



सत्यमेव जयते



SINCE 1920

# Eleventh Digest of Indian Labour Research

Government of India  
Ministry of Labour & Employment  
Labour Bureau

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# P R E F A C E

Labour Research is an effort directed to the accumulation and dissemination of scientific knowledge in the world of labour. Labour research could be broadly classified into three parts viz., Basic (concerned with theoretical discovery in the realm of Labour Economics), Applied (designed to achieve practical results by making available new information which can be used to solve existing problems) and Administrative (intended to provide data specially required for the work of Management of Government or other problems of the private agencies concerned in promoting Labour Organization and Welfare).

The need for research in the field of labour arises for understanding the complex nature of industrial and non industrial production and service organizations which continuously evolve in a dynamic setting of the modern societies. Globalisation has further added new dimensions to the world of labour. Advent of information technology however now enables effective dissemination of research in the field of labour in the country. In order to ward off duplication of efforts, there appears to be a need for representative documentation of Labour Research. Having felt the need for such a publication containing co-ordinated details of references of available studies on Labour Research, the Digest of Labour Research was thought of and a beginning was made with the first Digest published by Labour Bureau in 1963 covering the period 1956-62. The 10<sup>th</sup> issue concerning the period 2008-2011 was released in 2014. The present one is the Eleventh in the series and covers the period 2012-2019. Though the Bureau has made considerable efforts to bring forth this Digest pertaining to contemporary research work undertaken in the field of labour in India, yet it is possible that it may not be as exhaustive one keeping in view the volume of research work coming out from diverse agencies. However it is hoped that this publication will prove handy to all stakeholders in making available a reference manual that would help researchers probe deeper into various facets of labour, such as industrial relations, productivity, wages and earnings, etc.

I am grateful to the Universities, Government Departments (Central and State), Social Research Institutes, Employers' and Workers' Organizations and individual researchers without whose co-operation it would not have been possible to bring forth the 11<sup>th</sup> attempt of Labour Bureau for a streamlined presentation of the Labour Research undertaken in the country. I would also like to express my appreciation to the efforts put in by Smt Anita Verma, Economic Officer, Shri Ajay Saini, Inv. Gr. II for compilation and summarization of this publication under the supervision of Shri Bharat Bhushan, Deputy Director General and Shri Navdeep Singh, Deputy Director.

Suggestions towards improvement of the contents of the future Digests are welcome. The views, if any, expressed in this volume are not necessarily those of Govt. of India, Ministry of Labour & Employment.

**( D.P.S. NEGI )**

**DIRECTOR GENERAL**

Labour Bureau

Chandigarh

Dated: 19.01.2021

## INTRODUCTION

**1.1 Genesis :** The idea of compiling the Digest of Indian Labour Research was born out of a long cherished desire of Sh. Gulzari Lal Nanda, the then Union Minister for Labour, Employment and Planning “to gauge the level of generalization in various fields of labour research in India”. Accordingly, the Labour Bureau was entrusted with this onerous task of fulfilling the long felt need of providing all relevant information at a single place. In the absence of any well recognized annotated bibliography on Labour Research in the Country, the whole project had to be conceived and built up from grass root level so as to make it a basis for carrying forward and projecting the cross-section of work pertaining to Labour Research/Survey/Study etc., undertaken and completed or in progress during the period 1956-62 published in 1963.

**1.2** Being the starting point of a new venture, the Bureau faced many odds relating to coverage and response, form and uniformity of design of the publication. The end product, however, was a fair collection of details in respect of 147 studies with a scholarly treatise in the field of labour. Despite its none too comprehensive coverage, the first digest evoked favourable comments from the National Commission of Labour and other agencies. Such acknowledgements and references gave strength to the idea that it would, in due course of time, become valuable source book of representative documentation that it was intended to be. The second Digest of Indian Labour Research covering the period 1962-67 was brought out in the year 1974. Since then it has been a regular feature to bring out this Digest periodically.

**1.3 Objectives:** As stated in the first Digest, this publication is primarily oriented “to be of service to research workers and to those who are concerned with the direction and administration of labour policy. Accordingly, the data is so presented as to facilitate communication in a field where the research worker cannot rely upon his personal relations, academic and professional, to keep him in touch with development of ideas. The efforts of the Bureau would be amply rewarded if this volume serves as a clearing house of information, which, for the most part is not readily available elsewhere”. With this objective in view, the Digest modestly attempts to annotate the bibliography of presented studies to help the users in getting access to the referral details for fruitful exchange and cross fertilization of ideas and experiences.

**1.4** In the Digest, no attempt has been made either to estimate or to evaluate the studies, however, for the purpose of adjudging whether a particular study merited inclusion in our Digest or not on the basis of its being a research project or otherwise, we evolved a working definition and criteria of a research project for all Digests released till

date and we continue with this practice for Eleventh Digest (2012-2019) too. We laid down that any study to be included in the Digest should;

- a) be connected with labour problems or having a bearing on such problems;
- b) make a scientific and analytical study of such problems;
- c) have an integrated and balanced picture of the problem studied;
- d) bring out the results, findings, conclusions or recommendations of the study;
- e) make an original or significant contribution to labour literature and knowledge in the country;
- f) suggest, especially in the case of applied or need-oriented research, solutions to the specific problems studied.

The prime intention of the digest is to disseminate the studies in a form which is meaningful and comprehensible to a lay reader, a research worker as well as to an administrator. The research work presented in the Eleventh Digest of Indian Labour Research (2012-2019) is indented to be useful to gauge the level of generalisation, for fruitful exchange and cross fertilisation of ideas and experience, for further research, for formulation of plans, policies or just for having an overview of the quantum and quality of research work done in the domain of Labour over space and time. The limitation of the coverage would, no doubt, make the task difficult but in the absence of any comprehensive account, the Digest can at least claim to project a cross-section of the research work undertaken, accomplished, during the period of publication. At the same time, for want of better source at present and in order to meet the varied requirements of readers and users, the Digest does disseminate the research/survey work, etc. in a form that is at once meaningful and comprehensible to a lay reader, a research worker as well as to the administrator.

## **2. The Eleventh Digest (2012-2019)**

The Eleventh Digest is more or less on the same pattern as that of the Tenth Digest. The total number of studies completed, presented in this issue are 30. The Eleventh Digest is divided into three parts. The first part contains the introductory chapter. In part II the digest of the research studies have been included while part III is comprised of various annexures including the facsimile of the proforma prescribed for the Eleventh Digest for obtaining particulars of each research project undertaken in the field of Labour.

## **3. Scope:**

**3.1** The scope of Eleventh Digest which remains practically the same as that of earlier Ten digests, is primarily confined to the research/survey work done or being carried on in (a) Universities; (b) Social Science Institutes and Worker's and Employer's



Organisations etc; (c) Central and State Government Departments concerned with Labour and allied matters and (d) Other organisations and individuals.

**3.2 University Research:** The research work that is being done at the Universities (either in their Labour Department and/or other allied Departments dealing with Labour problems) or in their affiliated Colleges or Institutes can be classed into two categories, namely;

- 1) Research work carried out in pursuant to the award of a Doctorate Degree or in full or part fulfillment of Master's or Bachelor's Degree or Diploma;
- 2) Other research work undertaken by teaching staff independently or on behalf of some private or state sponsoring agency.

**3.3 Government Research:** The spectra of Government Research is rather complex. Most of Labour Research undertaken by them is utilitarian and essentially problem – oriented either for policy formulation purposes or ameliorative action and measures or just for gauging the socio-economic conditions of workers for international or internal comparative use. Some of it is essentially a by-product of labour administration. In order to respond appropriately to the global changes in the field of economy in general and labour economy in particular, more and more reliance came to be placed by the Governments on scientifically worked out schemes, surveys and plans in formulating their policies. However, much remains to be done in this field so that a coherent and cohesive pattern of Government research in the shape of scientific investigations, surveys, studies, papers, brochures, publications, etc., emerges.

**3.4 Labour Research Institutes:** Various types of Institutes in the country engaged in different types of specialised research in the field of labour and labour related problems.

The research works for the award of Doctorate Degree or otherwise are included in the Digest. However, the research done in part fulfillment of Post Graduate / M.Phil degrees are excluded.

#### **4. Methodology:**

A self explanatory proforma for obtaining particulars of the Research work was designed and sent to the various Universities, Research Organisations and Central and State Government Departments dealing directly or indirectly with labour matters and the requisite information for inclusion in the Eleventh Digest was obtained.

## **5. Period Covered:**

The Digest broadly takes into account all research work, completed in the field of labour during the period 2012-2019 only. The quinquennial period of coverage of Digest was recommended by the conference on the Labour Statistics convened by the National Commission on Labour in August, 1968.

## **6. Classification and Arrangement:**

The research work has been mainly classified according to the subjects of study. This classification is in no way exhaustive and is purely functional. Since no recognized classification of subjects is available, considerable discretion has been exercised in listing the studies under following subject-heads. The subject-heads are; (i) Employment, (ii) Absenteeism, (iii) Wages and Earnings, (iv) Level of Living, (v) Industrial Relations, (vi) Productivity, (vii) Trade Unionism, (viii) Working Conditions and Welfare, (ix) Social Security, (x) Workers participation in Management, (xi) Personnel Management and Training, (xii) Industrial Psychology, Health and Safety, and (xiii) Miscellaneous. Under each subject head, the Studies have further been arranged according to four sponsoring agency groups such as: (1) Universities, (2) Institutes, (3) Government Departments (Central/States), (4) Others (Organisations and Individual).

## **7. Annexures**

### **7.1 Annexure 'A'**

Source – Publications pertaining to Labour Statistics and Information: This furnishes the details of publications such as name of publication, name and address of agency bringing it out and type of information dealt with.

### **7.2 Annexure 'B'**

This is the facsimile of the proforma utilised for obtaining particulars of each research product for the Eleventh Digest.

### **7.3 Annexure 'C'**

List of officers / officials associated with the publication.

<b>1. REGIONAL STUDY ON OCCUPATIONAL SAFETY &amp; HEALTH IN CONSTRUCTION INDUSTRIES</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	1. Dr. R.K. Elangovan, Deputy Director General, DGFASLI, (Chairman of the study Team) 2. Shri K.Rajan, Asstt. Director (safety), RLI Chennai 3. Shri B. Chanchal Rao, Addl. Asst. Director (Safety), RLI Chennai, Member 4. Shri C. Rengaraj, JSA, RLI Chennai - Member 5. Shri G. Vasu, JSA, RLI Chennai - Member
b)	Supervisor	Dr. R.K. Elangovan, Deputy Director General, DGFASLI, N.S. Mankikar Marg, Sion, Mumbai - 400022
c)	Commencement	August, 2014
d)	Completion	March, 2015
e)	Publisher	Directorate General Factory Advice service & Labour Institute, Govt. of India, Ministry of Labour & Employment, N.S. Mankikar Marg, Sion, Mumbai - 400022
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
f)	Universe	To evaluate the occupational safety and health status in construction sites located in the states Tamil Nadu, Andhra Pradesh, Karnataka, Kerala and Puducherry.
g)	Scope	1) To evaluate the status of legal compliance to the applicable status on construction safety. 2) To understand the accident investigation and prevention programmes in construction sites. 3) To understand the hazard identification and risk assessment programmes in Construction sites. 4) To ensure effective emergency evacuation and response in construction sites.
h)	Sample	Random Sampling
i)	Methodology	a) Fifty construction sites were identified on random basis (10 site each state) in the states of Tamil Nadu, Puducherry, Andhra Pradesh, Karnataka and Kerala. b) Developed and validated research tool

		<p>(questionnaire) covering all the aspects of construction safety and health.</p> <p>c) The field visit was conducted during February, 2015 and March, 2015 and the data was collected through the research tool.</p> <p>d) The collected data have been compiled and analyzed and arrived at findings, recommendations and conclusion.</p>
j)	Findings	<ol style="list-style-type: none"> <li>1. Legal compliance on Construction safety and health needs improvement.</li> <li>2. Hazard identification, prevention and control mechanism shall be further strengthened.</li> <li>3. Occupational Hygiene needs to be covered by safety trainings on periodical basis.</li> <li>4. The employers need to be sensidized on the legal requirements of the construction sites.</li> <li>5. A holisitic safety and health management system shall be provided and maintained in the construction sites covering entire work force including contract workers.</li> </ol>
k)	Problems	<p>The study has focused on the following problems/concerns:</p> <ol style="list-style-type: none"> <li>1. Level of legal compliance</li> <li>2. Personal Protective Equipment (PPE) supply, usage and maintenance</li> <li>3. Health status of construction workers</li> <li>4. Hazard identification and Risk Assessment</li> <li>5. Safety and Health Training</li> <li>6. Industrial Hygiene</li> <li>7. Emergency Planning, preparedness and Response</li> </ol>
l)	General Remarks	<ol style="list-style-type: none"> <li>1. The study on construction safety and health in construction sites is the first of its kind to be carried out in construction sites spread over five southern states and physically covering fifty construction sites for data collection.</li> <li>2. The data was collected after verifying through documents and personal interview. The study has involved both employers and employees on matters connected with occupational safety and health in construction sites.</li> </ol>

<b>2. LABOUR IN RUBBER PLANTATIONS OF TRIPURA</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	Pradeep Chouhan, Research Scholar, Department of Economic, Tripura University, Suryamaninagar, Pin- 799022
b)	Supervisor	Dr. Indraneel Bhowmik, Associate Professor, Department of Economic, Tripura University, Suryamaninagar, Pin- 799022
c)	Commencement	Year 2014
d)	Completion	Year 2014
e)	Publisher	No
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
f)	Universe	Wage workers of Rubber Plantations in Tripura.
g)	Sample	400
h)	Methodology	Dimension index & multivariate geometric technique are being used in the research study.
i)	Findings	<ol style="list-style-type: none"> <li>1. Employment are informal based oral contracts &amp; wages are very low, though employment is almost for the entire year.</li> <li>2. Social security is better for public sector workers in comparison to private workers in plantations.</li> <li>3. Due to low income, workers have to look for others ancillary income.</li> </ol>
j)	Problems	<ol style="list-style-type: none"> <li>1. Working &amp; Living conditions of the Rubber Plantation workers.</li> <li>2. Wage Issues</li> <li>3. Social security &amp; livelihood issue of the labourers.</li> </ol>

<b>3. ECONOMIC ASPECTS OF RUBBER PLANTATION IN TRIPURA : A CASE STUDY OF DHUPTOLI VILLAGE</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	Vanlalreema Kuki, Master Degree, (M.A./M.Sc.Eco.), Department of Economics, Tripura University, Agartala, Pin : 799022
b)	Supervisor	Dr. Indraneel Bhaumik, Associate Professor, Department of Economics, Tripura University, Agartala, Pin : 799022
c)	Commencement	January, 2012
d)	Completion	May, 2012
e)	Publisher	No
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
f)	Universe	Rubber growers of Dhuptoli village.
g)	Sample	63 – Rubber growing households
h)	Methodology	Tabular and graphical presentation. Use of correctation co-efficient.
i)	Findings	1. The correctation between age of plantation and the relation made is negative (0.377). 2. Plantations grew mostly because of government support; and 3. Use of family labour is common. 4.
j)	Problems	1. Lack of record is a major problem as a result the exact cost involved with the private individuals cannot be highlighted. 2. Exact plantation area cannot be qualified due communications gap.
k)	General Remarks	There is no wage differential for trained workers.

#### **4. FACTORS AFFECTING EMPLOYMENT GROWTH IN MANUFACTURING INDUSTRIES IN TAMILNADU**

##### **A – GENERAL PARTICULARS**

a)	Authors	M. Suresh Babu, Associate Professor, Dept. Of HSS, IIT Madras
b)	Sponsoring Agency	Planning Commission Trade and Manufacturing Associations
c)	Commencement	April, 2012
d)	Completion	December, 2012
e)	Publisher	-

##### **B. TECHNICAL DETAILS AND FINDINGS**

f)	Universe	Small manufacturing units in Tamil Nadu.
g)	Sample	400 workers.
h)	Methodology	Using a questionnaire, we collected information regarding employment from workers & & entrepreneurs. We analysed this data & included some focus group discussions.
i)	Problems	Why there is low labour absorption in TamilNadu.
j)	Findings	Infrastructure & availability of skilled manpower is a major hindrance for employment growth in TamilNadu
k)	General Remarks	We have some specific policy recommendations.

<b>5. EMERGING LABOUR RELATIONS IN THE SMALL RUBBER PLANTATIONS OF TRIPURA</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	Dr. Indraneel Bhaumik, Associate Professor, Department of Economics, Tripura University, Suryamaminagar, Pin : 799022
b)	Sponsoring Agency	Ministry of Commerce and Industry, Government of India
c)	Commencement	November, 2014
d)	Completion	March, 2015
e)	Publisher	National Research Programme on Plantation Development (NRPPD), Centre for Development Studies, Thiruvanthapuram
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
f)	Universe	Wage workers of Rubber Plantations in Tripura
g)	Sample	92
h)	Methodology	1. Tabular & Graphical representation of field data 2. Use of T-test.
i)	Findings	1. Informal Labour relations in the rubber plantations of Tripura. 2. Average wage of private rubber workers lower than that of unskilled workers and agricultural labourer. 3. Rubber sector workers look for additional income whenever possible. 4. Provisions under PLA, 1951 not available to private sector workers. 5. Limited availability of welfare measures of rubber.
j)	Problems	1. Nature of Contract 2. Labour Market conditions
k)	General Remarks	Emerging labour relations in the form of share contracts in the tribal majority.



<b>6. AN INVESTIGATION OF MIGRATION AND SKILL DEVELOPMENT AMONG THE PADHAR TRIBES OF GUJARAT.</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	Dr. Pravin Patel, Research Assistant Tribal Research and Training Institute Gujarat Vidyapith, Ahmedabad
b)	Supervisor	Dr. Chanderkant Upadhyay, Tribal Research Training Institute, Gujarat Vidyapith Ahmedabad - 380014
c)	Sponsoring Agency	Tribal Development, Government of Gujarat, Ahmedabad. The Gujarat Vidyapith, Ahmedabad (Guidence and Research Support)
d)	Commencement	2014-2015
e)	Completion	2015
f)	Publisher	-
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Universe	Padhars live in and around Nalsarovar area of Surendranagar and Ahmedabad district. There are 15 villages where Padhar tribes are living. The study is done in all these 15 villages.
h)	Sample	The study focused on finding out 15 to 32 age group Padhar youth who will be provided with Skill Development Programme.
i)	Methodology	Primary data collection through (1) Questionnaire (2) Interviews (3) Observation
j)	Abstract	The study aims at to understand the detail educational information of Padhar youth aged 15 to 32. Padhar is a promotive tribe in Gujarat. The aim is to prepare a database of the youth so that whenever they are interested to be to take training they can opt for that. This will also enable the policy makers to improve the quality of life of Padhar tribes.
k)	Problems	(1) Issues of Literacy, non-literary. (2) Economically backward and no employment opportunity in local area forcing them to migrate. (3) Another issue of Padhar is loss of local common properly resources (4) There is issue of sanitation, health and hygiene and monitoring drinking water.

1)	Findings	<p>Total population of Padhar was 26910. 82% have their own houses and rest of the other do not have. Sanitation was a big issue. 91.80% do not have toilet facilities. They do not have piped drainary water facilities. Around 80% of the families surveyed were living below poverty line. They were doing different types of work like construction, agriculture, agricultural labourer, livestock fisheries, Services in Government and Private sector. Out of 1369 youth, 749 youth were migrating in search of livelihood. The study found that 47 youth were interested in self employment, 125 for agriculture, 91 for computer, 76 for driver, 401 for construction, 40 for security guard and 37 for beauty parlour.</p>
m)	General Remarks	<p>From the study, it is observed that Padhar is one of the most backward community and their socio economic condition is extremely backward compared to other tribals of Gujarat. There is need of economical development of the community. For this purpose, there is need of gainful employment for the Padhar. Padhars are very good at embroidery and they should be provided with training in embroidery, tailoring and stitching.</p>

<b>7. EMPLOYMENT, PRODUCTIVITY AND OUTPUT GROWTH OF LABOUR INTENSIVE MANUFACTURING INDUSTRIES IN INDIA” (2014-15)</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Dr. Purna Chandra Parida, Director, National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Delhi-110040 ii) Dr. Kailash Chandra Pradhan , Joint Director iii) Dr. Tapas Sarangi, Assistant Director
b)	Supervisor	Dr. Yogesh Suri, Director General, National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040
c)	Sponsoring Agency	Study was commissioned by erstwhile Planning Commission, Government of India
d)	Commencement	Year 2014-15
e)	Completion	Year 2015
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Universe	The study uses both secondary ad primary data for analysis. Secondary data are taken from the ASIs, Central Statistical Organization (CSO), and Government of India. The study period covers from 1980-81 to 2012-13 and the whole period is divided into sub-periods for doing a comparative analysis. The sub-periods are⊗i) 1980-81 to 1989-90, (ii) 1990-91 to 1999-2000, (iii) 2000-01 to 2007-08 and (iv) 2008-09 to 2012-13. The primary survey has covered five labour intensive industries such as Spinning, Weaving and finishing Textile; Wearing Apparel; Footwear; Furniture; ad Sports Goods, based on purposive sampling method. The total sample size consists of 320 firms across six states such as Delhi, Gujarat, Haryana, Punjab, Tamil Nadu and Uttar Pradesh.
h)	Methodology	The study makes an attempt to first identify labour intensive industries through calculating the labour intensity of each organized manufacturing industry using the Annual Survey of Industries (ASI) data at 3-digit level and then uses three alternative methods – growth accounting (GA) (non-parametric), production function with correction for endogeneity –Levinsohn - Petrin (LP) (semi-parametric), and stochastic production frontier analysis (SFA) (parametric) to estimate total factor productivity growth (TEPG) to see how

		sensitive the results are to different methods. In the next step, the study discusses the primary survey data that have been collected through field survey ad discussion.
i)	Objectives	<ol style="list-style-type: none"> <li>1. To identify industries with high labour intensity within the registered organized manufacturing sector in India,</li> <li>2. To analyze the trends of labour intensity of the selected industries over the period and find out the plausible reasons of changes in trends</li> <li>3. To discuss the growth, employment and productivity trends of labour intensive industries and use different alternative methods to estimates total factor productivity growth.</li> <li>4. To analyze the employment and growth prospects and constraints faced by small and medium firms using field survey data and make suitable policy suggestions.</li> </ol>
j)	Findings	<ol style="list-style-type: none"> <li>1. Based on average labour-capital (L/K) ratio, 17 out of 58 industries were selected as labour intensive ones for the period 1980-81 to 2007-08. In total, 23 registered manufacturing industries have been selected as labour intensive industries for the period 2008-09 to 2012.</li> <li>2. The rate of decline of labour intensity is more in the case of labour intensive industries than all manufacturing industries. The results suggest that labour intensive industries adopt modern technology as a substitute of labour in the production process.</li> <li>3. The rate of growth of labour productivity in all labour intensive industries decline more than all manufacturing industries in the pre- and post-reforms period. There is a possible explanation that employment growth in labour intensive industries may be increase at a faster rate than output expansion. Otherwise, there could be a shortage of skilled manpower.</li> <li>4. Capital productivity of labour intensive industries has declined during the post-reforms period. The reasons for decline in capital productivity is that, industries may be primarily employing more unskilled labour force which leads to sub-optimal use of machinery and equipments and low output.</li> <li>5. Total factor productivity growth (TFPG) and technical efficiency of labour intensive industries have decline continuously from pre-reforms period to post-reforms period at the aggregate level of labour intensive industries as well as all manufacturing industries.</li> <li>6. Lack of skilled manpower availability is the major constraints in all the labour intensive industries resulting in less productivity and efficiency in labour intensive industries.</li> </ol>

		<p>7. Firms face other two major constraints in doing business such as: lack of incentives from the government and heavy tax burden. These suggest that firms are expecting more incentives from government and business-friendly tax policy for the labour intensive industries which may lead to more productivity and efficiency of labour intensive industries.</p>
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<b>8. IDENTIFYING HIGH GROWTH SECTORS WITH GREATER EMPLOYMENT OPPORTUNITIES IN INDIA: MEDIUM-TERM PROSPECTS” (2014-15)</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Ms. Sharmistha Sinha, Deputy Director, National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040 ii) Dr. Jajati K. Parida, Deputy Director Same as Above iii) Ms. Neha Kumra , Assistant Director Same as Above
b)	Supervisor	Dr. Yogesh Suri, Director General, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was commissioned by Associated Chambers of Commerce & Industry of India (ASSOCHAN).
d)	Commencement	Year 2014-15
e)	Completion	Year 2015
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	<p>The principal objective of the study is to estimate the size of labour force in 2016-17 and 2019-20 and to project future employment demand in major economic sectors that is expected to absorb the increasing labour supply in India. The specific objectives of the study are:</p> <p>To explain the growth and employment scenario of India since 1993-94 and identify key sectors that can generate more employment.</p> <ol style="list-style-type: none"> <li>1. To estimate the total supply of labour (labour force size) in India by the end of 2016-17 and 2019-20.</li> <li>2. To project the total demand of labour by major economic sectors in India for the period 2016-17 and 2019-20.</li> <li>3. To suggest policy recommendations for generating adequate employment to fill the demand and supply gaps in India.</li> </ol>
h)	Methodology	This study uses secondary data for the analysis. Secondary data were collected from various sources such as Census of India, National Sample Survey (NSS), Central Statistical Organization (CSO), Reserve Bank of India (RBI), Ministry of Commerce and Ministry of Agriculture. Employment data were collected from NSS. Output and investment data for various sectors were collected from the National Accounts Statistics, CSO. Both Census and NSS data were used to estimate and project the total supply of labour.

i)	Findings	<p>The size of labour force in India increased in a peculiar manner. During 1993-94 and 1999-2000, it increased by 25.5 million. In the next 5 years, from 1999-2000 and 2004-05, it had shown a remarkable increase of 60 million with an increase of 12 million per annum. However, in the last half of the decade, post 2004-05, it did not increase at all and remained constant at 469.9 Surprisingly, in the next two years, during 2009-10 to 2011-12, labour force increased by 15 million to reach 484.4 million, thus a rise of 7.5 million per annum. The increase in the labour force size during 1999-2000 and 2004-05 was mainly distress driven, with a rise in employment mainly in the low productive agriculture sector. The stagnation of the labour force during 2004-05 to 2009-10 was due to a massive increase in pursuance of education as well as withdrawal of females from the labour force owing to mechanization in agriculture, increase in rural wages, thus raising the household income. An average of 7.5 million increase in the labour force during 2009-10 to 2011-12 suggests the fact that those who were participating in education have begun to join the labour force. Keeping this in mind, the total labour force has been projected using their age, sex and education specific labour force participation (LFPR) rates.</p>
j)	General Remarks	<p>Assuming that LFPR of illiterates and persons with primary levels of education would decline further by 2 per cent (as it is showing declining trends), whereas the LFPR of the persons with secondary, graduate and above levels of education would increase by 5 percent (as it is showing increasing trends over the years). The projected labour force size in 2016-17 would be 514.5 million with 373.9 million males and 140.5 million females, and in 2019-20, it would be 539 million with 391.8 million males and 147.1 million females. This indicates that the size of the labour force would increase by 28.9 million from 2011-12 to 2016-17 and by 57.5 million from 2011-12 to 2019-20 with an average increase of 7.2 million per annum.</p> <p>The projected employment demand in various sectors on the other hand suggests that if sectoral growth rate, growth elasticity, capital output ratio and employment elasticity remain constant as in 2011-12, the size of the workforce will increase to 485.6 million by 2016-17 and 495.1 million by 2019-20. In other words the workforce size will increase by 11.4 million during 2011-12 and 2016-17 and by 20.9 million between 2011-12 and 2019-20 respectively (about 2.5 million per annum). The upper limit of the employment demand is set by assuming that employment elasticity of agriculture and allied sector remains constant as in 2011-12 and all other things will increase to their respective maximum since 1999-2000. Under this assumption the size of workforce would increase to 491.8 million by 2016-17 and to 505.6 million by 2019-20. In other words, the workforce size would increase by 17.6 million during 2011-12 and 2016-17 and by 31.4</p>

		<p>million during 2011-12 and 2019-20 respectively with an average increase of 4 million per annum.</p> <p>The sectors that generated substantial volume of non-agricultural employment in India are Manufacturing (particularly the labour intensive manufacturing like food processing units, wearing apparel, garments, leather and wood products etc.), Construction and Services (like Transport, communication, hostel trade, real estate, education, health and other social services). The sectors with high growth elasticity and employment elasticity are the major contributors of the employment growth in India. It is important to note that about 3.7 million workers have left agriculture in India. To sustain this Lewisian transition, we need to create enough employment in the non-agriculture sector.</p> <p>Given the estimates that about 2.5 million jobs would be available based on the 2011-12 economic scenario, additional 5 million jobs need to be created in the non-agriculture sector to absorb the average of 7.2 million per annum increase of labour force. The following policy measures would be helpful for creating adequate number of jobs (both skilled and unskilled) so as to reduce the volume of open unemployment in India by 2016-17 and 2019-20.</p>
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<b>9. LOW FEMALE EMPLOYMENT IN THE PERIOD OF HIGH GROWTH: INSIGHTS FROM PRIMARY SURVEY IN UTTAR PRADESH &amp; GUJARAT (2013-14)</b>		
<b>A – GENERAL PARTICULARS</b>		
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c)	Sponsoring Agency	The study was sponsored by Planning Commission of India, Govt. Of India
d)	Commencement	Year 2013-14
e)	Completion	Year 2014
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	The broad over-arching objective of this study is to get insights as to what determines female work participation (push and pull factors) in rural and urban areas of the study locations. The sub-components of these broad overarching objectives are: <ul style="list-style-type: none"> <li>a. To map the major occupational activities of females having different levels of education in the locations under study;</li> <li>b. To analyze female work opportunities and conditions of work in the locations under study;</li> <li>c. To analyze the constraints that deter female participation in the work force;</li> <li>d. To reflect upon the problems that women encounter as a result of their participation in the workforce; and</li> <li>E. To explore the daily time schedule of females and its possible implication for their participation in paid employment.</li> </ul>
h)	Methodology	States of Uttar Pradesh and Gujarat, along with Bihar and Karnataka experienced significant decline in female employment in both principal as well as subsidiary status. In the present context two broad classification of States have been used viz., States with low poverty and above average work participation rate (in short, economically backward

		<p>states). For this study, Gujarat has been selected as the well-off state and Uttar Pradesh has been selected as the economically backward state. Analysis of NSS data (2009-10 as compared to 2004-05) on female workers has already pointed out to a significant decline in their numbers in both these States as per usual principal activity status as well as usual subsidiary activity status. It may be noted that Gujarat has a higher labour force participation rate (LFPR) and workforce participation rate (WFPR) for females than the national average, while Uttar Pradesh has lower LFPR and WFPR as compared to the national average.</p>
i)	Findings	<ol style="list-style-type: none"> <li>1. The incidence of illiteracy was quite high among females, both in rural and urban areas of both the states despite significant improvements in literacy rates in the last two decades. There was a gradual decline with age in the proportion of females educated at successively higher standards, the sharpest being from secondary to higher secondary level. Socially deprived groups fare extremely poorly in education, thus ending up doing low end marginal jobs.</li> <li>2. In urban UP, relation between the level of education and proportion of females working was U-shaped, illiterates have to work for their survival, and with improvement in educational attainment, females tend to continue in education provided there are opportunities around. Such opportunities exist in urban areas and those attaining slightly higher educational level continue to remain in education with the hope of getting a better job. This is certainly a positive phenomenon as it could possibly ensure better quality jobs for the educated females in future. Also, females with post-graduate and above level of education have greater opportunities of work in the urban areas, particularly in the services sector. The survey revealed that participation of poorly educated women in the labour force was driven by necessity, while employment opportunities determined the participation of highly educated females in the labour force. There is an interplay between social stigma (of participating in a low end job with relatively better education), and to some extent positive income effect (females who can attain more years of education generally belong to well-off families which are not in dire financial need of female members' earning). On attaining higher level of education their participation in the workforce increases in relatively well paying, decent and services sector jobs (with some career goals in mind). The perception of work is different in the two States. In Gujarat, females not economically active identified themselves as unemployed (implying they were looking for work), while in Uttar Pradesh such females generally reported household chores as their primary responsibility (and hence did not see themselves even looking for work). This does not mean that women in Gujarat had less domestic responsibilities. It is how women identify themselves.</li> </ol>

		<p>Thus, the reporting about perceptions of employment status differs in two States.</p> <p>3. The study revealed that in Uttar Pradesh within the age-group of upto 14 years, a relatively higher share of children, were too young (and were yet to start going to school) as compared to that in Gujarat. For the next two age cohorts (15 to 29, 30 to 59) the proportion of females who were working was much higher in Gujarat as compared to that in Uttar Pradesh (underlying higher female work participation in Gujarat as compared to that in Uttar Pradesh). In other words, higher proportion of working age females was gainfully employed in Gujarat as compared to that in Uttar Pradesh. In rural areas where the majority of population is still dependent on agriculture, higher agricultural growth in Gujarat provided more employment opportunities for the working age females. In urban areas, growth of industries has ensured higher working age female participation in the workforce. In Gujarat, one-fifth of working age females reported to be unemployed implying improving work force participation rates for females would require greater creation of employment opportunities in the non-agricultural sector.</p> <p>4. In Uttar Pradesh (both rural and urban), the proportion of females in the age-group of 15 to 29 years, who were in education was one-third, which was much higher than that in Gujarat (one-fifth). Therefore, the pull factor contributing towards low female WFPR was much stronger in Uttar Pradesh than in Gujarat. There exists segregation in the nature of employed based on social group, and to a large extent this segregation was guided by educational attainment. Further, an improvement is seen in the nature of employment (higher participation in the service sector) once females attained more years of schooling, at least to higher secondary level. Broadly speaking, attainment of higher education was essential for getting better quality employment. However, benefits of education vary across regions and to a large extent are dependent on the local economy. However, one overarching policy conclusion suggested by the survey could be extending financial support (scholarship) to female students at least up to the higher secondary level.</p> <p>5. The study further noted that workers with less education were more likely to experience a transition in the opposite direction – from non-farm work to agriculture. In order to ensure better employment for females, it is necessary to increase their enrolment at college and university level. One way of achieving this is to establish more women colleges at the district level with special emphasis on technical and vocational education.</p> <p>6. The survey clearly indicates occupation segregation as well as gender based wage disparity in most of the occupations except in construction works in the selected study locations. In vast majority of cases, female workers did not have any social security benefits to fall back on.</p>
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		<p>Household responsibilities, social obligations, and security concerns often forced females to accept rather unfavourable work conditions in terms of low wage and long working hours. Further, in many occupations their economic contribution was not even factored in despite putting no less effort as compared to males. This was particularly true in case of home-based work where men were also involved but the men dealt mainly with the traders.</p> <p>7. There is a complete lack, and often open violation, of decent work conditions, mainly in the unorganized sector of the economy which is out of reach of any legal entity.</p> <p>8. Conveyance-related security problems seem to be an important hurdle to go to the workplace for most of the women in both Gujarat and Uttar Pradesh. This is coupled with long working hours which hinders women's active participation in the labour market. Household responsibility was considered to be a major hindrance in female work participation.</p> <p>9. Another important factor which dampens female employability was the lack of skill training. The record of formal skill training in India is such that NSS shows only 2-3 percent of the workforce receive formal training. Female participation in skill training programmes in Uttar Pradesh was particularly low, and mostly not related to the demand from the market. On the other hand, participation was reasonably high in Gujarat, and almost half of the females participating in such programmes got some employment opportunities (either as piece-rate workers or as home based worker).</p> <p>10. The importance of the time-use analysis in the survey lies in the fact that it clearly brings out certain qualitative aspects about women work and time disposition, the hardship they face in their day-to-day life without much recognition in labour statistics or in the society. In India, goods produced and consumed by the households are not being covered in System of National Accounts (SNA). Women are generally involved in this. Time spent by males is higher in SNA activities in both rural and urban areas. The trend reverses with respect to Extended SNA and non-SNA activities. Therefore, at one point, women contribute indirectly to the income generating activities of males. Second, their participation in the labour market is greatly constrained by their responsibilities in households which also restrict them from looking for jobs in areas beyond their immediate neighbourhood.</p> <p>11. There is reasonably good awareness among the people in the study regions of both the States about various government programmes and schemes (with the exception of tribals in Gujarat who remained excluded from the mainstream of the society for several centuries. Even if the tribals were aware of certain schemes, they were denied access at the local level through the practice of caste hierarchy. The real problem lies in programme implementation which often becomes complicated by the</p>
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		<p>caste hierarchy at the local level. Among all government programmes, in both the states, benefits mainly accrue from nutrition programmes. In Uttar Pradesh, 64 per cent and 26 percent of households report that they were aware of employment programmes and social security programmes respectively but were not benefited out of it. The corresponding figures for Gujarat are 16 per cent and 45 per cent respectively.</p>
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**10..A REVIEW OF LAW AND PROPOSAL FOR AMENDMENT IN THE CONTRACT LABOUR (REGULATION AND ABOLITION ACT), 1970 AND OTHER APPLICABLE LABOUR LAW (2013-14)**

**A – GENERAL PARTICULARS**

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c)	Sponsoring Agency	The study was sponsored by Planning Commission, Government of India.
d)	Commencement	Year 2013-14
e)	Completion	Year 2014
f)	Publisher	NILERD

**B. TECHNICAL DETAILS AND FINDINGS**

g)	Objectives	<p>In order to assess the emerging issues related to Contract Labour law, the following objectives may be kept in view:</p> <ol style="list-style-type: none"> <li>a. Identify the problems of contract labour.</li> <li>b. Examine the approach of the social partners and see if there is any change in their attitude.</li> <li>c. Examine the approaches of Indian Judiciary and to evaluate the impact of the decision of the courts.</li> <li>d. Examine other labour legislations including law relating to industrial relations, social security and minimum standards of employment</li> <li>e. Identify the cases involving the interpretation of legislation dealing with contract labour due to violation of the Contract Labour (Regulation and Abolition) Act, 1970.</li> <li>f. Examine the issues relating to implementation of Contract Labour (Regulation and Abolition) Act, 1970.</li> </ol> <p>Propose/suggest amendments to the Contract Labour (Regulation and Abolition) Act, 1970</p>
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h)	Methodology	<p>Analysis of the various provisions of the Contract Labour (Regulation &amp; Abolition) Act, 1970 in order to identify the problems involved therein.</p> <ol style="list-style-type: none"> <li>1. To examine the application of various social security and minimum standard legislation applicable to contract labour.</li> <li>2. To examine the impact of judicial interpretation rendered by the Supreme Court and High Courts and their implications.</li> <li>3. To see the effect and implications of relevant case study undertaken by various agencies.</li> <li>4. To examine the relevance of various recommendations made by Commission/Committees and other studies undertaken on the subject.</li> <li>5. To examine the attitude and approaches of social partners on the issues relating to contract labour.</li> </ol>
i)	Findings	<p>Contract labour is one of the most exploited sections of human labour. It generally refers to workers engaged through an intermediary and is based on a triangular relationship between the user enterprises (principal employer), the contractor (including the sub-contractor) and the contract labourer. They generally work at the mercy of the contractor. The contractors hire men and women (contract labour) who do the work on the premises of the principal employer but are not deemed to be the employee of the principal employer<sup>1</sup>. Be that as it may, they are also denied various benefits and amenities such as gratuity, bonus, leave, medical facilities, subsidies, food and housing, to which the regular workmen of the company are entitled. Further, there is no job security.</p>

**11. UNDERSTANDING SKILL DEVELOPMENT AND TRAINING IN CHINA:  
LESSONS FOR INDIA (2013-14)**

**A – GENERAL PARTICULARS**

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c)	Sponsoring Agency	The study was sponsored by Planning Commission, Government of India.
d)	Commencement	Year 2013-14
e)	Completion	Year 2014
f)	Publisher	NILERD

**B. TECHNICAL DETAILS AND FINDINGS**

g)	Objectives	<p>a) To understand the systematic reforms undertaken by China like qualification framework, national occupational standards and labour market information system; and</p> <p>b) To understand the role of enterprises/industry in the Chinese vocational education &amp; training system.</p>
h)	Methodology	The study was conducted based on both primary and secondary data. For primary data collection, a team of researchers visited three Chinese cities- Beijing (the capital city), Taiyuan (Shanxi province – a relatively less developed province) and Chongqing, the largest city and one of the municipal corporations in China. In addition to this, a visit to Haihe education-park in Tianjin (another municipal corporation) was also made. Detailed discussions and interviews were held with officials of the Ministry of Education, Ministry o f Human Resources, and Social Security, officials of education bureaus at the provincial as well as local government levels, representatives from the industry association to get the industry perspective; and vocational schools, colleges and vocational training



		<p>institutes in the four cities.</p> <p>For secondary data, literature/studies available on TVET in China were reviewed and data from the China Statistical Yearbooks 2004 and 2012 were analyzed. In addition, discussions were held with China experts in India.</p>
i)	Findings	<ol style="list-style-type: none"> <li>1. The efficiency of the Chinese Technical and Vocational Education and Training (TVET) system in improving the skills set of graduates and the state's commitment towards TVET through Law and monetary support to the students are critical in explaining the sustained high growth of manufacturing.</li> <li>2. If China is a manufacturing giant in the world, it has partly to do with the policymakers' ability to:       <ol style="list-style-type: none"> <li>a) Build a foundation of VET over many years; and</li> <li>b) Continuously upgrade the TVET system in response to China's growing manufacturing share in world manufacturing output. The most important lesson from the Chinese experience is that the sheer scale and size of their TVET system dwarfs India's.</li> </ol> </li> <li>3. Half of all children completing 9 years of compulsory schooling in China enters senior secondary vocational schools. In India the comparable share at senior Secondary level is 3 per cent.</li> <li>4. One of the most important initiatives by the Chinese government has been the enactment of the 1996 Vocational Education Law of the People's Republic of China. The law provides the legal backing for vocational education and training in the country. The law not only encourages students to take up vocational port junior secondary education, but also clearly demarcates the different roles and responsibilities of the various stakeholders in the TVET system. It also contains provisions for development of the rural economy by promoting technology and rural vocational education. India's 12<sup>th</sup> Five Year Plan builds the case for a Vocational Education and Training Act (Planning Commission, 2013). More thought needs to be given in this matter to devise a Law that suits Indian conditions and encourages greater industry participation in all aspects of VET – curriculum design, teacher training, practical training, certification etc.</li> </ol>

		<ol style="list-style-type: none"> <li>5. Encouraging students to opt for vocational stream in secondary high schools through measures like stipend for rural students for boarding and lodging, waiving off the tuition fee (since 2009) for all students have shown very positive outcomes for China's vocational education. Around 95 per cent employment rate of senior secondary vocational school graduates speaks volume for the external efficiency of China's TVET system.</li> <li>6. Another very significant achievement of China's TVET system has been the element of training of teachers/trainers at the vocational education and training schools and institutes. Teachers in vocational schools are required to undergo one-month training in industry each year, or two months every two years for their career progression and promotion. The practical training at the enterprises equips them with latest technology and evolving industry needs. Collaboration with Chinese training institutes to send Indian vocational instructors for their training can be given some thought.</li> <li>7. The Chinese TVET system has flexibility in curriculum design for each trade has a local content. To ensure that curriculum is responsive to industry demands, the focus and distribution of trades in the curriculum for primary, secondary and tertiary sectors is in line with the economic structure.</li> </ol>
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**12. “ASSESSMENT OF MANPOWER REQUIREMENT OF NATIONAL COUNCIL FOR CEMENT AND BUILDING MATERIALS” COMMISSIONED BY NATIONAL COUNCIL FOR CEMENT AND BUILDING MATERIALS (NCB), BALLABHGARH, DISTT. FARIDABAD (HARYANA) (2015-16)**

**A – GENERAL PARTICULARS**

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b)	Supervisor	Dr. Yogesh Suri, Director General, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by National Council for Cement and Building Materials (NCB), Ballabhgarh, Distt. Faridabad (Haryana)
d)	Commencement	Year 2015-16
e)	Completion	Year 2016
f)	Publisher	NILERD

**B. TECHNICAL DETAILS AND FINDINGS**

g)	Objectives	To assess the current and future manpower requirements of NCB for next five years for its different centres/units/services for strengthening research and development.
h)	Methodology	Manpower requirement/assessment study was done on the basis of work measurement/workload assessment through time study methods. The NILERD study team carried out reconnaissance survey to familiarize themselves with the type and nature of work performed in each centre. In consultation with its heads of centres and job holders, NILERD team formulated a questionnaire, eliciting background data and various jobs performed by them to accomplish goals/objectives set up for each centre. After receiving quantitative data on various activities based on the questionnaire from different centres, an in-depth study was carried out in all the centres taking into consideration all the jobs at different levels such

		<p>as group tasks, individual tasks, including technical paper contribution, attending workshops/seminars etc. On the basis of fair estimation to total annual man-hours spent on each activity by all officers and staff of each centre, the requirement of manpower for each centre was arrived at. Coverage was the headquarters located at Ballabhgarh and Faridabad (Haryana).</p>
i)	Findings	<p>The study assessed the current and future manpower requirements for the next five years in NCB for its different centres and units.</p>

<b>13. TRAINING NEEDS ASSESSMENT SURVEY FOR MAJOR PORTS (2016-17)</b>		
<b>A – GENERAL PARTICULARS</b>		
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b)	Supervisor	Dr. Yogesh Suri, Director General, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by Ministry of Shipping and Transport and Indian Port Association, Govt. Of India
d)	Commencement	Year 2015-16
e)	Completion	Year 2016
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	To examine skill, knowledge and abilities required by employees to achieve organisational goals To conduct a skill gap analysis for achieve organisational goals and objectives To articulate training requirement of employees by level, namely, from class I to IV by department and To evaluate the current training programme for Port employees
h)	Universe	Four Major Ports were covered: Cochin Port, Jawaharlal Nehru Port, Mumbai Port and New Mangalore Port
i)	Findings	While conducting the need base analysis for different level of staff working at various ports, priority wise training programme was recommended. The survey was conducted at the four ports, which includes; Mumbai, Jawaharlal Nehru Port Trust, Cochin and New Mangalore, but the training needs were identified for all the major ports. Training needs have been

		<p>identified under the following different heads:</p> <ol style="list-style-type: none"><li>1. Common training needs for all class I &amp; II officers</li><li>2. Specific training needs for specific departments identified for class I &amp; II officers</li><li>3. Common training needs for all class III employees</li><li>4. Specific &amp; Professional/Technical training needs for all class III employees according to departments</li><li>5. Common training needs for all class IV employees</li><li>6. Technical/Professional training needs for all class IV employees</li></ol>
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<b>14. EFFICACY AND EFFECTIVENESS OF NATIONAL APPRENTICESHIP TRAINING SCHEME (NATS) OF BOARD OF APPRENTICESHIP TRAINING (BOAT), WESTERN REGION, (2017-18)</b>		
<b>A – GENERAL PARTICULARS</b>		
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b)	Supervisor	Prof. Arup Mitra, Director General, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by Board of Apprenticeship Training, Mumbai, Ministry of Human Resource Development, Government of India
d)	Commencement	Year 2017-18
e)	Completion	Year 2018
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	a. To assess the impact of Apprenticeship Training on employment and skills of targeted beneficiaries; b. To identify the bottlenecks in implementation o f The Apprenticeship Act, 1961; and c. To recommend remedial steps to improve the effectiveness of NATS Scheme.
h)	Scope	<b>Western Zone</b>
i)	Findings	<ul style="list-style-type: none"> <li>In few states and in few industrial hubs, there is 100 per cent absorption of trainees after one-year training.</li> <li>The pass-outs revealed that NATS is providing an excellent opportunity to fill the competency gap/skill gap associated with educational qualification/degree. On-roll trainees are enjoying hands-on experiences with their analytical &amp;</li> </ul>

		<p>theoretical knowledge at Institutional level.</p> <ul style="list-style-type: none"> <li>• This mismatch between Institute &amp; Industry and skill-gap at the Institutional level has been reduced with this training, and now the trainees are confident of getting gainful employment in the labour market.</li> <li>• There is a huge technology turnaround happening in the industrial sector and the graduates (of degree and diploma from Engineering Institutes) are left with huge technology gap at the time of graduating from the Institutions. The Institutions/colleges are unable to cope with the same at the academic level and the skill gap is significantly visible among the outgoing graduates. NATS training is providing excellent opportunities to graduates coming from such Institutes by offering exposure to latest technological developments and emerging work culture.</li> <li>• Establishments and institutes that are providing training under NATS may become an integral part of curriculum by orienting the last two semester's syllabi with the needs of Industry in collaboration with local industries.</li> <li>• Many establishments revealed that NATS trainees are performing better and are involved in active production processes. Their contribution is significant and their learning capability is worth praising. They show active interest to learn and apply their analytical skills to the best of their abilities. Given an opportunity, they are ready to shoulder all the responsibilities, barring few trainees who have skepticism from the beginning due to their personal factors. Establishments are of the view that, after recognizing the contribution of Trainees for one year, they are ready to absorb them, if the vacancy arises. The figures show the considerable amount of retainment (i.e., employment within the establishment) that varies from place to place and type of industry.</li> <li>• Trainees are able to get employment outside the establishments after successful completion of training due to last mile skilling and skill enhancement.</li> <li>• Institutes are facing structural deficiencies such as (i) inappropriate curriculum (ii) poor syllabi (iii) inadequate laboratory infrastructure (iv) shortage of qualified faculty, among others. Graduates coming out of these Institutions are lacking competencies compared to their counterparts from high-rung Institutes, mostly funded by government. NATS is a boon to such graduates, whereby one-year industrial experience and exposure can give tremendous</li> </ul>
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		<p>opportunities to work in a practical environment and fill the competency-gap in order to gain suitable employment opportunities in the labour market.</p> <ul style="list-style-type: none"><li>• In sectors like manufacturing, automobile, chemical industries, there is enormous scope for gainful employment after one-year NATS training.</li></ul>
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<b>15. EVALUATION OF THE EFFICACY AND IMPACT OF THE NATIONAL APPRENTICESHIP PROGRAMME (NATS) (2018-19)</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Dr. Shachi Joshi , Joint Director, National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040 ii) Dr Sanchita Bhattacharya, Deputy Director, Same as Above iii) Shri D. Indrakumar, Deputy Director, Same as Above iv) Dr. Ruby Dhar, Deputy Director, Same as Above v) Ms. Neha Kumra, Assistant Director, Same as Above vi) Dr. Tapas K Sarangi, Assistant Director, Same as Above
b)	Supervisor	Dr. Yogesh Suri, Director General, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by Board of Apprenticeship Training (BOAT/BOPT), Ministry of Human Resource Development, Government of India
d)	Commencement	Year 2019
e)	Completion	Year 2019
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	<ul style="list-style-type: none"> <li>• To examine the impact of the scheme on employment</li> <li>• To assess the input use efficiency of the scheme</li> <li>• To analyze requirement and availability of the apprentices</li> <li>• To assess the scope and coverage of the scheme</li> <li>• To assess the convergence of other similar schemes and training programmes of various Ministries and Departments</li> <li>• To assess the relevance of the scheme to achieve the national priorities and sustainable development goals(SDGs)</li> <li>• To identify the bottlenecks in implementation of the scheme</li> <li>• To recommend remedial steps to improve the effectiveness of the Scheme.</li> </ul>

h)	Universe	All India Level
i)	Methodology	<p>It is proposed to take notified establishments as the basis of sampling which was engaging apprenticeship for selection of the sample. The list of such establishments was being obtained from respective BOAT/BOPT offices. A sample of establishments was aquire at confidence level of 95% and margin of error 5% has been arrived which include CPSUs, SPSUs and private sector. The sample establishments were distributed proportionately among the regions. Further, with in the region, these establishments were distributed proportionately according to the type of their ownership i.e Central Govt. owned, State govt. owned and private sector owned. An effort was also be made to include all the states in the region. North Eastern states excluding Assam was considered as one state. 1 percent of trainees were covered in the sample consisting of on roll apprentices and Ex. NATS apprentices. A tracer study of NATS Ex- apprentices who had completed their training during the year 2015-16, 2016-17 and 2017-18 was conducted to see the impact of training on employability. Educational institutions both degree and diploma were also be surveyed in the districts where sampled establishments fall. To document the impact a control group was formed. To form control group of establishments those establishments which are notified for providing apprenticeship training but werenot engaging the apprentices were considered while control group of trainees was formed from those students who wanted to opt for the apprenticeship training but could not get enrolled.</p>

<b>16. IMPACT EVALUATION OF THE SCHEME “STRENGTHENING OF STATE WAKF BOARDS. (2017-18)</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Dr. Pitam Singh, Director, National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040 ii) Dr. Shachi Joshi, Joint Director, Same as Above iii) Ms Sharmistha Sinha, Deputy Director, Same as Above iv) Ms. Neha Kumra, Assistant Director, Same as Above
b)	Supervisor	Prof. Arup Mitra, Director General, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by National Waqf Development Corporation Limited (NAWADCO), Ministry of Monitory Affairs, Government of India
d)	Commencement	Year 2017-18
e)	Completion	Year 2018
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	The above study was commissioned to examine whether the scheme “Strengthening of State Wakf Boards” has met its objectives and should it be continued beyond the 12 <sup>th</sup> Five Year Plan period, and whether the scheme has any inherent weaknesses. The study is also supposed to see whether there is a need for restructuring /reformulation of the scheme
h)	Methodology	The evaluation is mainly based on secondary data collected from the relevant offices, individuals, Wakf personnel and others departments directly or indirectly related with Wakf Boards and its management. The data uploaded on the Wakf Records Computerization Project, WAMSI, in its Monthly Progress Report and official data from the Wakf boards’ Annual Reports, published studies available in public domain, journals and other sources or literature have been used in the study. Primary data were collected by personal interviews in structured and informal set-up from the

		<p>personnel involved in the Wakf property records management. A questionnaire was sent to obtain the first-hand information from the SWBs and the information received for other schemes has also been utilized in the present evaluation study. Field visits to the office of Wakf Boards and other relevant offices could not be undertaken due to paucity of time.</p>
i)	Findings	<p>The present study reveals that the status of Wakf property records management has improved fairly enough particularly in the areas of properties registration, leasing, litigation and revenue generation but not to the desired extent as envisaged in the original scheme. Since the scheme has been in operation only for three years, it is not possible to quantify the immediate exact impact of the scheme considering the fact that the Ministry of Minority Affairs (MoMA) has been implementing many similar schemes having overlapping objectives and outcomes of all the schemes would have a combined effect.</p>

<b>17. EVALUATION STUDY OF THE SCHEME “MSME TECHNOLOGY CENTRES (TOOL ROOMS AND TECHNOLOGY DEVELOPMENT CENTRES)”, (2017-18)</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Dr. Pitam Singh, (Project Head), National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040 ii) Dr.Shachi Joshi(Project Coordinator),Same as Above iii) Dr. G.P Joshi, Joint Director, Same as Above iv) Dr. Sanchita Bhattacharya , Deputy Director Same as Above v) Ms. Neha Kumra, Assistant Director, Same as Above
b)	Supervisor	Prof. Arup Mitra, Director General,, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by Ministry of Micro, Small & Medium Enterprises, Government of India
d)	Commencement	Year 2017-18
e)	Completion	Year 2018
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	a) To study the objectives for which Technology Centres (TCs) were set up and whether these objectives have been or are being achieved. b) To see whether the activities should be continued at all, either because these are no longer relevant or have been completed or if there has been a substantial failure in achievement of the objectives. c) To see whether the nature of activities is such that, these need to be performed only by these Technology Centres. d) To see whether similar functions are also being undertaken by other organizations, be it in the Central Government or State Government or private sector, and if so, whether there is a scope for merging or winding up of the Technology Centres under review. e) To study whether the total staff particularly at

		<p>support level is kept at a minimum, whether the enormous stride in information technology and communication facilities as also facilities for outsourcing of work on contract basis have been taken into account in determining staff strength; and whether scientific or technical personnel are being deployed on functions which could be carried out by non-scientific or non-technical personnel etc.</p> <p>f) To see whether user charges, wherever the output or services are utilized by others, are levied at appropriate rates.</p> <p>g) To study the scope for maximizing internal resource generation in the Technology Centres so that the dependence upon government budgetary support is minimized.</p> <p>h) To suggest/recommend strategies to be employed for better system in comparison to current procedure, measures for capacity building as per the needs of MSMEs, other Planning Institutions and Industries and any other matter within the purview of the Ministry of MSME.</p> <p>i) To identify the similar schemes under operation with Government of India/State Government/UT Administration and private sector with similar objectives and suggest measures for convergence to achieve efficient use of resources.</p> <p>j) To assess the role and efficacy of the existing institutional arrangements in delivering the services for overall improvement and suggest modifications in operative practices for facilitating integration with major changes being ushered in through reforms under progress.</p>
h)	Methodology	<p>A mix of quantitative and qualitative methods has been applied to meet the objectives of the study. A primary survey was conducted through a well-designed questionnaire which was sent to all TCs through e-mail. Various teams comprising research faculty of NILERD visited these TCs to have interactions with officers and staff and for data validation. Focus Group Discussions (FGDs) were organized with expert teams in each selected TC.</p> <p>Out of 18 TCs, 11 TCs working in specific product groups like Foundry and Forging, Electronics, Electrical</p>

		Measuring Instruments, Fragrance and Flavour, Glass, Sport Goods and Footwear Designing were visited by the remaining TCs over phone to discuss their view points, which has also been considered while formulating findings and recommendations.
i)	Findings	<p>One of the objectives of the scheme was to provide technological and skilled manpower support to the micro, small and medium enterprises across the country, many of them through bilateral collaboration of the Govt. of Germany, Denmark and UNIDO/UNDP. However, it has been observed that many Cs, besides MSME, are also serving to large organizations like BARC, HAL, ISSRO, Ordinance Factories, etc. And earning revenues from them for self-sustaining. Therefore, the main objectives and mandates of TCs are being met by the scheme; hence, it needs to be continued further. Most of the TCs (16) (about 90 per cent) are equipped fully with physical and office infrastructure, which(2) 10 per cent expressed that these TCs are partially equipped and do not have all the facilities required in TCs as far as infrastructure is concerned. It was also found that some TCs have been facing hostel accommodation problem, which is hampering their training activities.</p> <p>The data on staff position revealed that regular staff constituted about 6 per cent to 67 per cent in many TCs. Remaining staff is on contractual appointment. Also, total staff strength in many TCs is much below the sanctioned strength and actual requirement. In FGD, representatives of the industries expressed their satisfaction over the service delivery of the Tool Room Centres. They expressed that there was guarantee in the accurate mix of raw materials for the products developed at the TCs, whereas, such guaranteed product mix is not available in the open market.</p>



<b>18. EVALUATION STUDY OF CREDIT LINKED CAPITAL SUBSIDY SCHEME (CLCSS),</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Dr. P.C. Parida, Director, National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040 ii) Dr. K.C. Pradhan, Joint Director, Same as Above iii)Dr. Ruby Dhar, Deputy Director, Same as Above iv)Dr.TapasK.Sarangi,Assistant Director,Same asAbove
b)	Supervisor	Prof. Arup Mitra, Director General, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by Ministry of Micro, Medium and Small Enterprises, Government of India
d)	Commencement	Year 2017-18
e)	Completion	Year 2018
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objective	Impact assessment of the scheme with respect to exports, turnover, employment creation, pollution mitigation, energy saving, profitability and productivity; feasibility of the scheme to make it broad-based covering all sectors; budgetary impact and sustainability of the scheme; impact assessment particular to North East region; effectiveness of the current application procedure for loan and subsidy disbursal, and suggestions for improvement.
h)	Findings	a) With regard to availing loan under CLCSS, it has been observed that 83.8 per cent of MSME owners have taken loan for technological up-gradation and 16.2 per cent for energy saving purpose. About 83 per cent of beneficiaries have taken loan for purchasing electrical equipment and the rest for thermal and renewable energy technology. b) It has been observed that employment has increased at CAGR of 12.8 per cent between the pre- and post-

		<p>CLCSS periods. Region-wise data show that the highest employment growth (17.3 per cent) has been in the Western region and the lowest (5 per cent) was in the Southern region.</p> <p>c) In the case of production and productivity, 82.9 per cent MSME units have reported increase in production and productivity between pre- and post-CLCSS period. Data also show that the turnover of the beneficiary MSME has a CAGR of 18.8 per cent between pre- and post- CLSS periods. The highest turnover (28.9 per cent) has been reported in the Western region.</p> <p>d) The net profit has also increased by 24.03 per cent between the pre- and post-CLSS periods. Maximum (29.2 per cent) net profit has been reported from the Eastern region and minimum (3.85 per cent) has been reported from the Northern region.</p> <p>e) Exports show a negative growth of 5.5 per cent between the pre- and post-CLSS periods. However negative export growth cannot be attributed to the CLCSS alone and there may be many other reasons like subdued global demand and slide in oil prices, poor demand pick-up, slump in commodities prices, currency war, etc., which pose greater challenges to exports.</p> <p>f) The study finds that the budgetary burden for CLCSS would increase about 7.5 per cent at the current level in 2017-18 and remain within the range of 8-8.5 per cent during 2018-19 and 2021-22, which is sustainable. The finding also corroborates the views of Prime Leading Institutions (PLIs) that the scheme will be sustainable in the future.</p> <p>g) Most of the beneficiaries suggested that the amount of time taken for releasing subsidy may be reduced. They also suggested that the training and seminars may be arranged in different industry clusters by the Ministry of MSME for generating awareness and releasing subsidy for the scheme.</p> <p>h) The study finds that awareness level about the scheme among the MSME units is very low in the North East Region. The scheme provides only 15 per cent of the capital subsidy which is much lower than the subsidies of the schemes such as North East</p>
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		<p>Industrial Investment Promotion Policy (NEIPP, recently closed) which gave 30 per cent of subsidies for expansion. PLIs from the region also point out that the loan approval process in CLCSS is very cumbersome as compared to other available schemes. MSME units generally hire Chartered Accountant (CA) or Company Secretary (CS) for completing the loan availing process and given them a commission of up to 2 per cent of the sanctioned subsidy amount.</p>
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<b>19. SKILL MAPPING IN TWO DISTRICTS: GURDASPUR (PUNJAB) AND SINGRAULI (MADHYA PRADESH) (2011-12)</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Dr. Rashmi Agrawal, Director National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040 ii) Shri S.K.Yadav, Deputy Director, Same as Above iii) Mr. S.K. Sharma, Deputy Director, Same as above iv) Dr. G.P. Joshi, Deputy Director, Same as Above v) Dr. Partha Saha, Deputy Director, Same as Above vi) Dr.Sanchita Bhattacharya, Deputy Director, Same as Above vii) Mr. D. Indrakumar, Assistant Director, Same as Above ix) Shri Radhey Shyam Sharma, Assistant Director, Same as Above
b)	Supervisor	Dr. Santosh Mahrotra, Director General , National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by National Skill Development Corporation (NSDC), Delhi
d)	Commencement	Year 2011-12
e)	Completion	Year 2012
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objective	1. Assess the status of the existing economic activities and potential for expansion; 2. Assess the status of training facilities; 3. Map the skill demands for the future; and 4. Match the aspirations of youths with employment opportunities.
h)	Methodology	The study of skill Mapping Survey has been undertaken on behalf of National Skill Development Corporation (NSDC). The study has been conducted in two districts namely Gurdaspur in Punjab, and Singrauli in Madhya Pradesh. The main objectives of the study are to assess the status of existing economic activities and potential for further expansion, to assess the existing training facilities as well as skill demands for future. Two different approaches have been adopted to determine the appropriateness and suitability of the methodology if

		<p>such studies are to be undertaken across the country. In Gurdaspur district, the survey has been conducted on sample basis, while in Singrauli a census approach has been adopted. In Gurdaspur district a sample design approach was adopted. Sampling was done on the basis of two-stage stratified random basis for which sampling framework was prepared separately for vocational training provides (VTPs) and establishments.</p> <p>For identifying the universe (Sample frame) for VTPs, data from Economic Census 2004-05, lists obtained from District Industries Centre (DIC), Industrial Training Institutes (ITIs), Employment Exchanges, Education Department, Deputy Commissioners' Office and other sources were completed as complete information was no available from one source. A total of 526 educational institutions and vocational Training Providers (VTPs) were thus identified in Gurdaspur District in its 11 blocks. After preparing the universe, a two-way stratified random sampling design was adopted, strata being he blocks and type of institutions. In Singrauli district all vocational training providers were covered. In Gurdaspur District 155 VTPs and 332 Establishments were covered and in Singrauli 36 VTPs and 372 Establishments were covered.</p> <p>For collecting data mixed methodology has been adopted in the study wherein both quantitative and qualitative data have been collected and collated. The primary data have been collected through survey, whereas secondary data were collected from government departments and other sources. Primary data were collected through structured questionnaire. Separate questionnaires were designed for vocational Training Providers (VTPs) and establishments. To solicit the qualitative information, various stakeholders were contacted such as government departments, representatives of industries, financial institutions, NGOs, Self Help Groups (SHGs), vocational training providers tc. Focus group discussions were organized to solicit information on various issues such as demands of skills, availability of training institutes, problems faced by industries, aspiration of youths and women, Government policies and programmes of skill development and so on.</p>
i)	Findings	<p>1. Both the districts have agriculture as their base occupation. While agriculture in Gurdaspur is modernized, in Singrauli it is yet to take place. Gurdaspur is less industrialized as compared to Singrauli, which is emerging as the energy hub of</p>

		<p>India. Industries in Gurdaspur are suffering due to lack of adequate industrial policies and erratic power supply. Neither of the districts has adequate training facilities in the light of changing labour market needs. Physical and human resources in both the districts are underutilized, which can be exploited for imparting demand based training and generating employment. There is a demand for skill development in both the districts. While in Gurdaspur the demand for skills relates to manufacturing of machines and tools, in Singrauli skill requirements are for power plants. In both the districts traditional skills need up-gradation. In both the districts there is a demand for functional skills, which means that people should have practical skills besides having theoretical base. In Gurdaspur, establishments are small (no establishment employing 100 workers), while in Singrauli establishments are being (the power plants employing more than 100 workers).</p> <ol style="list-style-type: none"> <li>2. As Gurdaspur is a relatively prosperous district, youths have high aspirations in terms of salaries and type of work assignments. The utilisation of manpower is possible through forward linkages of trained youths with Government schemes. For example, the technically trained youths may be linked with the government schemes under which loans are provided to start self-employment ventures.</li> <li>3. Infrastructure in terms of school buildings and other raining institution buildings and equipments is underutilized and can be used to impart raining. There is also a need for certification of informally trained persons.</li> </ol>
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<b>20. MANUAL ON LABOUR STATISTICS IN INDIA (2011-12)</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Dr. S.L. Arora , Joint Director, National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040 ii) Mr. Vijay K. Saxena , Assistant Director, Same as Above
b)	Supervisor	Dr. Santosh Mahotra, Director General , National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by by way of financial grant or otherwise: NILERD (Institute study)
d)	Commencement	Year 2011-12
e)	Completion	Year 2012
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	Manual are to critically dissect the existing data on labour statistics and to prepare a comprehensive and handy reference book. The manual is not only meant for policy makers, researcher and practitioners, but also the data have been given meaningful characteristics to bring out the pragmatic aspect of labour for all concerned. It would also help in understanding and monitoring industrial relations, enforcing labour laws, capturing the nature of employment services, and identifying the skills required for different jobs.
h)	Scope	The Manual on Labour Statistics in India has covered the following areas: 1. Employment Services and Trainings 2. Wages and Earnings 3. Trade Unions 4. Industrial Injuries 5. Absenteeism and Labour Turnover 6. Social Security, and 7. Industrial Disputes
i)	General Remarks	NIL

<b>21. EVALUATION OF APPRENTICESHIP TRAINING SCHEME (ATS) OF DGE&amp;T (2011-12)</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Dr. M.R. Prasad , Joint Director,, National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040 ii)Dr. P.K. Saxena , Joint Director, Same as above iii)Dr. K.S. Rao, Joint director, Same as Above iv)Mr.H.K. Varshney , Deputy Director,Same as Above v) Mr. S.K. Sharma, Deputy Director, Same as Above vi)Dr. Partha Saha, Deputy Director, Same as Above vii)Mrs.Gayatri Pandey, Deputy director Same as Above  Other Faculty Members involved were Dr. Yogesh kumar, Shri S.K. Yadav, Dr. A. Kamala Devi, Shri A.K. Mathu,r Shri Bhoop Singh, Shri J.S. Chauhan, Dr. INdu Shekhar, Shri Radhey Shyam Sharma, and Shri Laxman Singh
b)	Supervisor	Dr. Santosh Mahrotra, Director General, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by Planning Commission, Govt. of India
d)	Commencement	Year 2011-12
e)	Completion	Year 2012
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	1. Assess the impact of Apprentice Training Scheme (ATS) on employability and skills of targeted beneficiaries; 2. Identify the bottlenecks in implementation of the ATS and the Apprentices Act; 3. Recommend remedial steps to improve the effectiveness of the ATS.
h)	Universe	All India
i)	Findings	1. Implementation not by strict application of law, but mainly by persuasion;



		<ol style="list-style-type: none"> <li>2. Staffing pattern in the office of apprenticeship advisors is inadequate;</li> <li>3. Shortfall in the number of trainees coming forward for apprenticeship. Main reasons for this incidence are:- <ol style="list-style-type: none"> <li>(i) No job guarantee after completion of training; and</li> <li>(ii) Low-stipend and non-availability of training in the neighbourhood of trainees.</li> </ol> </li> <li>4. More or less trainees are satisfied with the syllabus and mode of apprenticeship training at the establishment;</li> <li>5. Employability among ATS pass-outs is higher than ITI pass-outs;</li> <li>6. Fixed ratio often discourages establishments towards engaging apprentices;</li> <li>7. Among the establishments identified for ATS but not engaging trainees, the main reasons for this are lack of supply of trainees, slow down in business cycles, change in scale of operation, etc; and</li> <li>8. In a large number of establishments identified for ATS but not engaging trainees, main reasons for this are inadequacy of staff, infrastructure and budget, and unavailability of Deputy Apprenticeship Adviser to survey these.</li> </ol>
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<b>22. TRACER STUDY ON THE OUTCOME/PLACEMENT OF INDUSTRIAL TRAINING INSTITUTE (ITI)/INDUSTRIAL TRAINING CENTRE (ITC) PASS-OUTS (2011-12)</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Dr. Shachi Joshi, Deputy Director, National Institute of Labour Economics Research and Development, Institutional Area , Sector A-7, Narela, Delhi-110040 ii) Dr. K.S.Rao, Joint Director, Same as Above iii) Shri A.K.Mathur, Deputy Director, Same as Above iv) Shri J.S.Chauhan, Assistant Director, Same as Above v) Shri Radhey Shyam Sharma, Assistant Director Same as Above
b)	Supervisor	Dr. Santosh Mahrotra, Director General, National Institute of Labour Economics Research and Development, Institutional Area, Sector A-7, Narela, Delhi- 110040
c)	Sponsoring Agency	The study was sponsored by Planning Commission, Government of India
d)	Commencement	Year 2011-12
e)	Completion	Year 2012
f)	Publisher	NILERD
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Objectives	Objectives of the Study (i) Assess the nature and quality of training at ITIs/ITCs; (ii) Assess the quality of the outcome of the training at ITIs/ITCs in terms of a) Status & Quality of Employment b) Waiting period and first placement c) Relevance of vocational training in job; and d) Quality of training and job satisfaction
h)	Findings	1. In majority of ITIs, the enrolment of students has been below the sanctioned strength. Dropout rate is higher in ITIs than in ITCs. The average enrolment reveals that amongst the trades surveyed, machinist trade scored highest. Trade-wise dropout was highest in Wireman trade followed by Turner and Filter. 2. In the placement scene, there is highest demand of

		<p>Fitters followed by Electrician and Machinist in the Labour Market. About 22 per cent of ITI/ITC pass-outs got absorbed in the first three months after the completion of the training. About 46 per cent remained unemployed in want of a suitable job.</p> <ol style="list-style-type: none"> <li>3. Curriculum of training is old and needs revision time to time as per the changing industrial requirements. Syllabus may be redesigned in such a way that soft skill training is also imparted at these institutes. Synthesizing of training curricula with the technological changes is very much needed. In most of the ITIs, machines and tools are very old. There is a wide gap between skills demanded by the industries and supplied by the ITIs. Private sector participation in management of institutions and curriculum design can be sought for ensuring direct connection between the labour market and the ITI/ITC and ATS pass-outs.</li> <li>4. Involvement of instructors in other activities than teaching affects training badly.</li> <li>5. The ITIs/Centres of Excellence (CoEs) are not getting good quality inputs. Practical training as per the norms of government is not imparted to these trainees due to lack of equipments and raw material for training. This is also constrained due to less industrial cooperation of helping the trainees to take practical training in the industry.</li> <li>6. In the case of CoEs, a number of stakeholders felt that under Broad-Base Basic Training, up-gradation of trade does not produce master craftsmen due to allocation of two months for each trade.</li> <li>7. The role of Institute Management Committee (IMC) in the management of CoEs did not appear to be very encouraging. Most of the CoEs surveyed during the study, reported that in terms of starting new trades, up-gradation of new trades, placement support and training support; the role of IMC was largely either good or fair. The role of IMC needs to be strengthened for running these centres more effectively.</li> <li>8. The MES courses are well received by the workers from construction sector. Although it is a good scheme and in high demand, its execution is a problem as the persons of age 14 and above are eligible to get training under this scheme but they are not employable after completion of training being of the age below 18 years.</li> <li>9. The low-end skills developed by ITIs/ITCs do not match with the skills required by the industry; and to make them employable, the industry has to provide</li> </ol>
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		<p>them additional training (mostly in-house). However, due to resource crunch, the industry finds it difficult to meet the training cost. Hence, for the improvement of the quality of ITI training, appropriate mechanism may be evolved for imposing levy like the cess on the industries for mobilization of resources.</p>
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<b>23. STUDY OF TRIBAL MIGRANTS OF DAHOD DISTRICTS OF GUJARAT</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	i) Shri Kantilal Makwana, Research Officer, ii) Shri Bhatri Sheik, Research Assistant, Tribal Research and Training Institute, Gujarat Vidyapeeth, Ashram Road, Income Tax – Ahmedabad- 280014
b)	Supervisor	Prof. Chandrakant Upaduyaya, Director Tribal Research and Training Institute, Gujarat Vidyapeeth, Ashram Road, Income Tax – Ahmedabad-280014
c)	Sponsoring Agency	The study was sponsored by Tribal Development, Government of Gujarat, Gandhinagar.
d)	Other than Sponsoring Agency	Gujarat Vidyapeeth,– Ahmedabad-280014 Guidance and Support
e)	Commencement	Year 2010-14
f)	Completion	Year 2014
g)	Publisher	TRTI, Gujarat Vidyapeeth,
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
h)	Universe	To study the problem of migration in Dahod district. A total of 670 villages were selected. It was a house to house study of all the families migrating (tribal labour). Only tribal families were chosen for collection of data.
i)	Sample	70,000 tribal labour families were selected for the study. Only Dahod district was covered and all the taluka within that.
j)	Methodology	For collection of data following methods were used; (1) Preparation of schedule: A questionnaire was prepared for collection of provided information from the migrant families. (2) Another questionnaire for collecting village information from taluka. (3) Third method used for collection of data is observation method.

k)	Abstract	The main objectives of the study are to investigate the socio economic conditions of the families migrating out in search of livelihood. To study the impact of migration in their education, health, skill etc. To know if they have any expectation from the destination place.
l)	Problems	<ul style="list-style-type: none"> <li>(1) Economic condition of destination place.</li> <li>(2) Causes of migration.</li> <li>(3) Challenges faced during migration.</li> <li>(4) To study the issues related to Skill development.</li> </ul>
m)	Findings	<ul style="list-style-type: none"> <li>(1) Migration from Dahod district is one of the common phenomenon. Around 51.72% out of the total population is migrating from Dahod.</li> <li>(2) It is the young aged between 22 to 35 are migrating out in search of livelihood.</li> <li>(3) Around 50% of the migrants are migrating out from Dahod since last 10 years.</li> <li>(4) Migration is occurring due to unemployment in the local level. Around 27% are migrating due to that.</li> <li>(5) Not only male, females are migrating as well.</li> <li>(6) In the destination places, there are questions of electricity, water, health and sanitation etc.</li> <li>(7) In the destination place, 67% reported that they are exploiting.</li> </ul>
n)	General Remarks	<ul style="list-style-type: none"> <li>(1) Dahod is a rainfed region. According to David Moss of London School of Economy, livelihood is natural Resource Based. This only able to fulfill 20 to 25% of need of the families For rest they have to migrate.</li> <li>(2) Majority of the workers going out were depending on construction workers in the field area.</li> <li>(3) In the destination place, they live in open spaces and now there is shortages of such spaces. In many instances, they pay Rs.200/- for staying in these places.</li> <li>(4) Anti social elements renamed as tribal labourers in destination place.</li> </ul>

**24. A STUDY OF EMPLOYMENT PATTERN AND PROBLEMS OF JOB CARD HOLDERS UNDER MAHATMA GANDHI NATIONAL RURAL EMPLOYMENT GUARANTEE SCHEME IN PUNJAB**

**A – GENERAL PARTICULARS**

a)	Authors	i)Mandeep Singh – M.Sc Student, Department of Economics & Sociology, Punjab Agricultural University, Ludhiana
b)	Supervisor	Dr. Mini Goyal – Professor of Economics & Sociology, Punjab Agricultural University, Ludhiana – 141004
c)	Sponsoring Agency	Punjab Agricultural University, Ludhiana – 141004
d)	Commencement	December,2013
e)	Completion	December,2015

**B. TECHNICAL DETAILS AND FINDINGS**

f)	Universe	The study was conducted in the villages of Punjab.
g)	Sample	Total 120 job card holders under MGNREGA were selected for study.
h)	Methodology	A multistage random sampling technique was adopted for study. Gurdaspur district from Sub-mountainous zone, Ludhiana from Central plain zone and Bathinda from South-west zone were selected. Two blocks were randomly selected from each district. From each block, one village was randomly selected. From each selected village, twenty job card holders under MGNREGA were randomly selected for the study. Primary data was collected by personal interview method through well designed and pretested schedule.
i)	Problems	1) Employment pattern, wage rates and working Conditions of job card holders. 2) Problems faced by job card holders.
j)	Findings	1) None of the job card holders got employment under MGNREGA for 60-80 or 80-100 days during the study period. 2) The share of employment generated from MGNREGA was estimated to be 16.28 percent only.

		<p>3) The wages generated from the scheme was worked out to be Rs. 4157, Rs. 4049, Rs. 4641 and Rs. 4987 per annum in the year 2011-12, 2012-13, 2013-14 and 2014-15 respectively.</p> <p>4) The job card holders were found doing various wok activities like rural connectivity, drain outflow of standing water in village, Pavement of streets, digging &amp; renovation of ponds etc.</p> <p>5) Delay in payment of wages, lack of work, irregularity of work, low wage rates and adverse working conditions were the main problems of the respondents.</p>
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<b>25. CENSUS BASED SURVEY OF SUICIDES OF AGRICULTURAL LABOURERS IN PUNJAB</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	1) Dr. Sukhpal Singh, Principal Economist (Agricultural Marketing) 2) Dr. Manjeet Kaur, Principal Agricultural Economist 3) Dr. H.S. Kingra, Senior Agricultural Economist
b)	Supervisor	Dr. Sukhpal Singh, Principal Economist (Agricultural Marketing) Department of Economics & Sociology, Punjab Agricultural University, Ludhiana, Punjab.
c)	Sponsoring Agency	Department of Revenue, Rehabilitation and Disaster Management, Govt. Of Punjab.
d)	Commencement	April, 2015
e)	Completion	June, 2017
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
f)	Universe	Census based survey of suicides of Agricultural Labourers in Bathinda, Mansa, Moga, Sangrur, Barnala and Ludhiana districts of Punjab from 2000-2015.
g)	Sample	All the Agricultural Labourer households from which one or more than one person has committed suicide during the year 2000-2015.
h)	Methodology	The study was based on field survey on the suicides committed by agricultural labourers in six districts namely; Bathinda, Barnala, Mansa, Moga, Ludhiana and Sangrur in Punjab during the period 2000 to 2015. All the villages falling in the jurisdiction of these districts were covered in the door-to-door survey. To ascertain the exact number of suicides, village panchayat, chowkidar and elders of the community were contacted. Every village was visited at least twice to cover all the cases. First, a list of suicide cases was prepared with the help of Sarpanch, other panchayat members and

		chowkidar of the village. Every victim family was then approached personally and an effort was made to assess the economic, social and psychological distress of the family at the time of suicide and after the suicide of the victim. The data were collected through a structured schedule.
i)	Abstract	The study was a census survey conducted to document the number of suicides of agricultural labourers and the reasons responsible for these suicides in six districts of Punjab during the period 2000-2015. A total of 6373 suicides were committed by agricultural labourers in the selected districts; out of which 4937 suicides (77.47%) were due to indebtedness and economic crisis.
j)	Problems	The study was primarily focused to document the number of suicides committed by agricultural labourers due to debt.
k)	Findings	It was found that 6373 agricultural labourers committed suicide during 2000-2015. The highest numbers of suicides 1645 were reported in Sangrur district followed by 1485 and 1366 suicide cases in Mansa and Bathinda respectively. The number of suicide cases in Barnala, Moga and Ludhiana districts were 692, 607 and 587 respectively. Overall 77.47 percent of agricultural labourers committed suicide due to debt. The state government has framed policy for addressing the distress of these victim families.
l)	General Remarks	On the basis of this study, the government of Punjab has been providing compensation of Rs. Two lakh to each victim family who committed suicide due to debt and the government has also framed policy for addressing the distress of these victim families.

<b>26. DISCRIMINATION IN THE LABOUR MARKET</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	Dr. Manjula Laxman Dabhi, Department of Rural Economics, Mahadev Desai Samajseva Mahavidyalay Gujarat Vidyapith, Ashram Road, Ahmedabad, Gujarat – 380014
b)	Sponsoring Agency	University Grants Commission
c)	Commencement	1 <sup>st</sup> January, 2011
d)	Completion	31 <sup>st</sup> July, 2012
e)	Publisher	Gujarat Vidyapith, Ahmedabad – 14
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
f)	Universe	The study has tried to find out labour market discrimination at entry level in the private sector of Dalits and Non Dalits.
g)	Sample	1) We have selected four colleges in Gujarat University. We have selected professional degree holder who were passed out in Medical, Engineering, MBA and MCA Programmes. 2) Around 199 passed outs (132 Dalits and 67 Hindu Upper Caste).
h)	Methodology	For the study we estimate three types efficiency level 1) Medium efficiency (up to 55% of marks). 2) Higher Efficiency (55-70 % of marks). 3) Excellent efficiency (Above 70 % of marks). With above efficiency level, we compared to Dalits and Hindu Upper Castes candidate who were tried to enter in the market.
i)	Problems	There is assumption that there is no discrimination in the high professional labour market. According to this

		<p>statement we tried to find out or check it.</p> <p>We verified the problem by Primary and Secondary sources and Labour Market discrimination has found.</p>
j)	Findings	<ol style="list-style-type: none"> <li>1. Dalit respondents' family's economic status was lower than Hindu Upper Caste (HUC) candidates.</li> <li>2. Unemployment was higher of Dalit respondents than HUC.</li> <li>3. Job ratio was 0.33 for Dalits while 0.75 for HUC.</li> <li>4. The HUC's access was higher than Dalit candidates.</li> <li>5. In the interview, process was more uncomfortable for Dalit candidates than HUC.</li> <li>6. Dalit candidate faced more obstacles to get job in higher professional market due to caste.</li> </ol>
k)	General Remarks	<ol style="list-style-type: none"> <li>1. Caste base discrimination has practice in the labour market.</li> <li>2. Socio-Economic status was lower of Dalits in the society.</li> <li>3. Unemployment was higher in Dalits even whom has good education qualification.</li> </ol>

**27. IMPACT OF MAHATMA GANDHI NATIONAL RURAL EMPLOYMENT GUARANTEE SCHEME (MNREGS) ON EMPLOYMENT AND INCOME: A CASE STUDY**

**A – GENERAL PARTICULARS**

a)	Authors	Ms. KiranLata, M.Sc. Student (A-2013-30-014) D/o Sh. Ajit Raj, Village – Badyal Qazian PO Gundala Tehsil RS Pura Distt. Jammu (J&K).
b)	Supervisor	Dr. Virender Kumar, Professor & Head, Department of Agricultural Economics, Extension Education & Rural Sociology, COA, CSK HPKV, Palampur – 176062
c)	Commencement	August, 2013
d)	Completion	21 <sup>st</sup> July, 2015
e)	Publisher	-

**B. TECHNICAL DETAILS AND FINDINGS**

f)	Universe	The present investigation was undertaken to study the various processes for the effective execution and the impact of MNREGS. The results of the study were expected as guide to the researchers and decision makers in framing appropriate policies to improve the scheme for its effective execution in the study area so that the beneficiaries can be benefited to the maximum extent.
g)	Sample	90 (60 beneficiaries & 30 non beneficiaries)
h)	Methodology	Kangra district of Himachal Pradesh was purposively chosen for the study. Among various development blocks, Panchrukhi block was purposively selected because it ranked fairly high with respect to education (second) and infrastructure development (first), yet with respect to livelihood and health indicators it ranked eleventh and tenth, respectively. Among various panchayats of Panchrukhi block, one panchayat namely, Chandropa was purposively selected after the detailed discussion with and feedback from block development officials. A complete list of households in the panchayat was obtained from the panchayat office. From this list 90 households (60 beneficiaries & 30 non beneficiaries)

		<p>were selected randomly. Primary data were collected on specially designed schedule by survey method. The secondary data were collected from the records of selected gram panchayat and various publications and reports from the government departments. Both tabular and mathematical techniques were employed for the analysis and interpretation of the data.</p>
i)	Abstract	<p>In the context of poverty and unemployment, welfare programmes have been important interventions as these programmes typically provide unskilled manual workers with short-term employment. The Mahatma Gandhi National Rural Employment Guarantee Act is an important step towards realization of the right to work. The MNREGS has a great potential for increasing the volume of employment among rural unemployed and under-employed and has capacity to tap the underutilised labour of women in developing rural India. The Act was notified on 7<sup>th</sup> September, 2005 and came into force on February 2, 2006. The Act was renamed as The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) on 2<sup>nd</sup> October, 2009. The Act aims at enhancing livelihood security of households in rural areas of the country by providing at least one hundred days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work, with equal wage rate for both male and female workers. The Act also mandates 33 percent participation for women. In Himachal Pradesh, The scheme was implemented during phase-I (2006-07) of its implementation but it covered district Kangra during phase II (2007-08). Himachal Pradesh has been lauded for implementation of MNREGA and it tops in providing employment to women under MNREGS. Therefore, it was felt imperative to examine various processes in the effective execution of the scheme and to see whether it has been able to uplift the living standards of the people or not. This study is based upon the data collected from 90 households (60 beneficiaries &amp; 30 non beneficiaries) selected randomly from a list of households obtained from office of Chandpora panchayat of Panchrukhi block in Kangra district. The results indicated that all the mandatory guidelines of the scheme were found to</p>

		<p>be followed properly except for the provision of 100 days of employment and payment of wages on weekly basis to the workers. An increase of 78.47 per cent was noticed in the employment pattern of the beneficiary households. The income of beneficiary households was found to be more with working under MNREGS as compared to income without MNREGS indicating an increase of 12.29 per cent in the income. A reduction in the coefficient of variation with respect to employment (55.24 to 33.07 per cent), income (71.99 to 62.59 per cent) and pattern of consumption expenditure (29.15 to 26.09 per cent in physical terms and 28.33 to 26.57 per cent in monetary terms) was also observed. The pertinent problems pinpointed by the Panchayat Pradhan were insufficient and untimely flow of funds by higher authorities and by the households were non-provision of 100 days employment and delay in payment of wages. Therefore, there is need to strengthen sufficient and timely release of funds to Panchayat by higher authorities and provision of 100 days employment and timely payment of wages to workers by the Panchayat representatives.</p>
j)	Problems	<ol style="list-style-type: none"> <li>(1) Gender discrimination</li> <li>(2) Caste discrimination</li> <li>(3) Provision of work for 100 days</li> <li>(4) Problems with the work allotting authorities</li> <li>(5) Problems with working timing</li> <li>(6) Less wages</li> <li>(7) Work not provided on time</li> <li>(8) Delay in payment of wages</li> <li>(9) Unemployment allowance not provided</li> <li>(10) Work not done sincerely by workers</li> <li>(11) No proper supervision</li> </ol>
k)	Findings	<ol style="list-style-type: none"> <li>(1) Majority of beneficiary households around 72 per cent belonged to BPL (below poverty line) category and 28 per cent belonged to APL (above poverty line) category. Whereas majority (70 per cent) of non-beneficiary households belonged to APL category and 30 per cent were found BPL.</li> <li>(2) The average size of land holding was 0.12 hectares of sample beneficiaries and 0.19ha for non-beneficiaries.</li> <li>(3) A gap between demand for work and availability of</li> </ol>

		<p>work was also found due to insufficient and untimely flow of funds.</p> <p>(4) On an average an increase of 78.47 per cent was noticed in the employment pattern of beneficiary households with 1.44 members employed per households without MNREGS which increased to 2.57 members per household with MNREGS.</p> <p>(5) It was also observed that average annual income of beneficiary households without MNREGS was Rs. 1,15,683 which increased to 1,29,901 with MNREGS showing an increase of 12.29 per cent in the income of beneficiaries.</p> <p>(6) Women participation rate was observed to be 100 per cent which is much higher than the provision of employment for women (33 per cent) under the scheme.</p> <p>(7) On an average 84 person days were generated under the scheme in the Panchayat which is much higher than the national average (35 days, 2013-14) and also the person days generated in the state (41 days, 2013-14).</p>
1)	General Remarks	<p>(1) Since the work was not provided for complete 100 days due to insufficient and untimely flow of funds by the higher authorities to the Panchayat, therefore, emphasis should be given an adequate and sustained regular flow of funds.</p> <p>(2) Delay in the payment of wages was also observed in the Panchayat so efforts should be made for timely payment of wages to the workers.</p> <p>(3) It was also observed that for better implementation and execution of the programme, there is a need to increase the wages and workdays from the current stipulated levels.</p> <p>(4) There is need to strengthen Gram Panchayat bodies for proper identification, execution and monitoring of works under MNREGS.</p> <p>(5) Grievances redressal mechanism should be strengthened.</p>



**28. EMPLOYMENT ORIENTED DEVELOPMENT STRATEGY:  
EVALUATION OF CONTRIBUTION of NREGS IN INDIA**

**A – GENERAL PARTICULARS**

a)	Authors	Sunil, Research Scholar, Department of Economics, Maharishi Dayanand University, Rohtak
b)	Supervisor	Dr. Surinder Kumar, Professor (Retd.), Department of economics, Maharishi Dayanand University, Rohtak
c)	Commencement	December, 2010
d)	Completion	9 <sup>th</sup> February, 2013.
e)	Publisher	-

**B. TECHNICAL DETAILS AND FINDINGS**

f)	Universe	In order to analyse the need of scheme, Haryana state was selected. In Haryana, two district Mahendergarh & Sirsa were selected where scheme was implemented in first phase 2006. From each district, one block was purposively selected on the basis of best performing block (Ateli Nangal from Mahendergarh and Baragudha from Sirsa). A field survey was carried out in the 12 villages, six villages were chosen from each block on the basis of MGNREGA performance.
g)	Sample	A sample of 354 households has been selected from 12 villages. The study has selected beneficiaries and non-beneficiaries from the sample villages in order to assess the registration process whether the deserving households were registered under MGNREGA. 15 beneficiaries and 15 non-beneficiaries from each of selected villages were selected. Out of 354 households, 183 were beneficiaries and 171 were non- beneficiaries. A total of 178 households selected from Sirsa out of which 91 were beneficiaries and 87 were non-beneficiaries. 176 households from Mahendergarh district, out of which 92 were beneficiaries and 84 were non- beneficiaries. This study is largely empirical based on primary data collected through field survey.
h)	Methodology	This study is largely empirical based on primary data collected through field survey. The survey was

		<p>conducted by using a two stage purposive and random sample technique. For data collection, three set of schedules were designed: One for Gram Panchayat, Second for beneficiaries and third for non-beneficiaries. SPSS was used for data analysis. Both the qualitative and quantitative techniques were also used for the analyzing data.</p>
i)	Problems	<p>The problem under investigation is to examine the workability of labour intensive development strategy to alleviate the rural poverty. The employment oriented policies not only increase the income of poor people but also increase the productive capacity of economy. This study investigated the impact of MGNREGS on income, employment generation, consumption pattern in two district Mahendergarh &amp; Sirsa of Haryana in which scheme was implemented on 2<sup>nd</sup> Feb, 2006 and has also completed five years.</p>
j)	Findings	<p>The findings of the study show that the MGNREGS is a leading intervention that has the potential to transform rural economy. However, the potential is still in initial stage and require much effort from administrative staff, policy makers and local governance in many different ways since work as right is a very new concept in rural India. In some villages it is working very efficiently and in some areas, the scheme is hardly started. The successful implementation of the scheme depends on the implementing agencies and awareness about MGNREGS guidelines among beneficiaries.</p>
k)	General Remarks	<p>MGNREGS is an employment oriented scheme which not only provide employment to rural poor in the lean season but also generates useful assets in rural areas. The scheme proved much better if it is treated as a development strategy not a plan for the development rural India. The ground realities of the scheme came out from survey illustrate in many cases, the implementing agencies were only wasting government funds and money. The solution lie in training to elected representative of the PRIs to make them aware of their powers and duties.</p>

<b>29. Participation of women labourers in rural Punjab</b>		
<b>A – GENERAL PARTICULARS</b>		
a)	Authors	Dr. Dharampal, Assistant Professor, G.G.D.S.D. College, Kheri Gurna, Banur, District Patiala
b)	Supervisor	Dr. Gian Singh, Professor, Department of Economics, Punjabi University, Patiala.
c)	Sponsoring Agency	-
d)	Commencement	September, 2009
e)	Completion	25.07.2013
f)	Publisher	-
<b>B. TECHNICAL DETAILS AND FINDINGS</b>		
g)	Universe	The study covered the working conditions and levels of living of the women labour households in rural Punjab.
h)	Sample	498 women labour households.
i)	Methodology	The study is related to the year 2010-11. For the purpose of this study, the whole Punjab state was divided into three zones of districts on the basis of work participation rate of rural women in Punjab. Sangrur district represents the high work participation zone, while Ludhiana and Hoshiarpur districts represent the medium and low work participation zones respectively. On the basis of random sampling method, one village from each development block has been chosen. In all, the study covered thirty one villages and 498 women labour households.
j)	Findings	<p>(1) The central and state governments must take strong initiatives for creating sufficient employment and economic condition of the women labour households in the rural areas of Punjab.</p> <p>(2) The agro-based small-scale industries should be established in the rural areas on priority basis.</p> <p>(3) The government should provide loans to the women labour households at very low rate of interest for the establishment of various income generating ventures.</p> <p>(4) Adult education programmes should be effectively implemented for the labourers to curtails the illiteracy</p>

		<p>level among them.</p> <p>(5) The government should make it mandatory for the employers to provide minimum basic facilities such as day care centre, first-aid, canteen and toilet to the women labourers at their workplace.</p> <p>(6) The women labourers remain deprived of their rights due to non-existence of any representative bodies, thus, efforts need to be made in this regard.</p>
k)	Problems	<p>The district-wise analysis of the problems faced by women labourers reveals that a large majority of the respondents in Sangrur (95.79%) and Ludhiana (95.66 %) districts, and all the respondents in Hoshiarpur district do not find work in agriculture and non-agriculture sectors for more than 180 days in a year. This means that the women labourers have to face the problem of irregularity of work in the rural areas of the districts under study. They cannot enjoy any facility at their workplace and the problem of wages inequality between men and women is also there.</p>

### 30. A STUDY OF THE TRAINING PROCESS IN DIFFERENT ORGANISATIONS (ORGANISED SECTOR)

#### A – GENERAL PARTICULARS

a)	Authors	Dr. Sudhir Wadiwa, Education Officer, CBWE Telecom (BSNL) Colony, TYPE – IV/8 Manwa Khera Road, Sector – 6, Hiran Magri, Udaipur – 313002 (Raj.)
b)	Supervisor	Dr. Veena Dwivedi, Asst. Professor, Udaipur School of Social Work Janardhan Rai Nagar Rajasthan Vidyapeeth (D) University, Pratap Nagar, Udaipur – 313001 (Raj.)
c)	Sponsoring Agency (Bodies associated)	(1) Rajasthan Spinning & Weaving Mill, Rishabdev, Udaipur (2) Rajasthan Spinning & Weaving Mill, Gulabpura, Bhilwara (3) Nuclear Power Corporation of India, Rawalbhatta (4) Rajasthan State Mines and Mineral, Jhamarkotra Mines, Udaipur. (5) Birla Cement, Chittorgarh (6) Chanderia Cement, Chittorgarh (7) Bhilwara Suiting Ltd., (Weaving & Spinning Division), Bhilwara
d)	Commencement	19 <sup>th</sup> December, 2009
e)	Completion	8 <sup>th</sup> March, 2013
f)	Publisher	-

#### B. TECHNICAL DETAILS AND FINDINGS

g)	Universe	The study area was restricted to the state of Rajasthan only.  Three Urban districts of Rajasthan have been covered known as Udaipur, Chittorgarh and Bhilwara.
h)	Sample	HR Head – 8 Managers and Above – 26 Trainers (Internal) – 39 Executives – 52

		Workers – 219 Total - 344
i)	Methodology	<p>All of the maximum respondents agree to equal application of all the methodologies because trainers use all the methodologies for making understand topics/subjects easily with lively presentation.</p> <p>The methodology is used maximum among it less than one fourth of the HR-Heads use lecture, discussion and group discussion. Few users of case study, brain storming and value clarification exercise in their training programme. Others few have said that game methodology, video slide and role played are used any in the training programme. The methodology is used maximum time among them less than one fourth of the trainers are using lecture, discussion with lecture and game methodology in the training programme. Few of the trainers are using the brain storming, role played, group discussion and video slide in the training programme. Very few of the trainers are using the case study and the value clarification exercise in their training programme.</p>
j)	Findings	<p>Most of all the respondents have agreed for the need of the training on various topics relating to the workers, Executives and the Managers as per their need and have different view on behaviour training and Managers concentrated it more on technical work.</p> <p>Participants mean that the base of the training is a new working procedure, product machines and expectation of new customers, increasing in the production, organisational development, improvement in working habits, self development and quality of life. The main reason behind it is that training is adopted as holistic concept.</p> <p>It is an average because if the Trainers and Trainees go out for the training courses ex. – other industry, other training place, they will be curious about the training programme. It will result into more learning. Giving the training daily at the same room leads to boaring of subject/topic of the training programme. It means that the training by external is liked very much. Because external Trainers are appraised a lot by the Executives</p>

		<p>and the Workers. As external trainers visit different organisations and face various employees with different attitude so they gain or get a lot of experience and become so skilled that they can solve different problems in different ways easily.</p> <p>Maximum training is associated with increase of the knowledge. Training imparts more knowledge and behavioural change i.e. both aspects play major role in profit making and thus both aspects have maximum percent of comments in workers, executives, managers and trainers etc. Training first increase knowledge and then attitude because of these factors time can also be saved while producing the production.</p> <p>Well, it is analysed that mostly the HR departments conduct the training programme quarterly, twice or once in a year and pay attention to whom training has to be imparted on fixed intervals, keeping in view that participants should be well update and cope with the culture of the organisation. It totally depends upon:-</p> <p>(1) Company to company and on</p> <p>(2) Need of the training programme of employees.</p>
k)	General Remarks	<p>(1) All the records should be maintained in the proper way so that the need identification, need assessment and interaction of the training should be conducted logically in healthy and good environment as per the need of the employer as well as employees in the organisations.</p> <p>(2) The importance of the training should be discussed at all the level of employees and should make them satisfied about their own development and for the organisational development.</p> <p>(3) New training aids and technology methods should be adopted time to time to make training more interesting and make learning process easier.</p> <p>(4) The internal trainers should be sent for outside training frequently to upgrade KSA's (Knowledge, Skills and Attitude) and to enhance their ability to teach effectively and to develop capacity of using different training methods so they can design and organise the</p>

		<p>training programme more effectively.</p> <p>(5) The training and development programme should also be conducted outside from company.</p> <p>(6) Skilled experts, experienced supervisors should be made in charge of the training programmes.</p> <p>(7) There must be proper and strong co-ordination among all the departments such as finance, technical, personnel and administration etc, Such type of strong co-ordination is possible only by imparting the training in the organisation.</p> <p>(8) The senior should help and support their subordinates to practice what they have learned in the training.</p> <p>(9) Deserving employees must be promoted to encourage them and also motivate them for the better work.</p>
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## LABOUR BUREAU'S REGULAR PUBLICATIONS

Title	Latest Issue	Periodicity	Contents in brief
1	2	3	4

Indian Labour Journal		Monthly	Contains articles and statistics on labour and labour-related subjects such as prices, industrial relations, wages and earnings, productivity, absenteeism, employment and un-employment, etc.
Indian Labour Year Book	2017	Annual	Provides in a compact volume a general description of various topics in the field of labour such as employment, wages, levels of living and consumer price index number, industrial relations, welfare, housing, health, labour legislation, labour administration, etc., and relevant supporting statistics.
Indian Labour Statistics	2017	Annual	Contains serial statistics related to diverse facets of labour such as population, workforce, employment and employment service, industrial relations etc., including international comparison on these aspects of Labour.
Consumer Price Index Numbers (For Industrial Workers)2001=100	2018	Annual	Statistics presented in this publication relate to the industrial workers for 78 industrial centres and also for all – India. It also contains major group-wise (food, pan, supari, tobacco and intoxicants, fuel and light, housing, clothing, bedding and footwear and miscellaneous) and subgroups-wise indices along with Linking Factors for conversion of the index to old base (1982=100)

## ANNEXURE –A

## LABOUR BUREAU'S REGULAR PUBLICATIONS

Title	Latest Issue	Periodicity	Contents in brief
1	2	3	4
Pocket Book of Labour Statistics	2008	Annual	Presents in a concise and bilingual, form the principal statistical series in respect of important aspects of Labour Economy. These statistics cover Employment and Training, Wages and Earnings, Prices, Industrial Disputes and Relations, Accidents, Absenteeism and Social Security. It also contains important economic indicators for India and some other countries.
Trade Union in India	2020	Annual	Presents data relating to number, membership and finances of trade union registered under the Trade Unions Act, 1926. It also contains a report on growth of trade unions finances, activities of trade unions and federations of workers trade unions, etc.
Annual Report on the Working of Minimum Wages Act,1948	2016	Annual	Presents information on employment covered under the Minimum Wages Act, 1948. Steps taken to fix and revise minimum rates of wages, principles evolved in fixation of minimum wages by Minimum Wages Committees, enforcement and implementation of the act along with general evaluation and conclusions.
Consumer Price Index Number for Agricultural and Rural Labourers (1986-87=100)	2017-18	Annual	Presents information on Consumer Price Index Numbers for Agricultural and Rural Labourers. These index numbers play an important role in fixing/revising the minimum wages of agricultural workers.

## ANNEXURE –A

## LABOUR BUREAU'S REGULAR PUBLICATIONS

Title	Latest Issue	Periodicity	Contents in brief
1	2	3	4

Wage Rates in Rural India	2017-18	Annual	Contains daily wage rate data of 18 Agricultural and Non-Agricultural Occupations. The data on wage rates play an important role in the calculation of State/National Income, drawing up and implementation of wage policy as well as in fixation/revision of support prices of agricultural crops.
Industrial Disputes in India	2014	Annual	Contains Statistics of Industrial Disputes resulting in work-stoppages, viz., strikes, lockouts, gheraos, etc.
Statistics of Factories	2017	Annual	Contains comprehensive statistical information on factories registered under the Factories Act, 1948, Important Statistics presented in this publication relate to number of registered factories and employment by states, industries, age and sex, by specified normal weekly hours of work, number of injuries' by states, mandays lost due to injuries, welfare facilities, inspection of factories inspectorate staff, convictions etc. Report on the working of the Act in various states is also given.
Statistics on Closures, Retrenchment and Lay-offs in Industries in India	2014	Annual	Contains statistics relating to the number of cases of closures, retrenchments and layoffs, workers affected and mandays lost due to layoffs by States, Sectors, Industries and Causes separately for State and Central Spheres.

## ANNEXURE –A

### LABOUR BUREAU'S REGULAR PUBLICATIONS

<b>Title</b>	<b>Latest Issue</b>	<b>Periodicity</b>	<b>Contents in Brief</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>

Annual Survey of Industries Report on Absenteeism, Labour Turnover, Employment and Labour Cost.	2016-19 (Vol.II)	Annual	Labour Statistics are collected along with the Annual Survey of Industries being conducted under the collection of Statistics Act, 1953. These reports present serial and comparable data on important Labour aspects viz., Absenteeism, Labour Turnover, Earnings, Labour Cost, Salaries and Wages and Bonus paid etc.
Annual Survey of Industries Statistics on Employment and Labour Cost	2017-18 (Vol.I)		

**श्रम ब्यूनरो**  
**श्रम एवं रोजगार मंत्रालय**  
**भारत सरकार**  
**एस.सी.ओ. 28-31, सैक्टर-17 ए**  
**चण्डीसगढ़ 160017**  
**भारतीय श्रम अनुसंधान का 11वां सार संग्रह (2012-19)**

2012-19 के दौरान पूर्ण हो चुके/जारी अनुसंधानों (अध्ययनों) के विवरण प्राप्त करने के लिए निर्धारित प्रोफार्मा (यदि विवरण एक से अधिक अनुसंधान अध्ययन के लिए प्रस्तुत किया जाना है तो प्रत्येक अध्ययन के लिए अलग प्रोफार्मे का प्रयोग किया जाए)

**अनुसंधान अध्ययन का शीर्षक**

(यदि अनुसंधान अध्ययन वाचस्पति उपाधि (डॉक्टरेट डिग्री) के लिए शोध प्रबंध (थिसिस) अथवा निष्णाकत (मास्टर) या स्नातक डिग्री या डिप्लोममे को पूर्ण या आंशिक रूप से संपादित करने हेतु था तो कृपया विनिर्दिष्ट करें ।

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**1. सामान्य विवरण**

(क) अनुसंधान करने वाले व्यक्ति का नाम , पद तथा पता:

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(ख) इंचार्ज/पर्यवेक्षक का नाम , पद तथा पता जिसके अन्तर्गत अनुसंधान कार्य किया गया

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\* अनुसंधान अध्ययन श्रम के किसी क्षेत्र के निम्न लिखित विषयों से संबंधित होना चाहिए जैसे (i) नियोजन (ii) अनुपस्थिति (iii) मजदूरी एवं उपार्जन (iv) बोनस (v) उत्पासदकत (vi) निर्वाह स्तोर (vii) औद्योगिक संबंध (viii) श्रमिक संघवाद (ix) कामगारों की कार्य स्थितियां तथा कल्याण (x) सामाजिक सुरक्षा (xi) प्रबंधन में कामगारों की सहभागिता (xii) व्यक्तिगत प्रबंधन तथा प्रशिक्षण (xiii) औद्योगिक मनोविज्ञान तथा औद्योगिक स्वास्थ्य और सुरक्षा और (xiv) विविध अध्यायन

**LABOUR BUREAU**  
**Ministry of Labour & Employment**  
**Government of India**  
**S.C.O.28-31, Sector-17**  
**CHANDIGARH – 160 009**  
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**ELEVENTH DIGEST OF INDIAN LABOUR RESEARCH (2012-2019)**

PRESCRIBED PROFORMA FOR OBTAINING PARTICULARS OF RESEARCH STUDIES  
COMPLETED/IN PROGRESS DURING 2012-2019

(If particulars are to be furnished for more than one Research Study separate proforma  
may be used for each study)

**TITLE OF THE RESEARCH STUDY \***

(In case the research study was a Thesis for Doctorate Degree or in full or partial fulfillment for  
Master or Bachelor's Degree or Diploma, please specify)

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**1. GENERAL PARTICULARS**

(a) Name, designation and address of person(s) who actually conducted the research:

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(b) Name, designation and address of incharge/supervisor under whose  
supervision the research work was done:

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\* The Research study should be related to the topics to any field of labour e.g. (i) Employment; (ii) Absenteeism; (iii) Wages and Earnings; (iv) Bonus; (v) Productivity; (vi) Levels of Living; (vii) Industrial Relations; (viii) Trade Unionism; (ix) Working Conditions and Welfare of workers; (x) Social Security; (xi) Workers' Participation in Management; (xii) Personal Management and Training; (xiii) Industrial Psychology and Industrial Health and Safety; and (xiv) Miscellaneous Studies

(ग) प्रायोजक अभिकरण का नाम एवं पता (यदि कोई है) तथा प्रायोजकता की विधि अर्थात् वित्तीय अनुदान अथवा किसी अन्य विधि से:

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(घ) प्रायोजक अभिकरण के अलावा निकायों (सरकारी तथा अन्य) का नाम एवं पता जो अनुसंधान अध्ययन के साथ सक्रिय रूप से सम्बद्ध है तथा सम्बद्धता की पद्धति:

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(ङ) अनुसंधान अध्ययन आरम्भ करने की तारीख जिसमें माह तथा वर्ष दर्शाया गया हो:

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(च) अनुसंधान अध्ययन पूर्ण होने की तारीख जिसमें उस माह तथा वर्ष को दर्शाया गया हो जब रिपोर्ट को अंतिम रूप दिया गया अथवा प्रस्तुत अथवा प्रकाशित किया गया जैसी भी स्थिति हो (यदि अध्ययन जारी है तो उसे भी दर्शाया जाए):

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(छ) क्याय अनुसंधान अध्ययन प्रकाशित किया गया, कृपया सूचित करें

(हाँ-1, नहीं-2)

(i) यदि प्रकाशित नहीं हुआ:

(क) एमएसएस किस के पास उपलब्ध है: \_\_\_\_\_

- (c) Name and address of the sponsoring agency (if any) and the method of sponsorship i.e. by way of financial grant or otherwise:

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- (d) Name and address of bodies (Government and others), other than sponsoring agency who are actively associated with the research study and the method of association :

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- (e) Starting date of research study indicating the month and the year when the research study was started:

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- (f) Date of completion of the research study indicating the month and the year when the report on the research study was finalised or submitted or published, as the case may be: (In case of studies in progress, the same may be so stated) :

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- (g) Please indicate whether the research study has been published:  
(Yes – 1, No – 2)

- (i) If unpublished:

(a) MSS available with whom: \_\_\_\_\_



(ii) यदि प्रकाशित हुआ:

(क) प्रकाशक का नाम एवं पता

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(ख) पृष्ठों की संख्या :

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(ग) मूल्यो:

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## II. तकनीकी विवरण तथा निष्कर्ष

(क) अनुसंधान का उद्देश्य/प्रकार :

**कोड:-** विषय से परिचित होना तथा इसमें नई अन्तरदृष्टि प्राप्त करना (अन्वेषणात्मक अथवा नियमन संबंधी अनुसंधान अध्ययन) 1, किसी विशेष व्यक्ति, स्थिति अथवा समूह की विशेषताओं को यथार्थ रूप से दर्शाने के लिए (विवरणात्मक अध्ययन)- 2, बारम्बारिता का निर्धारण जिसके साथ कुछ घटित होता है अथवा जिसके साथ यह जुड़ा है (नैदानिक अध्ययन) - 3, विचलनों के मध्य एक अस्थाछई संबंध के हाइपोथिसिस का परीक्षण (हाइपोथिसिस परीक्षण अनुसंधान अध्ययन) 4, अन्यथा (विनिर्दिष्ट करें).

(ख) सर्वेक्षण का प्रकार:

**कोड:-** जनगणना- 1, प्रतिदर्श- 2,  
अन्यथा (विनिर्दिष्ट करें), लागू नहीं- 9,

(ग) प्रतिचयन का प्रकार:

**कोड:-** सोद्देश्य प्रतिचयन- 1, यादृच्छिक प्रतिचयन- 2,  
स्तरीकृत प्रतिचयन- 3, क्रमबद्ध प्रतिचयन- 4,  
अन्यथा (विनिर्दिष्ट करें), लागू नहीं- 9,

(घ) आंकड़ा संग्रहण की विधि/तकनीक

**कोड:-** पर्यवेक्षण विधि- 1, साक्षात्कार विधि- 2  
डाक द्वारा प्रेषित प्रश्नावली- 3  
अन्यथा (विनिर्दिष्ट करें),  
लागू नहीं- 9,

(ड.) प्रयुक्त, आंकड़ों/साधनों के विश्लेषण की विधि:

**कोड:-** सार्वभौमिक विश्लेषण- 1, द्विचर विश्लेषण- 2  
बहुचर विश्लेषण- 3, विषय अनुमान- 4,  
अन्तराल अनुमान- 5, प्राचलिक परीक्षण (विनिर्दिष्ट करें)- 6,  
गैर- प्राचलिक परीक्षण (विनिर्दिष्ट करें)- 7,  
अन्यथा (विनिर्दिष्ट करें), लागू नहीं- 9.

(ii) If published:

(a) Name and address of publisher: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(b) Number of pages: \_\_\_\_\_

(c) Price: \_\_\_\_\_

## II. TECHNICAL DETAILS AND FINDINGS

(a) Objective/Type of research :

**Codes :-** To gain familiarity with a phenomenon or to achieve new insight into it (exploratory or formulative research studies) – 1, To portray accurately the characteristic of a particular individual, situation or group (Descriptive studies) – 2, To determine the frequency with which something occurs or with which it is associated with (Diagnostic studies) – 3, To test a hypothesis of a casual relationship between variables (Hypothesis testing research studies) – 4, Others (specify) – 5.

(b) Type of Survey :

**Codes :-** Census – 1, Sample – 2,  
Others (Specify) - 3, Not Applicable – 9.

(c) Type of Sampling :

**Codes :-** Purposive sampling – 1, Random sampling – 2,  
Stratified sampling – 3, Systematic sampling – 4,  
Others (Specify)-5, Not applicable – 9.

(d) Method/techniques of Data Collection :

**Codes :-** Observation method – 1, Interview method – 2,  
Mailed questionnaire-3, Other methods (Specify) – 4,  
Not applicable – 9.

(e) Method of analysis of data / Tools used :

**Codes :-** Universal analysis – 1, Bivariate analysis – 2,  
Multivariate analysis – 3, Point estimate – 4,  
Interval estimate – 5, Parametric test (Specify) – 6,  
Non-parametric test (Specify) – 7, Others (Specify) – 8,  
Not applicable – 9.

(च) कृपया यूनिवर्स का ब्यौरा/अध्ययन का फ्रेम/विषय क्षेत्र संबंधी सूचना दें ।

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(छ) यूनिवर्स के क्षेत्र में से कामगारों/इकाइयों की श्रेणियाँ अथवा/और संख्यास जिन्हें वास्तविक रूप से चुना गया था अथवा जिनका प्रतिदर्श लिया गया ।

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(ज) अनुसंधान अध्ययन में अपनाई गई कार्यविधि: (कृपया स्पष्ट रूप से विनिर्दिष्ट करें तथा ब्यौरा दें)

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(झ) अध्ययन की गई समस्याएं ( नीचे) में दिए गए निष्कर्षों के संबंध में)

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(f) Please indicate the details of Universe/Frame and scope of the study:

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(g) Number and /or categories of units /workers out of the field of universe who were actually selected or sampled:

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(h) Methodology employed in the research study: (Please specify clearly and give details)

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(i) Problem studied: (In relation to the findings given in (j) below)

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(ज) अध्ययन के महत्वपूर्ण निष्कर्ष (संक्षेप में)

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(ट) अध्ययन से संबंधित मुख्य विशेषताओं अथवा अन्य मामलों के बारे में सामान्य अभ्युक्तियां जिन्हें उजागर करने की आवश्यकता हो।

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नोट: यदि किसी मद के लिए स्थान अपर्याप्त है तो मद/क्रम संख्या को उद्धृत करने के उपरान्त अलग कागज़ नत्थीा करें।

(j) Important Findings of the study in brief :

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(k) General remarks about special features or other matters relating to the study which may need highlighting :

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**Note :** Please add separate sheet (s) after quoting the Item/Sl. Number in case space for any item (s) is insufficient.

**ANNEXURE –C**

**LIST OF OFFICERS / OFFICIALS ASSOCIATED WITH THE PUBLICATION**

**Shri Bharat Bhushan**  
**Deputy Director General**

**Shri Navdeep Singh**  
**Deputy Director**

**Research Section**

**Smt. Anita Verma**

**Economic Officer**

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**Printing Unit**

**Shri Ashish Attwal**

**MTS**

Symbol No.: PDLB-701  
100-2021 (DSK-II)

Printed by  
The Printing Unit Labour Bureau  
Chandigarh-160017  
for the Controller of Publication  
Civil Lines, Delhi-110054