

# Fifty Ninth Annual Report 2021-22



**National Institute of Labour Economics Research and Development (NILERD)**

An Autonomous Institute under NITI Aayog, Government of India



# Fifty Ninth

## Annual Report

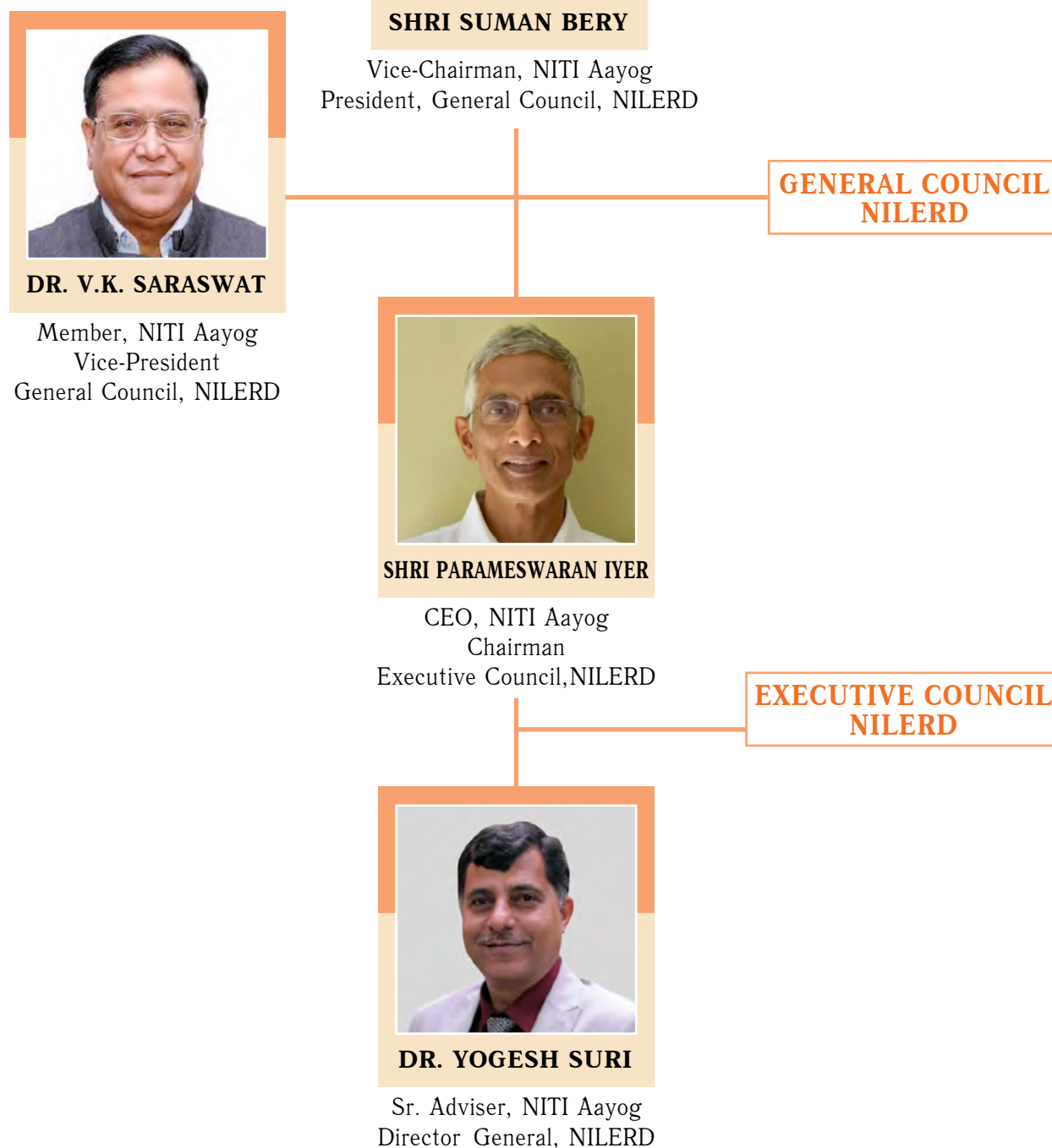
### 2021-22



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



## MANAGEMENT OF NILERD (as on 04.11.2022)







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

## **FIFTY NINTH ANNUAL REPORT 2021-22**

### **From the Director General's Desk**

As the National Institute of Labour Economics Research and Development, an autonomous institute under NITI Aayog, Government of India is celebrating its Diamond Jubilee year, it is my honour and privilege to present its Fifty Ninth Annual Report, 2021-22. The journey which began with a focus only on Manpower Research has widened its horizon with its work spreading to research and training on various development priorities marking its presence not only nationally but across the world. This Report provides a glimpse of the Institute's academic activities, research, education and training programmes, administrative and financial matters including audited statement of accounts for the year 2021-22.

The year 2021-22, though began with the challenges and the bottlenecks caused due to the continuing impact of the COVID-19 pandemic, the Institute responded with utmost alacrity and demonstrated exceptional resilience. During the year, the Institute successfully completed seven research studies/projects sponsored by different Ministries, namely, Ministry of Education, Ministry of Social Justice and Empowerment (Department of Empowerment of Persons with Disabilities), CBM India Trust, Indian Institute of Public Administration and Ministry of Skill Development and Entrepreneurship. Another four studies sponsored by the Development Monitoring and Evaluation Office (DMEO) under NITI Aayog and Ministry of Micro, Small & Medium Enterprises were commenced during the year.

For nearly two decades, the Institute has been successfully running academic and training programmes on diverse thematic areas pertaining to human resource planning and development for international participants, mainly for senior and middle level officials from the government, industry, and academic institutions across the globe, particularly from the developing countries. However, due to COVID-19, ITEC programmes under the Ministry of External Affairs were restricted during the year and the special efforts were made to restructure courses to make them online, which were subsequently approved by the Ministry. Total seven online training programmes (two international ITEC programmes supported by MEA, one national Programme supported by ICSSR and four commissioned by the MSJE) could be held wherein about 110 officers from the different countries and stakeholders participated. During the year, the Institute also published two issues of its flagship journal 'Manpower Journal'.

As we embark on the journey during the Amrit Kaal period, NILERD, in line with the mandate of cooperative federalism of NITI Aayog, is expanding its outreach to States and UTs. In July, 2022, NILERD, in collaboration with DMEO, NITI Aayog and supported by the Bill and Melinda Gates Foundation has organized a training programme on Monitoring, Evaluation and Learning for Senior State Government Officials and is in the process of its second phase to be held in February 2023.

This is a period of reflection and moving ahead with a new vigour. I take this opportunity to express my gratitude to Shri Suman Bery, Hon'ble Vice Chairman, NITI Aayog; Rao Inderjit Singh, Hon'ble Minister of State (Independent Charge), Ministry of Planning; Hon'ble Members of NITI Aayog viz. Dr V.K. Saraswat, Prof. Ramesh Chand, Dr V. K. Paul; and Shri Parameswaran Iyer, Chief Executive Officer, NITI Aayog for their continued support and leadership in enabling the Institute to meet its objectives in a desired manner. I am also thankful to Dr Rajiv Kumar, former Vice Chairman; Shri Amitabh Kant, former CEO, NITI Aayog and Dr. K Rajeswara Rao, former Special Secretary for their valuable guidance and support. I am grateful to Shri Jayant Sinha, Additional Secretary and Financial Adviser; Shri Kundan Kumar, Adviser; Shri Rajesh Gupta, Director and other officials of NITI Aayog for their continued support, guidance, and encouragement in the day-to-day functioning of the Institute. I thank the members of the General Council and the Executive Council for their positive approach and directions while carrying out the work programme of NILERD. I also express my sincere gratitude to the Ministry of External Affairs, Ministry of Finance and other Ministries/Departments of Government of India for extending their valuable support to the Institute. I acknowledge with thanks the dedication and contribution of the faculty members and staff of NILERD towards carrying out the Institute's core activities.

Sd/-  
(Dr Yogesh Suri)  
Director-General

Date: 04/11/2022  
Place: Narela, Delhi



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# THE INSTITUTE AND ITS ORGANISATIONAL STRUCTURE







## The Institute

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



## **The Institute's Mandate**

The broad aims and objectives of the Institute are:

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

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

## Institute's Structure

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

<b>General Council (GC)</b>	Vice Chairperson, NITI Aayog, Government of India, functions as the President of the GC
<b>Executive Council (EC)</b>	CEO, NITI Aayog functions as the Chairperson of the EC
<b>Director General (DG) of the Institute</b>	Principal Executive of the Institute and is responsible for the management and administration of its day to day affairs.

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

## General Council

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



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

**COMPOSITION OF THE GENERAL COUNCIL (AS ON 31.03.22)**  
**(Vide Rule 3)**

1	3(a)	President -Vice-Chairperson of NITI Aayog (ex-officio)
2	3(b)	Vice-President, from amongst the Members of NITI Aayog
3	3(c)	Chairperson of the Executive Council- CEO of NITI Aayog
4	3(d)	Director-General
5	3(e)	Treasurer of the Institute
	<b>3(f)</b>	<b>One representative each of the:</b>
6	3(f)(i)	Joint Secretary/ Adviser; NITI Aayog as the Administrative Vertical w.r.t NILERD
7	3(f)(ii)	Ministry of Finance (Dept. of Expenditure)
8	3(f)(iii)	Ministry of Education (Dept. of Higher Education)
9	3(f)(iv)	Ministry of External Affairs
10	3(f)(v)	Ministry of Skill Development and Entrepreneurship
11	3(f)(vi)	Ministry of Commerce & Industry (Dept. for Promotion of Industry and Internal Trade)
12	3(f)(vii)	Ministry of Labour & Employment (DGE&T)
13	3(f)(viii)	Central Statistical Office
14	3(f)(ix)	Indian Council of Social Science Research (ICSSR)
15	3(f)(x)	National Skill Development Corporation (NSDC)
16	3(g)	Two (2) Persons from Academic Institutions (to be nominated by DG, NILERD in consultation with NITI Aayog). DG, RIS and Director, IIPA to be members of GC.
17	3(h)	Three (3) representatives of State Governments one each representing Northern, Eastern, Southern, Western, Central and North-Eastern Zones on rotation basis for a period of two years in each case
18	3(i)	One member of the faculty of the NILERD on two yearly rotation basis (to be nominated by the <b>Director-General</b> from amongst senior faculty members at two different levels)
19	3(j)	<b>Not more than two members.</b> The General Council may co-opt, from time to time for such period as it may think fit, representatives of other organizations or institutions that may be concerned with the work or programme of the Institute, and individuals with special knowledge of or interest in the work or programme of the Institute



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

## **Meetings of the General Council**

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

During the year 2021-22, the General Council of NILERD met once under the Chairmanship of Dr. Rajiv Kumar, the then Vice Chairman, NITI Aayog and President GC, NILERD. The 52<sup>nd</sup> meeting of the General Council was held on 24.11.2021 which was attended by Dr Yogesh Suri, Senior Adviser, NITI Aayog and DG, NILERD; Shri Surendra Nath Tripathi, DG, IIPA; Shri Kundan Kumar, Adviser (SDE), NITI Aayog; Dr. P.K. Anand, RIS; Shri Santanu Mitra, Sr. Economic Advisor, MSDE, representatives from the MoL&E, MEA, M/o Statistics & Programme Implementation, ICSSR, NSDC and UP Government also attended the meeting. Given the COVID protocols, the meeting was held both physically and virtually. During the meeting, DG, NILERD presented the work done by NILERD in the reference year, which was widely appreciated by the Members of GC. The GC ratified the Annual Report 2020-21 alongwith Audited Accounts of the Institute that were tabled in both Houses of the Parliament in December 2021.



Deliberations during the 52<sup>nd</sup> GC meeting of NILERD, held on 24.11.2021 at NITI Aayog

## Executive Council

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

The chairperson and members (except the ex-officio members) are nominated by the President of the General Council.

### COMPOSITION OF THE EXECUTIVE COUNCIL (AS ON 31.03.2022) (Vide Rule 5)

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

## Meetings of the Executive Council

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

During the year 2021-22, the Executive Council (EC) of NILERD met twice under the Chairmanship of Shri Amitabh Kant, the then CEO, NITI Aayog and Chairman, EC, NILERD. The 101<sup>st</sup> and 102<sup>nd</sup> meetings of EC were held on 27.07.2021 and 27.10.2021 respectively.



Proceedings during the 101<sup>st</sup> meeting of the EC, held on 27.07.2021

Given the COVID protocols, the participants attended the meeting virtually. The meetings deliberated upon the various activities of the Institute and the strategies for further growth, particularly focusing on future collaborations with different Ministries.

## Other Standing Committees

In addition, there is one standing committee concerned with administration of the Contributory Provident Fund (CPF), namely the Committee on Administration of NILERD Contributory Provident Fund. There was no major agenda item to be discussed; the meeting of the committee was not held physically during the year 2021-22 and the necessary approvals for revision of interest rate were processed on file.

## Management of the Institute

The Director General, NILERD is the chief executive of the Institute in its day-to-day management. The academic activities of the Institute are carried out through various research units headed by the senior faculty members and are assisted by other faculty members and support staff. Overall administrative and financial matters are looked after by the Senior Consultant & Head (Administration & Research), Joint Director (Finance) and Administrative Officer with the help of supportive staff. The Education and Training activities are looked after by Director (E&T) supported by other faculty members. The Institute has state-of-the-art computer and internet facilities with Wi-Fi access, an Editorial Unit, and a Knowledge Resource Centre (KRC). The Institute publishes a quarterly Journal titled, 'Manpower Journal',



with the Director-General acting as its Editor-in-Chief. The Institute brings out working papers on a regular basis.

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

The Institute is spread in the sprawling campus of more than 15 acres at Narela Institutional Area, Delhi. The campus infrastructure includes academic, administrative, training and KRC blocks, besides residential accommodation for its faculty and staff, a guest house, and an auditorium.

In addition, there is an exclusive international hostel having fifty-two rooms for participants of International Training and Academic programmes conducted by the Institute round the year. The campus is enriched with high bandwidth Local Area Network (LAN) connectivity and has a dedicated high speed leased line internet facility. IT infrastructure, computers and paraphernalia and software packages are purchased and updated from time to time.



# ACADEMIC ACTIVITIES





## A. Education and Training Programmes conducted during the year 2021-22

### I. Education and Training (E&T) Unit

The Education and Training Unit of the Institute has been running international training programmes sponsored under Indian Technical Economic Cooperation (ITEC) Scheme of the Ministry of External Affairs, Government of India, and other agencies. During the year 2021-22, the Institute conducted two e-ITEC online training programmes. It also conducted one online programme on 'Research Methodology and Application of Econometrics in Research', sponsored by the Indian Council of Social Sciences Research (ICSSR). In addition, the institute conducted four online training programmes on General Awareness and Sensitization of the Rights of Persons with Disabilities (RPwD) Act, 2016, commissioned by the Department of Empowerment of Persons with Disabilities (DEPwD), Ministry of Social Justice and Empowerment.

The details of the programmes conducted during 2021-22 are as follows:

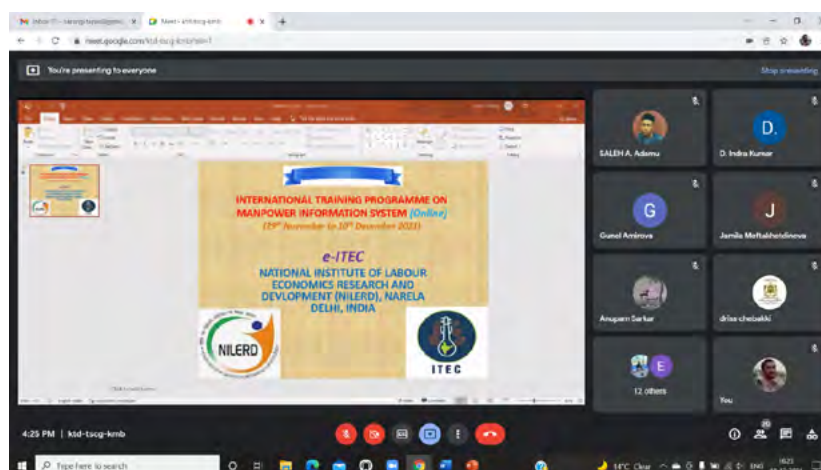
#### 1. International Training Programme on Manpower Information System sponsored by Ministry of External Affairs under e-ITEC Scheme (Two Weeks, November 29- December 10, 2021 online)

The programme was attended by 28 participants from 12 countries, which included Azerbaijan, Morocco, Vietnam, Kingdom of Eswatini, Mauritius, Bhutan, Trinidad & Tobago, South Africa, Tanzania, Cambodia, Kenya and Nigeria.

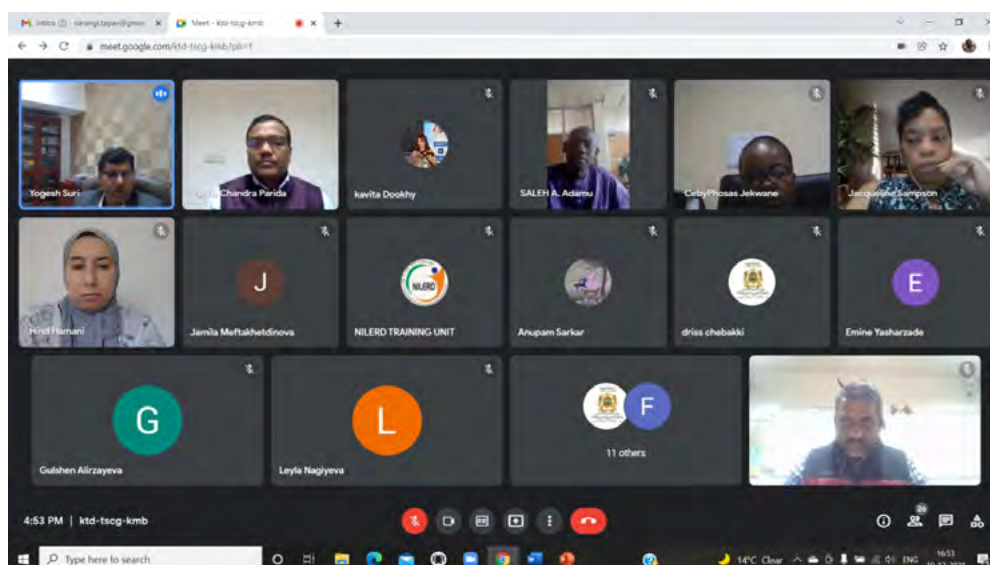
##### Objective of the course:

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

The programme concluded on December 10, 2021, with a valedictory function where Dr. Yogesh Suri, DG, NILERD delivered the valedictory address.



Online e-ITEC Programme on Manpower Information System



Valedictory address by Dr. Yogesh Suri, DG, NILERD, December 10, 2021.

## Faculty In-charge of the Course

The programme was overall coordinated by Dr. P.C. Parida, Director and co-coordinated by Dr. Tapas Kumar Sarangi, Assistant Director

## 2. International Training Programme on Monitoring & Evaluation sponsored by Ministry of External Affairs under e-ITEC Scheme (Two Weeks, September 6-17, 2021 online)

The programme was attended by 50 participants from 16 countries which included Bhutan, Kenya, Mauritius, Kingdom of Eswatini, Seychelles, Tanzania, Zambia, Cambodia, Sri Lanka, Azerbaijan, Ethiopia, Lesotho, Philippines, Nigeria, Somalia and Nicaragua.

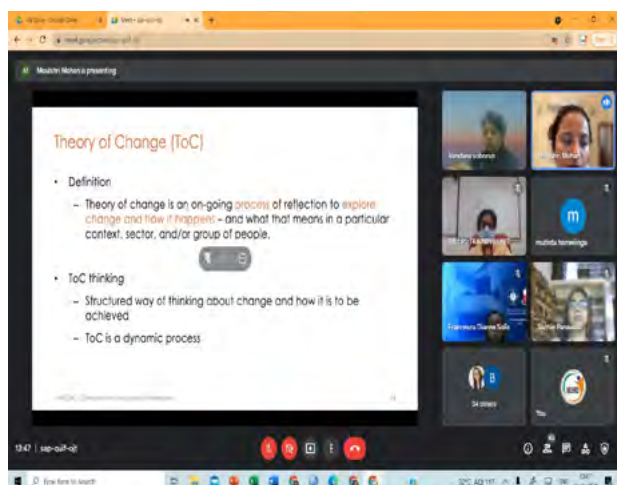
### Objectives of the Programme:

1. Familiarizing participants with concepts and issues of monitoring & evaluation and difference between them,
2. Importance of M&E, helping them to understand the monitoring process, result based monitoring and evaluation.

Participants were also taught various evaluation theories with special focus on impact evaluation and were introduced to methodological aspects of evaluation including sampling, developing data collection tools and data processing techniques.

The Programme concluded on September 17, 2021, with an online valedictory function, chaired by DG, NILERD.





Participants during the International Training Programme on Monitoring and Evaluation

## Faculty In-charge of the Course

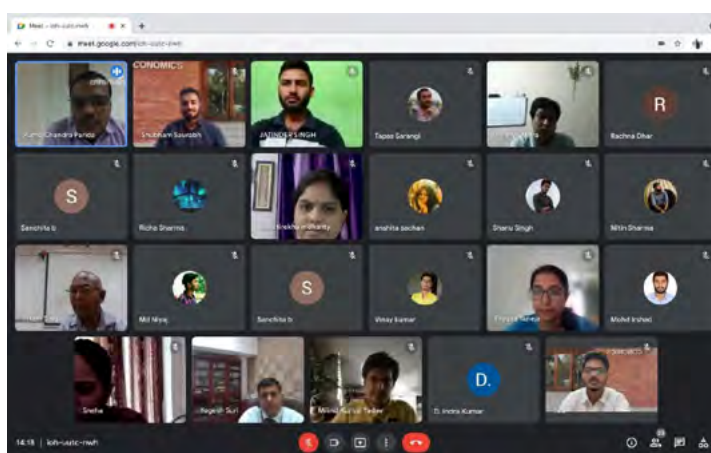
The programme was coordinated by Dr. Sanchita Bhattacharya, Deputy Director and co-coordinated by Dr. Meenal Sharma Jagtap, Joint Director

### 3. *Research Methodology and Application of Econometrics in Research sponsored by Indian Council of Social Science Research (ICSSR) (Ten Days, August 23 - September 3, 2021, online)*

A ten days programme on 'Research Methodology and Application of Econometrics in Research' was held in Aug-Sep 2021 and was attended by 27 participants from various state and central universities from across the country.

**Objectives of the course:** The training program intended to help the research scholars to get firsthand exposure to research methodology, qualitative and quantitative techniques and their applications in carrying out research studies and writing research articles, uses of various statistical software packages such as STATA, EVIEWS, SPSS for data analysis for report writing. Further, participants were introduced to the recent development in quantitative research with their interaction and discussion with faculties who have completed several research projects in the field of macroeconomics and on developmental issues.

The Programme concluded on September 3, 2021, with an online valedictory address by Dr. Yogesh Suri, Director General, NILERD.



Director General, NILERD  
delivering Valedictory Address on 3<sup>rd</sup> September, 2021

## Faculty In-charge of the Course

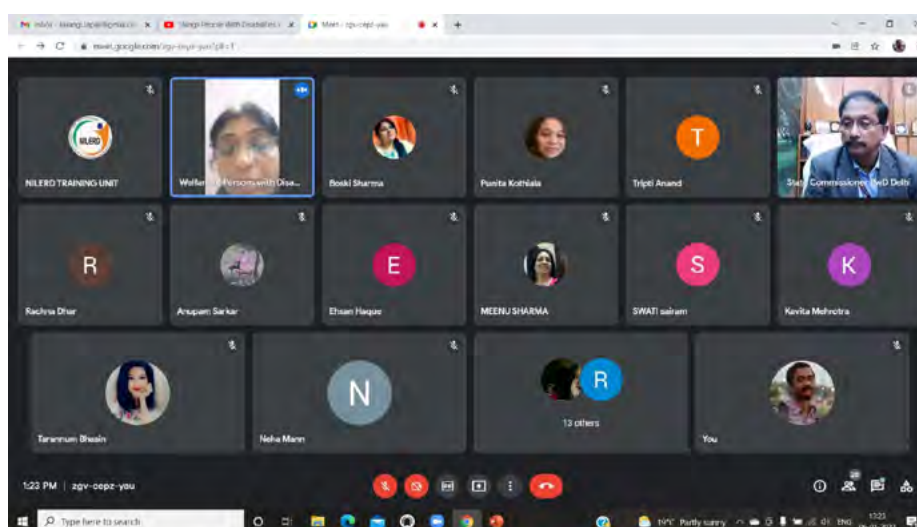
The programme was headed by Dr. Purna Chandra Parida, Director and co-coordinated by Dr. Anupam Sarkar, Deputy Director

### 4. Awareness Generation and Sensitization Training Programme on Rights of Persons with Disabilities Act, 2016 (Two days online)

NILERD has been awarded 10 online training programmes for Creating General Awareness and Sensitization among various stakeholders on Rights of Persons with Disabilities Act, 2016 by the Department of Empowerment of Persons with Disabilities, Ministry of Social Justice, and Empowerment. Four programmes were completed till March 2022.

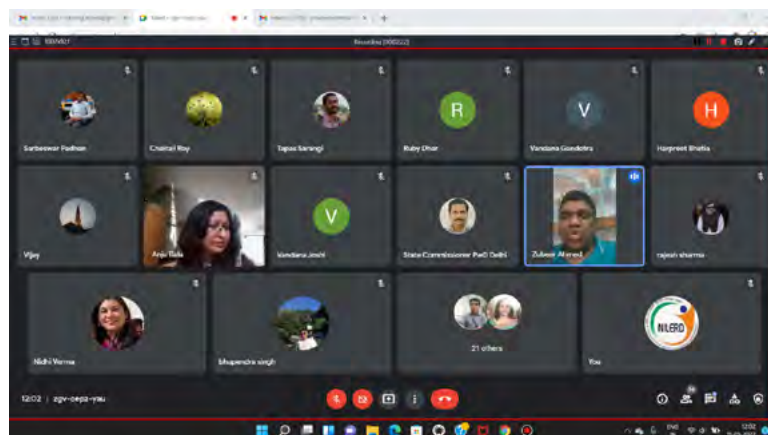
**Objectives of the Programme:** The main aim of the programme is to create awareness about the initiatives taken by government for inclusion and rehabilitation of persons with disabilities. The focus of the training is to familiarize participants with various provisions of RPwD, Act in the field of education, employment, accessibility, recreation that ensures that PwDs lead a fulfilling and dignified life.

- **For School Teachers:** January 6-7, 2022. The training was attended by 32 teachers from various schools of Delhi.



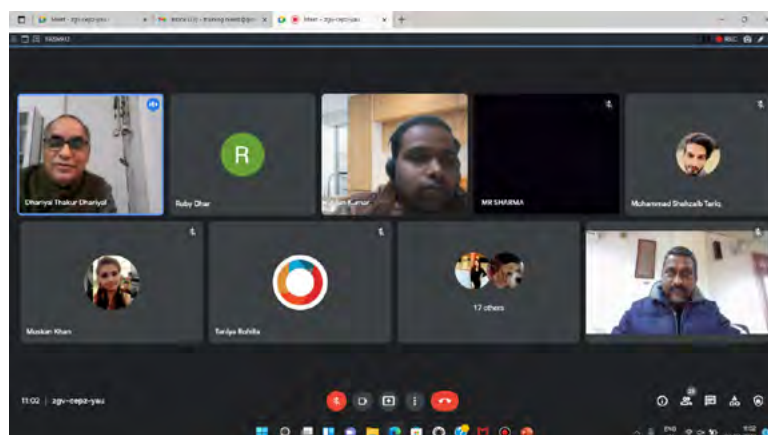
Dr. A Madhavi, Deputy Director, Department of Social Welfare, Government of NCT of Delhi in interaction with participants

- **For University Teachers:** January 11-12, 2022. The training was attended by 37 university lecturers from various colleges of Delhi and Uttarakhand.

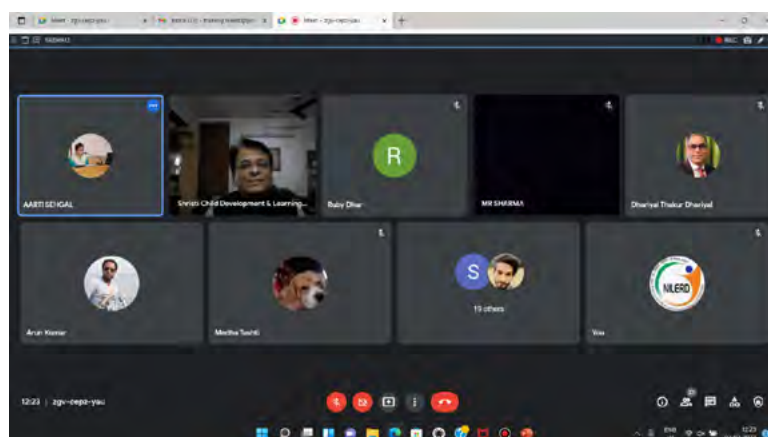


Participants of the Programme held on Jan 11-12, 2022

- **For University students and teachers:** February 3-4, 2022. The programme was attended by 28 Students and teachers from Universities of Architecture, Design, Law and Engineering.



Former Commissioner (PwD) Delhi, Mr.T D Dhariyal presenting RPwD Act, 2016



Dr. Rajiv Nandy, founder and chairman, Shristhi Institute for Child & Adolescent Mental Health interacting with participants

- **For Family Members of Persons with Disabilities:** February 24-25, 2022. The programme was attended by 26 participants.

### Faculty In-charge of the Course

The programme was coordinated by Dr. Ruby Dhar, Deputy Director

## B. Research Activities

Research occupies a central place in the activities of the institute. Since its inception, the Institute has been actively engaged in research on various dimensions of labour and employment, skill gap analysis, gender, and employment. It undertakes a wide spectrum of research/evaluation studies, broadly conferring to the nature, characteristics and utilization of human resources, the changes in the labour market and other sectors such as agriculture, industry, skill development, monitoring and evaluation of Government programmes etc, Its multi-disciplinary expertise is reflected from the wide array of research activities undertaken having significant implications in the academic sphere as well as in the national and international policy forum.

### a. Research Studies completed during the year 2021-22

During 2021-22, seven research studies were completed by the Institute, as under:-

1. Evaluation of Deendayal Disabled Rehabilitation Scheme (DDRS) and District Disability Rehabilitation Centers (DDRC) Scheme sponsored by the Ministry of Social Justice and Empowerment.
2. Impact Evaluation Study of Central Sector Scheme of Setting up of State Spinal Injury Centre, sponsored by the Ministry of Social Justice and Empowerment.
3. Evaluation of Disability Inclusive Farmer Producer Organizations (DiFPOs) in India sponsored by the CBM India Trust.
4. Evaluation Study on Enhancing Skill Development Infrastructure (ESDI) in Northeastern States sponsored by the Ministry of Skill Development & Entrepreneurship
5. Third Party Evaluation of the Scheme for Assistance to Indian Spinal Injury Centre (ISIC) sponsored by the Ministry of Social Justice and Empowerment.
6. Third Party Evaluation of Shastri Indo-Canadian Institute sponsored by the Ministry of Education.
7. Third Party Evaluation of the Indian Institute of Public Administration (IIPA) sponsored by IIPA.

The details of the research studies are as follows:-



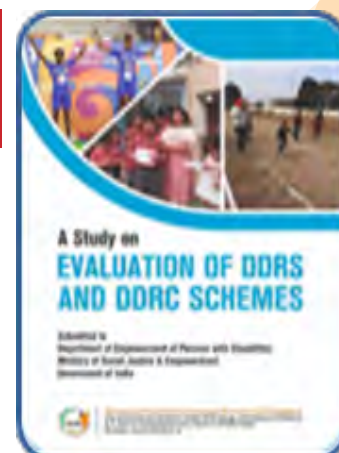
## 1. Evaluation of Deendayal Disabled Rehabilitation Scheme (DDRS) and District Disability Rehabilitation Centres (DDRC) Scheme

### About the Scheme

The major objective of the DDRS is to provide financial assistance to non-government organisations for executing ten model projects including District Disability Rehabilitation Centres (DDRCs).

### Objectives of the study

The main objective of the study is to evaluate ten model projects under the scheme, namely Pre-Schools and Early Intervention and Training, Special Schools for Children with Disabilities for (i) Intellectual Disability ii) Hearing & Speech Disability iii) Visual Disability iv) Composite projects, v) Project for Children with Cerebral Palsy, vi) Rehabilitation of Leprosy Cured Person, vii) Half Way Home for Psycho-Social Rehabilitation of Treated and Controlled Mentally ill persons, viii) Home-Based Rehabilitation and Management, ix) Community Based Rehabilitation Programme and x) Low Vision Centres and Human Resource Development. Besides, the above model projects, the Institute also evaluated DDRC scheme under which 264 DDRCs have been set up across the country to provide various facilities starting from early intervention to providing need-based devices, scholarship, skill training, and assisting in the issue of Unique Disability Identity Card (UDID) etc.



Field visits to DDRCs in Telangana and Andhra Pradesh

### Major findings and recommendations.

1. Almost all the beneficiaries from the southern and eastern regions expressed that they were fully satisfied with the overall benefits at the DDRC and with the services related to awareness generation, therapeutic, skill training, vocational training, arrangement of food, etc.

2. The overall impact of the scheme on the life of the beneficiaries has been remarkable. It has improved their conditions and made them self-reliant in many cases, However, there is a need for enhancing the outreach of the scheme and ease the paperwork formalities to avail the scheme.
3. More quality medical care/treatment, transport facility, smart classrooms, and special teachers are required for special schools and other components. In general, the scheme moderately improves interpersonal skill, communication skill, speaking ability, and mobility of beneficiaries; hence, the facilities need to be enhanced in terms of more staff, special teachers, and more frequent visits by therapists and doctors. Further improvement is also required in vocational training and basic facilities in a hostel.
4. The scheme has two components. First, providing home for leprosy cured persons and second is vocational training centres (VTCs) for leprosy cured persons. Proper counselling is required to enable them to cope with huge mental pressure caused by the attitude of family.
5. The quality and quantity of the cooked food provided to leprosy-affected persons need to be monitored regularly. A social audit should be conducted at least once in a year. Economic rehabilitation of the inhabitants is of utmost important and is also the most challenging. Hence, vocational training needs to be taken up seriously and a list of suitable skills for leprosy cured persons may be an integral part of the scheme.
6. Additional DDRCs need to be established in the country, particularly in western regions. Establishment of DDRCs may be linked to the disabled population of the district.

**Team members:** Dr. Pitam Singh (Team Leader), Dr. P. C. Parida, Dr. Shachi Joshi, Dr. Sanchita Bhattacharya, Dr. D. Indrakumar, Dr. Ruby Dhar, Dr. Anupam Sarkar and Dr. Tapas Kumar Sarangi.

## 2. Impact Assessment of Setting up of State Spinal Injury Centre (SSIC) Scheme

### About the Scheme

The Department of Empowerment of Persons with Disabilities (Divyangjan) launched a scheme “Setting up of State Spinal Injury Centre” with an objective to provide comprehensive management of spinal injured through a comprehensive rehabilitation centre attached to the district hospital of state capital/UT with a dedicated OPD facility, beds exclusively for spinal injury patients, fully functional orthotic and prosthetic department, and assistive technology. The evaluation study of the scheme was awarded to NILERD by DEPwD.



## Objective of the study

The detailed objectives of the study were -

- i) to assess the outcome and impact of the scheme by intensive interaction with various stakeholders.
- ii) to suggest measures for maintaining separate accounts and furnishing audited statement of accounts in respect of funds released under the scheme to facilitate release of grant-in-aid by the Ministry.
- iii) to assess the procedure followed by the Centre for keeping separate account of the grant.
- iv) to identify whether there is any overlap between free treatments provided to poor patients out of grants in aid released by DEPwD and free treatment provided by the centre under any other Central/State Government Schemes, etc.
- v) to suggest ways and means for spreading awareness about the scheme; and
- vi) to find out the bottlenecks of the scheme and suggest remedial measures for improvement.

## Major Findings and Recommendations

1. India is having Spinal Cord Injury (SCI) prevalence at range of 15,000- 20,000 new cases per year and incidence at range of 20 per million per year population. A trauma-care system is urgently needed in every district of the country including dedicated rural pre-hospital and SCI services. An SCI registry should also be developed to monitor the system and provide cost and epidemiological statistics.
2. The scheme emphasizes more on availability of orthopaedic department; it may be extended to hospitals with good Physical Medicine and Rehabilitation (PMR) department and not limited to district hospitals in State/UT capital.
3. A formal coordinating mechanism between people with disabilities, relevant professionals and other stakeholders may be put in place to ensure continuing accessibility to services/ public places/opportunities to people with SCI.
4. The scheme should look at raising awareness to reduce misperceptions and prejudice regarding SCI and other disabilities.
5. It has also been observed that there is an overlapping of the scheme as State Spinal Injury Centre (SSIC) provides free treatment to all.
6. The Scheme may focus more on strengthening the purchase of medical equipment/ instruments and assistive technology as treatment is already free for BPL category patients in district hospitals.

7. A separate civil infrastructure for SSIC with dedicated operation theatre, trained staff, spine care post out-patient unit and rehabilitation infrastructure may be considered as it will reduce the inadvertent delay in managing these cases and improve the outcome.
8. A SSIC facility may be made available in all district's hospitals of the country as people have to travel long distance to reach the existing facility.
9. Various government agencies should work in liaison in imparting education, increasing awareness about prevention of SCI along with taking remedial measures to correct the factors causing SCI. Primary health-care providers should be given training regarding the primary management of SCI.

**Team members:** Dr. Pitam Singh (Team Leader), Dr. Shachi Joshi, and Dr. Ruby Dhar.

### 3. Evaluation of Disability Inclusive Farmer Producer Organisations (DiFPOs) in India

#### About DiFPOs

The Disability Inclusive FPO (or DiFPO) is a new kind of experiment involving farmers with disabilities for their all-round economic development through collective action. CBM Trust, an internationally reputed NGO, and its partners in rural India are working towards this goal where DiFPOs are the main instrument for empowerment of farmers with disabilities and the spread of environmentally sustainable organic farming. The CBM Trust assigned the task of Evaluation of DiFPO in India to the Institute.



#### Objectives of the Study

The main objectives of the study were -

- (i) To study the impact of DiFPOs on farming practices, economic viability of FPOs (profitability, scope, and current status of economic sustainability) and inclusive organisational governance.
- (ii) To study the impact on social, economic, and political status of persons with disabilities due to the FPOs.
- (iii) Scope for scalability and applicability of FPO models.
- (iv) The possibility of developing a federation of FPOs and assessing the level of entrepreneurial skills and attitudes of FPO board members.





Interaction with farmers in Almora, Uttarakhand and Balangir, Odisha during the FPO study

### Major findings and recommendations

1. Organic Farming: The FPOs have taken up the case for organic farming actively with the members. They are providing training, field demonstration, continuous extension support, organic inputs, and subsidised bio-gas plants to the farmers. These initiatives have already started bearing fruits and a gradual shift of cropping patterns towards organic commodities.
2. Adoption of scientific practices: Poly house cultivation (made of iron/ bamboo frames and polythene sheets), mulching, drip irrigation for optimum use of water are some of the common practices that can be found on the farmers' land.
3. Diversification to non-farm activities: The FPOs emphasize on the diversification of the portfolio by taking up multiple income generating activities, like livestock and poultry resources. For example, in Pathra River Watershed Development Programme in Bhaisdehi block of Betul and Jaunsar FPO in Uttarakhand, the farmers have received small ruminants like chickens, goats, ducks etc. that added to their income generating activities.
4. Expansion of area under cultivation: Many of the farmers received micro-irrigation equipment, wells, ponds, pump sets, sprinkler pipes from the administration under different schemes, facilitated by FPOs. Improved irrigation facility has increased cropping intensity as well as the net area cultivated by the farmers. The fallow land has been brought under cultivation after availability of water.
5. Profitability: Some of the FPOs (which are less than 3 years) were still receiving financial support and handholding from NABARD. Older FPOs have recorded positive profits in the balance sheet.
6. Backward and Forward linkages: Almost all the FPOs have started input trading, i.e. purchase of the inputs like seeds, saplings, fertiliser, plant protection in bulk and selling it to the members at lower rates than market. Thus, agri-input business constitutes a sizeable share of their revenue.

7. Sustainability: It is too early to comment on the sustainability of the FPOs, as the FPOs are only recently formed and when the whole economy is facing an extraordinary crisis due the outbreak of Covid-19 pandemic. Sustainability of the FPOs will depend on a couple of crucial factors namely, a wider working capital base for business operations, for setting up enabling infrastructure such as collection, transport, storage, processing and the newer marketing channels like e-commerce, online trading, commodity, and futures market, etc.

### **Recommendations:**

- (i) Infrastructure is crucial for profitability and expansion of business. There are three types for physical infrastructure that FPOs in general need- processing plant, storage, and transport facility. The FPOs under study, due to their newly established status, lacked many of these facilities.
- (ii) The FPOs have done commendable work in input trading, linking farmers to schemes and credit, dissemination of knowledge and information. But to take this initial success to next level, the focus should be on finding marketing channels, forging market linkages, and increase the volume of transaction with farmers.
- (iii) Farmers can now sell their produce at e-marketplaces and can enter contract farming, or future trading agreements. However, these initiatives require real time information about the market and prices necessary. Hence, the FPOs should establish proper mechanism to bridge any information asymmetry.
- (iv) Paid-up capital collected from the shareholders can meet only a small fraction of the working capital requirements. Moreover, obtaining loans and access to capital from formal commercial banks remains a challenge. Therefore, the FPOs should try to collect at least the minimum amount from the members to be eligible for Equity Grant Scheme. Side by side, NABARD should pro-actively engage with banks for removing all hurdles in the way of receiving loans.
- (v) More training, experience-sharing and experiential learning opportunities are needed. Support by organisations like CBM, NABARD, BIRD and local NGOs can play a vital role in this regard.
- (vi) The concept of Disability Inclusive FPOs was conceived with the main aim of socio-economic empowerment of persons with disabilities by making them self-reliant. This involves their mainstreaming, instilling a sense of confidence, capacity building, and promoting entrepreneurial ability. This is a unique model of inclusive development which has been successfully incubated by CBM and their network of NGOs within limited context of four States. Such experiments need to be carried out on higher scale across diverse topographies for larger validity and acceptability.

- (vii) The directors and members of the FPOs should be educated about the role, purpose, and activities of an FPO as a business venture. This is required to cultivate a sense of ownership, patronage, and attachment of members with the FPOs.

**Team members:** Dr. Pitam Singh (Team Leader), Dr. Meenal Sharma Jagtap and Dr. Anupam Sarkar.

#### 4. An Evaluation Study on Enhancing Skill Development Infrastructure in Northeastern States (ESDI)

##### About the Scheme

The Enhancing Skill Development Infrastructure (ESDI) scheme in NE States and Sikkim was formulated in 2011 to enhance the existing infrastructure of skill development in NE States. The Directorate General of Training implements and monitors the ESDI scheme across the NER under the guidance of the Ministry of Skill Development and Entrepreneurship (MSDE). The scheme is implemented through the State Directorate for Skill Development in the 8 NE states. There are three main components of the scheme, (a) Upgradation of 22 ITIs, (b) Supplementation of infrastructure deficiencies in 28 ITIs, (c) Establishment of 34 new ITIs.



##### Objectives of the Study

The study aimed to investigate the effectiveness of the scheme in enhancing the skill development infrastructure of NE states in terms of performance, achievements of targets, quality and delivery of services, and overall skill development of the area.

The specific objectives of the study were –

- i) to examine the status of construction of new ITIs in Eleven (11) sampled districts, status of up-gradation of ITIs in sampled districts and status of supplementing Infrastructure deficiencies in ITI in sampled districts,
- ii) to assess the effectiveness of the scheme in terms of performance, achievements of targets, qualitative and quantitative delivery of the services and the impact of schemes on overall skill development of the area and to suggest measures to improve effectiveness of the schemes and future need of the scheme for institutions and technology up-gradation.



NILERD team interacting with students and instructors at ITI Rangpo, Sikkim



NILERD team at Women's ITI, Dimapur, Nagaland

### Major Findings and Recommendations:

- i. The ESDI scheme has made considerable advancement in developing skill infrastructure and capacity building in NE states; therefore, it is recommended that the scheme should be continued with slight changes in design. The scheme may include well-defined operational objectives with defined timeline to ensure that its impact is consistent with its aims and is easy to monitor. Moreover, a 'sunset clause' in the scheme may need to be considered.
- ii. Technology has been changing rapidly, therefore, upgradation of skills should be a continuous process. The ministry may consider closer association with the industry for the assessment of skill needs of a particular state and introduce/modify trades offered as per market demand.
- iii. For effective upgradation of existing ITIs, industry–institution interface must be strengthened. A need assessment of skills from the industry should be conducted regarding trades being offered in the ITIs and for the introduction of new trades.
- iv. To increase the outreach of ITIs, especially among girls, hostel facility is vital especially in the backward districts of the region that do not have good transport facility.
- v. As many districts of the region are still unserved by an ITI, the central project monitoring unit should play a more active role in identifying areas for the construction of new ITIs in consultation with the state project monitoring unit.
- vi. Multiplicity of a diverse institutional framework results in the lack of coordination among government, non-government, and private providers. Hence, integrated reforms must be introduced by establishing some nodal authority or bodies, to co-ordinate and govern the development of various skills and policy-making initiatives.



- vii. Trainers are important in the skill development framework. The quality of instructors affects the implementation of any skill development project. The scheme may introduce a component of training of trainers and make provision for their continuous training.

**Team members:** Dr Pitam Singh (Team Leader), Dr. A. Kamala Devi (Deputy Team Leader), Mr. D. Indrakumar, Dr. Ruby Dhar, Mr. Radheyshyam Sharma, and Dr. Tapas Kumar Sarangi.

## 5. Evaluation of Shastri Indo Canadian Institute

### About the Scheme

The Shastri Indo-Canadian Institute (SICI), a unique bi-national educational organization was established in 1968.

### Objectives of the study

The overall objective of the study is to evaluate whether the institute has successfully met its core objectives. The specific objectives of the study were-

- i. To assess whether the intended objectives of the institute is fully met or not,
- ii. To assess the overall physical, financial and human resource progress of the institute,
- iii. To assess the performance of the institute in implementing schemes,
- iv. To register the implementation challenges and best practices,
- v. To recommend suitable measures to enhance the outreach of the institute.

### Findings of the study

1. SICI has reasonably met its intended objectives. There has been a positive progress by the institute in the field of academics, research, capacity building, skill enhancement and bi-lateral collaboration through its schemes and programmes.
2. Over the years, the institute has made constructive progress in terms of physical and financial strength in the past in general and during the last five years.
3. SICI's programmes contribute towards India's increasing international engagement by creating Indian brand ambassadors penetrating in the emerging markets as well as making India a top destination for collaboration in higher education and research.
4. Primary survey data revealed that more than 70% of individual beneficiaries have given 'excellent' rating of expertise gained, cooperation and support received from partner institutions, duration of scheme, the visit to Canada, and the subject knowledge, followed by nearly 16-27% of them reported the rating 'very good' of the same parameters.



Overall, the findings suggest that the programmes of SICI have been quite useful for individuals.

5. Beneficiaries have reported knowledge gained in specialized areas like laser technology, biology/genetics/ chemistry, space technology, data science & electronics, agroforestry, cosmology, 3d printing, and queuing theory knowledge etc.

### Major Recommendations

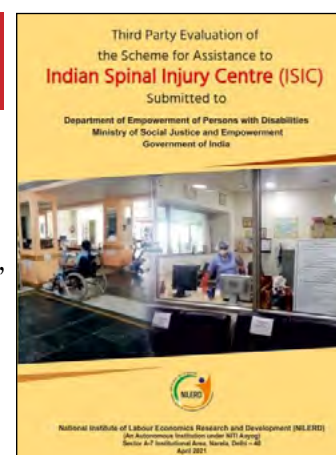
1. To improve own revenue generation, the institute should find the way for signing new MoUs with foreign institutions for further revenue generation. Being a bi-national institute, a revenue model of 30:35:35 may be shared amongst the institute, Government of Canada, and Government of India respectively in order to reduce the financial burden on Government of India which is currently incurring 95% of total expenditure of the institute (India office).
2. The institute should be encouraged to divert more funds to training, research and academic activities under different schemes and programmes. More human resources could be hired with equal revenue sharing from the government and the institute to expand its activities.
3. Efforts must be made in line with other world class education/research schemes run by the Government of India like 'Study in India' and 'Scheme for Promotion of Academic and Research Collaboration (SPARC)' to encourage more faculty and students from Canada to visit India.
4. There is a need for a relook of governing structure of the Executive Council and more clarity on governance structure and accountability in the functioning of the institute.

**Team members:** Dr. Pitam Singh, Dr. Purna Chandra Parida, Dr. D. Indrakumar, Dr. Tapas Kumar Sarangi, Dr. Anupam Sarkar

## 6. Evaluation of the Scheme for Assistance to Indian Spinal Injury Centre (ISIC)

### About the Scheme

The scheme for Assistance to Indian Spinal Injuries Centre (ISIC), New Delhi came into existence in the year 1989 for the treatment of Spinal Cord Injury of Poor Patients. The main objective of the Scheme is reimbursement of funds to ISIC by way of grants-in-aid by the Department for maintaining 25 free beds and 5 free beds to be maintained by ISIC for providing indoor treatment to spinal cord injured poor patients and their rehabilitation.



## Objectives of the study

The detailed objectives of the study were –

- i) to assess the outcome and impact of the scheme of reimbursement of funds to ISIC by intensive interaction with various stakeholders,
- ii) to suggest measures for maintaining separate accounts and furnishing audited statement of accounts in respect of free bed patients to facilitate release of grants in aid by the Ministry as well as from audit point of view,
- iii) to assess the procedure followed by the Centre for keeping separate account in the case of 10% EWS patients being provided for treatment by ISIC as stipulated while allotting land at concessional rate and as per Court Order,
- iv) to assess the extent of successfulness of the scheme,
- v) to examine the implementation process including availability, adequacy and timelines of the funds earmarked for the scheme, to examine the capability of the implementing agency i.e. ISIC in providing rehabilitation services to the EWS and how far they have been taken care and succeeded in meeting the desired results.



Field visit and discussion with Doctors and Administration at the Indian Spinal Injury Centre

## Some of the major findings and recommendations

1. In the absence of an inbuilt monitoring mechanism, it is very difficult to check duplicity and overlapping of three categories of beneficiaries under the scheme run by ISIC despite keeping separate accounts and issuing a unique registration number to patients, about 10%-15% overlapping cannot be ruled out and thus, there is a need to look into the possibility of convergence/merging of these categories in the scheme for smooth functioning and optimum utilization of government funds.
2. Creating general awareness about schemes and programmes is extremely essential.

3. A modification in the scheme guideline to include BPL card or any other card issued by a government authority may be considered. Ayushman Bharat card can also be used.
4. As per scheme guidelines, the funds released under the Scheme shall be utilized by ISIC including funds earmarked for SC/ST beneficiaries. However, in absence of SC/ST candidates the beds remain vacant. Thus, there is a need to modify this condition so that beds can be used for other patients.
5. The focus of the scheme is on economically weaker section of the society and not PwDs alone. Therefore, transferring the present scheme to a department/ministry having core expertise in health and medical related scheme may be considered.

**Team members:** Dr. Pitam Singh, Dr. Ruby Dhar and Mr. Radhey Shyam Sharma.

## 7. Evaluation of the Indian Institute of Public Administration (IIPA)

### About IIPA

The Indian Institute of Public Administration (IIPA) was set up in 1954 to build capacity among public servants through training and research with knowledge, skills and behaviour required for managing the tasks of governance at the centre and the state level. In its effort to enhance the leadership, management, and administrative capabilities of executives in the government and public sector enterprises, the Institute works in close collaboration with national and international organisations.



### Objectives of the Study

The main objective of the study was to evaluate the performances and achievements of the institute and provide relevant policy suggestions for further improvement.

### Major Findings and Recommendations

1. The institute has been successful in promoting and providing educational training in the fields of public administration, economic and political science by undertaking courses, research studies, training, conferences/seminars, and collaborative tie-ups with other institutions especially for public administrators and other officials of the government machinery at all levels i.e., centre, state and district. The institute has been publishing journals, periodicals, newsletter, research papers and books to promote the study of public administration.
2. The activities of the institute have influenced public policy in recommendation of Administrative Reform Commission, MSME policies, policies of Ministry of Tribal



Affairs and gender issues of Ministry of Women and Child Development. The institute is involved in capacity development of international and national administrators and policy makers.

3. Some of the challenges faced by the institute in performing its responsibilities include old infrastructure, building, small campus, and lack of space for sporting facilities.
4. Apart from the Administrative Staff College in Hyderabad, no other institute is conducting similar activities. Thus, the institute is a standalone type of institution that cannot be merged with another institute. Expansion of its activities may be considered.
5. The institute is able to generate large revenue on its own. However, the major activities of the institute are affected by external factors, for example government has made bidding mandatory for award of research studies, thus despite being technically sound an institute may not get the study due to financial reasons thus, 100% self-sufficiency cannot be reached by the institute. The present system of providing grant by the DoP&T may be continued.

**Team Members:** Dr. Pitam Singh, Dr. Sanchita Bhattacharaya, Dr. D. Indrakumar, Dr. Ruby Dhar, and Ms. Archita Anand.

## b. Ongoing Research Studies

Four studies have been going on, which include three studies sponsored by Development Monitoring and Evaluation Office (DMEO), NITI Aayog – each for evaluation of Rubber Board, Coffee Board and Spices Board and one commissioned by MSME. The details of the ongoing studies are given below:

### 1) Evaluation of the Rubber Board, commissioned by DMEO, NITI Aayog

#### About the Board

The Rubber Board is a statutory body, consisting of 29 members, constituted by the Government of India, under the Rubber Act 1947, for the overall development of the rubber industry in the country

#### Objectives of the study

- i. To study the organizational structure of the Board including administrative, finance, research, and marketing and to assess whether the organizational structure is conducive to carry out various functions of the Board.
- ii. Assess Relevance, Coherence, Effectiveness, Efficiency, Sustainability, Impact and Equity of the Board's Scheme(s)
- iii. To assess the Value Chain Analysis process of the rubber sector
- iv. To assess the Rationalization/ Need for Restructuring

**Team members:** Dr. D. Indrakumar (Principal Investigator), Dr. Sanchita Bhattacharya, Dr. Anupam Sarkar, Dr. Tapas Kumar Sarangi, Mr. Marshal Birua, Dr. Indu Shekhar

### 2) Evaluation of the Coffee Board, commissioned by DMEO, NITI Aayog

#### About the Board

The Coffee Board is a statutory organization under the control of Ministry of Commerce, Govt. of India constituted under the Coffee Act 1942 passed by the Parliament. Presently, the Board acts as a philosopher and guide facilitating overall growth of coffee industry in India. Its focused areas include research, transfer of technology, development, and promotion of coffee in international and domestic markets, representing the coffee industry at international forums etc.

#### Objectives of the Study

The evaluation study has four main components.

- i) Organizational assessment of the coffee board - assessment of organizational &

administrative structure; policies; funding and expenditure pattern; infrastructure & other physical assets and human resources of the board.

- ii) Assessment of the Integrated Coffee Development Project (ICDP) scheme of the board based on the RCEESI+E framework. This includes the assessment of the schemes based on parameters like relevance to the stakeholders, coherence with other schemes, effectiveness, efficiency, sustainability, and impact of the schemes along with the assessment of the equity in disbursement of such scheme benefits.
- iii) Value chain analysis of Robusta and Arabica coffee that includes the assessment of complete eco-system of the coffee value chain, mapping the key players and assessment of existing market infrastructure.
- iv) Policy recommendations based on the assessment of need for restructuring of the Coffee Board's programmes/schemes as per the findings of the study.

**Team members:** Dr Meenal Jagtap Sharma (Principal Investigator), Dr Richa Sharma, Dr. Ruby Dhar, Dr. Anupam Sarkar, Mr. Marshal Birua, Dr. Indu Shekhar, Mr. Radhey Shyam, Mr. J S Chauhan, Dr Puneet Shrivastav.

### 3) Evaluation of the Spices Board, commissioned by DMEO, NITI Aayog

#### About the Board

The Spices Board was constituted as a statutory body in 1987 under Ministry of Commerce and Industry for the development of export of spices and control of cardamom industry including control of its cultivation and related matters. Main functions of the Spices Board are (i) Research, Development and Regulation of domestic marketing of Small & Large Cardamom; (ii) post-harvest improvement of all spices; (iii) Export promotion and assisting exporters in technology upgradation, quality management, brand promotion, research & product development; (iv) Regulation of quality of spices for exports etc.

#### Objectives of the Study

The broad objectives of the Evaluation study are:

- i.) Organisational Assessment of the Board in terms of structure, policies, funding and expenditure, adequacy, quality and utilization of infrastructure, quality and adequacy of human resources and evaluate synergies between departments and institutions of the board.
- ii.) Assess Relevance, Coherence, Effectiveness, Efficiency, Sustainability, Impact and Equity of the Board's Scheme(s).
  - a) Relevance - examining the extent to which the objectives and design of the board's schemes respond to beneficiaries, global, country, and partner/institution needs etc,

- b) Coherence - compare with other related programmes/ schemes for compatibility/ synergies of the scheme/s.
  - c) Effectiveness - extent to which the schemes and activities have achieved, or is expected to achieve, its objectives, and its results across groups.
  - d) Efficiency in terms of implementation of the scheme in an economic and timely way.
  - e) Sustainability assessment will focus on the extent to which the net benefits of the intervention continue or are likely to continue. Impact assessment will focus on the extent to which the intervention has generated or is expected to generate significant positive or negative, intended, or unintended, higher-level effects. The study would also look at the coverage of scheme across marginalised groups in terms of equity.
- iii.) The value chain analysis would cover complete ecosystem of the Spices in India, identify key players in the different stages of the value chain, commodity flow, information flow and movement of value to identify the roles and powers of key players in the value chain, governance and power relation structures etc.
- iv.) Policy recommendations

**Core team members:** Dr. Ruby Dhar (Principal Investigator), Dr. Tapas Kumar Sarangi, Dr. Sanchita Bhattacharya, Dr. D. Indrakumar, Dr. Anupam Sarkar, Mr. Marshal Birua, Dr. Indu Shekhar.

#### **4) An Assessment of Sick/closed MSMEs, sponsored by the Ministry of MSME, Government of India**

##### **Objectives of the study**

The study is to assess the status of sick and closed MSMEs at the pan India level in view of several challenges faced by the sector particularly during the COVID period and recommend informed policy suggestions to revive the sick and closed MSME units.

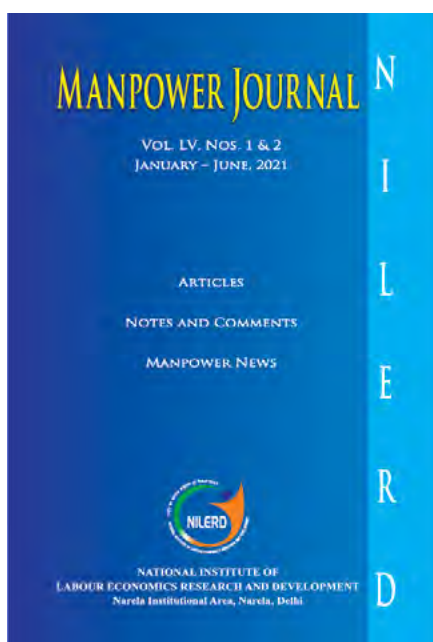
##### **Specific objectives are:**

To identify and analyze the number of sick MSMEs and closed MSMEs in last 5 years; year wise and region wise, number of new units set up in last 5 years; reasons of sickness and closure of SMEs; to identify the estimated number of skilled, semi-skilled and non-skilled manpower involved in the sick and closed MSMEs; to study whether the relief/revival measures, including RBI's restructuring of assets helped MSME units to overcome their stress situation and to suggest policy measures.

**Core Team members:** Dr. Purna Chandra Parida (Project Leader), Dr. D. Indrakumar, Dr. Tapas Kumar Sarangi, Dr. Anupam Sarkar, Ms. Arushree Ranjan

## c. Manpower Journal

Manpower Journal is the flagship Journal of the Institute published since 1965. The quarterly features peer-reviewed articles, book reviews and other information broadly related to human resource planning and development and allied areas with the Director General, NILERD acting as its Editor-in-Chief. Two volumes of the Journal were published during 2021-22:



Vol. LIV, No. 1 & 2, January - June, 2021



Vol. LIV, No. 3 & 4, July - December, 2021

### Publication By Faculty In External Journals / Books during 2021-22

1. Ramesh Chand and Yogesh Suri (2021), 'Reforming the fertilizer sector', *The Hindu*, November, 23.
2. Indrakumar, D (2022), 'Employment trends in the Organized Manufacturing Industries During the Post-reforms Period: An Analysis by Type of Industries', *International Research Journal of Commerce, Arts, and Science*, Vol.13 No. 1 pp 51-72
3. Avinash Mishra and Sharmistha Sinha (2021), 'Nurturing India's Rich Cultural Heritage', *Kurukshetra*, Vol 69, No. 6, April
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5. Sharma Radheyshyam and Dr. Sanchita Bhattacharya, (2021), 'An Overview of Social Security Initiatives for Agricultural Community in India', *South Asian Journal of Socio Political Studies*, Vol. XXI, No. 2, January-June, 2021, ISSN 0972-4613, UGC listed journal No. 34425.



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# SUPPORT SERVICES





## A. Knowledge and Resource Centre (KRC)

### Library Collection

The library has acquired 102 books in the year 2021-22 raising the strength of the collection to 32,698 (32,409 books + 289 CD's). The holdings of the library can be accessed from online public access catalogue (OPAC) of the institute through Libsys software, which has intranet-based connectivity. Besides, the library has received 345 issues of Journals/Magazines, subscribed 7 journals with online and print access for NILERD Faculty.

### Library Network: DELNET

The Library of the Institute accesses the DELNET (Developing Library Network) database, which covers Union Catalogue of Books (approximately 1 million bibliographic records); Union List of Current Periodicals; Articles, etc. which are very useful research tool for the researchers. Besides, through a collaboration with NITI Aayog on Integration of e-resources, NILERD faculty are provided with access to following e-services:

i) CMIE – Capex, ii) CMIE – Economic outlook, iii) CMIE – Economic Prowess IQ, iv) Economist Progress, v) Harvard business Review, vi) International Monetary Fund, vii) J- gate, viii) JSTOR, ix) Press reader, x) The World Bank-e-library.

### Webinars

- A webinar on CMIE database: Consumer Pyramid Dx was conducted on 28/05/2021, A presentation was made by Mr. Rajeev Ranjan, Assistant vice president, Centre for Monitoring Indian Economy.
- Webinar on Knimbus (digital library platform) was conducted on 18/06/2022 by Shivani Arya, Marketing and business development manager, Knimbus Pvt. Ltd.
- Webinar on Scopus (abstract database) was also conducted for the faculty in view of facilitating the research work of the institute using e-research tools.

Implementation of **new library software e-granthalaya-4(NIC)** was initiated during the year 2021-22 which will further facilitate integration with other libraries

To fulfill the demand for research and policy needs, NILERD library provides technical support by following library services-

1. Project based information services
2. Monthly Article Alerts (With Abstract)
3. Selective dissemination of information
4. Faculty Academic Activities

5. NILERD Publications
6. Book notices and book review

Other services include inter library loan, reprographic and reference services

## B. Celebration of National Days

Every year, the National Days are celebrated in the NILERD campus in which faculty, staff and participants of Education & Training Unit participate with great vigour. On 15<sup>th</sup> August – Independence Day and on 26<sup>th</sup> January – Republic Day, the Director General of NILERD hoisted/unfurled the National Flag at the NILERD campus. The entire staff along with their family members celebrated the National Day with pride and splendor.



Director General addressing the audience during Independence Day Celebration, 15<sup>th</sup> August, 2021  
Director General unfurling the National Flag on Republic Day, 26<sup>th</sup> January 2022

## C. Hindi Prakosth

NILERD has in place the protocol and guidelines of implementation of Hindi as official language through Hindi Cell. A Departmental Official Language Implementation Committee is constituted to appraise, monitor, and record the implementation of Hindi in all day-to-day official work of the Institute and continued its efforts towards the Implementation of the Official Language Policy. Keeping in view the annual programme issued by the Department of Official Language for the implementation of the Official Language Act, and Official Language Rules, the quarterly progress and Annual reports of use of the official language and other provisions were submitted regularly to the various statutory and regulatory departments like; (i) Department of Official Language, (ii) Hindi Section, NITI Aayog and (iii) Member Secretary, *Nagar Rajbhasha Karyanvayan Samiti*, etc. During the year, Hindi Prakosth vetted the Hindi Translation of various statutory documents, like the Annual Report of the institute, documents,



office order, office memorandum, reading material, letters, research study questionnaires, etc. including the website material.

### Implementation of Section 3(3) of Official Language Act

In pursuance of the Official Language Policy, all documents covered under Section 3(3) of the Official Language Act were issued both in English and Hindi. The annual Programme and other orders/ instructions issued by the Department of Official Language were forwarded to the verticals and sections of the Institute, and directives were issued from *Hindi Prakosth* from time to time for compliance.

### Hindi Inspection by Parliamentary Committee on Official Language

The Parliamentary Committee on Official Language meeting was held on 8<sup>th</sup> April 2021 at India Habitat Centre, New Delhi along with other departments/ ministries/ institutions, wherein the Committee reviewed the implementation of the Official Language Policy in the Institutes through a detailed questionnaire. Dr. Yogesh Suri, Director General, NILERD along with his team presented the activities undertaken in Hindi language in the Institute before the committee.



Meeting with Parliament Committee on Official Language

Actions taken during the year:

- (i) **Checkpoints:** Revised checkpoints were implemented in the Institute w.e.f. 04<sup>th</sup> August, 2021 for Monitoring of Implementation of Official Language Policy in the Institute.
- (ii) **Hindi Protsahan Yojana:** The Hindi Karya Protsahan Yojana of the Institute was prepared and implemented w.e.f. 19<sup>th</sup> August 2021. In addition to the incentive given under Protsahan Yojana, the other promotional benefits like special financial benefits for writing and editing books, research papers, articles, research proposals, etc., in were included in Hindi Karya Protsahan Yojana.
- (iii) **Order under Rule 8(4) of the Official Language Rule:** A general Order dated 16<sup>th</sup> August 2021 to carry out all work into Hindi Language as prescribed in sub-rule

8(4) of Official Language Rule 1976 was issued from Hindi Prakosth in the Institute.

- (iv) **Submission of Compliance Report:** The item-wise compliance report on the Inspection based on questionnaire of the Committee and the detailed follow-up action report on assurances was submitted to the secretariat of the committee in the scheduled time. Also, the implementation of the Official Language Policy in the Institute was Inspected by the Official Language Inspection Team, Hindi Section, NITI Aayog on 16<sup>th</sup> June, 2021, which sent the Inspection report for compliance.

### Hindi Bulletin

To promote official language policy in the institute, Hindi Bulletin (i) Issue No. 13 (January-June 2021) and (ii) Issue No. 14 (July-December 2021) were prepared and released during the year-

**Hindi Pakhwara:** The *Hind Pakhwara* was observed during 1-14 September 2021 in the Institute wherein various competitions in Hindi activities/subjects were organized and the employees/officials of the institutes participated enthusiastically in following competitions.

- (i) *Hindi Nibandh Lekhan Pratiyogita* (For all staff members)
- (ii) *Hindi Shruti Lekhan Pratiyogita* (Only for Group C staff members)
- (iii) *Hindi Kavita Lekhan Pratiyogita* (For all staff members)

### Hindi Divas

Hindi Divas was celebrated on 28<sup>th</sup> September 2021 in the Institute and the Senior Consultant and Head (Research & Administration), Dr. Pitam Singh chaired the function wherein the Hindi Divas-2021 messages received from the Honorable Home Minister was read out. Shri Suraj Prakash Badgujar, Deputy Director (Official Language), NITI Aayog, was the guest of Honor on the occasion and oath on official language was administered to the employees during the function. Prizes and certificates were distributed to the winners of the Hindi competitions conducted during Hindi Pakhwara.



Hindi Divas celebration in the Institute

### Official Language Implementation Committee of the Institute

To streamline the activities of the Implementation of Official Language Policy in the Institute, the Official Language Implementation Committee met twice in June and December 2021 to review the progress made in connection with the use of Hindi in the Institute.

### Nagar Rajbhasha Karyanvayan Samiti

The Institute is a member of Nagar Rajbhasha Karyanvayan Samiti constituted by the Department of Official Language, Government of India. The progress report on Implementation of Official Language Policy in the Institute was submitted to the said Samiti on Quarterly and Half yearly basis. Dr. Yogesh Suri, Senior Adviser, NITI Aayog and Director General participated in the meeting of Nagar Rajbhasha Karyanvayan Samiti held on 28<sup>th</sup> October 2021. The Chairperson and the Member Secretary of the Samiti appreciated the performance on official language implementation of the Institute.

### Hindi Workshop

Two Hindi workshops were organized on 17<sup>th</sup> December 2021 and on 30<sup>th</sup> March 2022 in the institute during the year to encourage the faculty and staff to use Hindi language to the maximum extent possible in their day to day working. Dr. Anju Bala, Assistant Professor, SGND College, Delhi University was a resource person in both the workshops to deliver lectures on specialized selected Hindi Topics including application of Hindi language while using computers and E-tools. Dr. Pitam Singh, Senior Consultant and Head (Research & Administration), NILERD inaugurated both workshops and chaired the valedictory function on 17<sup>th</sup> December 2021 in the evening wherein total 18 faculty members and employees of the institute participated. The workshop on 30<sup>th</sup> March 2022 was attended by 22 employees.



### D. RTI Cell

The RTI Cell responds to all queries under the RTI Act, 2005. During the year 2021-22, four applications were received, out of which one applicant went for First Appellate Authority. All other requested information were provided within the time frame.

## E. NILERD website and ICT

NILERD website ([www.nilerd.ac.in](http://www.nilerd.ac.in)) is updated on regular basis with user-friendly, rich and updated contents. It features details of education and training programmes, research studies undertaken and the publications. During 2021-22, Security Audit of the Website has been done and SSL certificate has been obtained.

**Transparency Audit** under Section 4 of RTI Act, 2005 was carried out for NITI Aayog and National Institute of Unani Medicine for financial year 2020-21 and report submitted to CIC.

## F. Personnel/Staff Matters

### Appointments:

1. Dr. Puneet Kumar Shrivastav appointed as Assistant Director on contract basis for a period of three years w.e.f. 28.03.2022.

### Regular Promotions

1. Dr. D. Indrakumar promoted as Deputy Director w.e.f. 17.03.2022.
2. Dr.(Smt.) Ruby Dhar promoted as Deputy Director w.e.f. 17.03.2022.

### Ad-hoc Promotions

1. Shri Puran Singh Rawat, promoted as Assistant Section Officer on ad-hoc basis w.e.f. 05.04.2021

### Repatriation

1. Dr. Lalit Latta, Deputy Director repatriated to NILERD from National Commission of Scheduled Tribes on 04.03.2022.

### Retirement

The following employees retired on attaining the age of superannuation from the dates mentioned against each of them:

1. Shri Sudershan Arora, Private Secretary on 30.04.2021.
2. Shri Chander Dutt, Private Secretary on 30.04.2021.
3. Shri Jai Bhagwan, Assistant Section Officer on 30.04.2021.
4. Smt. Pankajakshi Raghavan, Assistant Section Officer on 30.06.2021.
5. Shri Y. Raman, Stenographer on 30.06.2021.



6. Shri Rajender Kumar, Driver on 31.10.2021.
7. Shri Sharda Prasad, MTS (Chowkidar) on 28.02.2022.

#### **Resignation/Death/Termination/Relieving**

1. Shri A.P. William Wordsworth, Assistant Director expired on 25.05.2021.
2. Smt. Ashu Malhotra, Junior Secretariat Assistant (contractual) relieved on 31.12.2021.

## **G. Estate Section**

#### **The following activities were undertaken by the Estate Section during 2021-22.**

1. Follow-up with North Delhi Municipal Corporation (NDMC) to obtain the Completion Certificate.
2. The work regarding SITC for Fire Alarm System i/c minor repairing/replacement of Fire Fighting & Wet Riser System was awarded by CPWD and the work is under progress.
3. The following renovation work through CPWD pertaining to Civil and Electrical jobs has been completed during the year.
  - i) Renovation of Type-V (ABCD) flats) – Civil work
  - ii) Renovation of Type-V (ABCD) flats) – Electrical work
  - iii) Renovation of Hostel, Guest House, DG Bungalow, Type-V and Type-VI at NILERD Campus, Narela and miscellaneous civil work in NILERD Campus.
4. The Estate Section of the Institute has also been coordinating with the concerned government agencies (Central/State) towards hygiene, cleanliness etc. of the entire Campus.





# FINANCIAL MATTERS





## INDEPENDENT AUDITOR'S REPORT

To,

### THE MEMBERS

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

## I. Report on the Audit of the Financial Statements

### 1. Opinion

- A. We have audited the accompanying Financial Statements of M/s NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT ("the Institute"), Plot No.25, Sector A-7, Institutional Area, Narela, New Delhi-110040, which comprise the Balance Sheet as at March 31, 2022, the Statement of Income and Expenditure Account for the year ended on that date, and a summary of the significant accounting policies and other explanatory information (hereinafter referred to as "the Financial Statements").
- B. In our opinion and to the best of our information and according to the explanations given to us *except for the possible effects of our observation given in annexure of our report*, the aforesaid Financial Statements give the information in the manner so required and give a true and fair view in conformity with the Accounting Standards and other accounting principles generally accepted in India, of the state of affairs of the Institute as at March 31, 2022, the Excess of Income over Expenditure for the year ended on that date.

### 2. Basis for Opinion

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

### 3. Management's Responsibility for the Financial Statements

- A. The Institute's Board of Managements is responsible for the matters stated in the Act with respect to the preparation of these Financial Statements that give a

true and fair view of the financial position, financial performance, of the Institute in accordance with the AS and other accounting principles generally accepted in India. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the Institute and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

- B. In preparing the Financial Statements, management is responsible for assessing the Institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Institute or to cease operations, or has no realistic alternative but to do so.

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

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

- A. Our objectives are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Financial Statements.
- B. As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:
- i) Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
  - ii) Obtain an understanding of internal financial controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under the Act, we are also responsible for expressing our opinion on whether the Institute has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls
  - iii) Evaluate the appropriateness of accounting policies used and the



- reasonableness of accounting estimates and related disclosures made by management
- iv) Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Institute's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Financial Statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Institute to cease to continue as a going concern.
  - v) Evaluate the overall presentation, structure and content of the Financial Statements, including the disclosures, and whether the Financial Statements represent the underlying transactions and events in a manner that achieves fair presentation.
- C. Materiality is the magnitude of misstatements in the Financial Statements that, individually or in aggregate, makes it probable that the economic decisions of a reasonably knowledgeable user of the Financial Statements may be influenced. We consider quantitative materiality and qualitative factors in (i) Planning the scope of our audit work and in evaluating the results of our work; and (ii) to evaluate the effect of any identified misstatements in the Financial Statements.
- D. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
- E. We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

**FOR AJAY K. JAIN & CO.**  
**Chartered Accountants**  
**Reg. No. : 007118N**

**Place : DELHI**  
**Date : 23/09/2022**

**AJAY K. JAIN**  
**Partner, FCA**  
**M. No. : 085994**  
**UDIN: 22085994AUEQRK8382**

## ANNEXURE TO THE AUDITOR'S REPORT FOR THE YEAR ENDING ON 31/03/2022

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

#### 1. **FIXED ASSETS:**

*The Institute has not maintained proper records of its fixed assets showing full particulars including quantity details, location and situation of fixed assets. Fixed Assets has not been physically verified by the management during the year. There is no proper system for recording fixed assets. Due to this, physical verification of fixed assets is not possible to our audit, material discrepancies, if any, cannot be commented upon. Consequently, during the year old computer & peripheral were sold by the institute to the tune of Rs. 42,454/- but due to non-availability of gross value, the institute has deducted the sale amount from the gross value of the concerned assets, the possible effect of this transaction can't be commented upon.*

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

*Attention is invited to point no. 6(i) on notes of accounts of Schedule – 14 and we have observed that balances of Sundry Debtors/Creditors including advances have remained subject to confirmation & reconciliation as on 31.03.2022.*

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

#### 3. *Attention is invited to point no. 2 on notes of accounts of Schedule – 14 and we have observed that a sum of Rs.67,63,637/- as receivable from Sponsors remains outstanding since long and no efforts has been made to recover these advances.*

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

#### 4. *Attention is also invited to point no. 3(i) & 3(ii) on notes of accounts of Schedule – 14 and we have observed that a sum of Rs.1,75,76,392/- as Miscellaneous outstanding advances on Capital account and a sum of Rs.20,26,413- as Staff & other Advances remains outstanding since long and no efforts has been made to Settle/ Adjust these advances which has resulted in Overstatement of Current assets and Understatement of Capital Assets/ Expenditure by the said amount.*

#### 5. *Attention is also invited to point no. 4 of Schedule 13 in which recognition of income has booked 100% for this financial year which was also followed in the last year.*

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

**7. TDS :**

*TDS demand across all financial years from 2008-09 to 2021-22 amounting to Rs. 6,67,970/- is still payable by the institute. Request for removal/rectification of demand has been filled by institute.*

*It is advised to take necessary action against pending demands as early as possible.*

**8. GST:**

*No proper invoicing rules has been taken care by the institute.*

**9. Income Tax Refund Receivable:**

*We have observed that TDS is being deducted by parties on its revenue though the Income of the Institute is Exempt u/s 10 of Income Tax Act, 1961, resultant significant amount of Rs. 1,71,47,884/- (Schedule -4A of Financial Statements) is blocked as TDS Receivable since long, which seems to be prima facie prejudicial to the interest of the Institute. Action should also be taken to convince the deductor for non-deduction of TDS on its revenue, as large amount is lying blocked.*

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

1. CPF Employees	Rs.34,999 / -
2. DCRG Withheld	Rs.38,770
3. Net Payable Withheld	Rs.4,055 / -
4. Outstanding Liabilities	Rs.3,18,208 / -
5. Dr. Saroj Ranjan Mania (Consultant)	Rs.27,640 / -
6. Other Employees	Rs.1,20,645 / -

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

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

**(CA. AJAY K. JAIN),  
Partner, FCA  
Membership No.:085994  
UDIN: 22085994A UEQRK8382**

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT****(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)****Plot No.25, Sector A-7, Institutional Area, Narela, Delhi-110040****BALANCE SHEET AS ON 31ST MARCH 2022****(Figures in Rupees)**

	<b>Schedule</b>	<b>Current Year</b>	<b>Previous Year</b>
		<b>2021-22</b>	<b>2020-21</b>
<b>CORPUS/CAPITAL FUND AND LIABILITIES</b>			
Corpus / Capital Fund	<b>1</b>	25,78,84,497	25,44,17,957
Current Liabilities & Provisions	<b>2</b>	10,56,17,257	10,09,89,362
<b>Total</b>		<b>36,35,01,754</b>	<b>35,54,07,319</b>
<b>ASSETS</b>			
Fixed Assets	<b>3</b>	20,31,51,849	21,27,38,195
Current Assets, Loans & Advances	<b>4</b>	16,03,49,905	14,26,69,124
<b>Total</b>		<b>36,35,01,754</b>	<b>35,54,07,319</b>

Significant Accounting Policies **13**Notes on Accounts and Contingent Liabilities **14**

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

As per our audit report of even date annexed

For Ajay K. Jain &amp; Co.

Chartered Accountants

FR No. :007118N

**RAJESH KUMAR VYAS**      **Dr. Yogesh Suri**  
**Joint Director (Finance )**      **Director General**  
**NILERD**

**NILERD****(CA. AJAY K. JAIN)****FCA, Partner****M. No. 085994****UDIN:- 22085994AUEQRK8382****Place ; Delhi****Date: 23/09/2022**

## NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT

(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)

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

### INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31-03-2022

(Figures in Rupees)

	Schedule	Current Year	Previous Year
		2021-22	2020-21
<b>INCOME</b>			
Income from Studies/Research/Projects	5	1,04,86,734	2,74,99,138
Grants/Subsidies	6	9,26,00,000	9,50,00,000
Interest earned	7	39,84,121	71,25,127
Other Income	8	4,23,08,212	3,84,77,712
<b>Total (A)</b>		<b>14,93,79,067</b>	<b>16,81,01,976</b>
<b>EXPENDITURE</b>			
Establishment Expenses (Main)	9	10,84,11,197	14,48,24,379
Administrative Expenses (Main)	10	2,10,95,784	2,00,37,101
Establishment Expenses (Project/Studies)	11	26,30,340	22,77,211
Administrative Expenses (Project/Studies)	12	71,90,597	61,99,238
Depreciation	3	1,00,09,462	1,09,54,284
<b>Total (B)</b>		<b>14,93,37,380</b>	<b>18,42,92,214</b>
Excess of Expenditure over Income		41,687	(1,61,90,237)
Balance carried to Capital Fund		41,687	(1,61,90,237)

Significant Accounting Policies

13

Notes on Accounts and Contingent Liabilities

14

As per our audit report of even date annexed

For Ajay K. Jain & Co.

Chartered Accountants

RAJESH KUMAR VYAS

Joint Director (Finance)

NILERD

Dr. Yogesh Suri

Director General

NILERD

(CA. AJAY K. JAIN)

FCA, Partner

M. No. 085994

UDIN:- 22085994AUEQRK8382

Place ; Delhi

Date: 23/09/2022



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
**(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)**  
**SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2022**

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

	<b>Current Year</b>		<b>Previous Year</b>	
	<b>2021-22</b>		<b>2020-21</b>	
<b>CORPUS FUND</b>				
Balance B/F	<b>5,54,16,818</b>		<b>4,81,37,972</b>	
Add:Additions during the year	17,72,777		47,77,590	
Add: Interest earned during the year	16,52,076		25,01,256	
Less:Deduction during the year	-	<b>5,88,41,671</b>	-	<b>5,54,16,818</b>
<b>CAPITAL FUND</b>				
<b>RESERVES &amp; SURPLUSES</b>				
Balance B/F	<b>(70,80,346)</b>		<b>(18,44,393)</b>	
Add:Additions during the year	-		-	
Less/Add : Deficit/Surplus carried from Income & Expenditure A/c	1,00,51,149	<b>29,70,803</b>	(52,35,953)	<b>(70,80,346)</b>
<b>FIXED ASSET FUND</b>				
<b>MAIN</b>				
Gross Block	<b>35,60,17,913</b>		<b>35,56,95,753</b>	
<b>Add: Additions During the year</b>	-		<b>3,22,160</b>	
Less: Assets sold/written off during the year	-		-	
Amount adjusted during the year	-		-	
<b>Less: Depreciation Reserve</b>	<b>(16,15,38,098)</b>	<b>19,44,79,815</b>	<b>(15,17,57,083)</b>	<b>20,42,60,830</b>
<b>NTMIS</b>				
Gross Block	<b>1,17,32,392</b>		<b>1,17,32,392</b>	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(1,15,41,695)	<b>1,90,697</b>	(1,15,12,675)	<b>2,19,717</b>

<b>TRAINING/PGDC</b>				
Gross Block	<b>1,02,65,789</b>		<b>1,02,65,789</b>	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(92,40,456)	<b>10,25,333</b>	(90,70,407)	<b>11,95,382</b>
<b>SPONSORED STUDIES</b>				
Gross Block	<b>9,82,957</b>		<b>9,82,957</b>	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Less: Depreciation Reserve	(9,54,467)	<b>28,490</b>	(9,49,603)	<b>33,354</b>
<b>CONSULTANCY STUDIES</b>				
Gross Block	<b>1,20,527</b>		<b>1,20,527</b>	
Add: Additions During the year trfr from Main A/c	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(1,14,613)	<b>5,914</b>	(1,13,741)	<b>6,786</b>
<b>NAIP WORLD BANK- STUDIES</b>				
Gross Block	<b>6,00,000</b>		<b>6,00,000</b>	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Less: Depreciation Reserve	(3,24,260)	<b>2,75,740</b>	(3,10,216)	<b>2,89,784</b>
<b>FCRA STUDIES</b>				
Gross Block	<b>11,48,767</b>		<b>11,48,767</b>	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Less: Depreciation Reserve	(10,82,733)	<b>66,034</b>	(10,73,135)	<b>75,632</b>
<b>Total</b>		<b>25,78,84,497</b>		<b>25,44,17,957</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
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**SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2022**  
**SCHEDULE 2 - CURRENT LIABILITIES & PROVISIONS**

(Figures in Rupees)

	Current Year	Previous Year
	2021-22	2020-21
<b>A. CURRENT LIABILITIES</b>		
1. Sundry Creditors	23,64,625	26,34,199
2. Other Current Liabilities	1,18,08,966	71,95,258
<b>TOTAL - A</b>	<b>1,41,73,591</b>	<b>98,29,457</b>
<b>B. PROVISIONS</b>		
1. Death-Cum Retirement Gratuity	5,52,20,641	5,66,22,975
2. Leave Encashment	3,62,23,025	3,45,36,930
<b>TOTAL - B</b>	<b>9,14,43,666</b>	<b>9,11,59,905</b>
<b>TOTAL - A+B</b>	<b>10,56,17,257</b>	<b>10,09,89,362</b>

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**SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2022**  
**SCHEDULE 2 (A & B)**

**A. CURRENT LIABILITIES**

(Figures in Rupees)

	Current Year	Previous Year
<b>1. SUNDRY CREDITORS</b>	<b>2021-22</b>	<b>2020-21</b>
Earnest Money - Main	-	2,69,574
Earnest Money - NTMIS	-	-
Security Deposits from PGDC Students	26,806	26,806
Receipts for projects under progress	23,37,819	23,37,819
<b>TOTAL - 1-SUNDRY CREDITORS</b>	<b>23,64,625</b>	<b>26,34,199</b>
<b>2. OTHER CURRENT LIABILITIES</b>		
DCRG Withheld	15,35,815	14,11,895
Unspent Capital Grant	-	-
Security Deposit from NIT	33,87,900	33,87,900
Outstanding liabilities	68,85,251	23,95,464
<b>TOTAL - 2 - OTHER CURRENT LIABILITIES</b>	<b>1,18,08,966</b>	<b>71,95,258</b>
<b>TOTAL - 1+2</b>	<b>1,41,73,591</b>	<b>98,29,457</b>

**B. PROVISIONS**

1. Death Cum Retirement Gratuity	5,52,20,641	5,66,22,975
2. Leave Encashment	3,62,23,025	3,45,36,930
<b>TOTAL - PROVISIONS</b>	<b>9,14,43,666</b>	<b>9,11,59,905</b>
<b>TOTAL - CURRENT LIABILITIES &amp; PROVISIONS</b>	<b>10,56,17,257</b>	<b>10,09,89,362</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
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**SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2022**  
**SCHEDULE 3 - FIXED ASSETS**

*National Institute of Labour Economics Research and Development*



(Figures in Rupees)

DESCRIPTION	GROSS BLOCK			DEPRECIATION					NET BLOCK		
	Cost/ valuation as at 01-04-2021	Additions during the year	Deductions	Cost/ valuation at the 31-3-2022	Rate	As at the beginning of the year	During the year	Deduction	Total up to the Year- end	As at the Current year-end	As at the Previous year-end
A. FIXED ASSETS:											
LAND :											
Leasehold - Narela	3,02,40,000			3,02,40,000		-	-		-	3,02,40,000	3,02,40,000
BUILDING											
On Leasehold Land- Narela	16,06,70,340			16,06,70,340	2%	5,06,48,079	22,00,445		5,28,48,524	10,78,21,816	11,00,22,261
On Leasehold Land-I.P. Estate	-		-	-	2%	-	-	-	-	-	-
Electric Installation - Narela	15,20,856	-		15,20,856	10%	11,03,474	41,738		11,45,212	3,75,644	4,17,382
Substation at IIPA Campus	-		-	-	10%	-	-	-	-	-	-
VEHICLES/CYCLE											
Vehicle & Cycle- Main Grant	6,05,429			6,05,429	20%	5,71,582	6,769		5,78,351	27,078	33,847
Vehicle & Cycle NTMIS	4,40,350			4,40,350	20%	4,36,282	814		4,37,096	3,254	4,068
Vehicle & Cycle Training/ PGDC	29,23,953			29,23,953	20%	26,58,379	53,115		27,11,494	2,12,459	2,65,574
FURNITURE & FIXTURE											
Furniture -Main Grant	34,36,696			34,36,696	10%	24,39,955	99,674		25,39,629	8,97,067	9,96,741
Furniture -DG Office	4,12,428			4,12,428	10%	2,95,668	11,676		3,07,344	1,05,084	1,16,760
Furniture -Guest House	2,24,124			2,24,124	10%	1,60,825	6,330		1,67,155	56,969	63,299
Furniture-Hostel-Main	29,87,331			29,87,331	10%	23,00,769	68,656		23,69,425	6,17,906	6,86,562
Library Furniture-Main Grant	62,720			62,720	10%	54,247	847		55,094	7,626	8,473
Furniture-NTMIS	7,06,528			7,06,528	10%	6,31,094	7,543		6,38,637	67,891	75,434
Furniture -Training /PGDC	25,35,389			25,35,389	10%	18,57,247	67,814		19,25,061	6,10,328	6,78,142



Furniture- Sponsored Studies	20,793				20,793	10%	17,985	281		18,266	2,527	2,808
Furniture-NAIP	50,000				50,000	6.33%	32,318	1,119		33,437	16,563	17,682
Furniture-FCRA	2,57,569				2,57,569	10%	2,21,733	3,584		2,25,317	32,252	35,836
<b>OFFICE EQUIPMENT</b>												
Equipment - Main Grant	1,10,13,835	85,989			1,10,99,824	15%	85,11,776	3,88,207		88,99,983	21,99,841	25,02,059
Air Conditioners -Main Grant	17,58,993				17,58,993	15%	14,09,686	52,396		14,62,082	2,96,911	3,49,307
Air Conditioners Equipments-NTMIS	4,23,219				4,23,219	10%	4,15,833	739		4,16,572	6,647	7,386
Library Equipment- Main Grant	11,75,545				11,75,545	10%	9,71,379	20,417		9,91,796	1,83,749	2,04,166
EPABX-Main Grant	11,85,269				11,85,269	15%	10,98,407	13,029		11,11,436	73,833	86,862
Equipments- NTMIS	9,22,087				9,22,087	15%	9,07,331	2,213		9,09,544	12,543	14,756
Equipment- Training / PGDC	48,54,922	-			48,54,922	15%	45,28,316	48,991		45,77,307	2,77,615	3,26,606
Equipment-Consultancy	21,225				21,225	10%	18,289	294		18,583	2,642	2,936
Equipment-NAIP	5,00,000				5,00,000	4.75%	2,52,634	11,750		2,64,384	2,35,616	2,47,366
Equipment-FCRA	2,22,368				2,22,368	15%	2,12,040	1,549		2,13,589	8,779	10,328
<b>COMPUTERS/ PERIPHERALS</b>												
Computer / Printers - Main Grant	1,86,50,878	1,98,500	42,454		1,88,06,924	15%	1,52,04,185	5,46,779		1,57,50,964	30,55,960	34,46,693
Software - Main Grant	50,65,209	12,580	-		50,77,789	15%	44,11,105	1,00,003		45,11,108	5,66,681	6,54,104
DTP System-Main Grant	17,25,419				17,25,419	15%	16,90,510	5,236		16,95,746	29,673	34,909
Computer Accessories - NTMIS	92,40,207				92,40,207	15%	91,22,135	17,711		91,39,846	1,00,361	1,18,072
Computer - Consultancy	99,302				99,302	15%	95,452	578		96,030	3,272	3,850
Computer - Sponsored	9,53,403				9,53,403	15%	9,23,259	4,522		9,27,781	25,622	30,144
Computer -FCRA	6,23,762				6,23,762	15%	5,95,195	4,285		5,99,480	24,282	28,567
<b>LIBRARY BOOKS</b>												
Library Books -Main Grant	53,34,746	73,216	-		54,07,962	20%	46,58,654	1,49,862		48,08,516	5,99,446	6,76,092
Library Books-FCRA	45,068				45,068	20%	44,167	180		44,347	721	901
CD-ROM for Library-Main Grant	9,60,467				9,60,467	15%	8,43,328	17,571		8,60,899	99,568	1,17,139
C.D. ROM for Library -Sponsored	7,654				7,654	15%	7,273	57		7,330	324	381

Library Books - NAIP	50,000				50,000	4.75%	25,264	1,175		26,439	23,561	24,736
Library Books - Sponsored	1,107				1,107	20%	1,087	4		1,091	16	20
Library Books - Training/ PGDC	27,112				27,112	20%	26,466	129		26,595	517	646
<b>ASSETS - PLAN GRANT</b>												
Information Technology / Computers	46,87,912	95,285			47,83,197	10%	25,03,707	2,27,949		27,31,656	20,51,541	21,84,205
Library Books/network	26,54,360				26,54,360	20%	24,78,244	35,223		25,13,467	1,40,893	1,76,116
Library expenses	96,760	-			96,760	20%	39,667	11,419		51,086	45,674	57,093
Guest House	8,75,876				8,75,876	10%	6,58,333	21,754		6,80,087	1,95,789	2,17,543
Director's Office	3,96,459				3,96,459	10%	3,05,762	9,070		3,14,832	81,627	90,697
Essential Infrastructure on Campus-Plan	10,23,92,464	-			10,23,92,464	10%	4,49,32,818	57,45,965		5,06,78,783	5,17,13,681	5,74,59,646
<b>TOTAL OF CURRENT YEAR</b>	<b>38,30,60,134</b>	<b>4,65,570</b>	<b>42,454</b>		<b>38,34,83,250</b>		<b>17,03,21,939</b>	<b>1,00,09,462</b>	<b>-</b>	<b>18,03,31,401</b>	<b>20,31,51,849</b>	<b>21,27,38,195</b>
<b>TOTAL OF PREVIOUS YEAR</b>	<b>38,27,37,974</b>	<b>3,22,160</b>	<b>-</b>		<b>38,30,60,134</b>		<b>15,93,67,655</b>	<b>1,09,54,284</b>	<b>-</b>	<b>17,03,21,939</b>	<b>21,27,38,195</b>	<b>22,33,70,319</b>

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

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**SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2022**

**SCHEDULE 4**

**CURRENT ASSETS, LOANS & ADVANCES**

**( Figures in Rupees )**

	<b>Current Year</b>	<b>Previous Year</b>
<b>A. CURRENT ASSETS</b>	<b>2021-22</b>	<b>2020-21</b>
<b>1. Inventories</b>		
Closing Stock of Stationery	6,00,239	7,79,766
(At cost as certified by management)	<b>6,00,239</b>	<b>7,79,766</b>
<b>2. Sundry Debtors</b>		
a) Receivable from Sponsors	67,63,637	67,63,637
	<b>67,63,637</b>	<b>67,63,637</b>
<b>3. Bank Balances with Scheduled Bank</b>		
<b>- In Saving Account</b>		
- UCO Bank - 2003(FCRA)	15,75,637	15,36,862
- Union Bank Of India-5677	1,65,82,808	2,43,82,002
- Union Bank Of India-3572	57,71,363	56,02,835
- Union Bank Of India-4108	2,22,52,043	54,05,974
- Indian Overseas Bank - 103	6,14,909	1,73,909
<b>- In FDR Account</b>		
- FDR with Union Bank (Corpus Fund)	4,39,26,948	4,38,73,587
- FDR with UCO Bank (Main)	34,66,080	34,66,080
- FDR with Corporation Bank (Main)	4,24,00,337	4,13,18,654
- Interest Accrued on FDR	49,79,873	14,00,117
- FDR with Union Bank(Others)	33,20,281	-
<b>TOTAL</b>	<b>14,48,90,280</b>	<b>12,71,60,020</b>
<b>GRAND TOTAL</b>	<b>15,22,54,156</b>	<b>13,47,03,423</b>

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**SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2022**  
**SCHEDULE - 4A**

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

	<b>Current Year</b>	<b>Previous Year</b>
	<b>2021-22</b>	<b>2020-21</b>
<b>A. ADVANCE ON CAPITAL ACCOUNTS</b>		
Main - CPWD for Campus Construction	32,30,614	32,30,614
Advance to NIC for Computers	22,065	22,065
Advance to NICSI	430	430
Advance to Exe.Engineer,North DDA for sewer connection	26,82,759	26,82,759
Ex-Engineer (E) ,CPWD	79,88,213	79,88,213
Exec.Engineer.DAD,CPWD	36,52,311	36,52,311
Ex-Engineer (C) ,CPWD	-	-
<b>TOTAL - A</b>	<b>1,75,76,392</b>	<b>1,75,76,392</b>
<b>B. OTHERS</b>		
Main - Petrol/CNG Deposits	30,500	30,500
Telephone Deposits with MTNL	47,300	47,300
Security Deposits DVB	13,50,000	13,50,000
Security Deposit Sr AO,DDO (Water connection)	5,000	5,000
GSLI Recoverable from Staff	1,08,347	1,08,347
T.D.S. Receivable	1,71,47,884	1,29,97,770
GST Recievable	71,563	20,499
Advances to Employees (Computer/Festival/Cycle/Scooter etc)	1,11,340	2,08,060
Misc.Advances for studies	18,23,300	18,23,300
Misc.Advances for services	9,07,146	9,42,055
Earnest Money	3,01,292	3,30,000
Prepaid Expenses	26,146	24,425
Other Receivables	33,05,783	58,87,734
Other Advances	-	13,30,563
Grant Receivable	-	-
<b>Total B</b>	<b>2,52,35,601</b>	<b>2,51,05,553</b>
<b>TOTAL - A+B</b>	<b>4,28,11,993</b>	<b>4,26,81,945</b>
<b>LESS: Unadjusted advances carried forward(Plan Funds)</b>	<b>(3,47,16,244)</b>	<b>(3,47,16,244)</b>
<b>Total Current Assets,Loans,Advance etc.</b>	<b>16,03,49,905</b>	<b>14,26,69,124</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
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**SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR**  
**THE YEAR ENDED ON 31-03-2022**  
**INCOME**

(Figure in Rupees)

<b>SCHEDULE 5 - INCOME FROM STUDIES/</b>	<b>Current year</b>	<b>Previous Year</b>
<b>RESEARCH/PROJECTS</b>	<b>2021-22</b>	<b>2020-21</b>
Main	-	-
E & T-MEA Sponsored Programmes	4,41,000	4,26,127
Consultancy Studies	1,18,18,511	3,18,50,601
	<b>1,22,59,511</b>	<b>3,22,76,728</b>
Less: Transfer to corpus fund	17,72,777	47,77,590
	<b>1,04,86,734</b>	<b>2,74,99,138</b>
<b>SCHEDULE-6-GRANTS</b>	<b>Current year</b>	<b>Previous Year</b>
Grant in Aid	9,26,00,000	9,50,00,000
	<b>9,26,00,000</b>	<b>9,50,00,000</b>
<b>SCHEDULE 7 - INTEREST</b>	<b>Current Year</b>	<b>Previous Year</b>
(a) Schedule Banks		
Non Plan	3,04,357	8,45,476
FCRA (A/c No. 2003)	38,775	40,842
NAIP study (A/c No. 4108)	3,01,246	1,56,979
Interest on FDR	32,48,883	58,71,406
	<b>38,93,261</b>	<b>69,14,703</b>
(b) On Loans/ Staff		
Interest on Income tax Refund	-	1,09,829
Interest on Security Deposits	90,860	1,00,595
	<b>90,860.00</b>	<b>2,10,424</b>
<b>TOTAL</b>	<b>39,84,121.00</b>	<b>71,25,127</b>
<b>SCHEDULE 8 - OTHER INCOME</b>	<b>Current Year</b>	<b>Previous Year</b>
Rent from NIT	3,74,59,894	3,34,23,726
Ground Rent from NIT	2,80,000	2,45,000
Licence Fees for Quarters - Main	94,782	2,38,553
Misc. Receipts -NP	44,73,536	45,70,433
<b>Total</b>	<b>4,23,08,212</b>	<b>3,84,77,712</b>
<b>GRAND TOTAL</b>	<b>14,93,79,067.00</b>	<b>16,81,01,977.00</b>



**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
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**SCHDULES FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR**  
**THE YEAR ENDED ON 31-03-2022**  
**EXPENDITURE**

(Figures in Rupees)

<b>SCHEDULE 9 - ESTABLISHMENT EXPENSES</b>	<b>Current Year</b>	<b>Previous Year</b>
	<b>2021-22</b>	<b>2020-21</b>
<b>(a) Salaries &amp; Wages</b>	<b>6,96,67,058</b>	<b>10,87,11,318</b>
<b>(b) Allowances &amp; Bonus</b>		
Tution Fee	7,87,500	9,45,000
Overtime Allowance	-	47,887
LTC	2,64,260	7,46,142
Honorarium	13,000	20,000
<b>Total (b)</b>	<b>10,64,760</b>	<b>17,59,029</b>
<b>(c) Contribution to Provident Fund</b>	<b>6,46,710</b>	<b>45,05,069</b>
<b>(d) Contribution to NPS</b>	<b>87,46,007</b>	<b>56,90,559</b>
<b>(e) Staff Welfare Expenses</b>		
Medical	40,84,662	9,77,549
CGHS Contribution	-	1,82,921
Salary to Canteen staff	37,43,582	36,40,526
<b>Total (e)</b>	<b>78,28,244</b>	<b>48,00,996</b>
<b>(f) Exp on Employees Retirement &amp; Terminal Benefits</b>		
Leave Encashment	77,78,571	1,11,85,844
DCRG	1,23,96,086	2,11,44,082
Provision for DCRG	(14,02,334)	(77,18,193)
Provision for Leave Encashment	16,86,095	(52,54,325)
<b>Total (f)</b>	<b>2,04,58,418</b>	<b>1,93,57,408</b>
<b>Grand Total</b>	<b>10,84,11,197</b>	<b>14,48,24,379</b>

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**SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT FOR**  
**THE YEAR ENDED ON 31-03-2022**  
**EXPENDITURE**

(Figures in Rupees)

<b>SCHEDULE 10- ADMINISTRATIVE EXPENSE MAIN</b>	<b>Current Year</b>	<b>Previous Year</b>
	<b>2021-22</b>	<b>2020-21</b>
<b>NON-PLAN</b>		
1. House Keeping	20,41,924	17,97,559
2. Electricity	60,26,667	60,72,729
3. Annual Maintenance Contract	6,61,806	3,87,987
4. Repairs & Maintenance of Office Equipments	1,10,706	84,322
5. MCD Property Taxes - New Campus	19,86,303	19,86,303
6. Ground Rent	7,56,000	7,56,000
7. Postage	9,934	8,981
8. Telephone	1,90,028	1,75,081
9. Stationery	2,69,077	34,834
10. Printing	7,18,281	3,78,918
11. Petrol consumption on staff car & Maintenance	1,87,916	1,81,221
12. Petrol consumption on Diesel Gen. Set	-	-
13. Petrol/CNG consumption on Staff Bus & maintenance	2,56,971	2,70,615
14. TA/DA	4,94,089	1,87,699
Local Conveyance	-	-
15. Audit Fees	59,000	29,500
16. Security Charges	41,30,022	48,96,795
17. Uniform Expenses	1,15,000	1,25,000
18. Legal & Professional Charges	19,83,525	23,48,586
19. Other Administrative expenses	8,30,348	2,87,799
20. Horticulture Maintenance	-	-
21. Advertisement	64,166	-
22. Hindi Day Expenses	2,04,021	27,172
23. Interest on TDS	-	-
24. Bad Debts	-	-
25. Loss on settlement of IIPA Building	-	-
<b>Total</b>	<b>2,10,95,784</b>	<b>2,00,37,101</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
**(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)**  
**SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED ON 31-03-2022**

**EXPENDITURE (PROJECTS)**

(Figures in Rupees)

<b>SCHEDULE 11 - ESTABLISHMENT EXPENSES</b>	<b>Current Year</b>	<b>Previous Year</b>
	<b>2021-22</b>	<b>2020-21</b>
(a) Salaries & Wages	26,30,340	22,77,211
(b) Contribution to Provident Fund	-	-
<b>Grand Total</b>	<b>26,30,340</b>	<b>22,77,211</b>

**NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT**  
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**SCHEDULE FORMING PART OF INCOME & EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED ON 31-03-2022**

**EXPENDITURE (PROJECTS)**

(Figures in Rupees)

<b>SCHEDULE 12- ADMINISTRATIVE EXPENSES (PROJECT/STUDIES)</b>	<b>Current Year</b>	<b>Previous Year</b>
	<b>2021-22</b>	<b>2020-21</b>
<b>NTMIS &amp; PGDC</b>		
1. Repair & Maintenance	3,261	-
2. Valedictory Function	-	3,548
3. Telephone	7,817	6,547
4. Stationery, Printing & Postage	2,46,166	21,662
5. Incidental cost	77,500	-
6. TA/DA on Consultancy Projects	7,71,102	13,53,652
Local conveyance	-	-
7. Enrolment Fees	-	-
8. Misc. Exp.	6,43,631	1,21,669
9. Living Allowance	-	-
10. Project Allowance	-	-
11. Field Visit	-	6,300
12. Travel Exp.	-	17,400
13. Book allowance	-	-
14. Consultancy Expenses	33,16,653	13,92,524
15. Honorarium	15,500	-
<b>PLAN</b>		
16. Modernisation of IT	-	5,900
17. Evaluation Week Jan19-23'2015	-	-
18. Horticulture work	13,88,180	14,95,758
19. Electrical & Civil Maintenance work	7,18,787	6,48,413
20. Epf Employer Contribution	-	-
21. Other Expenses	2,000	11,25,865
<b>Total</b>	<b>71,90,597</b>	<b>61,99,238</b>

# NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT

(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)

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

## RECEIPT AND PAYMENT ACCOUNT FOR THE YEAR ENDED ON 31-03-2022

(Figures in Rupees)

RECEIPTS	Current Year 2021-22	Previous Year 2020-21	PAYMENTS	Current Year 2021-22	Previous Year 2020-21
<b>I. Opening Balance</b>			<b>I. Expenses</b>		
<b>a) Bank Balances</b>			a) Establishment Expenses(Main)	10,81,27,436	15,77,96,898
(i) Savings Accounts	3,71,01,582	2,85,15,466	b) Administrative Expenses(Main)	2,10,95,784	2,00,37,101
(ii) Fixed Deposits	8,86,58,321	8,15,37,042			
<b>II. Grants Received</b>			<b>II. Exp. on Projects/Research/ studies</b>		
a) Government of India - Non Plan			a) Establishment Expenses	26,30,340	22,77,211
Grant Salary	7,61,00,000	7,79,00,000	b) Administrative Expenses	71,90,597	61,99,238
Grant - General	1,65,00,000	1,71,00,000			
Grant-Creation of Capital Assets	-	-			
<b>III. Interest Received</b>			<b>III. Purchase of Fixed Assets</b>	4,65,570	3,22,160
a) On Bank Deposits	19,65,582	1,01,06,555			
b) On Staff Advances	-	-	<b>IV. Loans &amp; Advances(Liab.)</b>	2,69,574	7,29,327
b) Other Interest	90,860	2,10,424			

<b>IV. Other Income</b>						
Instt. Fees/Project Fees etc.	5,45,67,723	7,07,54,440	<b>V. Loans &amp; Advances(Assets)</b>	40,23,372	1,38,33,368	
<b>V. Other Receipts</b>						
	-	-	<b>VI. Closing Balance</b>			
<b>VI. Sale of Fixed Assets</b>	42,454	-	<b>a) Bank Balances</b>			
			(i) Savings Accounts	4,67,96,761	3,71,01,582	
<b>VII. Loans &amp; Advances (Asset)</b>	40,72,851	3,95,47,616	(ii) Fixed Deposits	9,31,13,646	8,86,58,321	
<b>VIII. Loans &amp; Advances (Liab)</b>	46,13,707	12,83,664				
<b>TOTAL</b>	<b>28,37,13,080</b>	<b>32,69,55,207</b>	<b>TOTAL</b>	<b>28,37,13,080</b>	<b>32,69,55,207</b>	
<b>For Ajay K. Jain &amp; Co.</b>						
<b>Chartered Accountants</b>						
			<b>RAJESH KUMAR VYAS</b>	<b>Dr. Yogesh Suri</b>		
			<b>Joint Director (Finance)</b>	<b>Director General</b>		
			<b>NIELRD</b>	<b>NIELRD</b>		
<b>(CA. AJAY K. JAIN)</b>						
<b>FCA, Partner</b>						
<b>M. No. 085994</b>						
<b>UDIN:- 22085994AUEQRK8382</b>						
<b>Place ; Delhi</b>						
<b>Date: 23/09/2022</b>						



## NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT

(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)

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

### SCHEDULE - 13: SIGNIFICANT ACCOUNTING POLICIES FOR THE FINANCIAL YEAR 21-22

#### 1. ACCOUNTING CONVENTION

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

#### 2. FIXED ASSETS

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

#### 3. DEPRECIATION

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

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

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

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

## **4. REVENUE RECOGNITION**

- In Case of receipt of advances towards projects, 100% of advances to be recognized as income on Accrual basis and same policy has been adopted for the Current Year as well.
- Tuition Fee & Accommodation Charges from M.E.A. booked as income on completion of project.

## **5. GOVERNMENT GRANTS/SUBSIDIES**

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

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

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

## **7. RETIREMENT BENEFITS TO STAFF**

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

## **8. PROJECT ACCOUNTING**

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

## NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT

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

### SCHEDULE - 14: NOTES ON ACCOUNTS AND CONTINGENT LIABILITIES FORMING PART OF FINAL ACCOUNTS (2021-22):

1. As per Circular No. LEM17/10/2002-MP from Planning Commission, 15% of Consultancy receipts (other than Non Plan Grant from Planning Commission and Grant from Ministry of HRD/NTMIS) were to be transferred to Corpus Fund.

In current year an amount of Rs. of total Receipts from Projects Rs.17,72,777/- (previous year Rs. 47,77,590/-) transferred to Corpus Fund .Additional savings after meeting present & future cost could not be ascertainable.

2. The following amounts are receivable from Sponsors as on 31/03/2022.

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

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

S.No	Particulars	Amount (Rs.)	Year
1	CPWD for Campus Construction	32,30,614	2003-04
2	Ex-Engineer North DDA for Sewer connection	26,82,759	2004-05
3	Executive Director (DAD), CPWD	36,52,311	2011-12
4	NIC Computers	22,065	2004-05
5	Ex Engineer (E), CPWD	26,88,213	2015-16
6	Ex Engineer (E), CPWD	53,00,000	2020-21
7	NICSI	430	2015-16

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

(a)	Ravinder Kumar, Steno	Rs. 12,200/-
(b)	Institute of Development Alternatives, Chennai	Rs. 18,23,300/-
(c)	Data net India Ltd	Rs.53,865/-
(d)	I Security System	Rs.2000/-

(e)	M/s Voltas	Rs.16,854/-
(f)	Globe Marketing	Rs.630/-
(g)	M/s Kamal R.O Service Centre	Rs.37,800/-
(h)	Ranbir Singh (Driver)	Rs.2,000/-
(i)	India International Centre	Rs.2,339/-
(j)	Earnet India	Rs.3,475/-
(k)	NCAI	Rs.5,000/-
(l)	Navcom Tech.	Rs.16,750/-
(m)	CRC Tech.	Rs.50,200/-

4. Provision of Unadjusted Advances carried forward have been provided & adjusted advances & other amount recoverable in cash or in kind or for value to be received as applicable in schedule -4A of Balance Sheet.
5. In the opinion of the Institute, current assets, loans and advances of the Institute have a realizable value to the extent shown in the Books of Account and the provisions made for all known liabilities are adequate.
6.
  - (i) Balances outstanding of sundry Debtors/Creditors including advances at the year-end are subject to confirmation & reconciliation.
  - (ii) Fixed Assets as per schedule – 3 of Balance Sheet are subject to reconciliation with Fixed Assets Register and needs periodical verification at reasonable intervals.
7. Previous years' figures have been regrouped/rearranged/re-casted, wherever considered necessary to make them comparable with those of current years' figures.
8. Schedule 1 to 14 are annexed to and form an integral part of the Balance Sheet as on 31.03.2022 and the Income and Expenditure Account for the year ended on the date.

**For AJAY K. JAIN & Co.**  
**Chartered Accountants**  
**FR No.007118N**

**(CA. AJAY K. JAIN)**  
**FCA, Partner**  
**M. No. 085994NILERD**  
**UDIN: 22085994AUEQRK8382**  
**Place : Delhi**  
**Date : 23/09/2022**

**Rajesh Kumar Vyas**  
**Joint Director (Finance)**

**Dr. Yogesh Suri**  
**Director General**  
**NILERD**

## MANAGEMENT RESPONSE ON THE AUDITORS OBSERVATIONS ON AUDITED ACCOUNTS 2021-22

Sl. No.	Auditors Observation on Annual Accounts 2021-22	Reply of the Institute
1	Fixed Assets: The Institute has not maintained proper records of its fixed assets showing full particulars including quantity details, location and situation of fixed assets. Fixed Assets has not been physically verified by the management during the year. There is no proper system for recording fixed assets. Due to this, physical verification of fixed assets is not possible to our audit. During the year old computer & peripheral were sold by the Institute to the tune of Rs. 42,454/- but due to non-availability of gross value, the Institute has deducted the sale amount from the gross value of the concerned assets.	Institute has been maintaining Fixed Assets Register in the prescribed form given in GFR 22. The Fixed Assets Register has been updated till date containing item-wise details and their location. The scrap material of old computers & peripherals has been sold and sale proceed deducted from the gross value of the concerned assets.
2	Reconciliation of Debtors and Creditors including Advances: Point no. 6 (i) on notes of accounts of Schedule – 14 balances of Sundry Debtors/Creditors including advances have remained subject to confirmation & reconciliation as on 31.03.2022.	As regards reconciliation of Debtors and Creditors including advances, it is stated that the balances appearing as advances are outstanding advances given to CPWD and NICSI, which are to be settled finally. However, all other advances were properly reconciled, and the sincere efforts are being made to settle the pending advances.

3	Point no. 2 on notes of accounts of Schedule – 14 it has been observed that a sum of Rs. 67,63,637/- as receivable from Sponsors remains outstanding since long and no efforts has been made to recover these advances.	As regards point no. 2 of Schedule -14 the sums receivables from AICTE (MHRD), it is stated that the sincere efforts have been made to recover outstanding amount of Rs. 64.25 lakh, which is a major portion, from the MHRD-AICTE. The matter has been taken up at the senior level and the response of MHRD-AICTE is awaited. If need be, the matter will be further escalated at the highest level to recover the full amount.
4	Point no. 3 (i) & 3 (ii) on notes of accounts of Schedule – 14 it is observed that a sum of Rs. 1,75,76,392/- as Miscellaneous outstanding advances on Capital account and a sum of Rs. 20,26,413/- as Staff & other Advances remains as outstanding.	It is stated that an advance of Rs. 53.00 Lakh was given to CPWD for installation of firefighting system during the year 2020-21 and completion report is yet to receive from CPWD, which is likely to come soon as work is almost completed. Further, Rs. 88.83 lakh was given to CPWD for Campus construction, deposited in arbitration by CPWD and Rs. 26.82 lakh given to Delhi Development Authority for sewer connection. The work related to sewer is completed but the requisite documents are still awaited from CPWD & DDA. The matter is being pursued with CPWD/DDA for adjustment by Estate Section. After completion of unfinished work and on receipt of requisite documents/ Utilisation Certificate old advances with CPWD/DDA will be adjusted in books of accounts. Staff advance and other advance are being adjusted in the current year.



6.	The LTC Advance/ Advance for expenses to staff are not being adjusted within reasonable time frame.	In few cases there was delay in adjustment of advance otherwise LTC and other advances are adjusted within a reasonable time. The concerned staff has been instructed for compliance and timeline to be strictly adhered to.
7	TDS demand across all financial years amounting to Rs. 6,67,970/- is still payable by the Institute.	We have filed reply to the Income Tax Department vide letter dated 11.07.2019 for removal of the tax demand. The response of Income tax Department is still awaited. However, no further notice is received.
8	No proper invoicing rule of GST has been taken care by the Institute.	We have to prepare invoices for rent and consultancy studies and maximum up to 50 in numbers in a year. Therefore, we prepare invoice on letter head by giving full details of invoice no., GST No., TAN No. & PAN no. of both parties as applicable which is required for filing GST return. However, we will get Performa invoice printed urgently.
9	TDS is being deducted by the Banks & other parties on its revenue though the Income of the Institute is Exempt u/s 10 of Income Tax Act, 1961 resultant into TDS receivables Rs. 1,71,47,884/- as on 31.03.2022.	Institute is registered U/s 12 A of Income Tax Act, 1961. Further, as per provisions of Income Tax Act, on-line Income Tax Returns are being filed and institute gets refund of TDS deducted, on completion of assessments of each relevant year. The TDS receivable of Rs. 1,71,47,884/- at the end of year 2021-22, include Rs. 27,98,170/- for the FY 2017-18, Rs. 54,30,378/- for the FY 2019-20, Rs. 38,61,320/- for the year 2020-21 and Rs. 40,19,896/- for the year 2021-22, claimed in filed income tax returns but refund is awaited from Income Tax Department. The matter is being pursued by our CA with the Income tax authorities.

10	<p>The amount is standing since opening and the same has not been adjusted yet. It is advised to take necessary action against pending balances given below</p> <table border="1"> <tr> <td>1.</td><td>CPF Employees</td><td>Rs.34,999/-</td></tr> <tr> <td>2.</td><td>DCRG Withheld</td><td>Rs.38,770</td></tr> <tr> <td>3.</td><td>Net Payable Withheld</td><td>Rs.4,055/-</td></tr> <tr> <td>4.</td><td>Outstanding Liabilities</td><td>Rs.3,18,208/-</td></tr> <tr> <td>5.</td><td>Dr. Saroj Ranjan Mania (Consultant)</td><td>Rs.27,640/-</td></tr> <tr> <td>6.</td><td>Other Employees</td><td>Rs.1,20,645/-</td></tr> </table>	1.	CPF Employees	Rs.34,999/-	2.	DCRG Withheld	Rs.38,770	3.	Net Payable Withheld	Rs.4,055/-	4.	Outstanding Liabilities	Rs.3,18,208/-	5.	Dr. Saroj Ranjan Mania (Consultant)	Rs.27,640/-	6.	Other Employees	Rs.1,20,645/-	<p>Most of the unadjusted liability is on account of unclaimed amount. Some liability is for withheld DCRG amount which is released after expiry of 6 months to retired employees. However, we are reviewing all the pending liability and will take necessary action for early adjustment.</p>
1.	CPF Employees	Rs.34,999/-																		
2.	DCRG Withheld	Rs.38,770																		
3.	Net Payable Withheld	Rs.4,055/-																		
4.	Outstanding Liabilities	Rs.3,18,208/-																		
5.	Dr. Saroj Ranjan Mania (Consultant)	Rs.27,640/-																		
6.	Other Employees	Rs.1,20,645/-																		
11	<p>Discrepancies have been found in the honorarium paid to faculties for projects. As per register maintained by concerned department and books maintained are not reconciled.</p>	<p>Payment to outside faculty member is made on the basis of recommendation of concerned department and as approved by the competent authority. The record of faculty is also maintained by the concerned department and there is regular reconciliation of it.</p>																		







National Institute of Labour Economics Research and Development (NILERD)  
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