

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

Guidelines for NILERD's Resident and Non-Resident Honorary Fellowship Programme

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.

Over the years, NILERD has broadened the scope of its research and training mandate in the areas of labour and employment, monitoring and evaluation, public policy and governance and sustainable development issues and contributed significantly to evidence-based policymaking, capacity building, and institutional strengthening at national and state levels.

In view of the evolving labour market landscape, rapid technological transformation, changing skill requirements, demographic transitions, and emerging socio-economic challenges, there is a growing need to strengthen collaboration between academia, policymakers, industry leaders, and development practitioners. To further enrich its intellectual ecosystem and enhance its national and international profile, NILERD proposes to institute an **Honorary Fellowship Programme** to recognise distinguished individuals who have made exceptional contributions in areas aligned with the Institute's mandate.

1. The objective of its Fellowship Programme is to leverage sectoral expertise to meet emerging requirements across sectors of national importance by tapping into the best minds from across the world. Fellows are expected to leverage research/policy inputs in their respective areas and provide strategic advice to NILERD. The fellowship is honorary in nature where senior and mid-career professionals of high caliber are invited to support NILERD in its key initiatives and programmes. NILERD expects its fellows to enrich its intellectual landscape and enable meaningful collaborations and partnerships with institutions of global repute.

2. NILERD intends to engage two categories of fellows under these guidelines, namely, Resident Fellows (RFs) and Non-Resident Fellows (NRFs).

A. RESIDENT FELLOWS (RFs)

a. Eligibility:

- (i) Individuals with significant academic/corporate/technical/government/non-profit experience in the field of economics, finance, infrastructure, industry, social sectors and

administration and related areas of governance and development with proven expertise in their specialized fields.

- (ii) Master's in the related subject from reputed universities and research institutions or having held top leadership roles in the public/private sectors. PhD will be desirable.

b. Logistics and Support:

- (i) RF will be provided an office space in NILERD, as and when required.
- (ii) 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 entitlement of officers of Government of India drawing pay at level 14 in the pay matrix for attending meetings, seminars, etc. in NILERD as and when required with the approval of DG, NILERD.
- (iii) Resident Fellows will have access to a computer equipped office and facilities such as library, resource centre etc.

- c. **Number of Resident Fellows:** Number of Resident Fellows shall not normally exceed 5 at any given point in time.

- d. **Period:** One year from the date of engagement, this would be extended by a year at a time with the approval of DG, NILERD.

e. Search and Selection Procedure:

- (i) Search Committee would be headed by Director, NILERD and would have 2 other members nominated by DG, NILERD.
- (ii) The Search Committee will shortlist the names of RFs based on their experience and expertise in their specialized fields and submit to DG, NILERD.
- (iii) The approving authority shall be DG, NILERD.

B. NON-RESIDENT FELLOWS (NRFs)

a. Eligibility:

- (i) Individuals with significant academic/corporate/technical/government/non-profit experience in the field of economics, finance, infrastructure, industry, social sectors and administration and related areas of governance and development with proven expertise in their specialized fields.
- (ii) Master's in related subjects from reputed universities and research institutions or having held top leadership roles in public/private sectors.

b. Logistics and Supports:

- (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 entitlement of officers of Government of India drawing pay at **level 14** in the pay matrix for attending meetings, seminars, etc. in NILERD 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 Non-Resident located in Delhi/NCR.
- (iii) Non-Resident Fellows will have access to a computer-equipped office as and when necessary and to facilities such as library, resource centre etc.

c. **Number of Non-Resident Fellows:** Non-Resident Fellows shall not normally exceed 5 at any given point of time.

d. **Period:** One year from the date of engagement, which would be extended by a year, at a time with the approval of DG, NILERD.

e. **Selection Procedure:**

- (i) Search Committee would be headed by Director, NILERD and would have 2 other members nominated by DG, NILERD.
- (ii) The Search Committee will shortlist the names of NRFs based on their experience and expertise in their specialized fields and submit to DG, NILERD.
- (iii) The approving authority shall be the DG, NILERD.

3. **Roles and Responsibilities:**

- (i) Fellows would be required to review the existing body of research and provide critical inputs and policy advice to the NILERD on the sectors they have expertise.
- (ii) They may also hold round table discussions with the stakeholders to bring out position papers and give policy prescriptions on key strategic sectors.
- (iii) They may also provide technical and knowledge support for the ongoing training and research in NILERD. Fellows would also engage continuously with DG, NILERD on their work.

4. **Programme Requirements:**

- (i) RF/NRF will NOT be associated as full-time staff members with NILERD. NILERD will not be paying **any remuneration** for their honorary engagement as RF/NRFs in NILERD.
- (ii) The Fellows will be free to write own papers independently; however, they would have to acknowledge NILERD's association with the following disclaimer. "Views in this paper 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) Fellows are expected to participate in NILERD's discussions, seminars, presentations and any other relevant events as and when requested by NILERD. Fellows shall respect the confidentiality of the information/data as

well as the confidentiality of the deliberations in which they participate.

- (v) Fellow 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.
- (vi) Fellows shall not disclose confidential information acquired in the course of the Fellowship, except with prior permission in writing from DG, NILERD.
- (vii) Fellows who desire to visit NILERD in connection with their related areas of engagement shall put a request to DG for approval.

5. 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.

6. **Termination:** NILERD at any point in time can terminate the fellowship without any notice. The fellow concerned can also give up the fellowship by informing DG, NILERD in writing.

7. **Relaxation:** DG NILERD will have the power to relax any of the conditions mentioned above, in respect of any deserving candidate, with due justification.

8. These issues with the approval of DG, NILERD.