

National Institute of Labour Economics Research and Development (NILERD)
(An autonomous institute under NITI Aayog)

Guidelines for engaging Distinguished Fellows (DFs) in NILERD

1. Introduction:

NILERD a premiere institution in the field of Human Resource Planning and Development, was set up by the Government of India as an Autonomous organization in 1962 to evolve an institutional framework capable of sustaining and steering a systematic human resource planning process in the country.

NILERD has a long-standing mandate of conducting policy-oriented research, programme evaluation, capacity building, and advisory services in the areas of labour economics, employment, human resource planning, skill development, social protection, and allied socio-economic sectors. In the evolving policy landscape, there is an increasing need to leverage the expertise of eminent scholars, former policymakers, senior administrators, industry leaders, and domain experts who possess substantial knowledge and practical experience in these fields.

The institution of a **Distinguished Fellow Programme** in NILERD would strengthen NILERD's research ecosystem through engagement of nationally and internationally recognized experts with distinguished academic, policy, administrative, or professional credentials.

The objective of the Distinguished Fellowship Programme is to augment and elevate the level of dialogue which can address some of the most pressing challenges of India so as to achieve the vision of a peaceful and prosperous society by tapping into the best minds across the world.

Distinguished Fellows are leaders who are pre-eminent in their fields and have made exceptional contribution in their specialised area of work in public, private or non-profit sectors or shown exceptional leadership skills in the public or private sectors. This fellowship is honorary in nature wherein persons of eminence will be invited to support NILERD in its key initiatives and programmes. It is expected that establishment of a **Distinguished Fellow Programme** would enable NILERD to harness the expertise of eminent professionals and scholars, strengthen its research and policy advisory capabilities, foster innovation and knowledge exchange, and enhance its contribution to evidence-based policymaking and national development. The Programme would serve as an important mechanism for enriching the intellectual environment of the Institute while advancing its strategic objectives and institutional mandate.

2. Eligibility:

- i. Persons of eminence with significant academic/corporate/technical/government experience who have special knowledge or leadership skills in sectors/areas of relevance to governance and development.
- ii. And they have made significant, long term and distinguished contribution in leadership roles and are recognized in the world of scholarship, public policy/governance and/or in corporate world.

3. Roles and Responsibilities:

Distinguished Fellows are expected to;

- i. Provide expert advice to the NILERD on various policy matters and work on strategies for long term planning to achieve national objectives and priorities.
- ii. Support NILERD in designing strategic and long-term policy and programme frameworks and initiatives in their areas of expertise.
- iii. Facilitate partnerships between NILERD and key stakeholders, national and international Think Tanks, as well as academic and research institutions.
- iv. Provide knowledge support to NILERD with respect to ongoing key programs, initiatives and Projects.
- v. Contribute to the discussions and conferences in their areas of work.
- vi. And any other area of work as per the advice of DG, NILERD.

3. Logistics and Support:

- i. TA/DA within India (Domestic Air Tickets/reimbursement of Air fare/First-Class AC in Railways, food and lodging, local transport for official purpose) will be provided at par with Secretary, Gol for attending meetings, seminars, etc. in NILERD and elsewhere as and when required with the approval of DG, NILERD.
- ii. Pick up and drop facility will be provided in Delhi/NCR for attending official meetings in NILERD for Distinguished Fellows located in Delhi/NCR.
- iii. Distinguished fellows will have full access to a computer equipped office as and when required during their tenure and access to various NILERD facilities such as library etc.

4. Number of Distinguished Fellows: The number of Distinguished Fellows shall not normally exceed 3 at any given point of time. However, the numbers may exceed the limit specified above, under special circumstances, as determined by DG, NILERD.

5. Period: One year from date of engagement, this is extendable by a year at a time with the approval of DG, NILERD.

- i. Selection Procedure: Search and Selection Committee will be headed by DG, NILERD, Director, NILERD and two other faculty members nominated by DG, NILERD will be members of this Committee. The Committee may also co-opt any other member as it deems fit. It will shortlist the names and finalize the selection of the DFs.

6. Programme Requirements:

- i. Distinguished Fellows will NOT be associated full time with NILERD. NILERD will not be paying any remuneration for their honorary engagement as DFs in NILERD.
- ii. The Fellows will be free to publish their work with the disclaimer, "Views in this paper/journal are that of the author and do not reflect NILERD's position:"
- iii. It is expected that they will not post on social media any issue relating to

NILERD.

- iv. The Fellows are expected to participate in NILERD's discussions, seminars, presentations and any other relevant events as and when requested by DG, NILERD. Fellows shall respect the confidentiality of the information/data and of the deliberations in which they participate.
 - v. DF is not a staff member of NILERD and is not precluded from holding any other office.
 - vi. Fellows shall be primarily responsible for observing and complying with all legal, regulatory and professional ethical requirements relevant to the field of Fellowship and at NILERD as per Government of India norms.
 - vii. Fellows shall not disclose confidential information acquired in the course of the Fellowship, except with prior permission in writing from DG, NILERD.
 - viii. Fellows who desire to visit NILERD in connection with their related areas of engagement will be facilitated by Directors.
- 7. TA/DA Expenditure:** The expenditure incurred under the Fellowship Programme will be met from the appropriate Budget Head allocated for NILERD for the purpose of official tours/TA/DA.
- 8. Termination:** NILERD at any point of time can terminate fellowship without any notice. The fellow concerned can also give up the fellowship by informing DG, NILERD in writing.
- 9. Relaxation:** DG, NILERD will have the power to relax any of the conditions mentioned above, in respect of any deserving candidate, with due justification.
- 10.** This issues with the approval of DG, NILERD