,269			1,185,269	15%	914,312	40,644		954,956	230,313	270,957
Equipments- NTMIS	922,087			922,087	15%	876,057	6,905		882,962	39,125	46,030
Equipment- Training/PGDC	4,779,335			4,779,335	15%	3,861,310	137,704		3,999,014	780,321	918,025
Equipment-Consultancy	21,225			21,225	10%	15,086	614		15,700	5,525	6,139

Equipment-NAIP	500,000				500,000	4.75%	118,750	23,750		142,500	357,500	381,250
Equipment-FCRA	222,368				222,368	15%	190,149	4,833		194,982	27,386	32,219
<b>COMPUTERS/PERIPHERALS</b>												
Computer/Printers - Main Grant	15,606,884				15,606,884	15%	10,702,059	735,724		11,437,783	4,169,101	4,904,825
Software - Main Grant	5,065,209				5,065,209	15%	3,024,814	306,059		3,330,873	1,734,336	2,040,395
DTP System-Main Grant	1,725,419				1,725,419	15%	1,616,522	16,335		1,632,857	92,562	108,897
Computer Accessories - NTMIS	9,240,207				9,240,207	15%	8,871,899	55,246		8,927,145	313,062	368,308
Computer - Consultancy	99,302				99,302	15%	87,295	1,801		89,096	10,206	12,007
Computer - Sponsored	953,403				953,403	15%	859,375	14,104		873,479	79,924	94,028
Computer -FCRA	623,762				623,762	15%	534,653	13,366		548,019	75,743	89,109
<b>LIBRARY BOOKS</b>												
Library Books -Main Grant	4,132,838	357,108			4,489,946	20%	2,802,377	337,514		3,139,891	1,350,055	1,330,461
Library Books-FCRA	45,068				45,068	20%	40,771	859		41,630	3,438	4,297
CD-ROM for Library- Main Grant	960,467				960,467	15%	595,066	54,810		649,876	310,591	365,401
C.D. ROM for Library -Sponsored	7,654				7,654	15%	6,467	178		6,645	1,009	1,187
Library Books - NAIP	50,000				50,000	4.75%	11,875	2,375		14,250	35,750	38,125
Library Books - Sponsored	1,107				1,107	20%	1,012	19		1,031	76	95
Library Books - Training/PGDC	27,112				27,112	20%	24,030	616		24,646	2,466	3,082
<b>ASSETS - PLAN GRANT</b>												
Information Technology	3,024,333				3,024,333	10%	1,148,458	187,588		1,336,046	1,688,287	1,875,875
Library Books/network	2,654,360				2,654,360	20%	1,814,574	167,957		1,982,531	671,829	839,786
Guest House	875,876				875,876	10%	421,047	45,483		466,530	409,346	454,829
Director's Office	396,459				396,459	10%	206,834	18,963		225,797	170,662	189,625
Essential Infrastructure on Campus-Plan	51,121,265	1,428,958			52,550,223	10%	13,967,971	3,858,225		17,826,196	34,724,027	37,153,294
<b>TOTAL OF CURRENT YEAR</b>	<b>336,776,256</b>	<b>2,463,970</b>			<b>339,240,226</b>		<b>105,209,199</b>	<b>10,443,584</b>		<b>115,652,783</b>	<b>223,587,443</b>	<b>231,567,057</b>
<b>TOTAL OF PREVIOUS YEAR</b>	<b>333,083,669</b>	<b>4,082,807</b>	<b>390,220</b>		<b>336,776,256</b>		<b>94,305,674</b>	<b>11,246,566</b>	<b>343,041</b>	<b>105,209,199</b>	<b>231,567,057</b>	<b>238,777,995</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)****SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2015****CURRENT ASSETS, LOANS & ADVANCES****SCHEDULE - 4  
( Figures in Rupees)**

	<b>Current Year</b>	<b>Previous Year</b>
<b>A. CURRENT ASSETS</b>	<b>2014-15</b>	<b>2013-14</b>
<b>1. Inventories</b>		
Closing Stock of Stationery	677,273	551,219
(At cost as certified by management)	<b>677,273</b>	<b>551,219</b>
<b>2. Sundry Debtors</b>		
a) Payments on projects under progress		-
b) Receivable from Sponsors	24,865,486	20,420,525
	<b>24,865,486</b>	<b>20,420,525</b>
<b>3. Bank Balances with Scheduled Bank</b>		
<b>-in Saving Account</b>		
- UCO Bank - 5163	1,333,666	800,831
- Corporation Bank - 2472	32,315,233	13,438,207
- Corporation Bank - 3600	45,301	640,281
- Corporation Bank - 5200	335,948	322,903
<b>-in FDR Account</b>		
- FDR with Corporation Bank (Corpus Fund)	29,545,845	26,421,972
- FDR with UCO Bank (Main)	1,800,000	1,800,000
- FDR with Corporation Bank (Main)	55,942,853	3,400,000
- Interest Accrued on FDR	1,827,947	935,075
<b>TOTAL</b>	<b>123,146,793</b>	<b>47,759,269</b>
<b>GRAND TOTAL</b>	<b>148,689,552</b>	<b>68,731,013</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)****SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2015****2. Advances and other amounts recoverable in cash or in kind or for value to be received****SCHEDULE- 4A  
(Figures in Rupees)**

	<b>Current Year</b>	<b>Previous Year</b>
	<b>2014-15</b>	<b>2013-14</b>
<b>A. ADVANCE ON CAPITAL ACCOUNTS</b>		
Main - CPWD for Campus Construction	3,230,614	3,230,614
Advance to NIC for Computers	22,065	38,015
Advance to Exe.Engineer, North DDA for sewer connection	2,682,759	2,682,759
Ex-Engineer (E) , CPWD	-	9,061,661
Exec.Engineer.DAD, CPWD	3,652,311	3,652,311
<b>TOTAL - A</b>	<b>9,587,749</b>	<b>18,665,360</b>
<b>B. OTHERS</b>		
Main - Petrol/CNG Deposits	30,500	30,500
Telephone Deposits with MTNL	42,300	44,479
Security Deposits DVB	1,350,000	1,350,000
Security Deposits CSD for Rent	-	567,000
Security Deposit Sr AO, DDO (Water connection)	5,000	5,000
GSLI Recoverable from Staff	6,486	4,817
T.D.S. Receivable	3,794,910	1,457,069
Advances to Employees (Computer/Festival/Cycle/Scooter etc)	104,267	87,192
Misc.Advances for studies	1,823,300	1,840,550
Misc.Advances for services	340,607	566,968
<b>Total B</b>	<b>7,497,370</b>	<b>5,953,575</b>
<b>TOTAL - A+B</b>	<b>17,085,119</b>	<b>24,618,935</b>
<b>LESS: Provision for unadjusted advances (Plan Fund)</b>	<b>(11,411,049)</b>	<b>(20,570,018)</b>
<b>Total Current Assets,Loans, Advance etc.</b>	<b>154,363,622</b>	<b>72,779,930</b>



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)**

**SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR THE YEAR  
ENDED ON 31-03-2015**

**INCOME**

(Figure in Rupees)

<b>SCHEDULE 5 - INCOME FROM STUDIES/ RESEARCH/PROJECTS</b>	<b>Current year 2014-15</b>	<b>Previous Year 2013-14</b>
Main	14,894,300	16,138,200
E & T-MEA Sponsored Programmes	45,509,108	33,218,246
Consultancy Studies	4,847,267	5,740,337
	<b>65,250,675</b>	<b>55,096,783</b>
Less: Transfer to corpus fund	942,678	407,660
	<b>64,307,997</b>	<b>54,689,123</b>
<b>SCHEDULE-6-GRANTS</b>	<b>Current year</b>	<b>Previous Year</b>
Grant in Aid - Non-Plan	85,000,000	63,200,000
	<b>85,000,000</b>	<b>63,200,000</b>
Transfer from Plan Grant (to the extent of expenditure)	6,509,105	7,085,266
	<b>91,509,105</b>	<b>70,285,266</b>
<b>SCHEDULE 7 - INTEREST</b>	<b>Current Year</b>	<b>Previous Year</b>
<b>(a) Schedule Banks</b>		
Non Plan	547,302	475,476
FCRA	49,450	9,294
NAIP study	13,045	12,935
Interest on FDR	1,866,075	862,009
	<b>2,475,872</b>	<b>1,359,714</b>
<b>(b) On Loans/Staff</b>		
Penal interest on Advances	11,011	14,534
Interest on TDS Receivables		22,680
Interest on Security Deposits	77,880	77,880
	<b>88,891</b>	<b>115,094</b>
<b>TOTAL</b>	<b>2,564,763</b>	<b>1,474,808</b>
<b>SCHEDULE 8 - OTHER INCOME</b>	<b>Current Year</b>	<b>Previous Year</b>
Rent from NIT	20,093,400	5,023,350
Ground Rent from NIT	5,52,000	-
Leave Salary Contribution	96,743	51,823
Licence Fees for Quarters - Main	64,923	1,07,963
Sale of Asset	1,066,999	7,500
Misc. Receipts -NP	261,590	296,276
<b>Total</b>	<b>22,135,655</b>	<b>5,486,912</b>
<b>GRAND TOTAL</b>	<b>180,517,520</b>	<b>131,936,109</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)****SCHEDULES FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR THE YEAR  
ENDED ON 31-03-2015****EXPENDITURE****(Figures in Rupees)**

<b>SCHEDULE 9 - ESTABLISHMENT EXPENSES</b>	<b>Current Year</b>	<b>Previous Year</b>
	<b>2014-15</b>	<b>2013-14</b>
<b>(a) Salaries &amp; Wages</b>	<b>74,802,184</b>	<b>68,186,342</b>
<b>(b) Allowances &amp; Bonus</b>		
Tuition Fee	751,034	752,806
Overtime Allowance	11,565	2,970
LTC	1,727,888	594,053
Bonus	242,348	249,274
Honorarium	56,000	3,500
<b>Total (b)</b>	<b>2,788,835</b>	<b>1,602,603</b>
<b>(c) Contribution to Provident Fund</b>	<b>2,688,982</b>	<b>2,826,382</b>
<b>(d) Staff Welfare Expenses</b>		
Medical	1,346,129	1,000,374
CGHS Contribution	650,304	638,611
NPS of Deputationist	21,053	-
Salary to Canteen staff	2,453,583	3,190,891
<b>Total (d)</b>	<b>4,471,069</b>	<b>4,829,876</b>
<b>(e) Exp on Employees Retirement &amp; Terminal Benefits</b>		
Leave Encashment	1,116,881	1,986,380
DCRG	830,046	2,004,720
Provision for DCRG	4,763,851	5,505,228
Provision for Leave Encashment	3,080,954	3,849,781
<b>Total (e)</b>	<b>9,791,732</b>	<b>13,346,109</b>
<b>Grand Total</b>	<b>94,542,802</b>	<b>90,791,312</b>



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)****SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR THE YEAR  
ENDED ON 31-03-2015****EXPENDITURE****(Figures in Rupees)**

<b>SCHEDULE 10- OTHER ADMINISTRATIVE EXP.</b>	<b>Current Year</b>	<b>Previous Year</b>
	<b>2014-15</b>	<b>2013-14</b>
<b>NON-PLAN</b>		
1. House Keeping	918,906	940,453
2. Electricity	7,427,617	6,776,607
3. Annual Maintenance Contract	128,088	121,652
4. Repairs & Maintenance of Office Equipments	340,454	737,883
5. MCD Property Taxes - New Campus	807,707	807,707
6. Ground Rent	756,000	756,000
7. Postage	44,172	30,636
8. Telephone	616,631	634,756
9. Stationery	123,468	352,813
10. Printing	238,115	349,810
11. Petrol consumption on staff car & Maintenance	317,107	416,463
12. Petrol consumption on Diesel Gen. Set	12,813	-
13. Petrol/CNG consumption on Staff Bus & maintenance	401,983	226,401
14. TA/DA	179,980	141,107
Local Conveyance	4,073	26,808
15. Audit Fees	51,870	51,124
16. Security Charges	2,848,847	2,489,367
17. Uniform Expenses	121,940	134,128
18. Legal & Professional Charges	379,211	206,654
19. Other Administrative expenses	535,594	602,741
20. Expenditure on Library	33,908	32,463
21. Exp. on Studies/Research/Projects-Ref.Sch-11&12	-	-
22. Advertisement	168,857	137,096
23. Salary to Daily Wages	116,223	23,463
24. Hindi Day Expenses	20,621	25,483
25. Advances/Asset written off	15,978	-
26. Seminar exp.	13,425	-
27. GM Memorial lecture	25,000	-
28. Swatch Bharat Abhiyan	9,600	-
29. Penalty - Income tax	-	4,350
<b>Total</b>	<b>16,658,188</b>	<b>16,025,965</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)****SCHEDULE FORMING PART OF INCOME & EXPENDITURE  
ACCOUNT FOR THE YEAR ENDED ON 31-03-2015****EXPENDITURE (PROJECTS)****(Figures in Rupees)**

<b>SCHEDULE 11 - ESTABLISHMENT EXPENSES</b>	<b>Current Year</b>	<b>Previous Year</b>
	<b>2014-15</b>	<b>2013-14</b>
<b>(a) Salaries &amp; Wages</b>	3,911,663	2,348,409
<b>(b) Allowances &amp; Bonus</b>		
Overtime Allowance	-	350
<b>Total (b)</b>		
<b>(c) Contribution to Provident Fund</b>	124,706	27,495
<b>(d) Staff Welfare Expenses</b>	-	-
<b>Total (d)</b>	-	-
<b>(e) Exp on Employees Retirement &amp; Terminal Benefits</b>		
<b>Total (e)</b>	-	-
<b>Grand Total</b>	<b>4,036,369</b>	<b>2,376,254</b>



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT  
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**SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED ON 31-03-2015  
EXPENDITURE (PROJECTS)**

(Figures in Rupees)

SCHEDULE 12- OTHER ADMINISTRATIVE EXP	Current Year	Previous Year
	2014-15	2013-14
<b>NTMIS &amp; PGDC</b>		
1. Repair & Maintenance	95,760	133,187
2. Valedictory Function	223,027	234,810
3. Telephone	15,453	22,575
4. Stationery, Printing & Postage	126,835	267,536
5. Incidental cost	755,977	727,936
6. TA/DA	7,203	3,556
Local conveyance	22,809	43,866
7. Enrolment Fees	310,000	400,000
8. Misc. Exp.	671,046	469,549
9. Living Allowance	20,745,791	22,189,966
10. Medical allowance	124,524	29,233
11. Project Allowance	416,793	475,370
12. Field Visit	3,031,391	2,994,721
13. Travel Exp.	258,646	185,693
14. Book allowance	906,861	902,669
15. Accommodation charges *	-	-
16. Electricity Charges - City Office	-	116,997
17. Rent of City Office -PGDC	-	2,587,050
<b>PLAN</b>		
18. Upgradation of Library	149,076	605,407
19. Research & Professional charges	172,400	42,925
20. Modernisation of IT	576,088	541,794
21. Evaluation Week Jan 19-23'2015	356,328	
22. Horticulture work at IAMR	605,612	598,620
23. Electrical & Civil Maintenance work at IAMR	1,109,223	584,948
24. Engineers Growth (Pilot Study NTMIS)	-	176,558
25. ATS MHRD	-	41,852
26. Factors impacting Non-Agriculture Emp. Growth	-	1,882,375
27. Rural Non- Farm Employment	-	1,523,912



28.Labour laws	10,000	177,345
29.Cluster Development - employment intensity	506,138	9,530
30.Rent & Electricity Charges of City Office (Plan)	2,837,707	900,000
31.Emp.& Growth Prospects-Labor Intensity of Manf. Sectors	96,672	
32.Human Resource req.in field of Disability	89,861	
33.Skill Dvt. & Training in China- Study	-	905,916
<b>Expenditures on Other studies:</b>		
34.ILO Study	-	72,871
35.HDI-Dvt.of Indices for SC's ST's Sr.citizens	-	432,620
36.ADB in Meghalaya	698,216	-
37.Manpower Assessment for offices of LIC	656,383	-
38.Training Needs Assessment Survey of Major Ports	482,772	
39.Impact Assess. of KVK's on Diss. of imp.practices and Tech.	767,887	
40.M&E J&K- short term prog.	587,145	
41.Assess.of future human req.in agriculture(NAIP)	-	18,292
42.UNICEF Seminar	28,582	122,765
43.UNESCO Seminar on TVET Policy	78,150	281,591
44.GERMAN TVET	-	405,880
45.Jhajjar Study(2010-11)	-	72,223
46.Lakshdeep Study(2010-11)	-	70,034
47.Strengthening Capability (Trg. & Monitoring)(2007-08)	-	272,647
<b>Total</b>	<b>37,520,356</b>	<b>41,524,819</b>

\* Refer Note 2 of Schedule - 14.

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)

Plot No. 25, Sector A-7, Institutional Area, Narela, Delhi-110040

**RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED ON 31-03-2015**

(Figures in Rupees)

RECEIPTS	Current Year 2014-15	Previous Year 2013-14	PAYMENTS	Current Year 2014-15	Previous Year 2013-14
<b>I. Opening Balance</b>			<b>I. Expenses</b>		
<b>a) Bank Balances</b>			a) Establishment Expenses(Main)	86,697,997	78,245,412
(i) Savings Accounts	15,002,222	12,267,500	b) Administrative Expenses(Main)	16,716,394	18,474,650
(ii) Fixed Deposits	31,621,972	32,466,464	<b>II. Exp. on Projects/Research/studies</b>		
<b>II. Grants Received</b>			a) Establishment Expenses	4,036,369	2,376,254
a) Government of India - Non Plan			b) Administrative Expenses	37,520,356	38,779,146
Non-Plan Grant Salary	70,000,000	45,200,000	c) Capital Expenditure	-	29,000
Non-Plan Grant - General	15,000,000	18,000,000	<b>III. Exp. on Fixed Assets</b>		
b) Government of India -Plan	42,385,000	10,000,000	<b>IV. Loans &amp; Advances(Liab.)</b>		
<b>III. Interest Received</b>				1,035,012	1,426,108
a) On Bank Deposits	4,051,911	3,749,020	<b>V. Loans &amp; Advances(Assets)</b>		
b) On Staff Advances	88,891	115,094		2,600,981	1,242,848
<b>IV. Other Income</b>			<b>VI. Closing Balance</b>		
Instt. Fees/Project Fees etc.	60,562,152	54,731,003	<b>a) Bank Balances</b>		
<b>V. Other Receipts</b>			(i) Savings Accounts	34,030,148	15,202,222
VI. Sale of Fixed Assets	1,066,999	7,500	(ii) Fixed Deposit	87,288,698	31,621,972
<b>VII. Loans &amp; Advances(Asset)</b>			<b>TOTAL</b>	<b>273,109,935</b>	<b>190,044,856</b>
<b>VIII. Loans &amp; Advances(Liab.)</b>					
<b>TOTAL</b>	<b>273,109,935</b>	<b>190,044,856</b>			

Sd/-  
**Dr. YOGESH SURI**  
Director General  
NILERD

Sd/-  
**NEENA KAPOOR**  
Joint Director (Finance)  
NILERD

For Ajay K. Jain & Co.  
Chartered Accountants  
FR No. :007118N

(CA. AJAY K. JAIN)  
FCA, Partner  
M. No. 085994

Place : Delhi  
Date: 31 July, 2015



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
**(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)**  
**Plot No.25, Sector A-7, Institutional Area, Narela, Delhi-110040**

**SCHEDULE - 13: SIGNIFICANT ACCOUNTING POLICIES**  
**(FOR THE FINANCIAL YEAR 2014-15)**

**1. ACCOUNTING CONVENTION**

The financial statements are prepared on the basis of historical cost convention, unless otherwise stated and on the accrual method of accounting.

**2. FIXED ASSETS**

Fixed assets are shown at cost of acquisition (inclusive of inward freight, duties, taxes, incidental and direct expenses related to acquisition) less accumulated depreciation.

**3. DEPRECIATION**

Depreciation on Fixed Assets is charged on written down value method, based on the age of assets determined by the Institute. The effective rates of depreciation work out as follows: -

(i) Building	2%	(iv) Motor cars, scooters & cycle	20%
(ii) Furniture, fixture etc.	10%	(v) Computers/Peripherals	15%
(iii) Office, equipment, Air Conditioner, EPABX etc.	15%	(vi) Library books	20%

Except on the Fixed Assets of new project NAIP, following rates are prescribed by them:-

(i) Building, roads, bridges, Sewerage & drainage	1.63%	(iii) Vehicles & vessels	9.50%
(ii) Electrical installation & Equipments, Plant & Machinery, Laboratory apparatus and scientific Equipment, library books	4.75%	(iv) Furniture & fixtures	6.33%
		(v) Office equipments, computers / peripherals / accessories, Audio Visual Equipment, farm & field equipments	4.75%

**4. REVENUE RECOGNITION**

- In Case of receipt of advances towards projects, 75% of advances to be recognized as income on receipt basis and the balance 25% are booked on completion of Project.
- Tuition Fee & Accommodation Charges from M.E.A. booked as income on completion of project.

**5. GOVERNMENT GRANTS/SUBSIDIES**

Government grants/subsidies are accounted for in Books of Account normally on Receipt basis.



**6. APPORTIONMENT OF OVERHEAD COST TO PROJECTS**

Accommodation charges per participant per day are charged by crediting Accommodation Charges – Main Grant A/c and debiting PGDC Project Income A/c.

**7. RETIREMENT BENEFITS TO STAFF**

Liability towards gratuity payable on death/retirement of employees is accrued, based on the actuarial valuation. Provision for accumulated leave encashment benefits for the employees is also accrued, based on the actuarial value.

**8. PROJECT ACCOUNTING**

In case of specific projects/studies, receipts & expenses are transferred to income & expenditure account on completion of projects.



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
**(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)**  
**Plot No.25, Sector A-7, Institutional Area, Narela, Delhi-110040**

**SCHEDULE - 14: NOTES ON ACCOUNTS AND CONTINGENT LIABILITIES**  
**FORMING PART OF FINAL ACCOUNTS**

1. Corpus Fund includes the sales proceeds, Rs.24,46,956.00 of Building at I.P. Estate already transferred directly to this Corpus Fund A/c during the Financial Year 2006-2007 instead of reducing the value of Building by the Institute since final formalities relating to its transfer/sale have not been completed as yet, the cost of Building, under-question, appearing in the Assets side of Balance Sheet in Schedule-3 shall be adjusted after the completion of necessary formalities.
2. A sum of Rs. 1,45,45,700/- (previous year Rs.1,61,38,200/-) have been debited to E & T - programme Income and Rs.3,48,600/- M & E, J & K Programme (total Rs. 1,48,49,300/-) during the year on account of accommodation charges, calculated @ Rs. 600.00 per participant per day by crediting to Accommodation Charges-Main Grant A/c. Accordingly, the same adjustment have no impact on the surplus/deficit of the Institute.
3. As per Circular No. LEM17/10/2002-MP from Planning Commission, 15% of Consultancy receipts (other than Non Plan Grant from Planning Commission and Grant from Ministry of HRD/NTMIS) were to be transferred to Corpus Fund.

In current year an amount of Rs.9,42,678/- of total Receipts from Projects (previous year Rs. 4,07,660/-) transferred to Corpus Fund .Additional savings after meeting present & future cost could not be ascertainable.

4. The Institute bid for the sub-project "Skill Gap Analysis and Monitoring & Evaluation" under the project "Supporting Human Capital Development in Meghalaya" financed by Asian Development Bank. The project is expected to enhance the employability of Meghalaya's youth by improving the quality, delivery and access the secondary and higher secondary school education and facilitating outcome oriented and vocational skill training in the state. The period of project is for five years. The Institute signed the agreement on 27<sup>th</sup> June'2014 with Govt. of Meghalaya. As per the agreement, the project has been initiated by faculty members of the Institute and the teams have visited Meghalaya for gathering secondary data and pre-testing of field tools. In this connection an expenditure of Rs. 6,98,216/- has been incurred in 2014-15 towards TA/DA of faculties of the Institute subject to reimbursement of amount from Meghalaya Government on submitting of invoices for actual expenditures for the fin. Year 2014-15. No reimbursement was received in current financial year from Meghalaya Govt. towards ADB Project. The amount was paid by the NILERD from its own savings.



5. Plan Grant received from Planning Commission during the Financial Year 2004-05, 2011-12, 2013-14 and 2014-15 has not been utilized so far to the extent of Rs.5,60,31,915.00 as shown under the head “Other Current Liabilities” Schedule-2 in Balance Sheet, as detailed below:

S.No.	Year	Received For	Unutilized Amount	Remarks
1	2011-12	<b>Infrastructural facilities to IAMR</b> (i) Grants in aid – General Rs. 46,79,603.00 (ii) Grants for creation of capital assets Rs.NIL	46,79,603	Full amount has been committed for exp. upto Balance sheet date.
2	2013-14	<b>Infrastructural facilities to IAMR</b> (i) Grants in aid – General Rs.19,14,579.00  (ii) Grants for creation of capital assets Rs.9,90,647.00	29,05,226	Full amount has been committed for exp. upto Balance sheet date. Full amount has been committed for exp. upto Balance sheet date.
3	2014-15	<b>Infrastructural facilities to IAMR</b> (i) Grants in aid – General Rs.2,18,29,845.00  (ii) Grants for creation of capital assets Rs.2,50,00,000.00	4,68,29,845	Full amount has been committed for exp. upto Balance sheet date. Full amount has been committed for exp. upto Balance sheet date.
4	2004-05	Sewer Line etc.	16,17,241	O/s since completion certificate from DDA is awaited.
		<b>Total</b>	<b>5,60,31,915</b>	

The Balance of Grant-in-aid for 2011-12, 2013-14 & 2014-15 will be utilized for purpose of study and committed expenditure as per sanction.

6. The following amounts are receivable from Sponsors as on 31/03/2015.

S. No.	Name of Project	Amount	Year	S. No.	Name of project	Amount	Year
1	State Dev. Report	7,230	2005-06	8	IDERA Study	24,750	2005-06
2	Youth Study	68,500	2005-06	9	Gurgaon Study	3,25,000	2005-06
3	HDI-SC & Emp. Study	2,91,255	2014-15	10	Labour Stats.	32,000	2005-06
4	MEA (PGDC)	1,70,53,669	2011-12, 12-13, 2013-14 & 2014-15	11	Educational Index	2,40,000	2005-06
5	WHO	32,000	2005-06	12	NCB	31,700	2005-06
6	Workshop	2,90,000	2005-06	13	Krishna Distt.	43,800	2005-06
7	HRD-AICTE (NTMIS)	64,25,582	2010-11				
					<b>TOTAL</b>	<b>2,48,65,486</b>	



The total amount of Rs.10,94,980/- outstanding of year 2005-06 seems to be doubtful for its recovery.

7. (i) Following amounts, appearing as Advance on Capital A/c, are still pending, and same has not been adjusted yet:

S.No	Particulars	Amount (Rs.)	Year
1	CPWD for Campus Construction	32,30,614	2003-04
2	Ex-Engineer North DDA for Sewer connection	26,82,759	2004-05
3	Executive Director (DAD), CPWD	36,52,311	2011-12
4	NIC Computers	22,065	2004-05

- (ii) Advances to staff and corporate as detailed below have been outstanding since a Considerable period has not been adjusted in the books of accounts till date:

(a)	Dr. K.S.Rao	Rs. 30,000/-
(b)	Dr. Indu Shekhar	Rs. 15,000/-
(c)	Institute of Development Alternatives, Chennai	Rs. 18,23,300/-

- (iii) In Current Year an amount of Rs. 15,978/- appearing as Advances for Services as per details below under Current Assets in Schedule No.4 upto previous year has been written off. The advances were outstanding against parties since long and were not recoverable.

(a)	Habitat World 2008-09	Rs. 4,500/-
(b)	Bata 2007-08, 2008-09	Rs. 7,188/-
(c)	Kent RO Systems 2012-13	Rs. 162/-
(d)	Randhir Sangha (NAIP Study) 2009-10	Rs. 4,128/-

8. Provision of Unadjusted Advances carried forward have been provided & adjusted advances & other amount recoverable in cash or in kind or for value to be received as applicable in schedule -4 A of Balance Sheet.
9. In the opinion of the Institute, current assets, loans and advances of the Institute have a realizable value to the extent shown in the Books of Account and the provisions made for all known liabilities are adequate.
10. (i) Balances outstanding at the year-end are subject to confirmation & reconciliation.  
(ii) Fixed Assets as per schedule – 3 of Balance Sheet are subject to reconciliation with Fixed Assets Register and needs periodical verification at reasonable intervals.



11. Previous years' figures have been regrouped/rearranged/recasted, wherever considered necessary to make them comparable with those of current years' figures.
12. Schedule 1 to 14 are annexed to and form an integral part of the Balance Sheet as on 31.03.2015 and the Income and Expenditure Account for the year ended on the date.

**For Ajay K. Jain & Co.**  
**Chartered Accountants**  
**FR No. :007118N**

**NEENA KAPOOR**  
**Joint Director (Finance)**  
**NILERD**

**Dr. YOGESH SURI**  
**Director General**  
**NILERD**

**(CA. AJAY K. JAIN)**  
**FCA, Partner**  
**M. No. 085994**

**Place : Delhi**  
**Date: 31 July, 2015**

**National Institute of  
Labour Economics Research and Development**

**A-7, Narela Institutional Area, Delhi-110 040 (India)**

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