

Sixty First Annual Report 2023-24



National Institute of Labour Economics Research and Development (NILERD)

An Autonomous Institute under NITI Aayog, Government of India



Sixty First

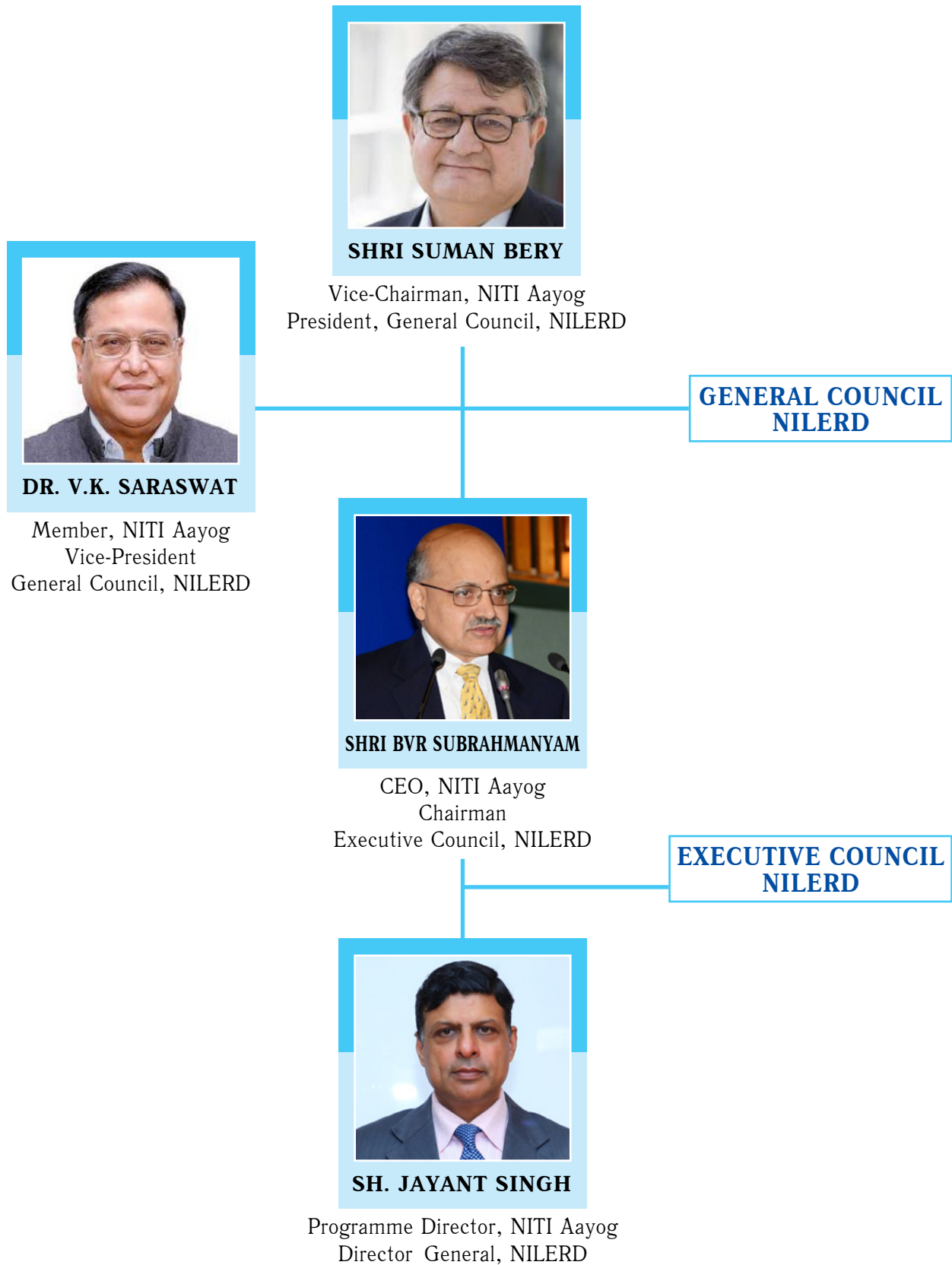
Annual Report

2023-24



National Institute of Labour Economics Research and Development
(An Autonomous Institute under NITI Aayog, Government of India)
A-7, Narela Institutional Area, Narela, Delhi-110040

MANAGEMENT OF NILERD (as on 31.03.2024)



NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT

SIXTY FIRST ANNUAL REPORT 2023-24

From the Director General's Desk

I feel honoured and privileged to present the Sixty First Annual Report, 2023-24 of the National Institute of Labour Economics Research and Development, an autonomous Institute under the administrative control of NITI Aayog, Government of India. It provides a glimpse of the institute's academic activities, research, education and training programmes, administrative and financial matters including audited statement of accounts for the year 2023-24.

Research occupies a central place in the activities of the Institute. Since its inception, the Institute has been actively engaged in research on various dimensions of labour and employment, skill gap analysis, gender, and employment.

For more than two decades, the Institute has been successfully running academic and training programmes on diverse thematic areas pertaining to human resource planning and development for international participants, mainly for senior and middle level officials from the government, industry, and academic institutions across the globe, particularly from the developing countries. During the year 2023-24, the Institute conducted twelve international and national training programmes. Nine programmes were sponsored by the Ministry of External Affairs, Government of India under the ITEC scheme which was attended by 142 participants, from about 40 countries, representing Asia, Latin America and Sub-Saharan Africa. The programmes focused on Public Policy & Governance, Monitoring & Evaluation of Development Projects/Programmes, Skill Development, Entrepreneurship and Innovation, Health Sector Programmes & E-health Initiatives in India, Sustainable Development Goals: An Integrated Approach, Financial Inclusion and Digital Transformation, Digitalization and Human Resource Management and Citizen Centric Governance and Use of Digital Technology. In addition, a two week special programme on Sustainable Development Goals was conducted in Spanish Language. It was attended by officers from different Latin American countries. Further, a national level training programme on Monitoring and Evaluation was conducted for two batches of officers from Directorate of Economics & Statistics, Planning, Development and Monitoring Department, Government of Jammu & Kashmir and a 5-day Programme on "Sustainable Development Goals (SDGs): Improving Processes and Progress" was conducted for state officials in collaboration with SSM Division, NITI Aayog wherein 31 officers from 16 states participated. One awareness generation & sensitization training programmes on Right of Persons with Disabilities Act, 2016 was also conducted which was attended by more than 40

people from government organisations engaged in public dealing. The Institute also published two issues of its flagship journal 'Manpower Journal' during the year 2023-24.

NILERD in collaboration with NABCONS conducted a two-day knowledge sharing training programme which was attended by 45 participants.

NILERD signed a MoU with CSC e-Governance Services India Ltd for conducting training for village level Entrepreneurs. One such training program for district managers was conducted by CSC in April 2023 on NILERD campus.

I take this opportunity to express my gratitude to Shri Suman Bery, Hon'ble Vice Chairman, NITI Aayog; Shri Rao Inderjit Singh, Hon'ble Minister of State (Independent Charge), Ministry of Planning; Hon'ble Members of NITI Aayog viz. Dr V.K. Saraswat, Prof. Ramesh Chand, Dr V. K. Paul, Dr. Arvind Virmani; Shri BVR Subrahmanyam, Chief Executive Officer, NITI Aayog for their continued support and leadership in enabling the institute to meet its objectives in a desired manner. I am also thankful to Ms. V. Radha, Additional Secretary; and her successor Ms. Gitanjali Gupta, Additional Secretary; Shri Jayant Sinha, Additional Secretary & Financial Adviser and his successor Shri Deepak Narain and Ms. Nimisha Jha, Director (Finance) and Smt. Poorva Meena with her taking charge, for their valuable guidance and support. I thank the members of the General Council and the Executive Council for their positive approach and directions while carrying out the work programme of NILERD. I also express my sincere gratitude to the Ministry of External Affairs, Ministry of Finance, and other Departments of Government of India for extending their valuable support to the Institute. I acknowledge with thanks the dedication and contribution of the faculty members and staff of NILERD towards carrying out the Institute's core activities.

Sd/-
(Jayant Singh)
Director General

Date: 13/11/2024

Place: Narela, Delhi

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THE INSTITUTE AND ITS ORGANISATIONAL STRUCTURE



The Institute

The National Institute of Labour Economics Research and Development (NILERD) is a central autonomous organisation attached to NITI Aayog, Government of India. It was established in the year 1962 under the Societies Registration Act of 1860 by the name of Institute of Applied Manpower Research (IAMR), and renamed as NILERD on 9th June, 2014. The Institute is funded mainly by the grants-in-aid from NITI Aayog and supplemented revenue is generated from the research projects from different ministries, multilateral organizations and education & training activities sponsored by the MEA, Government of India and State Governments. Since inception, NILERD has been a unique Institution of its kind that has carved out a niche in the field of human resource planning and development, structure and changing patterns of the labour market, monitoring and evaluation of public policies and programmes, dissemination of best practices, devising academic and training programmes in governance and public policy for developing nations, and such other initiatives to further the national development agenda. The academic and training programmes of the Institute have attained world-wide recognition and are being attended by senior and middle-level officials from the Government, industry and academic institutions, particularly from the developing nations. The Skill Development and Employment and Administration-II verticals at NITI Aayog function as nodal divisions for administrative control and guidance to the Institute. It is a repository of knowledge and provides research services to the Government, Public/Private sector, international organisations and other such agencies.



The Institute's Mandate

The broad aims and objectives of the Institute are:

- i. To advance the knowledge about the nature, characteristics, and utilization of human resources, human capital investments in India and its returns;
- ii. To provide a broad perspective of requirements of trained human resource for economic development in different fields with due regard to the probable impact of technological changes, educational level, and wages on the pattern of employment;
- iii. To develop a range of academic activities not only in the field of human resource planning and development but also in various related fields of current interest.
- iv. To provide academic training to develop improved methods and techniques to deal with:
 - a. human resource planning and development;
 - b. assessment, training and capacity development of the workforce;
 - c. promoting employability, skill development, vocational training;
 - d. forecasting demand and supply of human resource and connected matters;
 - e. monitoring and evaluation of programmes and policies especially related to government, ministries and departments.
- v. To promote, conduct, provide guidance, and facilitate coordination of social science research;
- vi. To provide research services on human resources to government departments, public corporations, private establishments and international organizations;
- vii. To maintain a resource centre of documentation and be a repository of research on issues related to human resources and development economics; and to provide research and training services to improve the supply and quality of the workforce, thereby contributing to an increased productivity;
- viii. To foster cooperative federalism by providing credible research support and training to the States/UTs; to design strategic and long term policies, programme frameworks and initiatives, and monitor their progress and efficacy;
- ix. To facilitate in the transformation of the role of the government to develop policies in order to promote skill development;
- x. To undertake monitoring and evaluation of implementation and impact of policies and programmes, inter-alia, through development and tracking of monitorable indicators and comprehensive programme evaluations;

- xi. To undertake, organize and facilitate study courses, conferences, lectures, seminars, workshops, study tours etc. to promote the aforesaid objects;
- xii. To undertake publications of journal, research papers, policy briefs, books etc. to establish and maintain libraries in furtherance of the aforesaid objects;
- xiii. To stimulate interest in human resource development issues and to cooperate with and assist in manpower research by other agencies and institutions or professional associations, both domestic and international;
- xiv. To maintain a Documentation Centre and a Computer Centre; and
- xv. To prepare, print, publish, issue, acquire and circulate books, papers, periodicals, and engage in other literary activities dealing with or having a bearing on the objectives of the society.

Institute's Structure

NILERD is registered under the Societies Registration Act, 1860, functioning as an Autonomous Body under the administrative control of NITI Aayog, Government of India. At the apex level, the Institute is governed, guided and controlled by two august bodies:-

General Council (GC), Presided by the Vice Chairman, NITI Aayog, Government of India.

Executive Council (EC), Chaired by CEO, NITI Aayog, Government of India.

Director General (DG) of the Institute is the Principal Executive of the Institute and is responsible for the management and administration of its day-to-day affairs.

In conducting the day-to-day functioning of the Institute, the DG is assisted by a team of faculty representing a wide range of disciplines and by the administrative and finance staff. The DG is also the Member-Secretary of both GC and EC.

General Council

The General Council is the supreme governing body of the Institute with the Vice Chairman, NITI Aayog, functioning as the President of the General Council. A Member of NITI Aayog is the Vice President of the GC. Besides, the Chief Executive Officer (CEO), NITI Aayog; Director-General, NILERD and Director (Finance), NITI Aayog, the GC is represented by senior officials from different ministries such as Finance, Education, Labour & Employment, Skill Development and Entrepreneurship, etc. In addition, there are representatives from academic institutions such as Research and Information Systems for Developing countries (RIS) and the Indian Institute of Public

Administration (IIPA). Besides, there are representatives from various state governments on rotation basis once in two years. One senior faculty member from NILERD is normally nominated to the GC on rotation basis for two-year tenure. The GC, in general, meets once in a year and approves the work programme, annual budget, annual report, and annual accounts of the Institute. The GC also appoints the auditors of the Institute. The detailed composition of GC is given below:

COMPOSITION OF THE GENERAL COUNCIL (AS ON 31.03.2023)
(Vide Rule 3)

1	3(a)	President -Vice-Chairperson of NITI Aayog (ex-officio)
2	3(b)	One Vice-President, from amongst the Members of NITI Aayog
3	3(c)	Chairperson of the Executive Council- CEO of NITI Aayog
4	3(d)	Director-General
5	3(e)	Treasurer of the Institute
	3(f)	One representative each of the:
6	3(f)(i)	Joint Secretary/ Adviser; NITI Aayog as the Administrative Vertical w.r.t. NILERD
7	3(f)(ii)	Ministry of Finance (Dept. of Expenditure)
8	3(f)(iii)	Ministry of Education
9	3(f)(iv)	Ministry of External Affairs
10	3(f)(v)	Ministry of Skill Development and Entrepreneurship
11	3(f)(vi)	Ministry of Commerce & Industry (Dept. for Promotion of Industry and Internal Trade)
12	3(f)(vii)	Ministry of Labour & Employment (DGE&T)
13	3(f)(viii)	Central Statistical Office
14	3f (ix)	Indian Council of Social Science Research (ICSSR)
15	3f(x)	National Skill Development Corporation (NSDC)
16	3(g)	Two (2) Persons from Academic Institutions (to be nominated by DG, NILERD in consultation with NITI Aayog). DG, RIS and Director, IIPA to be members of GC.

17	3(h)	Three (3) representatives of State Governments one each representing Northern, Eastern, Southern, Western, Central and North-Eastern Zones on rotation basis for a period of two years in each case
18	3(i)	One members of the faculty of the NILERD on two yearly rotation basis (to be nominated by the Director-General from amongst senior faculty members at two different levels)
19	3(j)	Not more than two members. The General Council may co-opt, from time to time for such period as it may think fit, representatives of other organizations or institutions that may be concerned with the work or programme of the Institute, and individuals with special knowledge of or interest in the work or programme of the Institute

The tenure of the nominated members shall be at the discretion of the respective nominating authority. The nominating authority may revoke the nomination of any person appointed by it at any time even though he or she may have been appointed for a fixed period and appoint another person in his or her place.

Meetings of the General Council

The General Council will have maximum of twenty-three members. Seven members of the General Council shall constitute a quorum at any meeting of the General Council. The General Council shall meet at least once a year to consider the annual report and accounts of the Institute, to appoint auditors for the Society for each financial year and to consider and approve the programme of work, policies and other major issues pertaining to the Institute. The President may convene a special meeting of the General Council whenever he or she thinks it's necessary to do so.

Executive Council

The Executive Council – drawn from the General Council – controls, monitors and guides the activities of the Institute. The Chief Executive Officer, NITI Aayog, Government of India, functions as the Chairperson of the EC. It further consists of two members from the Central Government representing NITI Aayog and Department of Expenditure (Ministry of Finance), three members representing NILERD General Council including one from the NILERD Faculty. The Director General, NILERD functions as Member-Secretary of the EC. The EC is vested with powers in respect of all the matters connected with the Institute's overall administration and meets as often as necessary and at least thrice a year. The chairperson and members (except the ex-officio members) shall be nominated by the President of the General Council.

COMPOSITION OF THE EXECUTIVE COUNCIL (AS ON 31.03.2023)
(Vide Rule 5)

1	5 (a)	Chairperson - CEO of NITI Aayog (ex-officio)
2	5 (b)	Director-General
		One representative each of:
3	5 (c)	Joint Secretary/Adviser, NITI Aayog as the Administrative Vertical w.r.t. NILERD
4	5 (d)	An Officer from NITI Aayog dealing with Labour and Skill Development or any other officer nominated by CEO, NITI Aayog.
5	5 (e)	Director (Finance), NITI Aayog.
6	5 (f)	Ministry of Finance (Department of Expenditure)
7	5(g)	Ministry of Skill Development and Entrepreneurship
8	5(h)	Not more than three members of the General Council of whom one shall be from the Faculty of the Institute nominated on the General Council. The representatives of Ministry of Labour and Ministry of External Affairs will be included.

Meetings of the Executive Council

The Executive Council of the Institute shall meet as often as necessary and at least thrice a year. The meetings of the Executive Council may be convened by the Chairperson of the Council or by any other member of the Council who may be authorized in this behalf by the Chairperson of the Council.

Other Standing Committees

In addition, there is one standing committee concerned with administration of the Contributory Provident Fund (CPF), namely the Committee on Administration of NILERD Contributory Provident Fund.

Management of the Institute

The Director General, NILERD is the chief executive of the Institute in its day-to-day management. The academic activities of the Institute are carried out through various research units headed by the senior faculty members and are assisted by other faculty members and support staff. Overall administrative and financial matters are looked after by Senior Consultant (Administration and Research) and Consultant & Incharge (Finance) respectively.

The Institute has state-of-the-art computer and internet facilities with Wi-Fi access, an Editorial Unit and a Knowledge Resource Centre (KRC). The Institute publishes a quarterly Journal titled, 'Manpower Journal', with the Director-General acting as its Editor-in-Chief. The Institute brings out working papers on a regular basis.

Infrastructure and Computing/IT Facilities at NILERD Campus

The Institute is located in the sprawling campus of more than 15 acres at Narela Institutional Area, Delhi. The campus infrastructure includes academic, administrative, training and KRC blocks, besides residential accommodation for its faculty and staff, a guest house and an auditorium. In addition, there is an exclusive international hostel having fifty-two rooms for participants of International Training and Academic programmes being conducted by the Institute round the year. The campus is enriched with high bandwidth Local Area Network (LAN) connectivity and has a dedicated high speed leased line internet facility. IT infrastructure, computers & peripherals and software packages are purchased and updated from time to time. The website of the institute is updated on a regular basis with the current information on research, training, educational activities and details of major events of the Institute.



ACADEMIC ACTIVITIES



A. Education & Training

The Education and Training Unit of the Institute has been running international programmes sponsored under the Indian Technical and Economic Cooperation (ITEC) Scheme of the Ministry of External Affairs, Government of India and other sponsoring agencies.

During the year 2023-24, the Institute conducted Nine international training programmes of 3 weeks duration on Public Policy & Governance, Monitoring & Evaluation of Development Projects/Programmes, Skill Development, Entrepreneurship and Innovation, Health Sector Programmes & E-health Initiatives in India, Sustainable Development Goals: An Integrated Approach, Financial Inclusion and Digital Transformation, Digitalization and Human Resource Management and Citizen Centric Governance and Use of Digital Technology. In addition, a two-week special programme on Sustainable Development Goals was conducted for delegates from Latin American countries. All these programmes were sponsored by Ministry of External Affairs under Indian Technical and Economic Cooperation Scheme.

The institute also conducted 3 national training programmes during the year. One week Capacity Building Training programme on “Monitoring & Evaluation” was conducted for two batches of officers from Directorate of Economics & Statistics, Planning, Development and Monitoring Department, Government of Jammu & Kashmir and a 5 day National Training Programme on “Sustainable Development Goals (SDGs): Improving Processes and Progress” was conducted for state officials.

In addition, one programme on Awareness Generation and Sensitization Training on Rights of Persons with Disabilities (RPwD) Act, 2016 sponsored by Department of Empowerment of Persons with Disabilities (DEPwD), Ministry of Social Justice and Empowerment was also conducted by the institute.

The details of the programmes that were completed during 2023-24 are as follows:

1. International Training Programmes

(i) International Training Programme on Public Policy and Governance

Duration: 4 Weeks (March 22-April 18, 2023)

Context

Public policy plays an important role in forming the guidelines and principles of a society. It has undergone a metamorphic change globally over the last two decades, increasing the role of different actors, both locally and globally, shifting toward digital-era governance with increased focus on sustainable, transparent, inclusive, equitable and accessible governance. This has led to a demand for stronger link between research and policy issues and thus, arose a need for fresh impetus in public policy education. The technological, environmental, demographic,

and socio-cultural changes are now redefining public policies as never before. All these have given rise to debates on good governance, focusing more on citizen centric governance. In this background, an understanding of public policy and governance becomes imperative for those involved in the process.

Objectives

- Understand the nature and meaning of public policy and governance.
- Learn the theories and methods of public policy and governance.
- Describe the process of public policy formulation.
- Understand the role of various agencies in public policy formulation.
- Analyse various public policies in India and
- Reflect on the challenges in public policy formulation and implementation.

Course Content

The training programme was divided into three sections.

Understanding Public Policy and Governance:

This section covered the concepts of Public Policy, Methods, Process, Role of the government, bureaucracy, parliament, courts, political parties, corporate sector, interest groups, citizens, and NGOs in the policy processes.

Public Policy: Learning from India focusing on the following areas:

- a) Gender Equality: Beti Bachao- Beti Padoos and Ujjwala Yojana
- b) Financial Inclusion: Jan Dhan Yojana, Digital Financial Inclusion
- c) Health: Ayushman Bharat and Swachh Bharat Mission
- d) Employment Policies
- e) Transparency in Governance: PFMS, Aadhar, DBS
- f) Enhancing Energy Efficiency
- g) Housing and Urban Development
- h) Consumer Affairs and Citizen centric services

Federalism and Public Policy

This section covered centre-state-local government functionality and relationship and the challenges in effective implementation of public policies in general and federal structure in particular.

Study Tour-cum-Field Visits

During the training program, the participants visited Jaipuria Institute of Management, Jaipur on April 5-6, 2023, and visited Ministry of Consumer Affairs, Ministry of Statistics and Programme Implementation, NITI Aayog, Bureau of Energy Efficiency (BEE), Ministry of Electronics, and Information Technology (MeitY), Unique Identification Development Authority of India and Common Service Centre (CSC).



Study Tours by the Participants of the ITP on Public Policy and Governance to CSC and BEE

Award of Certificates

Twenty Nine participants from 29 countries including Antigua and Barbuda, Argentina, Botswana, Burundi, Democratic Republic of Congo, Ethiopia, Ghana, Guinea, Kenya, Laos, Liberia, Madagascar, Malawi, Mali, Mozambique, Myanmar, Nepal, Nicaragua, Niger, Nigeria, Peru, Sierra-Leone, South Sudan, Sri Lanka, Syria, Tanzania, Trinidad & Tobago, Uganda and Vietnam received their certificates from Dr. Yogesh Suri, Director General, NILERD at a Valedictory Function held on April 18, 2023.



Valedictory function of ITP on Public Policy and Governance

Faculty in-charge of the Programme

The programme was coordinated by Dr. Ruby Dhar, Deputy Director and Co-coordinated by Ms. Richa Sharma, Deputy Director.

(ii) International Training Programme on Public Policy and Governance

Duration: 3 Weeks (September 20- October 10, 2023)

Context

Public policy plays an important role in forming the guidelines and principles of a society. It has undergone a metamorphic change globally over the last two decades, increasing the role of different actors, both locally and globally, shifting toward digital-era governance with increased focus on sustainable, transparent, inclusive, equitable and accessible governance. This has led to a demand for stronger link between research and policy issues and thus, a need for fresh impetus public policy education. The technological, environmental, demographic, and socio-cultural changes are now redefining public policies as never before. All these have given rise to debates on good governance, focusing more on citizen centric governance. In this background, an understanding of public policy and governance becomes imperative for those involved in the process.

Objectives

- Understand the nature and meaning of public policy and governance.
- Learn the theories and methods of public policy and governance.
- Describe the process of public policy formulation.
- Understand the role of various agencies in public policy formulation.
- Analyse various public policies in India; and
- Reflect on the challenges in public policy formulation and implementation.

Course Content

The training programme was divided into three sections.

Understanding Public Policy and Governance:

This section covered the concepts of Public Policy, Methods, Process, Role of the government, bureaucracy, parliament, courts, political parties, corporate sector, interest groups, citizens, and NGOs in the policy processes.

Public Policy: Learnings from India focusing on the following areas:

- a) Financial Inclusion: Jan DhanYojana, Digital Financial Inclusion
- b) Health: Ayushman Bharat and Swachh Bharat Mission

- c) Transparency in Governance: PFMS, Aadhar, DBS
- d) Housing and Urban Development
- e) Consumer Affairs and Citizen centric services

Federalism and Public Policy

This section covered centre-state-local government functionality and relationship and the challenges in effective implementation of public policies in general and federal structure in particular.

Study Tour-cum-Field Visits

During the training program, the participants visited Jaipuria Institute of Management, Jaipur on October 3-4, 2023. Participants also visited Ministry of Consumer Affairs Food and Public Distribution, Ministry of Electronics, and Information Technology (MeitY), NITI Aayog, Ministry of Housing and Urban Affairs.



Mr. Kanan Malikov From Azerbaijan
Receiving Certificate



Participants at MoHUA

Award of Certificates

Twenty Eight participants from 18 countries namely Azerbaijan, Brazil, Cambodia, Ethiopia, Kenya, Kyrgyzstan, Madagascar, Maldives, Myanmar, Niger, Papua New Guinea, Sierra Leone, South Sudan, Sri Lanka, Suriname, Tajikistan, Tanzania and Zimbabwe received their certificates from Dr. Yogesh Suri, Director General, NILERD at a Valedictory Function held on October 10, 2023.

Faculty in-charge of the Programme

The programme was coordinated by Dr Ruby Dhar, Deputy Director and co-coordinated by Ms. Richa Sharma, Deputy Director.

(iii) International Training Programme on Sustainable Development Goals in Spanish

Duration: 2 weeks (October 26-November 8, 2023)

Context

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Although this is a vague statement open to interpretation, it has proved durable and provides a goal to which many people aspire, though it provides no guidance on how to get there nor how to assess progress toward sustainable development.

The Sustainable Development Goals (SDGs) are a collection of 17 interlinked global goals to transform our world. They were designed to be a “blueprint to achieve a better and more sustainable future for all” and part of the United Nations 2030 Agenda for Sustainable Development. They were agreed by 193 countries in September 2015.

Each of the 17 goals strives for the universal reduction of climate change and poverty, and the improvement of education, health, and economic growth. United Nations describes the SDGs as seeking to “protect the planet, and improve the lives and prospects of everyone, everywhere.”

The SDGs provide worldwide guidance for addressing each of these goals. Crises within the SDGs are faced by most countries and can only be addressed if we work as one global community. The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

The training programme on SDGs in Spanish Language had the main aim to be able to partner with non-English speaking countries in capacity building.

Objectives

The main objective of the programme is to orient the participants towards 17 SDGs; provide a platform to discuss the challenges faced by participating countries, impact information about various roles and responsibilities of elected representatives; acquaint the participants with various guidelines of development programmes; share the usage of new tools & technologies.

Course Content

- ☞ Introduction to Sustainable Development Goal and Targets
- ☞ Review of Progress made by Different Countries, Current initiatives undertaken by Governments for achievement of SDGs.
- ☞ Indicators and Mapping of Government Schemes with SDG Goals: A case study of India.

- ☞ Localisation of SDGs and role of State Level Department & District Level Officers.
- ☞ Budgeting SDGs
- ☞ Role of Key Partners in achieving SDGs.
- ☞ Way Forward: Visit to Best Practices

Study Tour/Field Visit

Participants visited UN RC Office, Central Health Education Bureau, a Common Service Centre and Jaipuria Institute of Management, Jaipur as part of their study tour/ Field visit.



Ms. Amparo Quiroga from Argentina receiving Certificate



Participants with Sh. Ashutosh Ojha, DDG, MoSPI



Participants with Dr. Yogesh Suri, Director General, NILERD and UN Officials

Award of Certificates

Twenty Five participants from 6 Latin American countries namely Argentina, Chile, Dominican Republic, Guatemala, Paraguay and Peru received their certificates from Sh. R. Vishwanathan, Former Ambassador at the Valedictory Function held on November 8, 2023.

Faculty in-charge of the Programme

The programme was coordinated by Dr. Ruby Dhar, Deputy Director and Co-coordinated by Dr. Tapas K. Sarangi, Assistant Director.

(iv) ITP on Monitoring and Evaluation of Development Projects/ Programmes

Duration: 3 weeks (November 22- December 12, 2023)

Context

Monitoring and evaluation do systematic tracking and assessment of the process, end results, and performance of a policy, programme, strategy to generate credible, reliable, and useful information for the implementing agencies and other stakeholders. India has some of the largest functional social sector schemes in the world that cater to large population spread over diverse terrain. In India, constant M&E of public programmes is an integral part of the State policy for achieving higher efficacy, transparency, and impact. Besides, NITI Aayog, the prime planning and policy-making body of the Government of India, regularly does M&E exercises for various socio-economic policies, programmes- their impacts and on various good governance and SDG parameters. All these exercises use recent tools, concepts and techniques to identify the ground-level working and the real impacts of various interventions. Not only in the public sector, India hosts and utilises expertise of several international agencies that are leaders in the field of M&E.

This training programme on monitoring and evaluation has been designed with the intent to cater to the specific skilling needs for building an efficient M&E system. The course content is highly relevant for international participants from diverse sectors, will use modern pedagogy and focus on practical learning.

Objectives

- Enhance the capacities to undertake high-quality M&E exercises;
- Improving awareness about principles and key components of a successful M&E system
- Sensitise about the role and importance of a robust M&E system for effective design and planning of public service delivery;
- Introduce to the global standard practices of M&E, tools, and techniques;
- Exposure to best practices and examples from India with regard to M&E;

- Enhance competency of participants in using data and results of high-quality evaluations for decision-making

Field visits/study tours

Participants visited NITI Aayog and Jaipuria Institute of Management (Jaipur)



Participants of the ITP on MEDP with Director General and Faculty NILERD

Award of Certificates

Twenty-Seven participants from 25 developing countries including Argentina, Bahrain, Bangladesh, Bhutan, Botswana, Cameroon, Cote D'ivoire, Ethiopia, Ghana, Guinea, Honduras, Kenya, Lebanon, Madagascar, Malawi, Maldives, Mongolia, Myanmar, Niger, Nigeria, Sri Lanka, Tajikistan, Tanzania, Tonga, Vietnam received Certificate From Shri. Jayant Singh, Director General, at a Valedictory Function held on December 12, 2023.

Faculty in charge of the program

The programme was coordinated by Dr. P. C. Parida, Director and co-coordinated by Dr. Anupam Sarkar, Deputy Director.

(v) International Training Programme on Digitalization and Human Resource Management

Duration: 3 weeks (January 17 – February 06, 2024)

Context

The world has undergone far reaching cultural, societal and economical changes based on the increasing dominance of digital technologies. In sum, these changes have led to the current

period being characterized as the “digital age”. In line with these changes, digital technologies play an increasingly prominent role in both the lives of employees and human resource management (HRM), which seems to be affected in multiple ways.

It is a well-known fact that digital India is the outcome of many technological advancements and government initiatives towards creating an empowered India in terms of better governance, transparency, fast value delivery process and developing competency in an emerging world. These strides towards digital India has put Indian people at competitive place in terms of digitalized governance in the world after achieving great heights in terms of space, medical, innovation etc. The ‘Digital India’ programmed an initiative of honorable Prime Minister Shri. Narendra Modi, will emerge new progressions in every sector and generates innovative endeavors for next generation. HR is not treated as a single function. It’s a collection of highly specialized capabilities each with distinct objectives, tasks and needs. There is an ever-increasing pressure on Human Resource (HR) function to support strategic goals and to focus on value adding activities. Organizations have realized the growing importance of using Information Technology (IT) in leveraging their Human Resource (HR) functions. The digitalization revolution relies on cutting edge information technology, ranging from Internet-enabled Human Resources Information Systems (HRIS) to corporate intranets and portals. The driving forces are intensifying competition, need to manage workforce on a global level, to improve HR service delivery and to bring cost savings. After introducing digitalization the work of HR department totally changes they worked more effectively as well as minimum cost. And they are satisfied their function. Digitalization is helpful in recruiting and training also.

Digitalization and the adoption of digital tools accelerate economic growth, increases productivity and improve the efficiency of business processes. Artificial Intelligence increases this digital transformation even more. As such, digitalization is of high interest to corporations and governments alike. Digital technologies are particularly common in human resource management (HRM). The focus of digitalization within the HR function is due to its importance of human capital on the overall economic success of a company. Digital tools and information technologies support HR management in talent acquisition (selecting, training and retaining talent), workforce planning and also supports the operational and strategic levels in HR.

With new work models emerging, such as work from home (WFH), work from anywhere (WFA), hybrid model (part office, part home), gig employment, and contingent employment, the human resource (HR) function has become highly dependent on augmented technology support.

As the new workplace becomes more agile, technology, such as software-enabled services and customized platforms, enable the HR department and line managers to respond promptly to rapidly changing needs. These range from enabling remote projects, virtual leadership, and digital training, to improving organizational collaboration and designing safe work environments, to daily HR and payroll management.

More practically, as the world navigates an uneasy transition to normal and multiple countries opt for a 'living with COVID' scenario, the HR department of any organization will need assistance with devising strategies for post pandemic work resumption. These include supporting the organization in its recovery from harsh business impacts, rethinking the employee experience, and boosting online and offline workforce productivity.

Objectives

- (1) To enable the participants to understand the use of digital technology in delivering efficient HRM activities.
- (2) To give a practical orientation on the impact of the changing digital technology on different HRM activities in relation to the changing workforce.

Course Content

- ☞ Introduction
 - Role & Importance of Digitalization in HRM
 - An Overview of Digital Transformation in HRM
- ☞ HR Tech (Digital Strategy & Transformation)
 - Human Resources Information Systems (HRIS)
 - Human Capital Management Systems (HCMS)
 - Applicant Tracking Systems (ATS)
 - Benefits Administration (BA)
 - Learning Management Systems (LMS)
 - Employee Self-Service (ESS)
- ☞ HR Process Automation
 - Talent management (TM) software:
 - Workforce management (WFM) software
 - Payroll management software:
 - Performance management software:
 - Learning and management systems (LMS) tools
- ☞ HR Analytics
 - India's HR Tech market
 - Adoption of contactless hiring solutions in organizations.
 - Digitalization and Cyber security

- AI's role in recruitment
- Freelance economy/ Gig Economy
- ☞ Digital Skills for the Changing Workforce
 - Skill Development and HRM
 - Use of cloud-based tools, such as cloud developer tools
 - Use of online collaboration, accounting, and customer relationship management (CRM) software
 - Technical support skills
 - Cyber security skills
 - Machine learning
 - Cloud architecture design

Study Tour- cum- Field Visits

Participants visited Jaipuria Institute of Management at Jaipur, Ministry of Electronics, Information and Technology (MeitY), iGOT Mission Karmayogi Office.



Inauguration of the programme



Valedictory of the programme

Award of certificates

Thirty participants from 30 developing countries including Antigua and Barbuda, Armenia, Bangladesh, Bhutan, Botswana, Cambodia, Eritrea, Fiji, Gambia, Indonesia, Kenya, Malawi, Mauritius, Mongolia, Mozambique, Myanmar, Namibia, Niger, Nigeria, South Sudan, Sri Lanka, Tajikistan, Tanzania, Tunisia, Turkey, Turkmenistan, Uganda, Uzbekistan, Vietnam, Zambia received certificate from Shri Arindam Bhattacharyya, Director, DPA-IV, Ministry of External Affairs, Government of India at a Valedictory Function held on February 6, 2024.



Participants of the ITP on DHRM with Director General and Faculty NILERD

Faculty in-charge of the Programme

The programme was coordinated by Dr. Tapas Kumar Sarangi, Assistant Director and co-coordinated by Dr. Anupam Sarkar, Deputy Director

(vi) ITP on Skill Development, Entrepreneurship and Innovation

Duration: 3 weeks (February 21- March 12, 2024)

Context

India has embarked on a massive skill development drive in recent years with an aim to make a global hub for skills. A gradual shift of the global economy toward Industry 4.0 necessitates new skills to be acquired. India's experiments with skill development and vibrant skill ecosystem can set example for the developing nations and contribute towards building an efficient and customised system to serve local and global needs.

India is globally recognised for many of its thriving and successful start-ups in different emerging sectors. Government of India has taken several measures and introduced new schemes for incentivising, funding, and handholding new start-ups. Not only that, several new initiatives have been taken for fostering entrepreneurship among weaker sections such as women and indigenous population.

Innovation is at the centre of an increasingly knowledge driven economy. Country's potential for innovation is directly linked to its competitiveness in global market, economic growth, and standard of living. Moreover, low-cost innovation, grassroots level innovation all has critical importance for the developing world. India is at the forefront of innovation which is supported by responsive policies, laws and institutions. Government of India provides incentives to young

innovators through various means. Innovation is closely associated with entrepreneurship and skilling of the young minds. India's own trajectory for innovation can be a learning experience for other countries.

Objectives

- Appreciate the role of skills, entrepreneurship and innovation in emerging economies
- Developing an understanding of application of digital technology in building a successful system of skill development, entrepreneurship and innovation
- Capacity building of the participants for designing efficient and effective policy, eco-systems, and programmes for skill development, entrepreneurship and innovation
- Financial architecture, implementation and assessment framework for skills, entrepreneurship and innovation
- Exposure to successful programmes and schemes of the Government of India on skill development, entrepreneurship and innovation
- Exposure to successful entrepreneurs, start-ups and innovators in different sectors
- Appreciate the role of grassroot level innovation and social innovation for bringing positive change

Field visits/study tours

The participants of the training Programme visited Ministry of Skill Development and Entrepreneurship, NITI Aayog, Research and Innovation Park, IIT Delhi and Jaipuria Institute of Management (Jaipur)



Participants of SDEIN after the session at Research and Innovation Park IIT Delhi



Participants of SDEIN attending session at NITI Aayog

Award of Certificates

Twenty seven participants from 27 countries including Bangladesh, Botswana, Cote D'Ivoire, Ethiopia, Fiji, Ghana, Iran, Kyrgyzstan, Madagascar, Malawi, Malaysia, Maldives, Mongolia, Niger, Nigeria, Peru, South Sudan, Sri Lanka, Syria, Tajikistan, Tanzania, Tunisia, Turkey, Uzbekistan, Vietnam, Zambia and Zimbabwe received certificate from Shri Jayant Singh, Director General NILERD, at a Valedictory Function held on March 12, 2024.

Faculty in charge of the program

The programme was coordinated by Dr. Anupam Sarkar, Deputy Director and co-coordinated by Dr. Tapas Kumar Sarangi, Assistant Director.

(vii) ITP on Health Sector programmes & e-Health Initiatives: India

Duration: 3 Weeks (February 26 – March 17, 2024)

Context

With the advancement of information technology and digital infrastructure, India has been a pioneer in developing extensive population-based databases to enhance targeted benefits and outcomes. In 2015, the Ministry of Health and Family Welfare proposed the establishment of the National Health Authority (NHA) with the aim of leveraging information and communication technologies (ICT) to deliver high-quality healthcare services to Indian citizens. A key initiative under the Ayushman Bharat program, the Pradhan Mantri Jan Arogya Yojana (PMJAY), provides cashless medical treatment to economically disadvantaged populations. The PMJAY maintains electronic records of beneficiaries and stands as the world's largest health insurance scheme, fully funded by the Government of India. Under the Ayushman Bharat Digital Mission (ABDM), each individual is given an Ayushman Bharat Health Account (ABHA). Over 650 million ABHAs have been created to date. The integration of the ABHA platform with other

health databases has significantly improved the process. The National Digital Health Mission aims to integrate all health systems at both national and state levels, with the goal of creating comprehensive digital health records for every Indian citizen.

Health databases, such as the Health Management Information System (HMIS), collect data on health service delivery, training, and infrastructure from health facilities across India. The Reproductive and Child Health (RCH) database supports policymakers by enabling the early identification and tracking of beneficiaries throughout their reproductive lifecycle. Additionally, the efficient management of the Co-WIN database has played a crucial role in India's success in administering one of the largest COVID-19 vaccination programs globally.

The aim of the ITP training was to thoroughly explore national-level health sector flagship initiatives through case studies and innovative best practices for achieving the goals as reflected in SDG target 3.8 which reads "Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all." This approach enabled participants to acquire valuable knowledge for informed health policy planning/ decision making and to consider the potential application and replication of highly successful Indian initiatives in their own countries.

Objectives

The goal was to deliver comprehensive knowledge on national-level health policies and programs, including flagship initiatives and the use of digital technology in planning, management, and problem-solving within the health sector. Specific objectives under the course include;

1. To familiarize participants with major health sector initiatives and their implementation and monitoring through the use of digital technology.
2. To sensitize participants, showcase, and enhance their knowledge through hands-on demonstrations of selected web-based portals used in India's health sector, enabling the replication of these effective practices in their own countries.



Participants of the ITP on Health Sector programme's & e-Health Initiatives: India

Study tour-cum-field Visits

Participants visited Ayushman Kendra at All India Institute of Medical Sciences, National Health Authority, and Ministry of Health & Family Welfare and Viksit Bharat Strategy Room, NITI Aayog. Participants also visited Jaipuria Institute of Management, Jaipur from 13-14 March 2024.



Visit to Ayushman Kendra at AIIMS, NHA and Viksit Bharat Strategy Room

Award of Certificates

Twenty participants from 8 different countries including Sri Lanka, Ghana, Nigeria, South Sudan, Ethiopia, Tajikistan, Tunisia & Guyana received their certificates from Shri Jayant Singh, Director General, NILERD at the valedictory function held on March 15, 2024 at NITI Aayog.

Faculty In-Charge of the Programme

The programme was coordinated by Ms. Richa Sharma, Deputy Director and co-coordinated by Dr. Tapas Kumar Sarangi, Assistant Director.

Ongoing International Training Programmes

(i) ITP on Citizen Centric Governance and use of Digital Technology

Duration: 3 Weeks (March 14-April 3, 2024)

Context

Governance as a term is larger than government and it is a decision-making way and the process by which decisions are implemented or not implemented. As stated by the International Monetary Fund (IMF), governance is a broad concept covering all aspects of how a country is governed, including its economic policies, regulatory framework, and adherence to rule of law. Thus, the word governance can be understood as the way power is exercised for the management of a country's affairs to facilitate development.

The importance and significance of citizen centric governance and leadership is the core of any democratic governance. It emphasizes placing citizens at the centre of modern public administration in the services delivery mechanism in most efficient and judicious manner, which may be achieved by ensuring transparency, efficiency, stability, continuity and accountability in the governance systems. This provides strategic direction, control and creates robust accountability, oversight, and assurance for achievement of the desirable outcomes.

In recent times, governance has undergone a metamorphic change shifting towards digital-era governance which has led to improved governance by increasing transparency, accountability, effective public participation and ensuring efficient delivery of public goods and services. With emphasis of SDGs on participation of all stakeholders in development process, more emphasis has been laid on use of digital technology. Application of digital technologies in the processes of governance is a meaningful contrivance for accelerating governance to reach out seamlessly, effectively and fastest to those at the farthest. They have been accepted as a norm for co-creating values in governance. They have brought a new revolution in the field of governance. It brought rapid development of digital infrastructure, improved universal access through Information and Communication Technology, and digital empowerment of citizens. It has encouraged wider participation of citizens in public affairs, improved the process of governance, brought transparency, encouraged quick decision-making, and improved delivery of reliable and quick public services to citizens which is the hallmark of good governance.

Objectives

The training programme aims to look at how digital technology has led to citizen centric governance. The main objectives of the training programme are to help the participants to:

1. Understand the concept and components of governance, particularly citizen centric governance
2. Role of digital technology in achieving better outcomes for every citizen.
3. Acquaint with India's Journey of using digital technology in Governance.
4. Familiarize with how reforms in governance have led to transformation in public service delivery mechanism in India.

Course Content

The course covers a broad range of governance with specific focus on several sub-themes that builds the pillars of effective citizen centric governance in the country

1. Fundamentals of Governance, accountability & responsibility, transparency and openness in administration, efficiency and effectiveness in governance, decentralisation, and people participation
2. Approaches to Maximum Governance – Minimum Government

3. Developing understanding of Digital Transformation of Governance
4. Leadership and Team Building at organizational level
5. Public policies leading to citizen centric and inclusive governance – Indian experience
 - a. Towards attaining Sustainable Development Goals (SDGs)
 - b. Delivery of high-quality health care services (covering Ayushman Bharat. Health Management Information System, healthcare infrastructure, vaccination, COVID management, etc.)
 - c. Becoming a Manufacturing powerhouse (covering Make in India, Production Linked Incentive, One District-One Product schemes of the Centre)
 - d. Ensuring Food Security (covering Public Distribution System, One Nation - One Ration Card, Natural farming)
 - e. E-governance – reaching out to the last mile (covering Direct Benefit Transfer, JAM Trinity, Digitization of Data, My-gov portal, e-office, UPI, Aadhaar, transparency and Right to Information, Civil Registration System, e-SHRAM portal, DIKSHA portal)
 - f. Achieving gender equality and empowering women and girls (covering Mission Shakti, Poshan, Saksham Anganwadi, Shakti Sadan, Palna etc.)
 - g. More Accessible and Inclusive Education (covering National Education Policy)
 - h. Strengthening Urban Governance (covering Smart cities, Swachh Bharat Mission, Urban Management etc.)

Participants

The programme is being attended by 28 participants from 17 countries namely Bangladesh, Ethiopia, Fiji, Ghana, Guyana, Kenya, Madagascar, Mauritius, Moldova, Namibia, Nepal, Niger, Nigeria, South Sudan, Tajikistan, Tunisia and Turkey.

Faculty in-charge of the programme

The programme is coordinated by Dr. Ruby Dhar, Deputy Director and Co-coordinated by Dr. Chaitali Roy, Assistant Director.

(ii) ITP on Sustainable Development Goals: An Integrated Approach

Duration – 3 Weeks (March 20- April 9, 2024)

Context

The Sustainable Development Goals (SDGs) are a collection of 17 interlinked global goals to transform our world and adopted by 193 countries in September 2015. They were designed to be a “blueprint to achieve a better and more sustainable future for all” and part of the United

Nations 2030 Agenda for Sustainable Development. Each of the 17 goals strives for the universal reduction of poverty, address climate issues and focus on improvement of education, health, and economic growth. United Nations describes the SDGs as seeking to “protect the planet, and improve the lives and prospects of everyone, everywhere”.

The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic, and environmental sustainability.

The training programme on SDGs emphasises on this integrated approach with the main aim to help participants from all levels of government to acquire relevant skills, competence, and sensitivities towards meeting the SDGs.

Objectives

The main objectives of the programme are to orient the participants towards 17 SDGs; provide a platform to discuss the challenges faced by participating countries, provide information about various roles and responsibilities of elected representatives; acquaint the participants with various guidelines of development programmes; and share developmental strategies, tools & technologies.

Course Content

- Introduction to Sustainable Development Goals and Targets
- Introduction to concept & methodology of participatory approach
- Review of progress made by different countries, current initiatives undertaken by Governments for achievement of SDGs.
- Indicators and Mapping of Government Schemes with SDG Goals: A case study of India.
- Participatory Convergent Planning with a focus on SDGs.
- Localisation of SDGs and role of State Level Department & District Level Officers.
- Budgeting for SDGs
- Role of Key Partners in implementation of the scheme.
- Way Forward and Best Practices

Number of Participants

The programme is being attended by 29 participants from 25 countries namely Albania, Botswana, Cote D'Ivoire, Democratic Republic of Congo, Dominican Republic, Ethiopia, Ghana, Guyana, Kenya, Kyrgyzstan, Laos, Madagascar, Malaysia, Moldova, Mozambique, Myanmar, Nigeria, South Sudan, Sri Lanka, Tajikistan, Tanzania, Thailand, Turkey, Uzbekistan and Vietnam

Faculty in-charge of the programme

The programme is coordinated by Dr. Ruby Dhar, Deputy Director and co-coordinated by Dr. Chaitali Roy, Assistant Director.

(iii) ITP on Financial Inclusion and Digital Transformation

Duration: 3 weeks (March 27- April 16, 2024)

Context

Financial inclusion is one of the powerful instruments to reduce poverty and improve the quality of life. Inclusive financial policies and programmes are crucial to create equal opportunities, enhancing competitiveness, and enabling the population and businesses to realise their full potential and contribute to the growth of the country. India has one of the most elaborate financial architectures in the world that caters to its vast majority of population, small industries as well as new and emerging sectors. The Government of India in recent years has launched several new schemes that demonstrate innovative solutions to the barriers to financial inclusion and bring various financial services to the door of the poor and weaker sections of the population.

The use of IT-based digital technologies makes public service delivery faster and smoother, making life simpler and more productive. Recently, there has been a rapid adoption of emerging digital technology and innovative financial models that have transformed the delivery of various services to citizens. India sets an example in the world of how digital technology can be utilized for advancing good governance and delivery of welfare measures, at the same time improving their efficiency. The course is designed to cover basic and advanced issues in the field of developmental finance and digital technology and their applications in the field of good governance and financial inclusion.

Objectives of the course:

- To familiarize the participants with different tools for financial inclusion
- To give exposure to the process of integrating and interconnecting of masses to the digital and financial world
- To share knowledge of best practices and successful initiatives in the domain of financial inclusion and digital technology
- Capacity building of participants to devise a roadmap for efficient digital systems and policies
- To give real-world exposure to ground-level works in financial inclusion and digital technology that are transforming lives and empowering populations

Number of Participants

The Programme is being attended by 31 participants from 29 countries including Argentina,

Bangladesh, Botswana, Cote D’Ivoire, Ethiopia, Fiji, Ghana, Guyana, Honduras, Kenya, Kyrgyzstan, Libya, Malaysia, Mauritius, Morocco, Mozambique, Myanmar, Namibia, Nigeria, Peru, South Sudan, Sri Lanka, Suriname, Tajikistan, Tanzania, Uganda, Uzbekistan, Vietnam and Zambia.

Faculty in-charge of the programme

The programme is coordinated by Dr. Anupam Sarkar, Deputy Director and co-coordinated by Dr. Tapas Kumar Sarangi, Assistant Director.

National Programmes

(i) One day Awareness Generation and Sensitization Training Programme on Right of Persons with Disabilities Act, 2016

Duration and Date: 1 day (December 15, 2023)

Context

According to census 2011, there are 2.68 crore persons with disabilities (PwDs) in India who constitute 2.21% of the total population. Among these 1.50 crore are male, and 1.18 crore are female. These include persons with visual, hearing, speech and locomotor disabilities, mental illness, mental retardation, multiple disabilities and other disabilities.

Several initiatives have been taken by Government of India to address issues concerning persons with disabilities and to empower them. However, there is limited knowledge among people about disability in general and government schemes/initiatives in particular. The awareness generation and sensitization training programme seeks to address this gap.

Objectives of the Programme

The programme aimed at acquainting the participants about disability, government initiatives and programmes and enhancing their knowledge about various provisions of RPwD Act, 2016. The objectives were:

- To understand the types of disabilities recognised in India;
- To make the participants aware about various programmes/schemes offered by GoI for PwDs;
- To sensitize participants about needs of the disabled;
- To have knowledge about the obligations of central, state and local government for enabling disabled to lead a productive and dignified life.

Contents of the Programme

1. About DEPwD, RPwD Act and the key provisions of RPwD Act.
2. Types of Disabilities.

3. Requirements of persons with disabilities
4. Schemes run by DEPwD
5. Experience sharing by few beneficiaries of the schemes.
6. Interaction with some implementing agencies.
7. Experiences of specific Target groups in dealing with PwDs.
8. Suggestions from target groups.
9. How to ensure that provisions of the RPwD Act are implemented (Relevant provisions for the Specific Target Groups)
10. Sharing of best practices.

Number of Participants

The programme was attended by 40 officials from different departments including MCD, CPWD, Satyawadi Raja Harishchandra Hospital, Jal Board, MTNL, LIC, Union Bank of India, Asha / Anganwadi worker, National Institute of Homeopathy.



Participants of the programme

Faculty in-charge of the programme

The programme was coordinated by Dr. Ruby Dhar, Deputy Director and co-coordinated by Dr. Chaitali Roy, Assistant Director.

(ii) One-week Capacity Building Training Programme on Monitoring and Evaluation for Planning Department Officers of Jammu and Kashmir

Sponsored by: Planning, Monitoring and Development Department, Directorate of Economics and Statistics, Government of Jammu and Kashmir

Duration and dates: Two batches (Batch1: January 1-6, 2024 and Batch 2: January 8-13, 2024)

Context

Monitoring and evaluation does a systematic tracking and assessment of the process, end results, and performance of a policy, programme, strategy to generate credible, reliable, and useful information for the implementing agencies and other stakeholders. The present training programme on monitoring and evaluation was specially designed for the officers of Department of Planning Monitoring and Development of the Government of Jammu and Kashmir. It was designed with the intent to cater to the specific skilling needs for building an efficient M&E system. The course content proved to be highly relevant for participants and added significantly to their capacity building. The programme was conducted in two batches- Batch 1 (1st -6th January 2024) and Batch 2 (8th-13th January 2024). The first batch consisted of 22 officers and the second batch consisted of 20 officers.

Objectives of the course

- Enhance the capacities to undertake high-quality M&E exercises;
- Improving awareness about principles and key components of a successful M&E system
- Sensitise about the role and importance of a robust M&E system for effective design and planning of public service delivery;
- Introduce to the global standard practices of M&E, tools, and techniques;
- Exposure to best practices and examples from India with regard to M&E;

Enhance competency of participants in using data and results of high-quality evaluations for decision-making

Field visits/study tours: The participants visited NITI Aayog as part of exposure visit.



Officers of J&K Batch1 training programme on M&E with Director General and Faculty, NILERD



Officers of J&K Batch 2 training programme on M&E after session at NITI Aayog

Award of Certificates

Twenty two officers of batch1 and 20 officers of batch 2 received certificate on successful completion of the programme during valedictory function conducted on January 6 and January 13 respectively.

Faculty in-charge of the programme:

The programme was coordinated by Dr. P. C. Parida, Director and co-coordinated by Dr. Anupam Sarkar, Deputy Director.

(iii) National Training Programme on Sustainable Development Goals (SDGs) – Improving Processes and Progress

Sponsored by State Support Mission, NITI Aayog

Duration: 5 days (February 12-16, 2024)

Context

Economic, social and environmental landscapes are fast changing. There is significant and sustained reduction in poverty in the country and considerable gain in terms of access to basic services and human development support of people at large. Important strides have been taken in renewable energy, Green House Gas (GHG) emission control and climate resilience. The effectiveness and outreach of development initiatives have improved and major successes have been achieved in ‘leaving no one behind’ in development interventions across the board. However, as there is not much time left to achieving the multidimensional Sustainable Development Goals (SDGs) by the target date, there is a need to ramp up SDG implementation process and focus on the results.

On the march to the target year 2030, we have already hit the midpoint. According to the 2023 SDG progress report of the UN, across the world, only 15 per cent of the SDG targets are on track. About half are moderately or severely off track, and more than one third have either seen no movement or have regressed below the 2015 levels. It is feared that with the present trend of progress, 575 million people would still be struggling in extreme poverty in 2030, while only about one-third of the countries would be able to meet the target of halving national poverty levels. The battering of the Covid-19 pandemic was a critical factor pulling back the world’s progress and the poorest and most vulnerable people suffered the most.

India has done better than most countries in limiting the impact of the pandemic and quickly regaining the momentum of growth and development. The government has brought in a slew of well-designed development schemes and programmes along with robust and tech-enabled implementation processes. The schemes and programmes are mirrored in the SDGs and strive to address all the targets. However, there is a need to double down on the efforts to accelerate progress on all SDGs and associated targets so that the set objectives can be met in the remaining years. Hence, there is a need to strengthen the initiatives for SDG implementation and all the states/UT are intent on that.

Objectives

The objective of the national training programme is to enable its participants to look into the work in progress in order to identify and strengthen what needs to be done better. While some of the needs would be addressed during the programme, some others can be taken up in the longer term in an appropriate manner. Therefore, the objectives of the training programme are as follows:

- Revisit the SDG implementation process, the initiatives taken and the results obtained so far
- Strengthen understanding of the SDG framework including the targets and indicators and collection and analysis of data with respect to them
- Examine and improve SDG M&E frameworks and their greater incorporation into M&E processes and mechanisms in place.
- Analyse goal-wide approaches to programme implementation and strategies for increasing synergy contributing to virtuous circles of progress across SDGs and targets

Content

- Conceptual organisation of the SDG framework
- Status of SDG performance from international to national to state levels
- SDG localisation approaches, strategies and practices and their varied pathways
- SDG indicators and data and their adequacy at different levels
- SDG M&E framework, methodology and tools and practices at different levels and their customisation driven by priorities
- Inter-sectoral, cross-departmental, and multi-stakeholder collaboration and partnerships
- Policy and programme strategies and challenges in their street-level implementation
- Critical gaps in SDG implementation and practical ways to close them.



Participants of the programme with NILERD Faculty

Faculty in-charge of the programme

Shri Sundar Narayan Mishra, Director was Course Director and Dr. D. Indrakumar, Deputy Director coordinated the programme.

B. Collaborations

1. NILERD entered into a MoU with CSC e-Governance Services India Ltd., wherein CSC will utilize infrastructure of NILERD for conducting training for Village Level Entrepreneurs. CSC conducted two training programme, one training was conducted for District Managers from April 23-26, 2023 and another one from November 16-18, 2023.
2. NILERD and NABCONS conducted a two days knowledge sharing training programme on October 12-13, 2023. The programme was attended by 45 participants.
3. NILERD collaborated with IIPA for conducting induction training for Maharashtra State Public Service Commission Officers to enhance networking and Revenue Generation during December 9-26, 2023.

C. Publications

Manpower Journal

Manpower Journal is the flagship Journal of the Institute published since 1965. The quarterly features peer-reviewed articles, book reviews and other information broadly related to human resource planning and development and allied areas with the Director General, NILERD acting as its Editor-in-Chief.

The following volumes were published during 2023-24:

- i) Manpower Journal, Vol. LVII, Nos. 1 & 2, January - June, 2023
- ii) Manpower Journal, Vol. LVII, Nos. 3 & 4, July - December, 2023

SUPPORT SERVICES

LIBRARY, HINDI CELL PERSONNEL/STAFF
MATTERS AND ESTATE ACTIVITIES



A. Knowledge and Resource centre (KRC)

Library Collection

The library has acquired 5 books in the year 2023-24 raising the strength of the collection to 32,738. Besides, the library has received 281 issues of Journals/Magazines.

Library Network: DELNET

The Library of the Institute accesses the DELNET (Developing Library Network) database, which covers Union Catalogue of Books (approx 1 million bibliographic records); Union List of Current Periodicals; Articles, etc. which are very useful research tool for the researchers.

Remote Access

As per the directions of Director General, NILERD, following e-resources subscribed by NITI Aayog library are being remotely accessed by International participants (E&T unit) and NILERD faculty in view of maximum utilization of e-resources--

1. CIEC 2. CMIE database 3. JSTOR 4. Press reader 5. The World Bank-e-library 6. E-book Hindi 7. E-book English 8. Open access resources

Initiative to enhance e-research skills

For updating NILERD faculty in e-research tools, a webinar was conducted on "power up your research with data using "Statista database" on December 12, 2023. The presentation was made by Ms. Deepika Ajit, 'Statista database' Coordinator.

Library Services

NILERD Library is one of the components of Research and Policy analysis of the institute. To fulfil the demand for research and policy needs NILERD library is providing technical support by following library services-

1. **Project based information services:** For the ongoing projects of the institute relevant information national and international data, research findings searched from different sources and sent by e-mail in different formats –pdf, video, word file.
2. **Article Alerts (With Abstract):** The Library brings out monthly Article Alerts, which consists 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 library and sent monthly by e-mail to NILERD Researchers.
3. **Selective dissemination of information (SDI):** To enhance the quality of research activities of the institute the relevant articles are selected and scanned from the journals received in the library and sent by e-mail to NILERD Researchers.

4. **Faculty Academic Activities:** Academic activities like article, books authored by each NILERD researcher had been circulated among NILERD Research team by e-mail.
5. **NILERD Publications:** Updating NILERD researchers regarding NILERD Publications by e-mail.
6. **Book notices and book review:** Book notices and book review selected from newspapers and journals received in the library and sent by e-mail to researchers.
7. **Other services:** includes library orientation, inter library loan, reprographic and reference services. The Library provides services to its readers and outside library visitors in both forms online and offline.

Ongoing Activities-

The library data has been migrated on new library software **e-granthalaya-4(NIC)**.

B. Celebration of National Days

Every year, the National Days are celebrated in the NILERD campus in which International participants of Education & Training Unit participate with great vigour. On August 15, 2023 the Director General of NILERD hoisted the National Flag at the NILERD campus, while on January 26, 2024 the national flag was unfurled by Director, NILERD. The faculty and staff along with their family members celebrated the National Days with pride and splendour.



Hoisting of flag on Independence Day



Unfurling of flag on Republic Day

C. Hindi Prakosth (Official Language Implementation Division)

NILERD has been following the protocol and guidelines for implementation of Hindi as official language through Hindi Section. A Departmental Official Language Implementation Committee is constituted to appraise, monitor, and record the progress of implementation of Hindi in day-to-day official work of the Institute and continued furtherance of its efforts towards the Implementation of the Official Language Policy.

During the year, Hindi section vetted the Hindi Translation of various statutory documents, like the Annual Report of the Institute, documents, office order, office memorandum, reading material, letters, research study questionnaires, etc. including the website material.

Quarterly progress reports and annual reports were submitted to the (i) Department of Official Language, (ii) Hindi Section, NITI Aayog, Government of India; and (iii) Member Secretary, *Nagar Rajbhasha Karyanvayan Samiti*, Department of Official Language, Government of India, New Delhi. The Hindi Prakosth translated the Annual Report of the institute for the Year 2022-2023, and other statutory documents to place before both Houses of the Parliament.

Implementation of Section 3(3) of Official Language Act

In pursuance of the Official Language Policy, all documents covered under Section 3(3) of the Official Language Act were issued both in English and Hindi.

Order under Rule 8(4) of the Official Language Rule

The Order dated February 22, 2024 issued from Hindi Prokosth to Institute's Six Research Faculty, and twenty administrative staff to carry out all Official work in to Hindi Language as prescribed in sub-rule 8(4) of Official Language Rule 1976.

Hindi Inspection by Hindi Section, NITI Aayog

The implementation of the Official Language Policy in the Institute was inspected by the Official Language Inspection Team, Hindi Section, NITI Aayog on November 9, 2023. The Inspection report from said inspection team was received for compliance.

Hindi Bulletin

To promote official language in the institute, Hindi Bulletin (i) Issue No. 17 (January-June, 2023), and (ii) Issue No. 18 (July-December, 2023) were released during the year.

Organized Hindi Pakhwada and Hindi Divas

Hindi Pakhwada was celebrated in the Institute from September 1-14, 2023. Various competitions like essay competition (Hindi speaking/non-Hindi speaking), Hindi dictation competition, poem writing competition in Hindi (Hindi speaking/non-Hindi speaking), work competition in Hindi, etc. were organized during the period. Winners of these competitions were awarded prizes and certificates by Director General, NILERD on Hindi divas which was organized on September 21, 2023.



NILERD Faculty and staff during Hindi Divas

Official Language Implementation Committee of the Institute: The Official Language Implementation Committee of the institute met on June 28, 2023 under the chairmanship of Dr. P.C Parida, Director.

Meeting of Nagar Rajbhasha Karyanvayan Samiti

NILERD participated in the meeting organized by the Nagar Rajbhasha Karyanvayan Samiti on May 31, 2023. The Committee appreciated the efforts made and work done by the Institute for the promotion of official language.

Hindi Workshop

During the year, a Hindi workshop was organised at NILERD on March 13, 2024. In addition Dr. Ved Prakash, Assistant Director & Incharge Hindi Cell, Mr. Marshal Birua, Assistant Director and Mr. Deepak Kumar, Private Secretary attended workshops organised by Hindi Section, NITI Aayog.



Attendees of Hindi Workshop

Meeting of Hindi Salahkaar Samiti, NITI Aayog

Dr. Yogesh Suri, Director General, and Dr. Lalit Latta, Deputy Director attended the meeting held on August 4, 2023 at NITI Aayog, New Delhi chaired by Shri Rao Inderjit Singh, Honorable Minister, Ministry of Planning.

D. Personnel/Staff Matters

Appointment

1. Shri Sundar Narayan Mishra appointed as Director on contract basis for a period of three years w.e.f. 21.08.2023.
2. Shri Jayant Singh, Programme Director, NITI Aayog has taken Charge as Director-General, (additional charge) NILERD on 06.12.2023.

Retirement / Relieving

1. Shri Rajesh Kumar Vyas, Joint Director (Finance) retired on 30.06.2023.
2. Shri Ram Bharat, Operator-III retired on 30.06.2023.
3. Smt. Anita, M.T.S. retired on 30.06.2023.
4. Shri Jagbir Singh Chauhan, Assistant Director retired on 30.09.2023.
5. Shri Chander Pal, Assistant Section Officer retired on 30.09.2023.
6. Shri Lal Singh, Despatch Rider retired on 31.12.2023.
7. Shri Ashok Kumar, Private Secretary retired on 31.01.2024.
8. Smt. Manju Madan, Private Secretary retired on 31.03.2024.

Promotion

1. Shri Lalit Mohan Pandey, MTS promoted as Junior Secretariat Assistant on Ad-hoc basis for a period of one year w.e.f. 28.11.2023.
2. Shri Onkar Singh, MTS promoted as Junior Secretariat Assistant on Ad-hoc basis for a period of one year w.e.f. 28.11.2023.
3. Shri Puran Singh Rawat, Assistant Section Officer (Ad-hoc) promoted as Assistant Section Officer on regular basis w.e.f. 15.03.2024.

E. Estate Section

The Estate Section of the Institute has undertaken the following activities during the period 2023-24.

1. The estate has taken appropriate actions to accommodate 150 trainees from the Government of Maharashtra on the campus as requested by the Indian Institute of Public Administration (IIPA). Rs. 27.44 lakhs was generated as revenue to the institute by arranging the accommodation facilities on the campus.
2. The Estate Section has coordinated with CPWD (CD-8) to get the Estimates for major civil and electrical repair and renovation works on the campus. A request was submitted to the Executive Engineer (Civil & Electrical) for the estimates for the following works:
 - i) Renovation of the toilet in the Administration Block, Academic Block, Library, and Type-I to IV at the NILERD Campus
 - ii) Providing and fixing of SMC Tank at the terrace of the Hostel, Guest House, DG Bungalow, Academic Block, Computer & Management Block, and Type-I to VI at the NILERD Campus
 - iii) Change of Bathroom Tiles & Covering of open Spaces with sliding door at International Hostel
 - iv) Installation of Lift and Construction of Lift Lobby in International Hostel
 - v) Renovation and Modernization of a) Auditorium b) Conference Hall and c) Faculty Seating Area
3. Continuous measures were taken to activate street lights and the construction of roads on both sides of the campus. Delhi Development Authority (DDA) has activated the street lights on both sides of the campus and agreed to construct the road on both sides of the campus within this financial year.
4. Estate Section has taken the issue of garbage disposal with DDA and Municipal Corporation of Delhi (MCD) and both the institutions agreed to take an appropriate solution to the disposal of garbage from the institute.
5. The Estate Section has taken periodic measures to control mosquito breeding on the campus along with the Health and Sanitation Divisions of the MCD.
6. The estate section has taken all the actions to ensure better coordination and support to NIT, Delhi for sharing, distributing, and costing resources.
7. The estate section was given the responsibility of managing the institute's housekeeping activities. Accordingly, the day-to-day cleanliness and maintenance of gardening were managed.
8. All other activities as directed by the Director General, Director (E&T), and other Division Heads were also addressed accordingly to maintain a clean and hygienic environment in the campus.

FINANCIAL
MATTERS



INDEPENDENT AUDITOR'S REPORT

To,

THE MEMBERS

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
(Formerly known as Institute of Applied Manpower Research)
NEW DELHI

I. Report on the Audit of the Financial Statements

1. Opinion

- A. We have audited the accompanying Financial Statements of M/s NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT (“the Institute”), Plot No.25, Sector A-7, Institutional Area, Narela, New Delhi-110040-which comprise the Balance Sheet as at March 31, 2024, the Statement of Income and Expenditure Account for the year ended on that date, and a summary of the significant accounting policies and other explanatory information (hereinafter referred to as “the Financial Statements”).
- B. In our opinion and to the best of our information and according to the explanations given to us *except for the possible effects of our observation given in annexure of our report*, the aforesaid Financial Statements give the information in the manner so required and give a true and fair view in conformity with the Accounting Standards and other accounting principles generally accepted in India, of the state of affairs of the Institute as at March 31, 2024, the Excess of Income over Expenditure for the year ended on that date.

2. Basis for Opinion

We conducted our audit of the Financial Statements in accordance with the Standards on Auditing practice. We are independent of the Institute in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI) together with the independence requirements that are relevant to our audit of the financial statements under the provisions of the Act and the Rules made there under, and we have fulfilled our other ethical responsibilities in accordance with these requirements

and the ICAI's Code of Ethics. 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.

3. Management's Responsibility for the Financial Statements

- A. The Institute's Board of Managements is responsible for the matters stated in the Act with respect to the preparation of these Financial Statements that give a true and fair view of the financial position, financial performance, of the Institute in accordance with the AS and other accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the 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, 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.
- B. In preparing the Financial Statements, management is responsible for assessing the Institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Institute or to cease operations, or has no realistic alternative but to do so.

The Board of Managements are responsible for overseeing the Institute's financial reporting process.

4. Auditor's Responsibilities for the Audit of the Financial Statements

- A. Our objectives are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Financial Statements.

- B. As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:
- i) Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
 - ii) Obtain an understanding of internal financial controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under the Act, we are also responsible for expressing our opinion on whether the Institute has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.
 - iii) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management
 - iv) Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Institute's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Financial Statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Institute to cease to continue as a going concern.
 - v) Evaluate the overall presentation, structure and content of the Financial Statements, including the disclosures, and whether the Financial Statements represent the underlying transactions and events in a manner that achieves fair presentation.
- C. Materiality is the magnitude of misstatements in the Financial Statements that, individually or in aggregate, makes it probable that the economic decisions of a reasonably knowledgeable user of the Financial Statements may be influenced. We consider quantitative materiality and qualitative factors in (i) Planning the scope of our audit work and in evaluating the results of our work; and (ii) to evaluate the effect of any identified misstatements in the Financial Statements.

- D. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
- E. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

**For SRPK & Co.
Chartered Accountants
Reg: No.: 07488C**

**Place: DELHI
Date: 24/09/2024**

**- Sd -
SANTOSH KUMAR SINHA
Partner, FCA
M.No.: 088512
UDIN: 24088512BKCVIU7363**

ANNEXURE TO THE AUDITOR'S REPORT FOR THE YEAR ENDING ON 31/03/2024

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND 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.

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

Attention is invited to point no. 6(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 31.03.2024.

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.

3. Attention is invited to point no. 2 on notes of accounts of Schedule - 14 and we have observed that a sum of Rs.67,63,637/- 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. 3(i) & 3(ii) on notes of accounts of Schedule - 14 and we have observed that a sum of Rs.1,48,93,633/- as Miscellaneous outstanding advances on Capital account and a sum of Rs.24,02,190- 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. Attention is also invited to point no. 4 of Schedule 13 in which recognition of income has booked on receipt basis for this financial year.

6. 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.

7. TDS:

- i. TDS demand across all financial years from 2008-09 to 2022-23 amounting to Rs. 6,66,670/- and for the year 2023-24 Rs.3,31,964/- is still payable by the institute. Request for removal/rectification of demand has been filled by institute. It is advised to take necessary action against pending demands as early as possible.
- ii. It has been seen that institute is not in practice to deduct TDS on accrual or payment whichever is early. Further interest on late deposit/late deduction of TDS has not been paid.

8. GST:

- i. No proper invoicing rules has been taken care by the institute.
- ii. While filling GST return column number 12 and 13 relates to HSN of outward supplies and document issued has not filed but which must have to fill.
- iii. GST returns, taxable amount and taxes thereon and books of account are subject to reconciliation which has not been provided by management.

9. TDS Receivable:

We have observed that TDS is being deducted by parties on its revenue though the Income of the Institute is Exempt u/s 10 of Income Tax Act, 1961, resultant significant amount 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 convince the deductor for non-deduction of TDS on its revenue, as large amount is lying blocked.

- 10.** Following amounts are standing since opening and same has not been adjusted yet, for which no proper/satisfactory clarification & explanation has been provided to our Audit. It is advised to take necessary action against pending balances

1.	CPF Employees	Rs.34,999/-
2.	DCRG Withheld	Rs.38,770/-
3.	Net Payable Withheld	Rs.4,055/-
4.	Outstanding Liabilities	Rs.3,18,208/-
5.	Dr. Saroj Ranjan Mania (Consultant)	Rs.27,640/-
6.	Other Employees	Rs.74,678/-

- 11.** Discrepancies have been found in the Honorarium paid to faculties for projects. As per register maintained by concerned department and books maintained are not reconciled. Efforts should be made to ensure the proper recording and reconciliation of Honorarium paid to various faculties and remove discrepancies.

- 12.** During the audit it has noted that institute (NILERD) has been nominated as Central Nodal Agency (CNA) for central sector schemes of NITI Aayog, Government of India ie. Atal Innovation Mission, Aspirational District Program and States Support Mission in pursuance of Ministry of Finance (MOF) Office Memorandum (OM) dated 9th March 2022 for receiving fund, in CNA account from NITI Aayog and allocate the limits to implementing Agencies under above mentioned schemes which has been credited in separate CNA bank account's in the name of institute (NILERD) which has not been audited by us since it was not the part of NILERD main account.

Institute has maintained separate records/register in regard to that and transfer the interest received (if any) to Bharat Kosh according to Government rule and regulations, but nothing has recorded in its books of account.

For SRPK & CO.
Chartered Accountants
FRN.: 07488C

- Sd -

(CA. SANTOSH KUMAR SINHA)
Partner, FCA
Membership No.: 088512
UDIN: 24088512BKCVIU7363

Place: Delhi
Dated: 24/09/2024

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT

(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)

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

BALANCE SHEET AS ON 31ST MARCH 2024

(Figures in Rupees)

	Schedule	Current Year	Previous Year
		2023-24	2022-23
CORPUS/CAPITAL FUND AND LIABILITIES			
Corpus/Capital Fund	1	308,493,666	279,599,922
Current Liabilities & Provisions	2	103,622,522	105,615,683
Total		412,116,188	385,215,605
ASSETS			
Fixed Assets	3	192,916,236	197,576,357
Current Assets, Loans & Advances	4	219,199,952	187,639,248
Total		412,116,188	385,215,605

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 SRPK & Co.
Chartered Accountants
FR No. :07488C

- Sd -
Gaurav Gill
Joint Director
(Finance)
NILERD

- Sd -
Jayant Singh
Director General
NILERD

- Sd -
(CA. SANTOSH KUMAR SINHA)
FCA, Partner
M.No.: 088512
UDIN: 24088512BKCVIU7363

Place: Delhi
Dated: 24/09/2024

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND 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 31-03-2024

(Figures in Rupees)

	Schedule	Current Year 2023-24	Previous year 2022-23
INCOME			
Income from Studies/Research/Projects	5	13,621,136	20,833,313
Grants/Subsidies	6	113,000,000	113,000,000
Interest earned	7	6,086,950	3,912,543
Other Income	8	46,952,364	26,507,039
Total (A)		179,660,450	164,252,895
EXPENDITURE			
Establishment Expenses (Main)	9	105,547,031	96,504,015
Administrative Expenses (Main)	10	28,583,470	29,075,613
Establishment Expenses (Project/Studies)	11	3,772,301	4,124,030
Administrative Expenses (Project/Studies)	12	11,953,913	13,153,468
Depreciation	3	9,204,163	9,319,899
Total (B)		159,060,878	152,177,025
Excess of Income over Expenditure		20,599,572	12,075,870
Balance carried to Capital Fund		20,599,572	12,075,870

Significant Accounting Policies 13

Notes on Accounts and Contingent Liabilities 14

As per our audit report of even date annexed

For SRPK & Co.
Chartered Accountants
FR No. :07488C

- Sd -
Gaurav Gill
Joint Director (Finance)
NILERD

- Sd -
Jayant Singh
Director General
NILERD

- Sd -
(CA. SANTOSH KUMAR SINHA)
Partner, FCA
M.No.: 088512
UDIN: 24088512BKCVIU7363

Place: DELHI
Date: 24/09/2024

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2024

SCHEDULE-1

(Figures in Rupees)

	Current Year		Previous Year	
	2023-24		2022-23	
CORPUS FUND				
Balance B/F	6,47,36,819		5,88,41,671	
Add: Additions during the year	1,85,311		19,00,927	
Add: Interest earned during the year	35,64,820		39,94,221	
Less: Deduction during the year	-	6,84,86,949	-	6,47,36,819
CAPITAL FUND				
RESERVES & SURPLUSES				
Balance B/F	2,43,66,572		29,70,803	
Add: Additions during the year	-		-	
Less/Add :Deficit/Surplus carried from Income & Expenditure A/c	2,98,03,735	5,41,70,307	2,13,95,769	2,43,66,572
FIXED ASSET FUND				
MAIN				
Gross Block	35,97,62,320		35,60,17,913	
Add: Additions During the year	45,44,042		37,44,407	
Less: Assets sold/written off during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(17,95,81,915)	18,47,24,447	(17,06,61,097)	18,91,01,223
NTMIS				
Gross Block	1,17,32,392		1,17,32,392	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(1,15,97,734)	1,34,658	(1,15,66,735)	1,65,657

TRAINING/PGDC				
Gross Block	1,02,65,789		1,02,65,789	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(96,13,938)	6,51,851	(93,85,726)	8,80,063
SPONSORED STUDIES				
Gross Block	9,82,957		9,82,957	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Less: Depreciation Reserve	(9,62,153)	20,804	(9,58,615)	24,342
CONSULTANCY STUDIES				
Gross Block	1,20,527		1,20,527	
Add: Additions During the year tfr from Main A/c	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(1,16,023)	4,504	(1,15,368)	5,159
NAIP WORLD BANK- STUDIES				
Gross Block	6,00,000		6,00,000	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Less: Depreciation Reserve	(3,50,327)	2,49,673	(3,37,619)	2,62,381
FCRA STUDIES				
Gross Block	11,48,767		11,48,767	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Less: Depreciation Reserve	(10,98,294)	50,473	(10,91,061)	57,706
Total		30,84,93,666		27,95,99,922

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2024

SCHEDULE 2 - CURRENT LIABILITIES & PROVISIONS

(Figures in Rupees)

	Current Year	Previous Year
	2023-24	2022-23
A. CURRENT LIABILITIES		
1. Sundry Creditors	23,64,625	23,64,625
2. Other Current Liabilities	1,48,68,056	1,38,38,249
TOTAL-A	1,72,32,681	1,62,02,874
B. PROVISIONS		
1. Death-Cum Retirement Gratuity	5,16,04,070	5,39,37,323
2. Leave Encashment	3,47,85,771	3,54,75,486
TOTAL - B	8,63,89,841	8,94,12,809
TOTAL - A+B	10,36,22,522	10,56,15,683

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2024
SCHEDULE 2 (A & B)

A. CURRENT LIABILITIES

(Figures in Rupees)

	Current Year	Previous Year
	2023-24	2022-23
1. SUNDRY CREDITORS		
Earnest Money - Main	-	-
Earnest Money - NTMIS	-	-
Security Deposits from PGDC Students	26,806	26,806
Receipts for projects under progress	23,37,819	23,37,819
TOTAL-1-SUNDRY CREDITORS	23,64,625	23,64,625
2. OTHER CURRENT LIABILITIES		
DCRG Withheld	14,73,815	13,71,895
Security Deposit from NIT	33,87,900	33,87,900
Outstanding liabilities	1,00,06,341	90,78,454
TOTAL - 2 - OTHER CURRENT LIABILITIES	1,48,68,056	1,38,38,249
TOTAL-1+2	1,72,32,681	1,62,02,874

B. PROVISIONS

1. Death Cum Retirement Gratuity	5,16,04,070	5,39,37,323
2. Leave Encashment	3,47,85,771	3,54,75,486
TOTAL - PROVISIONS	8,63,89,841	8,94,12,809
TOTAL- CURRENT LIABILITIES & PROVISIONS	10,36,22,522	10,56,15,683

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2024
SCHEDULE 3 - FIXED ASSETS

(Figures in Rupees)

DESCRIPTION	GROSS BLOCK			DEPRECIATION				NET BLOCK			
	Cost/ valuation as at 01-04- 2023	Additions during the year	Deductions	Cost/ valuation at the 31-3-2024	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
A. FIXED ASSETS:											
LAND :											
Leasehold - Narela	3,02,40,000			3,02,40,000		-	-		-	3,02,40,000	3,02,40,000
BUILDING											
On Leasehold Land- Narela	16,06,70,340			16,06,70,340	2%	5,50,04,960	21,13,308		5,71,18,268	10,35,52,072	10,56,65,380
Electric Installation - Narela	15,20,856	-		15,20,856	10%	11,82,776	33,808		12,16,584	3,04,272	3,38,080
VEHICLES/CYCLE											
Vehicle & Cycle- Main Grant	6,05,429	9,36,255		15,41,684	20%	5,83,767	97,958		6,81,725	8,59,959	21,662
Vehicle & Cycle NTMIS	4,40,350			4,40,350	20%	4,37,747	521		4,38,268	2,082	2,603
Vehicle & Cycle Training/ PGDC	29,23,953			29,23,953	20%	27,53,986	33,993		27,87,979	1,35,974	1,69,967
FURNITURE & FIXTURE											
Furniture -Main Grant	34,36,696			34,36,696	10%	26,29,336	80,736		27,10,072	7,26,624	8,07,360
Furniture -DG Office	4,12,428			4,12,428	10%	3,17,852	9,458		3,27,310	85,118	94,576
Furniture -Guest House	2,24,124			2,24,124	10%	1,72,852	5,127		1,77,979	46,145	51,272
Furniture-Hostel-Main	29,87,331			29,87,331	10%	24,31,216	55,612		24,86,828	5,00,503	5,56,115
Library Furniture-Main Grant	62,720			62,720	10%	55,857	686		56,543	6,177	6,863
Furniture-NTMIS	7,06,528			7,06,528	10%	6,45,426	6,110		6,51,536	54,992	61,102
Furniture -Training/PGDC	25,35,389			25,35,389	10%	19,86,094	54,930		20,41,024	4,94,365	5,49,295
Furniture- Sponsored Studies	20,793			20,793	10%	18,519	227		18,746	2,047	2,274
Furniture-NAIP	50,000			50,000	6.33%	34,485	982		35,467	14,533	15,515
Furniture-FCRA	2,57,569			2,57,569	10%	2,28,542	2,903		2,31,445	26,124	29,027
OFFICE EQUIPMENT											
Equipment - Main Grant	1,12,39,032	3,10,966		1,15,49,998	15%	92,50,840	3,21,552		95,72,392	19,77,606	19,88,192

Air Conditioners -Main Grant	17,58,993				17,58,993	15%	15,06,619	37,856	15,44,475	2,14,518	2,52,374
Air Conditioners Equipments-NTMIS	4,23,219				4,23,219	10%	4,17,237	598	4,17,835	5,384	5,982
Library Equipment- Main Grant	11,75,545				11,75,545	10%	10,10,171	16,537	10,26,708	1,48,837	1,65,374
EPABX-Main Grant	11,85,269				11,85,269	15%	11,22,511	9,414	11,31,925	53,344	62,758
Equipments- NTMIS	9,22,087				9,22,087	15%	9,11,425	1,599	9,13,024	9,063	10,662
Equipment- Training / PGDC	48,54,922	9,25,020			57,79,942	15%	46,18,949	1,39,206	47,58,155	10,21,787	2,35,973
Equipment-Consultancy	21,225				21,225	10%	18,847	238	19,085	2,140	2,378
Equipment-NAIP	5,00,000				5,00,000	4.75%	2,75,576	10,660	2,86,236	2,13,764	2,24,424
Equipment-FCRA	2,22,368				2,22,368	15%	2,14,906	1,119	2,16,025	6,343	7,462
COMPUTERS/ PERIPHERALS								-			
Computer /Printers - Main Grant	1,96,08,703	21,49,479			2,17,58,182	15%	1,62,69,491	7,73,891	1,70,43,382	47,14,800	33,39,212
Software - Main Grant	50,90,273	14,966			51,05,239	15%	45,97,046	76,229	46,73,275	4,31,964	4,93,227
DTP System-Main Grant	17,25,419				17,25,419	15%	17,00,197	3,783	17,03,980	21,439	25,222
Computer Accessories - NTMIS	92,40,207	1,25,000			93,65,207	15%	91,54,900	22,171	91,77,071	1,88,136	85,307
Computer - Consultancy	99,302				99,302	15%	96,521	417	96,938	2,364	2,781
Computer - Sponsored	9,53,403				9,53,403	15%	9,31,624	3,267	9,34,891	18,512	21,779
Computer -FCRA	6,23,762				6,23,762	15%	6,03,122	3,096	6,06,218	17,544	20,640
LIBRARY BOOKS								-			
Library Books -Main Grant	54,94,864	82,356			55,77,220	20%	49,37,095	1,19,789	50,56,884	5,20,336	5,57,769
Library Books-FCRA	45,068				45,068	20%	44,491	115	44,606	462	577
CD-ROM for Library-Main Grant	9,60,467				9,60,467	15%	8,75,834	12,695	8,88,529	71,938	84,633
C.D. ROM for Library -Sponsored	7,654				7,654	15%	7,379	41	7,420	234	275
Library Books - NAIP	50,000				50,000	4.75%	27,558	1,066	28,624	21,376	22,442
Library Books - Sponsored	1,107				1,107	20%	1,094	3	1,097	10	13
Library Books - Training/ PGDC	27,112				27,112	20%	26,698	83	26,781	331	414
ASSETS - PLAN GRANT								-			

Information Technology / Computers	47,83,197			47,83,197	10%	29,36,810	1,84,639		31,21,449	16,61,748	18,46,387
Library Books/network	26,54,360			26,54,360	20%	25,41,646	22,543		25,64,189	90,171	1,12,714
Library expenses	1,18,035	-		1,18,035	20%	62,348	11,137		73,485	44,550	55,687
Guest House	8,75,876			8,75,876	10%	6,99,666	17,621		7,17,287	1,58,589	1,76,210
Director's Office	3,96,459			3,96,459	10%	3,22,995	7,346		3,30,341	66,118	73,464
Essential Infrastructure on Campus-Plan	10,50,75,223	-		10,50,75,223	10%	5,59,84,289	49,09,093		6,08,93,382	4,41,81,841	4,90,90,934
TOTAL OF CURRENT YEAR	38,72,27,657	45,44,042	-	39,17,71,699		18,96,51,300	92,04,163	-	19,88,55,463	19,29,16,236	19,75,76,357
TOTAL OF PREVIOUS YEAR	38,34,83,250	37,44,407	-	38,72,27,657		18,03,31,401	93,19,899	-	18,96,51,300	19,75,67,357	20,31,51,849

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

SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2024

SCHEDULE 4

CURRENT ASSETS, LOANS & ADVANCES

(Figures in Rupees)

	Current Year	Previous Year
A. CURRENT ASSETS	2023-24	2022-23
1. Inventories		
Closing Stock of Stationery	4,24,527	4,46,463
(At cost as certified by management)	4,24,527	4,46,463
2. Sundry Debtors		
a) Receivable from Sponsors	67,63,637	67,63,637
	67,63,637	67,63,637
3. Bank Balances with Scheduled Bank		
- In Saving Account		
- UCO Bank - 2003(FCRA)	16,74,569	16,18,326
- Union Bank Of Indian-5677	3,82,07,013	4,03,28,520
- Union Bank Of Indian-3572	61,14,693	59,40,548
- Union Bank Of Indian-4108	1,68,22,579	1,73,02,934
- Indian Overseas Bank - 103	1,09,46,595	6,14,874
- In FDR Account		
- FDR with Union Bank (Corpus Fund)	9,40,80,616	9,32,36,241
- FDR with UCO Bank (Main)	39,64,064	34,66,080
- Interest Accrued on FDR	1,03,55,485	42,83,998
- FDR with Union Bank(Others)	-	35,07,594
TOTAL	18,21,65,613	17,02,99,115
GRAND TOTAL	18,93,53,777	17,75,09,215

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
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SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2024
SCHEDULE - 4A

2. Advances and other amounts recoverable in cash or in kind or for value to be received
(Figures in Rupees)

	Current Year	Previous Year
	2023-24	2022-23
A. ADVANCE ON CAPITAL ACCOUNTS		
Main - CPWD for Campus Construction	32,30,614	32,30,614
Advance to NIC for Computers	22,065	22,065
Advance to NICSI	430	430
Advance to Exe.Engineer, North DDA for sewer connection	-	-
Ex-Engineer (E), CPWD	79,88,213	79,88,213
Exec.Engineer.DAD, CPWD	36,52,311	36,52,311
Ex-Engineer (C), CPWD	-	-
TOTAL - A	1,48,93,633	1,48,93,633
B. OTHERS		
Main - Petrol/CNG Deposits	30,500	30,500
Telephone Deposits with MTNL	47,300	47,300
Security Deposits DVB	13,50,000	13,50,000
Security Deposit Sr AO, DDO (Water connection)	5,000	5,000
GSLI Recoverable from Staff	1,03,613	1,03,613
T.D.S. Receivable	1,55,64,390	2,00,88,095
GST Recievable	2,16,779	2,16,790
Advances to Employees (Computer/Festival/Cycle/Scooter etc)	1,07,838	1,07,838
Misc.Advances for studies	18,23,300	18,23,300
Misc.Advances for services	17,87,656	18,07,482
Earnest Money	4,01,292	3,01,292
Prepaid Expenses	6,50,794	92,006
Other Receivables	1,37,87,658	2,31,530
Advance to CPF A/c No-2478	54,94,480	-
TCS Receivable	9,736	3,491
Total B	4,13,80,337	2,62,08,237
TOTAL - A+B	5,62,73,970	4,11,01,870
LESS: Unadjusted advances carried forward(Plan Funds)	(2,64,27,795)	(3,09,71,837)
Total Current Assets,Loans,Advance etc.	21,91,99,952	18,76,39,248

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR
THE YEAR ENDED ON 31-03-2024
INCOME

(Figure in Rupees)

SCHEDULE 5 - INCOME FROM STUDIES/ RESEARCH/PROJECTS	Current year	Previous Year
	2023-24	2022-23
Main-Accommodation Charges	-	11,25,600
E & T-MEA Sponsored Programmes	1,25,71,043	89,35,799
Consultancy Studies	12,35,404	1,26,72,841
	1,38,06,447	2,27,34,240
Less:Transfer to corpus fund	1,85,311	19,00,927
	1,36,21,136	2,08,33,313
SCHEDULE-6-GRANTS	Current year	Previous Year
Grant in Aid	11,30,00,000	11,30,00,000
	11,30,00,000	11,30,00,000
SCHEDULE 7 - INTEREST	Current Year	Previous Year
(a) Schedule Banks		
Non Plan	11,71,996	8,27,505
FCRA (A/c No. 2003)	56,243	42,689
NAIP study (A/c No. 4108)	4,58,805	5,63,444
Interest on FDR	38,49,026	23,88,045
	55,36,070	38,21,683
(b) On Loans/Staff		
Interest on Income tax Refund	5,50,880	-
Interest on Security Deposits	-	90,860
	5,50,880.00	90,860
TOTAL	60,86,950.00	39,12,543
SCHEDULE 8 - OTHER INCOME	Current Year	Previous Year
Rent from NIT	3,99,93,141	2,13,95,623
Ground Rent from NIT	2,14,200	2,50,000
Licence Fees for Quarters - Main	1,54,727	1,81,288
Misc. Receipts -NP	65,90,296	46,80,128
Total	4,69,52,364	2,65,07,039
GRAND TOTAL	17,96,60,450.00	16,42,52,895.00

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHDULES FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR
THE YEAR ENDED ON 31-03-2024
EXPENDITURE

(Figures in Rupees)

SCHEDULE 9 - ESTABLISHMENT EXPENSES	Current Year	Previous Year
	2023-24	2022-23
(a) Salaries & Wages	7,73,41,180	7,41,35,754
(b) Allowances & Bonus		
Tution Fee	8,65,500	9,45,000
Overtime Allowance	-	-
LTC	8,25,903	3,53,634
Honorarium	-	-
Total (b)	16,91,403	12,98,634
(c) Contribution to Provident Fund	6,17,350	6,91,322
(d) Contribution to NPS	65,01,392	61,39,799
(e) Staff Welfare Expenses		
Medical	15,83,368	20,82,864
CGHS Contribution	-	3,90,620
Salary to Canteen staff	51,47,223	44,79,839
Total (e)	67,30,591	69,53,323
(f) Exp on Employees Retirement & Terminal Benefits		
Leave Encashment	62,93,993	34,52,198
DCRG	93,94,090	58,63,842
Provision for DCRG	(23,33,253)	(12,83,318)
Provision for Leave Encashment	(6,89,715)	(7,47,539)
Total (f)	1,26,65,115	72,85,183
Grand Total	10,55,47,031	9,65,04,015

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR
THE YEAR ENDED ON 31-03-2024
EXPENDITURE

(Figures in Rupees)

SCHEDULE 10- ADMINISTRATIVE EXPENSE MAIN	Current Year	Previous Year
	2023-24	2022-23
NON-PLAN		
1. House Keeping	21,14,113	21,31,631
2. Electricity	1,11,00,674	83,24,641
3. Annual Maintenance Contract	5,96,173	8,40,193
4. Repairs & Maintenance of Office Equipments	9,43,174	6,23,415
5. MCD Property Taxes - New Campus	29,28,724	28,94,437
6. Ground Rent	-	7,56,000
7. Postage	8,749	5,026
8. Telephone	1,61,729	2,36,931
9. Stationery	7,21,467	3,91,404
10. Printing	2,50,905	32,060
11. Petrol consumption on staff car & Maintenance	2,67,623	3,22,804
12. Petrol consumption on Diesal Gen. Set	10,413	9,667
13. Petrol/CNG consumption on Staff Bus & maintenance	2,68,514	2,51,924
14. TA/DA	1,34,889	2,45,530
Local Conveyance	-	-
15. Audit Fees	-	81,314
16. Security Charges	35,64,864	30,53,799
17. Uniform Expenses	-	1,05,000
18. Legal & Professional Charges	15,57,367	12,69,960
19. Other Administrative expenses	10,18,997	12,89,517
20. Horticulture Maintanance	16,89,872	-
21. Advertisement	-	1,14,236
22. Hindi Day Expenses	-	23,535
23. Interest on TDS	-	-
24. Hostel Utilites	1,47,909	-
25. Loss on settlement of IIPA Building	-	-
26. Water Charges	10,97,314	60,72,589
Total	2,85,83,470	2,90,75,613

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT
FOR THE YEAR ENDED ON 31-03-2024

EXPENDITURE (PROJECTS)

(Figures in Rupees)

SCHEDULE 11 - ESTABLISHMENT EXPENSES	Current Year	Previous Year
	2023-24	2022-23
(a) Salaries & Wages	37,72,301	41,24,030
(b) Contribution to Provident Fund	-	-
Grand Total	37,72,301	41,24,030

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
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SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT
FOR THE YEAR ENDED ON 31-03-2024

EXPENDITURE (PROJECTS)

(Figures in Rupees)

SCHEDULE 12- ADMINISTRATIVE EXPENSES (PROJECT/STUDIES)	Current Year	Previous Year
	2023-24	2022-23
NTMIS & PGDC		
1. Repair & Maintenance	53,400	99,111
2. Valedictory Function	-	-
3. Telephone	6,944	14,629
4. Stationery, Printing & Postage	2,62,338	2,50,870
5. Incidental cost	5,47,220	1,42,408
6. TA/DA on Consultancy Projects	1,15,238	15,80,794
Local conveyance	-	-
7. Mess Expenses	3,21,817	1,70,658
8. Misc. Exp.	6,70,263	8,36,047
9. Living Allowance	51,65,100	49,48,250
10. Project Allowance	-	-
11. Field Visit	12,74,208	6,91,506
12. Travel Exp.	4,40,922	3,58,438
13. Book allowance	20,321	34,813
14. Consultancy Expenses	15,45,823	15,34,167
15. Honorarium	16,000	-
PLAN		
16. Modernisation of IT	4,77,412	82,420
17. Evaluation Week Jan19-23'2015	-	-
18. Horticulture work	-	16,04,909
19. Electrical & Civil Maintenance work	9,96,907	8,04,448
20. Epf Employer Contribution	-	-
21. Other Expenses	40,000	-
Total	1,19,53,913	1,31,53,468

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT

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

RECEIPT AND PAYMENT ACCOUNT FOR THE YEAR ENDED ON 31-03-2024

(Figures in Rupees)

RECEIPTS	Current Year 2023-24	Previous Year 2022-23	PAYMENTS	Current Year 2023-24	Previous Year 2022-23
I. Opening Balance			I. Expenses		
a) Bank Balances			a) Establishment Expenses(Main)	10,85,69,999	9,85,34,872
(i) Savings Accounts	6,58,05,202	4,67,96,761	b) Administrative Expenses(Main)	2,85,83,470	2,90,75,613
(ii) Fixed Deposits	10,02,09,915	9,31,13,646			
II. Grants Received			II. Exp. on Projects/Research/ studies		
a) Government of India - Non Plan			a) Establishment Expenses	37,72,301	41,24,030
Grant Salary	9,50,00,000	9,50,00,000	b) Administrative Expenses	1,19,53,913	1,31,53,469
Grant - General	1,80,00,000	1,80,00,000			
Grant-Creation Of Capital Assets	-	-	III. Purchase of Fixed Assets	45,44,042	37,44,407
III. Interest Received					
a) On Bank Deposits	30,29,403	85,11,779	IV. Loans & Advances(Liab.)		
b) On Staff Advances	-	-			
b) Other Interest	5,50,880	90,860			

IV. Other Income					
Instt. Fees/Project Fees etc.	6,07,58,811	4,92,41,279	V. Loans & Advances(Assets)	(39,80,619)	30,01,013
V. Other Receipts					
	-	-	VI. Closing Balance		
VI. Sale of Fixed Assets			a) Bank Balances		
			(i) Savings Accounts	7,37,65,448	6,58,05,202
VII. Loans & Advances(Asset)	(1,91,30,782)	48,64,912	(ii)Fixed Deposits	9,80,44,680	10,02,09,915
VIII. Loans & Advances(Liab)	10,29,807	20,29,283			
TOTAL	32,52,53,235	31,76,48,520	TOTAL	32,52,53,235	31,76,48,520

For SRPK & Co.
Chartered Accountants

- Sd -
Gaurav Gill
Joint Director (Finance)
NILERD

- Sd -
Jayant Singh
Director General
NILERD

- Sd -

FCA, Partner
M. No. 088512
UDIN:- 24088512BKCVIU7363
Place ; Delhi
Date: 24/9/24

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND 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 23-24

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% 4.75%	(iii) Vehicles & vessels	9.50%
(ii) Electrical installation & Equipments, Plant & Machinery, Laboratory apparatus and scientific Equipment, library books		(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 advances towards project, has been recorded on Receipt basis.
- 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 and rotated through RBI under Treasury Single Accounts System (TSA) as per government policy.

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 AND 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 (2023-24):

1. 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.12,35,404 of total Receipts from Projects Rs.1,85,311/- (previous year Rs. 19,00,927/-) transferred to Corpus Fund. Additional savings after meeting present & future cost could not be ascertainable.

2. The following amounts are receivable from Sponsors as on 31/03/2024.

S. No.	Name of Project	Amount	Year
1	HRD-AICTE (NTMIS)	64,25,582	2010-11
2	HDI-SC & Emp. Study	2,91,255	2014-15
3	Oxford university	46,800	2015-16
	Total	67,63,637	

3. (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	Executive Director (DAD), CPWD	36,52,311	2011-12
3	NIC Computers	22,065	2004-05
4	Ex Engineer (E), CPWD	26,88,213	2015-16
5	Ex Engineer (E), CPWD	53,00,000	2020-21
6	NICSI	430	2015-16

- (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)	Ravinder Kumar, Steno	Rs.12,200/-
(b)	Institute of Development Alternatives, Chennai	Rs.18,23,300/-
(c)	Datanet India Ltd	Rs.53,865/-
(d)	I Security System	Rs.2000/-
(e)	M/s Voltas	Rs.16,854/-
(f)	Globe Marketing	Rs.630/-
(g)	M/s Kamal R.O Service Centre	Rs.37,800/-

(h)	Ranbir Singh (Driver)	Rs.2,000/-
(i)	India International Centre	Rs.2,339/-
(j)	Earnet India	Rs.3,475/-
(k)	NCAI	Rs.5,000/-
(l)	Navcom Tech.	Rs.16,750/-
(m)	CRC Tech.	Rs.50,200/-
(p)	A.P William Wordsworth	Rs.66,350/-
(q)	Metro Hospital Noida	Rs.40,025/-
(r)	B.L Kapoor Memorial Hospital	Rs.78,159/-
(s)	NILERD Departmental Canteen	Rs.7,698/-
(t)	Infinity Retails Ltd	Rs.97,480/-
(u)	The New India Assurance Company Ltd	Rs.55,138/-

4. 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 -4A of Balance Sheet.
5. 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.
6. (i) Balances outstanding of sundry Debtors/Creditors including advances 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.
7. Previous years' figures have been regrouped/rearranged/recasted, wherever considered necessary to make them comparable with those of current years' figures.
8. Schedule 1 to 14 are annexed to and form an integral part of the Balance Sheet as on 31.03.2024 and the Income and Expenditure Account for the year ended on the date.

For SRPK & CO.
Chartered Accountants
FRN: 07488C

- Sd -
CA. SANTOSH KUMAR SINHA)
Partner, FCA Membership No.: 088512
UDIN: 24088512BKCVIU7363

- Sd -
Gaurav Gill
Joint Director
(Finance)
NILERD

- Sd -
Jayant Singh
Director General
NILERD

Place: Delhi
Dated: 24/09/2024

MANAGEMENT RESPONSE ON THE AUDITORS' OBSERVATIONS ON AUDITED ACCOUNTS 2023-24

Sl. No.	Auditors Observation on Annual Accounts 2023-24	Reply of the Institute
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 have 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.	Institute has been maintaining Fixed assets register in the prescribed format given in GFR 22. The Fixed assets register has been updated till date containing item-wise details and their location. The physical verification of the fixed assets is to be conducted for the year 2023-24.
2.	Reconciliation of debtors and creditors including advances: point no. 6 (i) on notes of accounts of Schedule - 14 balances of sundry debtors/creditors including advances have remained subject to confirmation & reconciliation as on 31.03.2024	As regards reconciliation of debtors and creditors including advances, it is stated that the balances appearing as advances are outstanding advances given to CPWD and NICSI, which are to be settled finally. However, continuous efforts are being initiated with CPWD/NICSI to submit the UC, all other advances were properly reconciled, and the efforts are being made to settle the pending advances.
3.	Point no. 2 on notes of accounts of Schedule - 14 it has been observed that a sum of Rs. 67,63,637/- as receivable from sponsors remains outstanding since long and no efforts has been made to recover these advances.	As regards point no. 2 of Schedule -14 the sums receivables from AICTE (MHRD), it is stated that the sincere efforts have been made to recover outstanding amount of Rs. 64.25 lakh, which is a major portion, from the MHRD-AICTE. The matter has been taken up at the senior level and the response of MHRD-AICTE is awaited.

4.	Point no. 3 (i) & 3 (ii) on notes of accounts of Schedule – 14 it is observed that a sum of Rs. 1,48,93,633/- as miscellaneous outstanding advances on Capital account and a sum of Rs. 24,02,190/- as staff & other advances remains as outstanding.	It is stated that an advance of Rs. 53.00 lakh was given to CPWD for installation of firefighting system during the year 2020-21 and completion report is yet to be received from CPWD, which is likely to come soon as work is almost completed. Further, Rs. 88.63 lakh was given to CPWD for campus construction, deposited in arbitration by CPWD. The matter is being pursued with CPWD/DDA for adjustment by estate section. After completion of unfinished work and on receipt of requisite documents/ utilization certificate old advances with CPWD/DDA will be adjusted in books of accounts. Staff advance and other advance are being adjusted in current year.
5. & 6.	Attention is also invited to point no. 4 of schedule 13 in which recognition of income has been booked on receipt basis for this financial year. The LTC advance/advance for expenses to staff are not being adjusted within reasonable time frame.	As per accounting policy being adopted for accounting of MEA income it has been booked on receipt basis. As regards LTC advances, in few cases there was delay in adjustment of advance otherwise LTC and other advances are adjusted within a reasonable time. The concerned staff has been instructed for compliance and timeline to be strictly adhered to.
7.	TDS demand across all financial years from 2008-09 to 2022-23 amounting to Rs. 6,67,970/- is still payable by the Institute.	The Institute has filed reply to the Income Tax Department vide letter dated 11.07.2019 for removal of the tax demand. The response of Income Tax Department is still awaited. However, no further demand received from Income Tax Department.

8.	No proper invoicing rule of GST has been taken care by the Institute	Institute prepare invoices for rent and consultancy studies and maximum up to 50 in numbers in a year. Therefore, we prepare invoice on letter head by giving full details of invoice no., GST No., TAN No. & PAN No. of both parties as applicable which is required for filling GST return. However, Institute will get performa invoice printed as suggested by Auditor.																		
9.	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 which seems to be prime facie prejudicial to the interest of the Institute. Action should also be taken to convince the deductor for non-deduction of TDS on its revenue, as amount is lying blocked.	Institute is registered U/s 12 A of Income Tax Act, 1961. Further, as per provisions of Income Tax Act, on-line Income Tax Returns are being filed and Institute gets refund of TDS deducted, on completion of assessments of the relevant year. The matter has been continuously pursued with the Income Tax authorities for pending refunds.																		
10.	<p>The following amounts are standing since opening and the same has not been adjusted yet. It is advised to take necessary action against pending balances given below.</p> <table border="1" data-bbox="248 1323 858 1630"> <tr> <td>1.</td> <td>CPF Employees</td> <td>Rs. 34,999/-</td> </tr> <tr> <td>2.</td> <td>DCRG Withheld</td> <td>Rs. 38,770/-</td> </tr> <tr> <td>3.</td> <td>Net Payable Withheld</td> <td>Rs. 4,055/-</td> </tr> <tr> <td>4.</td> <td>Outstanding Liabilities</td> <td>Rs. 3,18,208/-</td> </tr> <tr> <td>5.</td> <td>Dr. Saroj Ranjan Mania (Consultant)</td> <td>Rs. 27,640/-</td> </tr> <tr> <td>6.</td> <td>Other Employees</td> <td>Rs. 74,678/-</td> </tr> </table>	1.	CPF Employees	Rs. 34,999/-	2.	DCRG Withheld	Rs. 38,770/-	3.	Net Payable Withheld	Rs. 4,055/-	4.	Outstanding Liabilities	Rs. 3,18,208/-	5.	Dr. Saroj Ranjan Mania (Consultant)	Rs. 27,640/-	6.	Other Employees	Rs. 74,678/-	Most of the unadjusted liability is on account of unclaimed amount. The liability for withheld DCRG amount is released after expiry of 6 months to retired employees. However, we are reviewing all the pending liability and will take necessary action for adjustment in the year 2024-25.
1.	CPF Employees	Rs. 34,999/-																		
2.	DCRG Withheld	Rs. 38,770/-																		
3.	Net Payable Withheld	Rs. 4,055/-																		
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5.	Dr. Saroj Ranjan Mania (Consultant)	Rs. 27,640/-																		
6.	Other Employees	Rs. 74,678/-																		
11.	Discrepancies have been found in the Honorarium paid to faculties for projects	Efforts are being initiated to reconcile the ledger as per records available. However, the same may be shown to the audit party during the next audit.																		



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