



FIFTY EIGHTH ANNUAL REPORT 2020-21

National Institute of Labour Economics
Research and Development (NILERD)

An Autonomous Institute under NITI Aayog,
Government of India

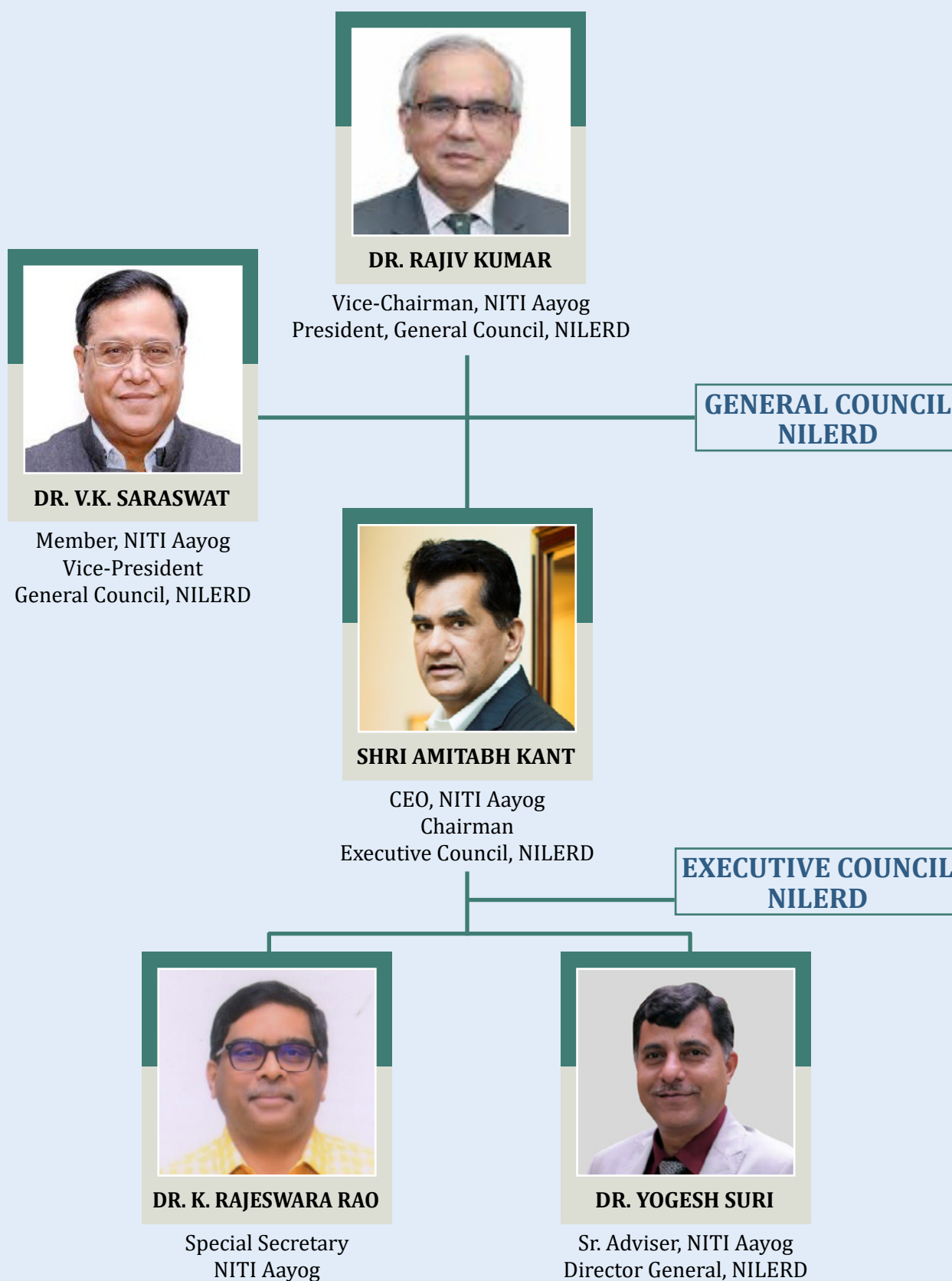


FIFTY EIGHTH ANNUAL REPORT 2020-21



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

MANAGEMENT OF NILERD



NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT

FIFTY EIGHTH ANNUAL REPORT 2020-21

From the Director General's Desk

I have the pleasure in presenting the Fifty Eighth Annual Report of the National Institute of Labour Economics Research and Development (NILERD), an autonomous Institute under NITI Aayog, Government of India, for the year 2020-21. The 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 reference year.

The year 2020-21 had been a time of unprecedented challenges due to the COVID 19 pandemic. All efforts were made to minimize the impact of disruptions so that with indomitable spirit and relentless efforts, the crisis could be turned into an opportunity. Various issues in the field of development have become the central focus of the Institute in the backdrop of which inclusive growth and welfare are looked into meticulously. During the year 2020-21, the Institute successfully completed an all-time high fifteen research studies/projects commissioned by different Ministries, namely, Ministry of Education, Ministry of Social Justice and Empowerment (Department of Empowerment of Persons with Disabilities) and NITI Aayog. Another four studies are on-going, which have been sponsored by Ministry of Education (Department of Higher Education), Ministry of Skill Development and Entrepreneurship, Department of Empowerment of Persons with Disabilities and CBM India Trust.

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, short term training programmes sponsored by the Ministry of External Affairs (MEA) under the Indian Technical and Economic Cooperation Programme (ITEC) could not be conducted during 2020-21 due to the outbreak of the COVID-19. Special efforts were made to restructure courses to make them online which were subsequently approved by the Ministry of External Affairs. During the year, the Institute published four (in 2 combine volumes) issues of its flagship journal 'Manpower Journal'.

I take this opportunity to express my gratitude to Dr Rajiv Kumar, 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 Amitabh Kant, 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 grateful to Dr. K. Rajeswara Rao, Special Secretary; Shri Jayant Sinha, Additional Secretary and Financial Adviser; Shri Kundan Kumar, Adviser (SDE); Shri Santosh Kumar, Director (Finance); 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, Government of India, and other Departments 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.

Date: 30/11/2021
Place: Narela, Delhi

Sd/-
(Dr Yogesh Suri)
Director-General

CONTENTS

Page

THE INSTITUTE AND ITS ORGANISATIONAL STRUCTURE.....	1-10
The Institute	3
The Institute's Mandate	4
Institute's Structure	5
General Council	5
Meetings of the General Council	7
Executive Council	8
Meetings of the Executive Council	9
Other Standing Committees	9
Management of the Institute	8
Infrastructure and Computing/IT Facilities at NILERD Campus	10
ACADEMIC ACTIVITIES	11-34
Research Activities	13
A. Research Studies completed during the year	13
1. Evaluation Study on Rashtriya Vayoshri Yojana sponsored by Ministry of Social Justice and Empowerment	13
2. Evaluation of Higher Education Statistics and Public Information System (HESPIS) scheme sponsored by Ministry of Human Resource Development	14
3. Socio-Economic and Working Conditions of Workers in Indian Gold Industry sponsored by NITI Aayog	15
4. Evaluation of Assistance to Disabled Persons for Purchase/ Fitting of Aids/ Appliances (ADIP)	16
5. Third Party Evaluation of Central Sector Scheme Accessible India Campaign (AIC)	17
6. Evaluation of National Action Plan (NAP) for Skill Development of Persons with Disabilities	18
7. Impact Assessment of Awareness Generation & Publicity Scheme (AG&P scheme)	19

8. In-Service Training and Sensitization of Key Functionaries of Central and State Governments, Local Bodies and Other Service Providers	20
9. Evaluation Of Central Sector Scheme –Barrier Free Environment (BFE)	21
10. Evaluation study of the Research Scheme on Disability related Technology, Products and Issues	23
11. Evaluation of Unique Identification Scheme	24
12. Evaluation Study on Support for Establishment / Modernization / Capacity Augmentation of Braille Presses	25
13. Impact Assessment of Information and Mass Education (Media)	26
14. Evaluation of the Scheme ‘Budgetary Support to National Trust’	27
15. Evaluation of Scholarship Scheme for Students with Disabilities (SwDs)	28
B. Ongoing Research Studies	30
1. Evaluation of Deendayal Disabled Rehabilitation Scheme (DDRS) and District Disability Rehabilitation Centres (DDRC) Scheme	30
2. Impact Assessment of Setting up of State Spinal Injury Centre (SSIC) Scheme	31
3. Evaluation of Disability Inclusive Farmer Producer Organisations (DiFPOs) in India	31
4. An Evaluation Study on Enhancing Skill Development Infrastructure in North Eastern States (ESDI)	32
C. Manpower Journal	33
SUPPORT SERVICES:	
Library, Hindi Cell, RTI Cell, Personnel/Staff Matters and Estate Activities	35-44
A. Knowledge and Resource centre (KRC)	37
B. Celebration of National Days	38
C. Hindi Cell	39
D. RTI Cell	41
E. Personnel/Staff Matters	42
F. Estate Section	43
FINANCIAL MATTERS.....	45-74
OBSERVATIONS BY C&AG AND ACTION TAKEN BY NILERD	75-76



**THE INSTITUTE AND
ITS ORGANISATIONAL STRUCTURE**



The Institute

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



The Institute's Mandate



The broad aims and objectives of the Institute are:

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

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

Institute's Structure

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

General Council (GC)	Vice Chairman, NITI Aayog, Government of India, functions as the President of the GC
Executive Council (EC)	CEO, NITI Aayog functions as the Chairperson of the EC
Director General (DG) of the Institute	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 the President of the General Council. A Member of NITI Aayog is the Vice President of the GC. Besides the Chief Executive Officer (CEO), NITI Aayog; Director-General, NILERD and Director (Finance), NITI Aayog, the GC is represented by senior officials from different

ministries such as Finance, Human Resource Development (HRD), Labour & Employment, Skill Development and Entrepreneurship, etc. In addition, there are representatives from academic institutions such as Research and Information Systems (RIS) and the Indian Institute of Public Administration (IIPA). Besides, there are representatives from various state governments on rotation basis once in two years. One senior faculty member from NILERD is normally nominated to the GC on rotation basis for two-year tenure. The GC, in general, meets once in a year and approves the work programme, annual budget, annual report, and annual accounts of the Institute. The GC also appoints the auditors of the Institute. Detailed composition of GC is given below:

COMPOSITION OF THE GENERAL COUNCIL (AS ON 31.03.2019)
(Vide Rule 3)

1	3(a)	President -Vice-Chairperson of NITI Aayog (ex-officio)
2	3(b)	One Vice-President, from amongst the Members of NITI Aayog
3	3(c)	Chairperson of the Executive Council- CEO of NITI Aayog
4	3(d)	Director-General
5	3(e)	Treasurer of the Institute
	3(f)	One representative each of the:
6	3(f)(i)	Joint Secretary/Adviser; NITI Aayog as the Administrative Vertical w.r.t NILERD
7	3(f)(ii)	Ministry of Finance (Dept. of Expenditure)
8	3(f)(iii)	Ministry of Human Resource Development (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	3f (ix)	Indian Council of Social Science Research (ICSSR)
15	3f (x)	National Skill Development Corporation (NSDC)
16	3(g)	Two (2) Persons from Academic Institutions (to be nominated by DG, NILERD in consultation with NITI Aayog). DG, RIS and Director, IIPA to be members of GC.
17	3(h)	Three (3) representatives of State Governments one each representing Northern, Eastern, Southern, Western, Central and North-Eastern Zones on rotation basis for a period of two years in each case
18	3(i)	One member of the faculty of the NILERD on two yearly rotation basis (to be nominated by the Director-General from amongst senior faculty members at two different levels)

19	3(j)	Not more than two members. The General Council may co-opt, from time to time for such period as it may think fit, representatives of other organizations or institutions that may be concerned with the work or programme of the Institute, and individuals with special knowledge of or interest in the work or programme of the Institute
----	------	--

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

Meetings of the General Council

The General Council will have maximum of twenty three members. Seven members of the General Council shall constitute a quorum at any meeting of the General Council. The General Council shall meet at least once a year to consider the annual report and accounts of the Institute, to appoint auditors for 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 2020-21, the General Council of NILERD met twice under the Chairmanship of Dr. Rajiv Kumar, Vice Chairman, NITI Aayog and President GC, NILERD. The 50th GC meeting was held on 31.08.2020. Present also were Shri V. K. Saraswat, Member, NITI Aayog, Dr. K. Rajeswara Rao, Special Secretary, Dr. Yogesh Suri, Senior Adviser, NITI Aayog and DG, NILERD. Representatives from the MoLE, MEA, M/o Education and representatives from two State Governments also attended the meeting. Given the COVID protocols, the meeting was held both physically and virtually. During the meeting, Vice-Chairman, NITI Aayog released the report – 'Study on Socio-Economic and Working Conditions of Workers in Indian Gold Industry, prepared by NILERD.



Proceedings during the 50th GC meeting of NILERD

The 51st GC meeting of NILERD chaired by Dr. Rajiv Kumar, Vice Chairman, NITI Aayog and President GC, NILERD was held in NITI Aayog on 08.02.2021. During the meeting, the GC ratified the Annual Report 2019-20 that was tabled in both Houses of the Parliament.



Deliberations during the 51st GC meeting of NILERD

Executive Council



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

COMPOSITION OF THE EXECUTIVE COUNCIL (AS ON 31.03.2019) (Vide Rule 5)

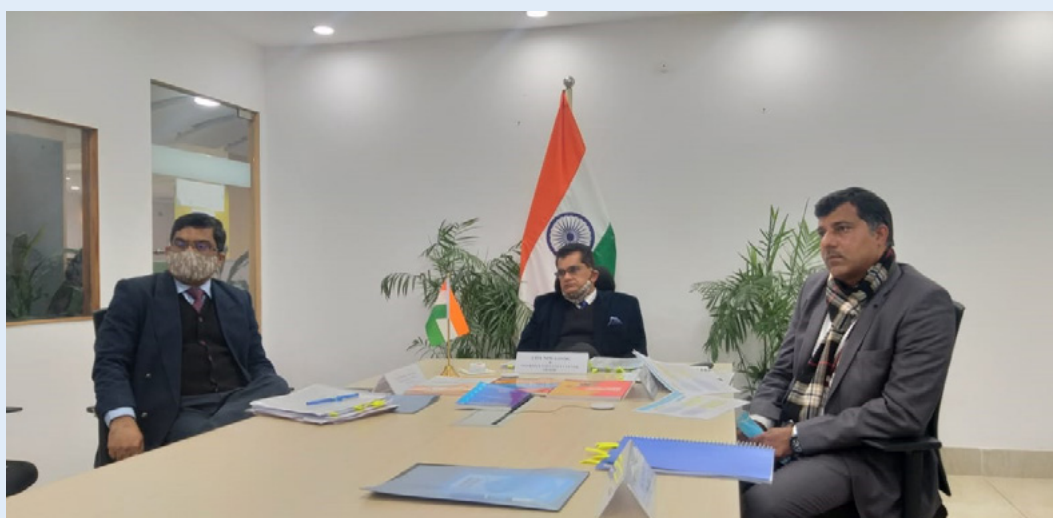
1	5 (a)	Chairperson - CEO of NITI Aayog (ex-officio)
2	5 (b)	Director-General
		One representative each of:
3	5 (c)	Joint Secretary/Adviser, NITI Aayog as the Administrative Vertical w.r.t. NILERD
4	5 (d)	An Officer from NITI Aayog dealing with Labour and Skill Development or any other officer nominated by CEO, NITI Aayog.
5	5 (e)	Director (Finance), NITI Aayog.

6	5 (f)	Ministry of Finance (Department of Expenditure)
7	5(g)	Ministry of Skill Development and Entrepreneurship
8	5(h)	Not more than three members of the General Council of whom one shall be from the Faculty of the Institute nominated on the General Council. The representatives of Ministry of Labour and Ministry of External Affairs will be included.

Meetings of the Executive Council



During the year 2020-21, the Executive Council (EC) of NILERD met twice under the Chairmanship of Shri Amitabh Kant, CEO, NITI Aayog and Chairman, EC, NILERD. The 99th meeting was held on 05.06.2020 and the 100th meeting on 12.01.2021.



Proceedings during the 100th meeting of the EC

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.

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 assisted by other faculty members and support staff. Overall administrative and financial matters are looked after by the Director (Administration) and Joint Director (Finance) respectively. The Institute has state-of-the-art computer and internet facilities with Wi-Fi access, an Editorial Unit and a Knowledge Resource Centre (KRC). The Institute publishes a quarterly Journal titled, 'Manpower Journal', with the Director-General acting as its Editor-in-Chief. The Institute brings out working papers on a regular basis.



Vice Chairman, NITI Aayog (President, GC, NILERD), Senior officials of NITI Aayog, Director General, NILERD and Faculty of NILERD

Infrastructure and Computing/IT Facilities at NILERD Campus

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



ACADEMIC ACTIVITIES



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. The Institute 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, 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

1. Evaluation Study on Rashtriya Vayoshri Yojana sponsored by Ministry of Social Justice and Empowerment

About the scheme

Rashtriya Vayoshri Yojana (RVY) is a central sector scheme, which came into being on 1st April, 2017. The objective of RVY is to provide senior citizens suffering from age related disabilities/ infirmities, physical aids and assisted living devices free of cost, which can help them in restoring their lives to near normalcy from such disabilities. The beneficiaries covered under RVY mainly belong to BPL category. The Scheme is implemented through the sole implementing agency - Artificial Limbs Manufacturing Corporation (ALIMCO), a PSU under the M/o of Social Justice and Empowerment.

Objectives of the Study

The main objective of the evaluation study was to assess the coverage, impact/outcome of the scheme in improving the quality of the life of senior citizens and quality of aids/appliances, implementation mechanism of the scheme and to provide suggestions for the improvement. The study covered three selected states of Rajasthan, Uttar Pradesh and Uttarakhand.

Findings of the study

The study found that since inception of the scheme more than 3 lakh senior citizens from BPL category have been benefited including 30% women. The most distributed devices in terms of number of beneficiaries are walking stick cane, spectacles and BTE Digital type hearing aid. Few other major observations of the study were lack of coordination between implementing agency and local authorities, no uniform criterion for issuing of devices and in many cases time lag between organizing assessment and distribution camps was more than 6 months.



Major Recommendations

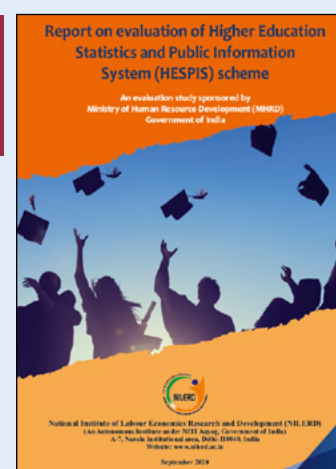
The study recommended that the scheme should have an inbuilt mechanism for mandatory verification of telephone/mobile numbers and addresses provided by the beneficiaries and also there is need for strengthening the coordination mechanism to expedite the pace of implementation of scheme and maintaining authentic, reliable and updated population data of senior citizens at the district level so that the scheme can be designed to cover maximum number of the older person for providing benefits and services.

The core team members of the study were Dr Pitam Singh (Team Leader), Dr Shachi Joshi, Mr. D. Indrakumar, Dr. Ruby Dhar, Mr. Marshal Birua and Mr. A.P. William Wordsworth.

2. Evaluation of Higher Education Statistics and Public Information System (HESPIS) scheme sponsored by Ministry of Human Resource Development

About the scheme

The Ministry of Human Resource Development (MHRD) has been implementing HESPIS scheme with the objectives of strengthening official education statistics to assess and review the performance of education sector and regional divergences across the country. All India Survey on Higher Education (AISHE) is a main component.



Objectives of the Study

The basic objective of the study was to examine the relevance, usefulness, progress of the scheme and other related issues pertaining to its implementation. The study aimed at comprehensive, in depth impact assessment of the HESPIS scheme.

Findings of the study

The scheme is being implemented in 1027 universities, 43620 colleges and 11343 standalone institutes across the states and union territories in 6 geographical zones of India. The study has observed that the scheme has succeeded in achieving only four out of its eight objectives namely; i) strengthening official statistical system to produce education statistics periodically; ii) encouraging all producers of official statistics to adopt common geographic referencing and coding standards; iii) promoting collection of data in electronic mode; iv) benefitting students by creating centralized portal, which can provide updated information. The findings also reveal that, educational institutions are the biggest users of AISHE data, followed by students, private organizations, researchers, and teaching professionals. The sampled respondents opined that the AISHE portal should be more user- friendly both in online and offline modes. The data is rated as 'Reliable' by 81.80 % of the respondents.

Major Recommendations

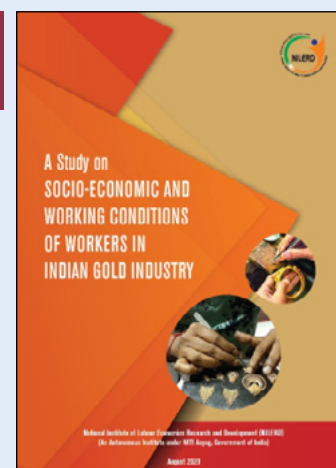
It has been observed that the various agencies have been collecting data on higher education sector. Therefore, the present scheme should have a mechanism to develop a synergy among different data collection agencies so that there is no information overloaded on institutions. There is a need for creating a system for checking data for authenticity and strengthening of the statistics division of the MHRD with full administrative and financial autonomy. The nodal officers are the pillars of AISHE and therefore, there is urgent need to address all their grievances pertaining to training, remuneration, etc. It may be useful, if the MHRD prepare a time bound plan of action and a roadmap to train all the nodal officers at the earliest.

The core team members of the study were Dr Pitam Singh (Team Leader), Dr A. Kamala Devi (Deputy Team Leader), Dr. Ruby Dhar, Mr. D. Indrakumar, Mr. Radheyshyam Sharma and Dr. Tapas Kumar Sarangi.

3. Socio-Economic and Working Conditions of Workers in Indian Gold Industry sponsored by NITI Aayog

About the Condition of Workers in Gold Industry

India is a major global player in the gold industry, being one of the world's largest importers and consumers of gold. Apart from its contribution to growth, the gems & jewellery industry as a whole employs approximately 6.10 million skilled and semi-skilled workers, which may reach up to 10 million by 2022. However, little attention has been paid towards the social and economic issues of labourers working in the gold industry in India. The study awarded by NITI Aayog has attempted to find the conditions of gold industry workers and suggest policy measures.



Objectives of the study

The study made an effort to assess (i) the socio-economic condition of workers at their living place, (ii) to assess the condition at workplace and availability of basic amenities, (iii) to assess the workers' health and social security benefits, (iv) to understand the growth prospects and challenges faced by the industry, and (v) to recommend policies for improving working conditions of workers in the gold industry. For the analysis, a field survey was conducted covering 552 gold units of manufacturing and services/retail from seven states, namely Delhi, Karnataka, Kerala, Maharashtra, Rajasthan, Tamil Nadu, and West Bengal.

Findings of the study

The study found that the job structure of industry was male-centric with a 99:1 ratio of male and female workers, particularly in the manufacturing sector, (ii) at living place, maximum percentage of workers' households in Delhi and Karnataka (more than 68%) use bottled water for drinking

purpose, maximum percentage (50.9%) of households in West Bengal had no drainage system facility, (iii) majority of workers reported that long working hours, low wages, and lack of basic facilities at work places are key challenges for them, (iv) more than 88% of workers reported a lack of cover under Employees' State Insurance Scheme, and around 50% of workers reported a lack of medical facilities at work place, (v) more than 74% of units viewed that business in the sector has slowed down during the last couple of years and the future growth depends upon the address the key challenges urgently.

Major Recommendations

To address the issues of workers and overall development of the gold industry, the study suggests that improving the conditions of working places and maintaining physical and mental health of workers are paramount to ensure high labour productivity and overall development of the industry. Efforts should be initiated to identify fragmented smaller units located in different corners of the country and integrate them with the mainstream system, establishment of gold cluster to contain the exploitation of workers; the industry must adhere to the Minimum Wages Act enforced by the Central Government from time to time, strict adherence to safety norms, and recruit of people through proper recruitment process instead of through contact and relatives to reduce the bargaining power of employers.

The core team members of the study were Dr. Pitam Singh, Dr. Purna Chandra Parida and Dr. Tapas Kumar Sarangi.

4. Evaluation of Assistance to Disabled Persons for Purchase/ Fitting of Aids/Appliances (ADIP)

About the scheme

The ADIP Scheme is in operation since 1981 with the main objective to assist the needy disabled persons in procuring durable, sophisticated and scientifically manufactured, modern, standard aids and appliances that can promote their physical, social and psychological rehabilitation by reducing the effects of disabilities and enhance their economic potential. Assistive devices are given to PwDs with an aim to improve their independent functioning and to arrest the extent of disability and occurrence of secondary disability. The scheme also envisages conduct of corrective surgeries, wherever required, before providing an assistive device. The scheme has been implemented in all states and UTs through various Implementing Agencies.

Objectives of the Study

The main objective of the evaluation study was to carry out a comprehensive and in-depth impact assessment of the ADIP scheme, to examine the implementation process, coverage, quality of aids distributed and the capability of Implementing Agencies.



Findings of the study

It has been observed that only 3.22 % of PwDs all over India have benefited under this scheme. It was further observed that the beneficiaries can move freely without assistance and interact with other people rather than being home bound. It has also been found that not all beneficiaries are aware about the procedure for getting repairs of aids and appliances; hence, if an appliance requires repairs, they discard it as junk. The Government may focus on the issue of repairing aids/appliances to make the scheme more effective.

Major Recommendations

The scheme has succeeded in its objectives and may be continued further. Advance disbursement of ADIP grants-in-aid to the Implementing Agencies may be considered. In case of cochlear implantation (CI), post-surgery period of support may be increased to 5 years. A robust system/process of repair/maintenance of aids/appliances may be adopted. For this purpose, provision of organising maintenance camps from time-to-time may be operationalized, so that beneficiaries can get their aids and appliances repaired in these camps.

The core team members of the study were Dr Pitam Singh and Dr. Shachi Joshi. The other faculty members involved were Dr Indushekhar, Mr. Marshal Birua, Mr. A.P. William Wordsworth, Dr. Puneet Srivastav and Mr. Laxman Singh.

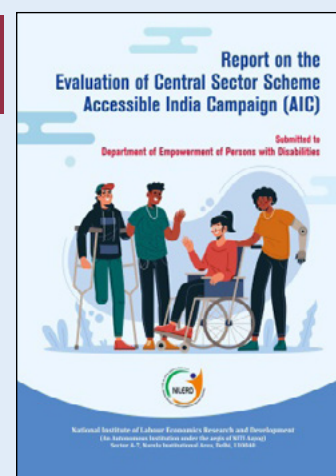
5. Third Party Evaluation of Central Sector Scheme Accessible India Campaign (AIC)

About the scheme

Accessible India Campaign (Sugamya Bharat Abhiyan) was launched in 2015 to achieve the goal of universal accessibility by persons with disabilities. The campaign is being monitored through PRAGATI, a Central Advisory Board. The aim of the scheme is to ensure accessibility of Built environment, Transport and Information & Communication Technology for PwDs.

Objectives of the study

The overall objective of the study was evaluation of comprehensive and in-depth impact of the scheme, to examine the implementation and monitoring process, capability of the implementing agencies (IAs) in spreading awareness, relevance, usefulness, feasibility, progress of the scheme and other related issues. The study evaluated 287 buildings, which is 26% of the total buildings covered under AIC. The study was completed employing both qualitative and quantitative techniques.



Findings of the study

The findings of the study revealed that, though the coverage of the scheme has been satisfactory, there have been issues of lack of the inter-departmental coordination within the state and with DEPwD. The financial issues of the scheme relate to inadequacy and complications in the flow of funds to IAs. CPWD buildings are found to be more accessible than other state government buildings. Also, issues related to partial accessibility and low maintenance of buildings were observed, while the need for training of key functionaries at all levels has remained largely unfulfilled. The scheme was found to be more successful in impacting the mobility of PwDs in urban areas as compared to rural. Delays in completion of projects and non-compliance of prescribed standards and design were other issues pertaining to implementation of the scheme.

Major Recommendations

The study has recommended that the component of training and capacity building of all key stakeholders should be made integral part of the scheme with module on accessibility of built environment being mandatory in the curriculum. The need for an effective monitoring and coordination mechanism also was emphasized besides regular reviews and physical checks. Besides, other recommendations included provision of adequate resources to Nodal Officers, sanction of adequate budget for creation of barrier-free environment and implementation of the campaign in a mission mode.

The core team members of the study were Dr Pitam Singh (Team Leader), Mr. T.D. Dhariyal (Deputy Team Leader), Dr. Anita Kakkar, Dr. Chaitali Roy and Ms. Archita Anand.

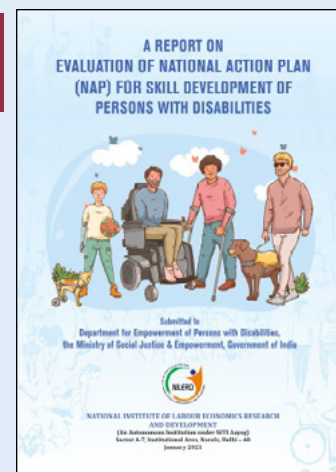
6. Evaluation of National Action Plan (NAP) for Skill Development of Persons with Disabilities

About the scheme

The NAP scheme was launched in collaboration with the Ministry of Skill Development and Entrepreneurship (MSDE) on 21 March 2015. It aims to enable PwDs get employment, access to markets and learn cutting-edge skills through their skill training programmes. The scheme is implemented through a network of its Empanelled Training Partners (ETPs), which follow the model curriculum and occupational standards as recommended by the Sector Skill Council (SSC) for PwDs (SCPwD).

Objectives of the study

The objectives of the study included analysis of the role of various stakeholders in the scheme, evaluating the impact of the scheme on the lives of PwD beneficiaries, analysing role of implementing agencies/ETPs and bottlenecks in the scheme.



Quantitative data were collected using structured questionnaires and observation checklists, while the qualitative research techniques included in-depth interviews and case studies.

Findings of the study

The main findings of the study pointed out that the coverage of the scheme has been satisfactory and skilling through clusters of Training Partners has been effective in increasing skill training infrastructure for PwDs. The beneficiaries of the scheme reported a high level of satisfaction with the quality of skill training, placement assistance and reported social and economic empowerment as other benefits of skill training received under the scheme.

Major Recommendations

The study recommended strengthening of some key elements of the scheme like increased focus in awareness generation of the scheme, introduction of some second-level proficiency courses in popular job roles, strengthening of linkages between industry and training institutions, increased use of technology in imparting training, introduction of life skills and soft skills in courses etc. To streamline the issues regarding release and transfer of funds to ETPs, it is recommended that the centres are allotted targets for longer period with increased amount of training costs released in the first instalment and an increased frequency of instalments.

The core team members of the study were Dr Pitam Singh (Principal Investigator) and Dr. Meenal Sharma Jagtap (Co-Principal Investigator).

7. Impact Assessment of Awareness Generation & Publicity Scheme (AG&P scheme)

About the scheme

The scheme was launched in September 2014 and revised in 2015–16 to simplify and enhance its scope, objective and eligibility, etc. to broad base the implementation for better and effective outcomes. The scheme has 16 objectives and 8 components admissible for grants. The main objective of the scheme is to promote awareness and sensitize society about the rights of PwDs.

Objectives of the study

The main objective of the study was to conduct an in-depth assessment of the scheme, to assess its coverage in all states/(UTs), including rural, urban and remote areas of the country. To examine the implementation process, capability of the implementing agencies in spreading awareness, relevance, usefulness, progress of the scheme and other related issues pertaining to its implementation.



Findings of the study

The study found that all stakeholders consider that the scheme has been successful in creating awareness about various government schemes for PwDs, including Rights of Persons with Disabilities Act, 2016, in facilitating a positive attitude towards PwDs and has met most of its objectives. The study found that the scheme's financial performance in terms of actual expenditure has not been very satisfactory and large shares of funds have been spent on organisations in the northern part of India. The scheme does not have an inbuilt monitoring mechanism to confirm if an organisation has received multiple grants in a calendar year. The performance of the scheme has been affected by shortage of financial and human resources.

Major Recommendations

The study recommended increase in the financial allocation under the scheme, explore the possibility of associating with people holding positions of respect and credibility, such as panchayat leaders and principals, teachers and lecturers of schools and colleges, to make national institutes under the department nodal agencies for creating awareness about the disability with which they deal across the country. The focus may be more on creating sensitization among people at all levels: centre, state, district, block and panchayat about the rights of disabled as per the Act. It may be ensured that equity and equal representation of all the states in the distribution of funds have been provided and the region-/state-wise funds can be earmarked. The department can consider initiating a state-wise planned calendar of events to be conducted in a financial year and invite applications for these events.

The core team members of the study were Dr Pitam Singh (Team Leader) and Dr. Ruby Dhar. The other members involved were Mr. Marshal Birua, Mr. Laxman Singh and Mr. Arun Kumar.

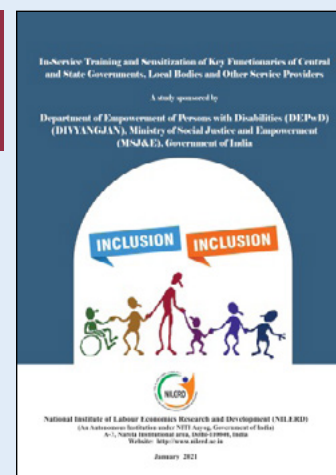
8. In-Service Training and Sensitization of Key Functionaries of Central and State Governments, Local Bodies and Other Service Providers

About the scheme

The scheme was launched by DEPwD on 29th December, 2014 with prime objective to focus on the need-based training of key functionaries dealing with disability sector to be conducted in co-ordination with the Administrative Training Institutes. Short term training programmes/workshops at State/District/Block level on regular basis. The responsibility of implementing the scheme at national level has been assigned by DEPwD to Rehabilitation Council of India (RCI) as the Nodal Agency.

Objectives of the study

The main objective of the study was to conduct an in-depth assessment of the scheme, to assess



the coverage of the scheme in all states/(UTs), including rural, urban and remote areas of the country. It aimed to examine the implementation process, quality of skill training provided, present system of monitoring the implementation of the scheme.

Findings of the study

It has been observed that training programmes/workshops funded under the scheme have been spread over all sectors/target groups and across 24 states and 2 UTs, inferring a wide coverage. The scheme has benefitted 6236 officers since its inception i.e. approximately 1560 Functionaries per year. The scheme has small budget allocation of Rs.2.00 Crore (RE), which has remained constant during the three-year period under the study. It has been successful in upliftment of disabled in the country and the scheme has been extremely effective in moving towards the SDG goal of Inclusive Development. The key functionaries have responded that the scheme is fulfilling the need for capacity building required for promoting the PwDs through rehabilitation of their physical, socio-economic and physiological condition.

Major Recommendations

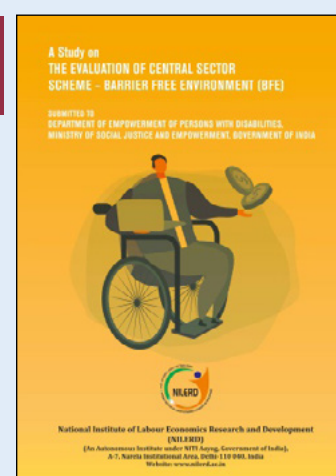
Awareness generation at national, state and block level are required to broaden the coverage of the scheme. Budget allocation may be enhanced. To increase the efficacy of the scheme in sensitizing officials, more non-government organizations (NGO) and educational institutions may be involved along with the government organizations. Although, there exists an in-built mechanism to validate the financial aspects of the programmes, monitoring of academic performances is required for enhancement of the impact of the scheme. It is recommended that all the relevant documents should be submitted to RCI in stipulated time for maintaining a smooth coordination and better implementation of the scheme.

The core team members of the study were Dr. Pitam Singh (Team Leader) and Dr. Sanchita Bhattacharya. The other members involved in the study were Mr. Marshal Birua, Dr. Anupam Sarkar and Dr. Puneet Kumar Shrivastav.

9. Evaluation Of Central Sector Scheme –Barrier Free Environment (BFE)

About the scheme

To provide a barrier free environment for PwDs, the DEPwDs has been implementing the scheme for the creation of Barrier Free Environment (BFE) in the area other than covered under AIC. Under the scheme, financial assistance is provided to various agencies to make environment in institutions and public buildings, etc., barrier free. It includes making government websites at the centre/state and district levels accessible to PwDs.



Objectives of the study

The overall objective of the study was comprehensive evaluation of all components of the scheme to analyse its impact, including issues in implementation, monitoring, awareness generation, progress and feasibility of the scheme. Both quantitative and qualitative techniques were employed in the present evaluation study by utilizing primary and secondary data by covering buildings from north, south and central zones.

Findings of the Study

The study has found that BFE scheme has increased mobility of PwDs thereby having positive impact on their lives, created general awareness about the specific needs of PwDs among the people and instilled confidence in PwDs to demand their rights and entitlements. It has also been successful in bringing about some attitudinal transformation among section of duty bearers and the community, where accessible facilities have been created. Of the buildings/premises covered in field surveys, it was found that most work under BFE was done in state government schools as against Anganwadi centres. Major bottlenecks faced in the implementation of the scheme were lack of awareness of engineers about the procedural, operational and technical aspects; lack of proper maintenance of structures created and mishandling of structures at some places.

Major Recommendations

The study recommended that the scheme for creation of BFE other than Accessible India Campaign (AIC) has by and large served its purpose and in order to move forward towards full accessibility for PwDs, the scheme may be subsumed into AIC. Any new proposals under BFE should be approved only after certification from the head of the building-owning organisation. Also, the component for training and capacity building of all stakeholders should be made an integral part of the scheme, with regular reviews and physical checks in place. There is a need for event-based publicity to create awareness about the scheme and a clear emphasis under the scheme to cover the unserved regions of the country with sensitisation of people at centre, state, district, block and panchayat level about the rights of persons with disabilities.

The core team members of the study were Dr Pitam Singh (Team Leader), Mr. T.D. Dhariyal, Dr. Anita Kakkar, Dr. Chaitali Roy and Ms. Archita Anand.

10. Evaluation study of the Research Scheme on Disability related Technology, Products and Issues

About the Scheme

The 'Research on Disability related technology, products and issues' scheme was launched in 2015-16 and merged in SIPDA in 2019-20. The scheme sets out national priorities, focus and direction for disability related research to improve the lives of people with disability. It aims at facilitating initiation, promotion and sustaining innovative, applied and action research, which would help in evidence-based policy making and practices in the disability sector. The scheme has two components

- (i) The Research & Development of assistive technology and product development devices and
- (ii) study, research, survey and periodical collection of data related to disability.

Objectives of the study

The broad objectives of the evaluation study were to examine the coverage, implementation process, role of Implementing Agencies (IAs) and overall success of the scheme in achieving its objectives. The study examined 10 projects covered under the scheme. Feedback was obtained from Principal Investigator (PIs) of all 10 projects to capture various aspects of the scheme.

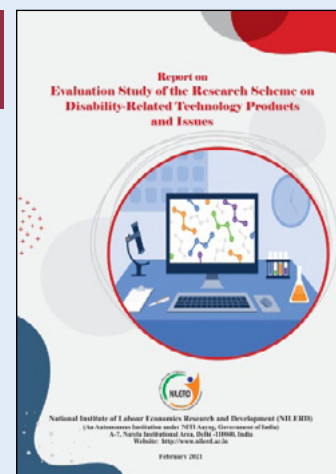
Findings of the study

The major findings of the study revealed that at present not many disability issues have been addressed through the scheme, its coverage in terms of institutions and IAs has been limited. The financial performance of the scheme in terms of actual expenditure has not been satisfactory, owing to underutilisation of funds and delays in release of grant, which has affected timely completion of the projects. Issues regarding difficulties in use of the Public Finance Management System (PFMS) and a lack of coordination between various agencies/committees engaged in the implementation of the scheme were also reported. The scheme has been partially successful in meeting its objectives since there has been some success in terms of national and international collaborations for research with at least three IAs being ready with prototype output.

Major Recommendations

The study recommended creation of synergy, coordination and monitoring processes among different agencies and DEPwD, preferably through development of an online MIS system. Other recommendations of the study included promotion of research collaborations, clear outlining of research outcomes and wider publicity of the scheme to ensure equitable distribution of funds among different institutions in different parts of the country.

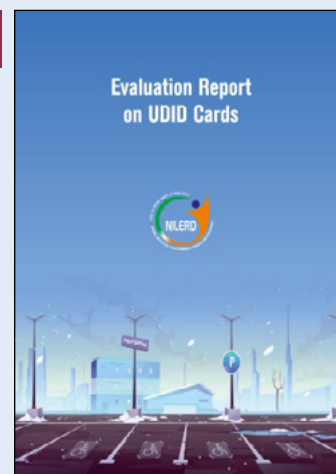
The core team members of the study were Dr Pitam Singh (Team Leader), Dr. Shachi Joshi and Mr. A.P. William Wordsworth.



11. Evaluation of Unique Identification Scheme

About the Scheme

“Unique ID for Persons with Disabilities” project is being implemented with a view of creating a National Database for PwDs, and to issue a Unique Disability Identity Card to each person with disabilities. The aim of UDID project was to encourage transparency, efficiency and ease of delivering the government benefits to PwDs and to track the physical and financial progress of benefit delivery at all levels of implementation.



Objectives of the Study

The present evaluation study awarded to NILERD by DEPwD has examined the relevance, usefulness, progress of the UDID cards and other related issues pertaining to its implementation.

Findings of the study

The total number of UDID registration/cards issued had increased from 15.10 lakhs in 2018 to 22.98 lakhs in 2019, and it was 17.76 lakhs in 2020. In total, 55.81 lakh cards had been issued in a short span of three years, which is phenomenal. Of the beneficiaries, 83% reported to have benefited from the UDID card, while 17% reported that the card had no benefits. The beneficiaries had a positive response about the benefits of the card because of services such as travel concessions, skill training, easily obtainable pension, admission at educational institutions, medical benefits, receiving aids and appliances easy availability of scholarship, employment and rehabilitation, etc.

Major Recommendations

AADHAR seeding may weed out duplicate cases to a large extent. However, better strategies need to be evolved in cases where disabled children are less than 5 years old for whom the AADHAR may not be available. The duplicate cases can be weeded out by simple programs/routines and data back-check exercises. The data management agency needs to be pragmatic in dealing with ‘key punch errors’ at the stage of data entry by developing various data validation rules.

The core team members of the study were Dr Pitam Singh (Team Leader) and Mrs. Richa Sharma.

12. Evaluation Study on Support for Establishment / Modernization / Capacity Augmentation of Braille Presses

About the Scheme

The central scheme of Establishing/ Modernization/ Capacity Augmentation of Braille Presses is implemented with an aim to provide text books free of cost to the visually impaired across the country under *Sarva Siksha Abhiyan* (SSA), *Rashtriya Madhyamika Sarva Siksha Abhiyan* (RMSSA) and Integrated Education for the disabled at secondary stage with the collaboration of State Governments. The scheme has been implemented in 33 Braille presses in the country.



Objectives of the study

The broad objective of the study was to examine the usefulness, progress, and other related issues pertaining to implementation of the scheme.

Findings of the Study

All Braille presses and beneficiaries are appreciative of the scheme and felt that the GOI initiative to provide Braille books free of cost is very good initiative towards empowering children with visual impairments.

Major Recommendations

It has been observed that the role of the NIEPVD is not very clear, hence to improve the quality of services, the roles and responsibilities of the nodal agency National Institute for Empowerment of Persons with Visual Disabilities (NIEPVD) may be well defined. The NIEPVD should organise periodical training workshops for all machine operating staff, record keepers, accountants, and assistants in implementing agencies to ensure adoption of all rules as per GFR and to ensure transparency in the activities of the scheme. The Ministry may consider keeping bank guarantee for a period of 2 years, which is the warranty period of the machine, or the machines may be procured by the ministry itself and installed in the implementing agency institute by bearing 50% of the cost of the machine. This will help the implementing agencies as well as the Ministry in achieving the objective. It should be ensured that the printing and distribution of Braille material should start immediately at all relevant sites.

The core team members were Dr Pitam Singh (Team Leader), Dr. A. Kamala Devi, Mr. Radheyshyam Sharma and Dr. Tapas Kumar Sarangi.

13. Impact Assessment of Information and Mass Education (Media)

About Information and Mass Education (Media)

The Department of Empowerment of Persons with Disabilities has a media division with the mandate to create awareness about policies and programmes of the department and to sensitize policy makers, corporate houses and citizens about the cause of the PwDs.

Objectives of the study

The study has examined the efficiency and impact of media activities of the department by taking both secondary and primary data to generate required information. The evaluation study was intended to bring out, in qualitative and quantitative terms, the efficiency and effectiveness of the activities undertaken under the scheme as well as the impact of the scheme in achieving its stated objectives. The geographical spread of the study was all India and a few states in all six regions of country were covered under the study.

Findings of the study

The study found limited awareness about the schemes run by DEPwD among the respondents. The budget allocation to media activities has shown a decrease over the years. A downward trend was noted in number of activities carried out by department. It was observed that initiatives like 'Divya Kala Shakti', 'Run for Laadli' and 'Ekam-Fest' and other such programmes are effective in creating awareness and encouraging and motivating the PwDs while also creating a positive attitude towards disability.

Major Recommendations

The study recommended that the financial allocation to the media activities may be enhanced for increased coverage of its activities. The study further suggested that for higher impact, popular media vehicles like television and radio may be used on a regular and continuous basis and the department may explore the strategy of engaging a credible and popular celebrity along with consistent and sharply focused messaging in its media campaigns in line with 'Athiti Devo Bhava' to sensitize and generate awareness.

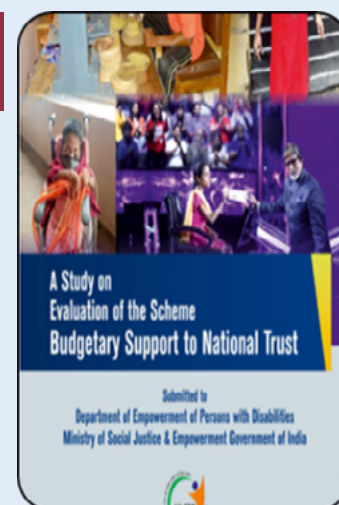
The team members were Dr Pitam Singh (Team Leader) and Dr. Ruby Dhar.



14. Evaluation of the Scheme 'Budgetary Support to National Trust'

About National Trust

The National Trust is a statutory body of the Ministry of Social Justice and Empowerment (M/O SJE), Government of India that has developed a comprehensive plan of care for people with intellectual disabilities. The vision of the Trust is to work for an inclusive society that values human diversity and enables and empowers full participation of PwDs to live independently with dignity, equal rights, and opportunities. Various types of day care (i.e. Disha & Vikaas) and residential (i.e. Samarth & Gharaunda) and health insurance (i.e. Niramaya) schemes have been implemented under *the National Trust for the welfare of persons with autism, cerebral palsy, mental retardation, and multiple disabilities*. It extends to the whole of India, except the state of Jammu and Kashmir.



Objectives of the study

The main aim of the study was to find if the scheme has really helped PwDs and the parents/relatives to have a better life after availing these schemes? The study focused on analysing the impact only in the case of day care, residential care, and health insurance schemes.

For the analysis of various objectives, the study used both secondary and primary information. A 360° evaluation approach was followed covering various stakeholders associated with the schemes.

Findings of the study

The findings of the study suggest that the schemes have been quite effective in empowering and instilling hope in the life of special children who otherwise would face a life full of darkness. This was possible only due to the financial support extended by the Trust to the Registered Organizations (ROs). The financial support provided by the Trust has enabled the ROs to not only maintain quality infrastructure in the centre in terms of building a medical room, activity room, recreation room, and other facilities to motivate and encourage the children but also helped them in hiring special educators, physiotherapists, counsellors, caregivers, aayas, and trainers to keep the children physically fit and improve their learning skill and mental ability. Although, funding has never been sufficient to meet the huge market demand, nonetheless support given by the Trust has been a great source of help to fulfil the dreams of millions.

Recommendations of the study

The study suggested that it was important to recognise the voice of the disabled, and strong encouragement and assistance needs to be given to people with mental disability and their

representatives. Information regarding disability needs to be disseminated far and wide across the country. The attitude of the professionals working for PwDs needs to be changed, and organised monitoring of disability services and benefits disbursed is also needed. Lacunae in mental health laws should be periodically reviewed, and amendments should be planned or new legislation should be implemented from time to time. Additional research on factors associated with disability and psychiatric disorders and the quality of services required by such people is warranted.

The core team members of the study were Dr Pitam Singh (Team Leader), Dr, P. C. Parida (Principal Investigator) and Dr. Tapas Kumar Sarangi. Dr. Anupam Sarkar was involved in Data Management.

15. Evaluation of Scholarship Scheme for Students with Disabilities (SwDs)

About the Scheme

There are six types of scholarship schemes for the students with disabilities (SwDs). Each of these schemes is framed with targeting different groups and levels of SwDs in the country. It plays a crucial role in the overall socio-economic upliftment of the Persons with Disabilities (PwDs) in the country by bringing the SwDs into the educational institutions and also keeping them in the mainstream.



Objectives of the study

The main objective of the study was to see the real and overall impacts of these schemes whether their intended objectives are achieved or not.

Findings of the study

The study finds that, the scholarship schemes for students with disabilities (SwDs) have achieved its intended objectives in terms of the coverage, mobility and socio-economic changes in the life of the persons with disabilities (PwDs). All the scholarship schemes of the department are giving a holistic solution to the academic and career enhancement of the SwDs. Some of SwDs have reached a peak in their life only with the support of these schemes. The scheme has made a remarkable impact within few years of implementation. Receiving these greater levels of scholarship is itself a successful and life-changing factor that automatically helps the SwDs to overcome their normal depression. It encourages the SwDs into high mobility, physical and psychological confidence, mingling with the mainstream of students/society, changes in environment and food habits, etc.

Recommendations of the study

The study recommended that programme guidelines may be made according to the suitable/applicable digital/online platforms, which may be simplified with e-verification. More awareness

campaigns and programmes may be conducted to ensure greater reach of the scheme. There is a need to boost coverage of SWDs among female, SC, ST categories and from northeastern states. Scholarship slots, as requested by some states, may be increased to ensure inclusive education, and increase enrolment. Increasing the present duration of the scheme from 7 months to 12 months may be considered.

The core team members of the study were Dr Pitam Singh and Dr. D. Indrakumar. The other members involved in study were Mr. Marshal Birua, Dr. Indu Shekhar, Mr. William Wordsworth and Dr. Puneet Kumar Shrivastav.

B. Ongoing Research Studies

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

About the Scheme

The major objective of DDRS is to provide financial assistance to non-government organisations for executing 9 model projects including District Disability Rehabilitation Centres (DDRCs). The DDRS scheme aims to offer financial assistance to voluntary organisations for early intervention, development of daily living skills, education, training and other services necessary for the rehabilitation of PwDs. The Department of Empowerment of Person with Disabilities (DEPwD), (Divyangjan), Ministry of Social Justice and Empowerment (MSJ&E) entrusted NILERD to carry out an evaluation study on schemes of Deendayal Disabled Rehabilitation Scheme (DDRS) and District Disability Rehabilitation Centres (DDRC).

Objectives of the study

The main objective of the study is to evaluate nine 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 and iv) Composite projects, Project for Children with Cerebral Palsy, Rehabilitation of Leprosy Cured Person, Half Way Home for Psycho-Social Rehabilitation of Treated and Controlled Mentally ill persons, Home-Based Rehabilitation and Home Management, Community Based Rehabilitation Programme, Low Vision Centres and Human Resource Development. Besides, the above nine model projects, the Institute is also evaluating 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.

The core team members of the study are 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. The scheme has been operational since F.Y. 2015-16 and has been merged in the SIPDA Scheme from the beginning of Financial Year, 2020-21. The operational objectives of the scheme include setting up a comprehensive rehabilitation centre attached to the district hospital of state capital/UT with a dedicated OPD facility, 12 beds exclusively for spinal injury patients, fully functional orthotic and prosthetic department and assistive technology. The scheme also emphasizes on the use of existing orthopaedic OT and sensitization training of medical and non-medical staff. The evaluation study of the scheme was awarded to NILERD by DEPwD.

Objective of the study

The main objective of the study is to assess the outcome and impact of the scheme by intensive interaction with various stakeholders.

The core Team members of the study include 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 Disability Inclusive Farmer Producer Organisations (DiFPOs) in India to the Institute.

Objectives of the Study

The major objectives of the study include - to study the economic sustainability of the DiFPOs; analyse the impact of DiFPOs on farming practices and income; evaluate the role of DiFPOs in socio-economic empowerment of farmers with disabilities; and examine the scope for scalability and wider adoption of this model.

The core team members of the study include Dr. Pitam Singh (Team Leader), Dr. Meenal Sharma Jagtap and Dr. Anupam Sarkar.

4. An Evaluation Study on Enhancing Skill Development Infrastructure in North Eastern 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 like, (a) Upgradation of 22 ITI s, (b) Supplementation of infrastructure deficiencies in 28 ITIs, (c) Establishment of 34 new ITIs.

Objectives of the Scheme

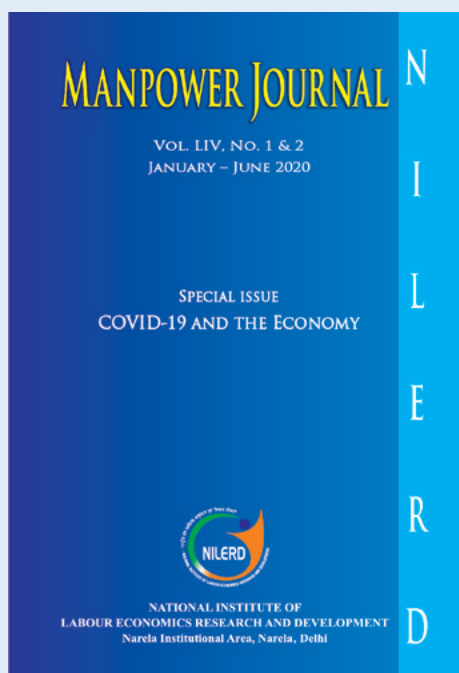
The study aims to investigate the effectiveness of the scheme in enhancing the skill development infrastructure of NE states in terms of performance, achievements of targets, quality and delivery of services, and overall skill development of the area.

The core team members of the study are 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.

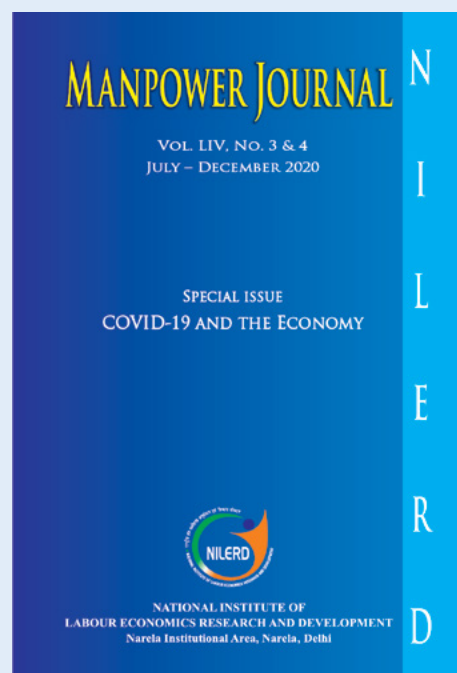
C. Manpower Journal

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.

The following volumes were published during 2020-21:



Vol. LIV, No. 1 & 2, January - June 2020
(combined issue)



Vol. LIV, No. 3 & 4, July - December, 2020
(combined issue)





SUPPORT SERVICES

**Library, Hindi Cell, RTI Cell, Personnel/
Staff Matters and Estate Activities**



A. Knowledge and Resource centre (KRC)

Library Collection

The library has acquired 41 books in the year 2020-21 raising the strength of the collection to 32,307 (32,018 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 is intranet-based connectivity. Besides the library has received 241 issues of Journals/Magazines, Subscribed 9 journals with online and print access for NILERD Faculty.

Online Databases: Indiatat.com (single user).

Library Network: DELNET

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

Remote Access

Under 'Integration of e-resources of NITI Aayog library and NILERD'

Following e-resources are being accessed by NILERD faculty-

1. CMIE – Capex, 2. CMIE – Economic outlook, 3. CMIE –Economic Prowess IQ 4. Economist Progress 5. Harvard Business Review 6. International Monetary Fund 7. J- gate 8. JSTOR 9. Press reader 10. The World Bank-e-library.

Dissemination and Marketing of NILERD publication by e-mail and social media

The detail of **Human Resources Profile 2019** was disseminated to 1000 e-mail addresses and 1000 members of WhatsApp group including librarians, academicians, ministries, researchers. For marketing of the profile, coordinated with book publishers and arranged to upload profile details on amazon.com, 11 copies including soft and hard copy of Human Resources Profile 2019 was sold out in the year 2020.

Initiative to enhance e-research skills:

In view of facilitating NILERD faculty to learn e-research skills, recording links and pdf on e-research tools like Scopus, mendeley Zotero, ORCID ID etc. were sent by e-mail and WhatsApp group from time to time.

Library orientation: is provided to NILERD Faculty and library visitors from time to time.

Library Services

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

following library services-

1. **Project based information services:** For the ongoing projects of the institute, relevant information national and international data, research findings searched from different sources and sent by e-mail in different formats –pdf, video, word file.
2. **Article Alerts (With Abstract):** The Library brings out monthly Article Alerts, which consists of the latest articles with abstract for disseminating the latest information to the researchers of the Institute. The articles are selected from the Journals received in the library and sent monthly by e-mail to NILERD Researchers.
3. **Selective dissemination of information (SDI):** To enhance the quality of research activities of the institute, the relevant articles are selected and scanned from the journals received in the library and sent by e-mail to NILERD Researchers.
4. **Faculty Academic Activities:** Academic activities like article, books authored by each NILERD researcher had been circulated among NILERD Research team by e-mail.
5. **NILERD Publications:** Updating NILERD researchers regarding NILERD Publications by e-mail.
6. **Book notices and book review:** Book notices and book review selected from newspapers and journals received in the library and sent by e-mail to researchers.
7. **Other services:** include inter library loan, reprographic and reference services The Library provides services to its readers and outside library visitors in both forms online and offline. Following Library Services are received from NITI Aayog library under '**Integration of e-resources of NITI Aayog library and NILERD library**' and are circulated among NILERD Researchers by e-mail regularly **Daily Digest (NITI News)-Daily Digest (Part-A & Part-B), Recent list of additions (monthly), Weekly Bulletin, DOCPLAN, TOC, Book Alert.**

B. Celebration of National Days



Every year, the National Days are celebrated in the NILERD campus in which faculty, staff and the international participants of Education & Training Unit participate with great vigour. On 15th August, 2020, the Director General of NILERD hoisted the National Flag at the NILERD campus. The entire on-campus staff along with their family members and the staff members residing in the vicinity of the campus celebrated the National Day with pride and splendour.



Director General hoisting the National Flag and addressing the audience during Independence Day, 2020

C. Hindi Cell

NILERD has put in place the protocol and guidelines of implementation of Hindi as official language through Hindi Cell. A Departmental Official Language Implementation Committee has been constituted to appraise, monitor and record the implementation of Hindi in all the day-to-day official work of the Institute.

The Hindi Prakosth continued its efforts towards the greater use of Hindi in official work during the year, keeping in view the annual programme issued by the Department of Official Language, Ministry of Home Affairs, Government of India, and the Official Language Policy of the Union for implementation of the Official Language Act, and Official Language Rules made their under.

Quarterly progress reports were submitted regularly to the Department of Official Language and those received from different verticals and sections of the Institute were reviewed regularly. The Hindi Prakosth vetted the Hindi Translation of various statutory documents, like the Annual Report of the Institute, material such as various letters, research study questionnaires etc.

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 are issued both in English and Hindi. The annual programme and other orders/ instructions issued by the Department of Official Language were forwarded to all sections of the verticals and sections of the Institute, and directives were issued from time to time for compliance.

Hindi Bulletin

To promote official language policy in the Institute, the preparation of Hindi Bulletin is an important academic activity of the Institute which is maintained by Hindi Cell on half yearly basis. Following issues of Hindi Bulletin were released during the year-

- (i) Issue No. 10 (July-December, 2019)
- (ii) Issue No. 11 (January-June, 2020),
- (iii) Issue No. 12 (July-December, 2020)



Hindi Training

During the year, one faculty member was nominated to participate in an orientation program organised by *Kendriya Hindi Prashikshan Sansthan*, New Delhi.

Hindi Pakhwada



The *Hindi Pakhwada* was observed during 1-14 September, 2020 and various Hindi competitions were organised for the employees of Institute, viz.

- (i) *Hindi Karya Pratiyogita* (For All),
- (ii) *Hindi Nibandh Lekhan Pratiyogita* (For All),
- (iii) *Hindi Shruti Lekhan Pratiyogita* (Only for MTS), and
- (iv) *Hindi Me Kavita Lekhan Pratiyogita* (For All).

Two Assistant Professors (Hindi) from different colleges of University of Delhi were invited as external Hindi Experts as Evaluation Committee Members to evaluate the examinations of said Hindi Completions of the Institute.

Hindi Divas

Hindi Divas on 18th September, 2020 was celebrated in the Institute. Hindi Divas-2020 messages received from Shri Rajiv Gauba, Cabinet Secretary, Government of India, and Shri Amit Shah, Honorable Home Minister, India were read during the said Hindi Day Function. Dr. Pitam Singh, Director (Administration) chaired the Hindi Divas function, distributed the cash prize

and certificate to all winners of the Hindi competitions conducted during Hindi Pakhwada in the Institute.

Official Language Implementation Committee

To streamline the activities of the Implementation of Official Language Policy of the Union in the Institute, the Official Language Implementation Committee functions under the chairmanship of In-charge (Hindi Cell). This committee meets periodically to review the progress made in connection with the use of Hindi in the Institute and gives appropriate suggestions and recommends measures to be taken for the effective implementation of the Official Language Policy. The meetings of the committee were held two times during the year.

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 submitted to the said Samiti on Quarterly and Half yearly basis in the prescribed format. As representative of the Institute, the In-charge (Hindi Prakosth) participated in the meeting with Nagar Rajbhasha Karyanwayan Samiti held on 25th November, 2020.

Hindi Workshop

During the year, Hindi workshop was organized on 5th March, 2021 to encourage the NILERD's officials to undertake more & more work in Hindi language according to the provisions of the Official Language of the Union. As many as 14 officers and employees were invited to participate in this Hindi workshop.

Hindi Inspection by Hindi Section, NITI Aayog:

The implementation of the Official Language Policy in the Institute was examined during the year by the Official Language Inspection Team, Hindi Section, NITI Aayog on 1st October, 2020.

D. RTI Cell

The RTI Cell responds to all queries under the RTI Act, 2005. During the year 2020-21, three applications were received, out of which two applications were directly forwarded to NILERD and one from NITI AAYOG. Requested information was provided within time frame and none of the Applicant went for an Appeal.

E. Personnel/Staff Matters

Appointment:

1. Dr.(Ms.) Meenal Sharma Jagtap appointed as Joint Director on contract basis on consolidated emoluments w.e.f. 05.11.2020
2. Dr. Anupam Sarkar appointed as Deputy Director on contract basis on consolidated emoluments w.e.f. 14.12.2020

Regular Promotions

3. Shri Davender P. Kohad promoted as Assistant Section Officer w.e.f. 30.09.2020.
4. Shri Pritam Kumar promoted as Assistant Section Officer w.e.f. 30.09.2020.
5. Shri Manish Srivastava promoted as Assistant Section Officer w.e.f. 30.09.2020.
6. Shri Yashpal Verma promoted as Assistant Section Officer w.e.f. 30.09.2020.
7. Shri Dalip Kumar promoted as Senior Secretariat Assistant w.e.f. 30.09.2020.
8. Smt. Meenakshi Mathur promoted as Senior Secretariat Assistant w.e.f. 30.09.2020.
9. Smt. Neeru Arora promoted as Private Secretary w.e.f. 05.02.2021.
10. Shri Deepak Kumar promoted as Private Secretary w.e.f. 05.02.2021.
11. Shri Sudershan Kumar Arora promoted as Private Secretary w.e.f. 05.02.2021
12. Shri Chander Dutt promoted as Private Secretary w.e.f. 05.02.2021
13. Shri Ravinder Kumar promoted as Private Secretary w.e.f. 05.02.2021

Ad-hoc Promotions

1. Shri Mahesh Kumar Verma promoted as Assistant Section Officer for a period of one year w.e.f. 20.11.2020.
2. Shri Chander Pal promoted as Assistant Section Officer for a period of one year w.e.f. 20.11.2020.
3. Smt. Sukhvinder Kaur promoted as Documentation Officer for a period of one year w.e.f. 23.12.2020.

Deputation

1. Dr. Lalit Latta, Deputy Director on deputation to National Commission of Scheduled Tribes since 11/9/2017.

Resignation/Death/Termination

1. Shri Suresh Kumar, Operator-III expired on 24.05.2020.
2. Smt. Vandana Shukla, System Analyst expired on 18.07.2020.
3. The contract of Ms. Neha Kumra, Assistant Director terminated w.e.f. 21.08.2020.
4. Shri Harish Chander Joshi, Binder expired on 14.09.2020.
5. Shri Rupesh R. Moundekar, Stenographer was relieved on 28.09.2020.

Retirement

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

1. Smt. Shakuntla Devi, Assistant Section Officer retired on 30.04.2020.
2. Smt. Neelam Charak, Assistant Section Officer retired on 30.06.2020.
3. Smt. Dipika Sen, Assistant Editor retired on 31.07.2020.
4. Dr.(Smt.) A. Kamala Devi, Deputy Director retired on 31.12.2020.
5. Shri Ravinder Kumar Chakravarti, Private Secretary retired on 31.12.2020.
6. Dr. (Ms.) Anita T. Kakkar, Deputy Director retired on 31.01.2021.
7. Dr. (Smt.) Shachi Joshi, Joint Director retired on 31/03/2021
8. Shri Darban Singh, Operator-II retired on 31.03.2021

F. Estate Section



The following activities were undertaken by the Estate Section during 2020-21.

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 have 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 (**SH miscellaneous civil work** in NILERD Campus).
- 4. Coordinating with NIT, Delhi in sharing, distributing, and costing of resources in rational manner.
- 5. Day to day maintenance of Horticulture, Civil and Electrical work in NILERD Campus.
- 6. 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, 2021, 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, 2021, the Excess of Expenditure over Income 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 : 01/10/2021**

**AJAY K. JAIN
Partner, FCA
M. No. : 085994
UDIN: 21085994AAAAER5072**

ANNEXURE TO THE AUDITOR'S REPORT FOR THE YEAR ENDING ON 31/03/2021

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.

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

Attention is invited to point no. 8(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 31.03.2021.

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. 4 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. 5(i) & 5(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.20,70,190- as Staff & other Advances remains outstanding since long and no efforts has been made to Settle/ Adjust these advances which has resulted in Overstatement of Current assets and Understatement of Capital Assets/ Expenditure by the said amount.*

5. *Attention is also invited to point no. 4 of Schedule 13 in which recognition of income has booked 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 amounting to Rs. 6,66,250. Further request for removal of demand of Rs.6,65,540/- has been filled by institute dated 11/07/2019. However, for the Year 2017-18 demand of Rs.530 is still payable by the institute. It is advised to take necessary action against pending demands as early as possible.

8. GST:

- a. *We have observe that institute has taken input tax credit during the year 2020-21 to the tune of total of Rs.6,93,418/- (IGST-Rs.5,698/- and CGST & SGST of Rs.3,43,860/- each) from various parties, however such amount has not been reflected in GSTR-2A. It is recommended to the institute for reversal of such amount along with an interest.*
- b. *We also observe that institute had taken gst tds input from various parties however no GSTR-7A return has been filled by the institute for claiming GST TDS input during the year.*
- c. *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 and no efforts is being made by the institute to convince the deductor for non-deduction of TDS on its revenue, Resultant significant amount of Rs. 1,29,97,770/- (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 recover the same from Income Tax Authority, 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.1,01,292/-

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: 21085994AAAAER5072

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 2021

(Figures in Rupees)

	Schedule	Current Year	Previous Year
		2020-21	2019-20
CORPUS/CAPITAL FUND AND LIABILITIES			
Corpus/Capital Fund	1	25,44,17,957	26,30,07,189
Current Liabilities & Provisions	2	10,09,89,362	11,86,68,167
Total		35,54,07,319	38,16,75,356
ASSETS			
Fixed Assets	3	21,27,38,195	22,33,70,319
Current Assets, Loans & Advances	4	14,26,69,124	15,83,05,037
Total		35,54,07,319	38,16,75,356

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 & Co.
Chartered Accountants
FR No. :007118N

RAJESH KUMAR VYAS
Joint Director (Finance)
NILERD

Dr. Yogesh Suri
Director
General
NILERD

(CA. AJAY K. JAIN)
FCA, Partner
M. No. 085994
UDIN:- 21085994AAAAER5072
Place : Delhi
Date:

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 31-03-2021

(Figures in Rupees)

	Schedule	Current Year	Previous year
		2020-21	2019-20
INCOME			
Income from Studies/Research/Projects	5	2,74,99,138	2,78,00,113
Grants/Subsidies	6	9,50,00,000	11,43,00,000
Interest earned	7	71,25,127	38,86,336
Other Income	8	3,84,77,712	3,46,01,479
Total (A)		16,81,01,977	18,05,87,928
EXPENDITURE			
Establishment Expenses (Main)	9	14,48,24,379	12,68,42,963
Administrative Expenses (Main)	10	2,00,37,101	2,70,28,865
Establishment Expenses (Project/Studies)	11	22,77,211	37,41,413
Administrative Expenses (Project/Studies)	12	61,99,238	1,69,42,795
Depreciation	3	1,09,54,284	1,20,35,707
Total (B)		18,42,92,214	18,65,91,743
Excess of Income/Expenditure over Expenditure/ Income		(1,61,90,237)	(60,03,815)
Balance carried to Capital Fund		(1,61,90,237)	(60,03,815)

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:- 21085994AAAAER5072

Place ; Delhi

Date:

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2021

SCHEDULE-1
(Figures in Rupees)

	Current Year		Previous Year	
	2020-21		2019-20	
CORPUS FUND				
Balance B/F	4,81,37,972		4,56,35,587	
Add:Additions during the year	47,77,590		20,90,012	
Add: Interest earned during the year	25,01,256		28,59,329	
Less:Deduction during the year	-	5,54,16,818	24,46,956	4,81,37,972
CAPITAL FUND				
RESERVES & SURPLUSES				
Balance B/F	(18,44,393)		(78,76,285)	
Add:Additions during the year	-		-	
Less/Add :Deficit/Surplus carried from Income & Expenditure A/c	(52,35,953)	(70,80,346)	60,31,892	(18,44,393)
FIXED ASSET FUND				
MAIN				
Gross Block	35,56,95,753		31,92,33,804	
Add: Additions During the year	3,22,160		3,64,61,949	
Less: Assets sold/written off during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(15,17,57,083)	20,42,60,830	(14,10,68,544)	21,46,27,209
NTMIS				
Gross Block	1,17,32,392		1,17,32,392	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	

Less: Depreciation Reserve	(1,15,12,675)	2,19,717	(1,14,79,015)	2,53,377
TRAINING/PGDC				
Gross Block	1,02,65,789		1,02,65,789	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(90,70,407)	11,95,382	(88,70,866)	13,94,923
SPONSORED STUDIES				
Gross Block	9,82,957		9,82,957	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Less: Depreciation Reserve	(9,49,603)	33,354	(9,43,900)	39,057
CONSULTANCY STUDIES				
Gross Block	1,20,527		1,20,527	
Add: Additions During the year tfr from Main A/c	-		-	
Less: Assets sold during the year	-		-	
Amount adjusted during the year	-		-	
Less: Depreciation Reserve	(1,13,741)	6,786	(1,12,736)	7,791
NAIP WORLD BANK- STUDIES				
Gross Block	6,00,000		6,00,000	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Less: Depreciation Reserve	(3,10,216)	2,89,784	(2,95,451)	3,04,549
FCRA STUDIES				
Gross Block	11,48,767		11,48,767	
Add: Additions During the year	-		-	
Less: Assets sold during the year	-		-	
Less: Depreciation Reserve	(10,73,135)	75,632	(10,62,064)	86,703
Total		25,44,17,957		26,30,07,189

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2021
SCHEDULE 2 - CURRENT LIABILITIES & PROVISIONS

(Figures in Rupees)

	Current Year	Previous Year
	2020-21	2019-20
A. CURRENT LIABILITIES		
1. Sundry Creditors	26,34,199	25,54,199
2. Other Current Liabilities	71,95,258	1,19,81,545
TOTAL - A	98,29,457	1,45,35,744
B. PROVISIONS		
1. Death-Cum Retirement Gratuity	5,66,22,975	6,43,41,168
2. Leave Encashment	3,45,36,930	3,97,91,255
TOTAL - B	9,11,59,905	10,41,32,423
TOTAL - A+B	10,09,89,362	11,86,68,167

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

SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2021

SCHEDULE 2 (A & B)

A. CURRENT LIABILITIES

(Figures in Rupees)

	Current Year	Previous Year
1. SUNDRY CREDITORS	2020-21	2019-20
Earnest Money - Main	2,69,574	1,61,484
Earnest Money - NTMIS	-	28,090
Security Deposits from PGDC Students	26,806	26,806
Receipts for projects under progress	23,37,819	23,37,819
TOTAL - 1-SUNDRY CREDITORS	26,34,199	25,54,199
2. OTHER CURRENT LIABILITIES		
DCRG Withheld	14,11,895	2,08,231
Unspent Capital Grant	-	52,60,624
Security Deposit from NIT	33,87,900	33,87,900
Outstanding liabilities	23,95,464	31,24,791
TOTAL - 2 - OTHER CURRENT LIABILITIES	71,95,258	1,19,81,545
TOTAL - 1+2	98,29,457	1,45,35,744

B. PROVISIONS

1. Death Cum Retirement Gratuity	5,66,22,975	6,43,41,168
2. Leave Encashment	3,45,36,930	3,97,91,255
TOTAL - PROVISIONS	9,11,59,905	10,41,32,423
TOTAL - CURRENT LIABILITIES & PROVISIONS	10,09,89,362	11,86,68,167

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2021
SCHEDULE 3 - FIXED ASSETS

(Figures in Rupees)

DESCRIPTION	GROSS BLOCK				DEPRECIATION					NET BLOCK	
	Cost/ valuation as at 1-4-2020	Additions during the year	Deductions	Cost/ valuation at the 31-3- 2021	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%	4,84,02,727	22,45,352		5,06,48,079	11,00,22,261	11,22,67,613
On Leasehold Land-I.P. Estate	-		-	-	2%	-	-	-	-	-	-
Electric Installation - Narela	15,20,856	-		15,20,856	10%	10,57,098	46,376		11,03,474	4,17,382	4,63,758
Substation at IIPA Campus	-		-	-	10%	-	-	-	-	-	-
VEHICLES/CYCLE											
Vehicle & Cycle- Main Grant	6,05,429			6,05,429	20%	5,63,120	8,462		5,71,582	33,847	42,309
Vehicle & Cycle NTMIS	4,40,350			4,40,350	20%	4,35,265	1,017		4,36,282	4,068	5,085
Vehicle & Cycle Training/PGDC	29,23,953			29,23,953	20%	25,91,985	66,394		26,58,379	2,65,574	3,31,968
FURNITURE & FIXTURE							-				
Furniture -Main Grant	34,36,696			34,36,696	10%	23,29,206	1,10,749		24,39,955	9,96,741	11,07,490
Furniture - DG Office	4,12,428			4,12,428	10%	2,82,695	12,973		2,95,668	1,16,760	1,29,733
Furniture - Guest House	2,24,124			2,24,124	10%	1,53,792	7,033		1,60,825	63,299	70,332

Furniture-Hostel-Main	29,87,331				29,87,331	10%	22,24,484	76,285		23,00,769	6,86,562	7,62,847
Library Furniture-Main Grant	62,720				62,720	10%	53,305	942		54,247	8,473	9,415
Furniture-NTMIS	7,06,528				7,06,528	10%	6,22,712	8,382		6,31,094	75,434	83,816
Furniture-Training/PGDC	25,35,389				25,35,389	10%	17,81,898	75,349		18,57,247	6,78,142	7,53,491
Furniture- Sponsored Studies	20,793				20,793	10%	17,673	312		17,985	2,808	3,120
Furniture-NAIP	50,000				50,000	6.33%	31,123	1,195		32,318	17,682	18,877
Furniture-FCRA	2,57,569				2,57,569	10%	2,17,751	3,982		2,21,733	35,836	39,818
OFFICE EQUIPMENT								-				
Equipment - Main Grant	1,07,67,550	2,46,285			1,10,13,835	15%	80,70,236	4,41,540		85,11,776	25,02,059	26,97,314
Air Conditioners -Main Grant	17,58,993				17,58,993	15%	13,48,044	61,642		14,09,686	3,49,307	4,10,949
Air Conditioners Equipments-NTMIS	4,23,219				4,23,219	10%	4,15,012	821		4,15,833	7,386	8,207
Library Equipment-Main Grant	11,75,545				11,75,545	10%	9,48,694	22,685		9,71,379	2,04,166	2,26,851
EPABX-Main Grant	11,85,269				11,85,269	15%	10,83,078	15,329		10,98,407	86,862	1,02,191
Equipments- NTMIS	9,22,087				9,22,087	15%	9,04,727	2,604		9,07,331	14,756	17,360
Equipment- Training/PGDC	48,54,922	-			48,54,922	15%	44,70,680	57,636		45,28,316	3,26,606	3,84,242
Equipment-Consultancy	21,225				21,225	10%	17,963	326		18,289	2,936	3,262
Equipment-NAIP	5,00,000				5,00,000	4.75%	2,40,298	12,336		2,52,634	2,47,366	2,59,702
Equipment-FCRA	2,22,368				2,22,368	15%	2,10,217	1,823		2,12,040	10,328	12,151
COMPUTERS/ PERIPHERALS								-				
Computer/Printers - Main Grant	1,86,50,878	-			1,86,50,878	15%	1,45,95,945	6,08,240		1,52,04,185	34,46,693	40,54,933
Software - Main Grant	50,65,209				50,65,209	15%	42,95,675	1,15,430		44,11,105	6,54,104	7,69,534
DTP System-Main Grant	17,25,419				17,25,419	15%	16,84,349	6,161		16,90,510	34,909	41,070
Computer Accessories - NTMIS	92,40,207				92,40,207	15%	91,01,299	20,836		91,22,135	1,18,072	1,38,908
Computer - Consultancy	99,302				99,302	15%	94,773	679		95,452	3,850	4,529

Computer - Sponsored	9,53,403				9,53,403	15%	9,17,940	5,319		9,23,259	30,144	35,463
Computer - FCRA	6,23,762				6,23,762	15%	5,90,154	5,041		5,95,195	28,567	33,608
LIBRARY BOOKS								-				
Library Books -Main Grant	52,58,871	75,875	-		53,34,746	20%	44,89,631	1,69,023		46,58,654	6,76,092	7,69,240
Library Books-FCRA	45,068				45,068	20%	43,942	225		44,167	901	1,126
CD-ROM for Library-Main Grant	9,60,467				9,60,467	15%	8,22,656	20,672		8,43,328	1,17,139	1,37,811
C.D. ROM for Library -Sponsored	7,654				7,654	15%	7,206	67		7,273	381	448
Library Books - NAIP	50,000				50,000	4.75%	24,030	1,234		25,264	24,736	25,970
Library Books - Sponsored	1,107				1,107	20%	1,082	5		1,087	20	25
Library Books - Training/PGDC	27,112				27,112	20%	26,304	162		26,466	646	808
ASSETS - PLAN GRANT								-				
Information Technology /Computers	46,87,912	-			46,87,912	10%	22,61,018	2,42,689		25,03,707	21,84,205	24,26,894
Library Books/network	26,54,360				26,54,360	20%	24,34,215	44,029		24,78,244	1,76,116	2,20,145
Library expenses	96,760	-			96,760	20%	25,394	14,273		39,667	57,093	71,366
Guest House	8,75,876				8,75,876	10%	6,34,161	24,172		6,58,333	2,17,543	2,41,715
Director's Office	3,96,459				3,96,459	10%	2,95,685	10,077		3,05,762	90,697	1,00,774
Essential Infrastructure on Campus-Plan	10,23,92,464	-			10,23,92,464	10%	3,85,48,413	63,84,405		4,49,32,818	5,74,59,646	6,38,44,051
TOTAL OF CURRENT YEAR	38,27,37,974	3,22,160	-		38,30,60,134		15,93,67,655	1,09,54,284	-	17,03,21,939	21,27,38,195	22,33,70,319
TOTAL OF PREVIOUS YEAR	36,07,58,990	3,64,61,949	1,44,82,965		38,27,37,974		15,17,96,869	1,20,35,707	44,64,921	15,93,67,655	22,33,70,319	20,89,62,121

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2021
CURRENT ASSETS, LOANS & ADVANCES

SCHEDULE 4
(Figures in Rupees)

	Current Year	Previous Year
A. CURRENT ASSETS	2020-21	2019-20
1. Inventories		
Closing Stock of Stationery	7,79,766	7,83,105
(At cost as certified by management)	7,79,766	7,83,105
2. Sundry Debtors		
a) Receivable from Sponsors	67,63,637	1,33,69,058
	67,63,637	1,33,69,058
3. Bank Balances with Scheduled Bank		
- In Saving Account		
- UCO Bank - 2003(FCRA)	15,36,862	14,96,020
- Union Bank Of India-5677 (Earlier Corporation Bank)	2,43,82,002	2,15,36,172
- Union Bank Of India-3572 (Earlier Corporation B	56,02,835	54,42,324
- Union Bank Of India-4108 (Earlier Corporation Bank-5200)	54,05,974	40,950
- Indian Overseas Bank - 103	1,73,909	-
- In FDR Account		
- FDR with Union Bank Of India (Earlier Corporation Bank - Corpus Fund)	4,38,73,587	3,94,74,002
- FDR with UCO Bank (Main)	34,66,080	28,78,258
- FDR with Corporation Bank (Main)	4,13,18,654	3,91,84,782
- Interest Accrued on FDR	14,00,117	20,90,713
TOTAL	12,71,60,020	11,21,43,221
GRAND TOTAL	13,47,03,423	12,62,95,384

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHEDULE FORMING PART OF BALANCE SHEET AS ON 31-03-2021

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

SCHEDULE - 4A

(Figures in Rupees)

	Current Year	Previous Year
	2020-21	2019-20
A. ADVANCE ON CAPITAL ACCOUNTS		
Main - CPWD for Campus Construction	32,30,614	32,30,614
Advance to NIC for Computers	22,065	22,065
Advance to NICS	430	430
Advance to Exe.Engineer, North DDA for sewer connection	26,82,759	26,82,759
Ex-Engineer (E) , CPWD	79,88,213	26,88,213
Exec.Engineer.DAD, CPWD	36,52,311	36,52,311
Ex-Engineer (C) , CPWD	-	-
TOTAL - A	1,75,76,392	1,22,76,392
B. OTHERS		
Main - Petrol/CNG Deposits	30,500	30,500
Telephone Deposits with MTNL	47,300	47,300
Security Deposits DVB	13,50,000	13,50,000
Security Deposit Sr AO, DDO (Water connection)	5,000	5,000
GSLI Recoverable from Staff	1,08,347	1,08,347
T.D.S. Receivable	1,29,97,770	1,18,82,135
GST Recievable	20,499	5,59,082
Advances to Employees (Computer/Festival/Cycle/Scooter etc)	2,08,060	79,710
Misc.Advances for studies	18,23,300	18,23,300
Misc.Advances for services	9,42,055	15,45,667
Earnest Money	3,30,000	2,80,000
Prepaid Expenses	24,425	-
Other Receivables	58,87,734	-
Other Advances	13,30,563	-
Grant Receivable	-	3,18,00,000
Total B	2,51,05,553	4,95,11,041
TOTAL - A+B	4,26,81,945	6,17,87,433
LESS: Unadjusted advances carried forward(Plan Funds)	(3,47,16,244)	(2,97,77,780)
Total Current Assets,Loans, Advance etc.	14,26,69,124	15,83,05,037

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 31-03-2021
INCOME

(Figure in Rupees)

SCHEDULE 5 - INCOME FROM STUDIES/ RESEARCH/PROJECTS	Current year 2020-21	Previous Year 2019-20
Main	-	41,96,000
E & T-MEA Sponsored Programmes	4,26,127	1,17,60,711
Consultancy Studies	3,18,50,601	1,39,33,414
	3,22,76,728	2,98,90,125
Less: Transfer to corpus fund	47,77,590	20,90,012
	2,74,99,138	2,78,00,113
SCHEDULE-6-GRANTS	Current year	Previous Year
Grant in Aid	9,50,00,000	11,43,00,000
	9,50,00,000	11,43,00,000
SCHEDULE 7 - INTEREST	Current Year	Previous Year
(a) Schedule Banks		
Non Plan	8,45,476	10,29,507
FCRA	40,842	51,234
NAIP study	1,56,979	15,749
Interest on FDR	58,71,406	26,78,867
	69,14,703	37,75,357
(b) On Loans/Staff		
Interest on Income tax Refund	1,09,829	-
Interest on Security Deposits	1,00,595	1,10,979
	2,10,424.00	1,10,979
TOTAL	71,25,127.00	38,86,336
SCHEDULE 8 - OTHER INCOME	Current Year	Previous Year
Rent from NIT	3,34,23,726	3,33,25,106
Ground Rent from NIT	2,45,000	4,45,000
Licence Fees for Quarters - Main	2,38,553	1,39,010
Misc. Receipts -NP	45,70,433	6,92,363
Total	3,84,77,712	3,46,01,479
GRAND TOTAL	16,81,01,977.00	18,05,87,928.00

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT
(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)
SCHDULES FORMING PART OF INCOME & EXPENDITURE ACCOUNT
FOR THE YEAR ENDED ON 31-03-2021
EXPENDITURE

(Figures in Rupees)

SCHEDULE 9 - ESTABLISHMENT EXPENSES	Current Year	Previous Year
	2020-21	2019-20
(a) Salaries & Wages	10,87,11,318	9,17,53,220
(b) Allowances & Bonus		
Tution Fee	9,45,000	10,46,430
Overtime Allowance	47,887	12,864
LTC	7,46,142	5,63,113
Honorarium	20,000	29,000
Total (b)	17,59,029	16,51,407
(c) Contribution to Provident Fund	45,05,069	13,70,378
(d) Contribution to NPS	56,90,559	77,68,504
(e) Staff Welfare Expenses		
Medical	9,77,549	10,42,041
CGHS Contribution	1,82,921	4,36,282
Salary to Canteen staff	36,40,526	35,16,299
Total (e)	48,00,996	49,94,622
(f) Exp on Employees Retirement & Terminal Benefits		
Leave Encashment	1,11,85,844	92,08,558
DCRG	2,11,44,082	1,49,00,699
Provision for DCRG	(77,18,193)	(31,12,722)
Provision for Leave Encashment	(52,54,325)	(16,91,703)
Total (f)	1,93,57,408	1,93,04,832
Grand Total	14,48,24,379	12,68,42,963

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 31-03-2021
EXPENDITURE

(Figures in Rupees)

SCHEDULE 10- ADMINISTRATIVE EXPENSE MAIN	Current Year	Previous Year
	2020-21	2019-20
NON-PLAN		
1. House Keeping	17,97,559	17,46,576
2. Electricity	60,72,729	50,19,643
3. Annual Maintenance Contract	3,87,987	3,39,744
4. Repairs & Maintenance of Office Equipments	84,322	87,670
5. MCD Property Taxes - New Campus	19,86,303	16,16,717
6. Ground Rent	7,56,000	7,56,000
7. Postage	8,981	16,665
8. Telephone	1,75,081	2,66,981
9. Stationery	34,834	2,09,948
10. Printing	3,78,918	5,45,201
11. Petrol consumption on staff car & Maintenance	1,81,221	2,55,960
12. Petrol consumption on Diesel Gen. Set	-	-
13. Petrol/CNG consumption on Staff Bus & maintenance	2,70,615	25,323
14. TA/DA	1,87,699	1,49,615
Local Conveyance	-	8,295
15. Audit Fees	29,500	36,580
16. Security Charges	48,96,795	49,42,812
17. Uniform Expenses	1,25,000	-
18. Legal & Professional Charges	23,48,586	19,17,550
19. Other Administrative expenses	2,87,799	3,02,118
20. Expenditure on Library	-	27,667
21. Advertisement	-	58,722
22. Hindi Day Expenses	27,172	33,010
23. Interest on TDS	-	-
24. Bad Debts	-	10,94,980
25. Loss on settlement of IIPA Building	-	75,71,088
Total	2,00,37,101	2,70,28,865

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 31-03-2021
EXPENDITURE (PROJECTS)

(Figures in Rupees)

SCHEDULE 11 - ESTABLISHMENT EXPENSES	Current Year	Previous Year
	2020-21	2019-20
(a) Salaries & Wages	22,77,211	37,41,413
(b) Contribution to Provident Fund	-	-
Grand Total	22,77,211	37,41,413

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 31-03-2021
EXPENDITURE (PROJECTS)

(Figures in Rupees)

SCHEDULE 12- ADMINISTRATIVE EXPENSES (PROJECT/ STUDIES)	Current Year	Previous Year
	2020-21	2019-20
NTMIS & PGDC		
1. Repair & Maintenance	-	1,38,845
2. Valedictory Function	3,548	43,789
3. Telephone	6,547	58,837
4. Stationery,Printing & Postage	21,662	3,58,381
5. Incidental cost	-	2,14,630
6. TA/DA on Consultancy Projects	13,53,652	17,07,317
Local conveyance	-	2,694
7. Enrolment Fees	-	-
8. Misc. Exp.	1,21,669	4,30,017
9. Living Allowance	-	80,04,300
10. Project Allowance	-	2,06,024
11. Field Visit	6,300	13,86,687
12. Travel Exp.	17,400	1,39,379
13. Book allowance	-	5,08,491
14. Consultany Expenses	13,92,524	5,97,724
15. Workshop/FGD	-	-
PLAN		
16. Modernisation of IT	5,900	16,441
17. Evaluation Week Jan19-23'2015	-	-
18. Horticulture work	14,95,758	17,07,860
19. Electrical & Civil Maintenance work	6,48,413	6,43,283
20. Epf Employer Contribution	-	-
21. Other Expenses	11,25,865	7,78,096
Total	61,99,238	1,69,42,795

NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH & DEVELOPMENT

(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)

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

RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED ON 31-03-2021

(Figures in Rupees)

RECEIPTS	Current Year 2020-21	Previous Year 2019-20	PAYMENTS	Current Year 2020-21	Previous Year 2019-20
I. Opening Balance			I. Expenses		
a) Bank Balances			a) Establishment Expenses(Main)	15,77,96,898	13,16,47,388
(i) Savings Accounts	2,85,15,466	6,02,60,673	b) Administrative Expenses(Main)	2,00,37,101	1,94,57,777
(ii) Fixed Deposits	8,15,37,042	8,00,97,012			
II. Grants Received			II. Exp. on Projects/Research/ studies		
a) Government of India - Non Plan			a) Establishment Expenses	22,77,211	37,41,413
Grant Salary	7,79,00,000	7,35,00,000	b) Administrative Expenses	61,99,238	1,69,42,795
Grant - General	1,71,00,000	90,00,000			
Grant-Creation of Capital Assets	-	-			
III. Interest Received			III. Purchase of Fixed Assets	3,22,160	72,43,157
a) On Bank Deposits	1,01,06,555	64,86,761			
b) On Staff Advances	-	-	IV. Loans & Advances(Liab.)	7,29,327	-
b) Other Interest	2,10,424	1,10,979			

IV. Other Income						
Instt. Fees/Project Fees etc.	7,07,54,440	6,44,91,604	V. Loans & Advances(Assets)	1,38,33,368	63,35,780	
V. Other Receipts	-	-				
			VI. Closing Balance			
VI. Sale of Fixed Assets	-	-	a) Bank Balances			
			(i) Savings Accounts	3,71,01,582	2,85,15,466	
VII. Loans & Advances(Asset)	3,95,47,616	3,24,395	(ii) Fixed Deposits	8,86,58,321	8,15,37,042	
VIII. Loans & Advances (Liab)	12,83,664	11,49,394				
TOTAL	32,69,55,207	29,54,20,818	TOTAL	32,69,55,207	29,54,20,818	

For Ajay K. Jain & Co.
Chartered Accountants

RAJESH KUMAR VYAS
Joint Director (Finance)
NIELRD

Dr. Yogesh Suri
Director General
NILERD

(CA. AJAY K. JAIN)
FCA, Partner
M. No. 085994
UDIN:- 21085994AAAAER5072
Place : Delhi
Date:

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 20-21

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

(Formerly INSTITUTE OF APPLIED MANPOWER RESEARCH)

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

SCHEDULE - 14: NOTES ON ACCOUNTS AND CONTINGENT LIABILITIES FORMING PART OF FINAL ACCOUNTS (2020-21):

1. A sum of Rs. Zero (previous year Rs.41,96,000/-) have been debited to E & T – programme Income during the year on account of accommodation charges, calculated @ Rs. 600.00 per participant per day by crediting to Accommodation Charges-Main Grant A/c. Accordingly, the same adjustment have no impact on the surplus/deficit of the Institute.
2. 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.47,77,590/- (previous year Rs. 20,90,012/-) transferred to Corpus Fund. Additional savings after meeting present & future cost could not be ascertainable.

3. The following amounts are receivable from Sponsors as on 31/03/2021.

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

4. (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)	Datanet India Ltd	Rs. 53,865/-
(d)	I Security System	Rs. 2000/-
(e)	M/s Voltas	Rs. 16,854/-
(f)	Globe Marketing	Rs. 630/-
(g)	M/s Kamal R.O Service Centre	Rs. 37,800/-
(h)	K S Rao	Rs. 32,077/-
(i)	Ranbir Singh (Driver)	Rs. 2,000/-
(j)	India International Centre	Rs. 2,339/-
(k)	Earnet India	Rs. 3,475/-
(l)	NCAI	Rs. 5,000/-
(m)	Navcom Tech.	Rs.16,750/-
(n)	CRC Tech.	Rs. 50,200/-
(o)	Uma Shankar gond	Rs. 11,700/-

5. 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.
6. 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.
7. (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.
8. Previous years' figures have been regrouped/rearranged/recasted, wherever considered necessary to make them comparable with those of current years' figures.
9. Schedule 1 to 14 are annexed to and form an integral part of the Balance Sheet as on 31.03.2021 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. 085994
UDIN: 21085994AAAAER5072
Place : Delhi
Date :

Rajesh Kumar Vyas
Joint Director (Finance)
NILERD

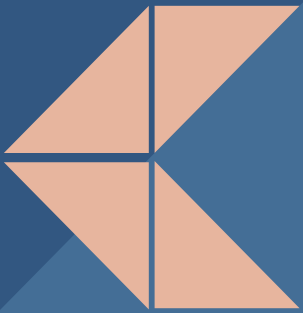
Dr. Yogesh Suri
Director General
NILERD

OBSERVATIONS BY CA AUDIT AND ACTION TAKEN BY NILERD

Management response on the Auditors observations on Audited Accounts 2020-21

Annexure Para No.	Issues raised on Audited Accounts 2020-21	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.	Institute is maintaining Fixed Assets Register in the prescribed form GFR 22. The Fixed Assets Register has been updated as on date, containing item-wise details and their location. Physical verification of Fixed Assets is in progress.
2	Reconciliation of Debtors and Creditors including Advances: Point no. 8 (i) on notes of accounts of Schedule - 14 balances of Sundry Debtors/Creditors including advances have remained subject to confirmation & reconciliation as on 31.03.2021.	As regards reconciliation of Debtors and Creditors including advances it is stated that the balances appearing in advances are outstanding advances which were not settled by CPWD and NICSI as on 31.03.2021. However all other advances were properly reconciled and efforts were being made to settle the pending advances.
3	Point no. 4 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. 4 of Schedule -14 the sums receivables from Sponsors, it is stated that a sum of Rs. 66,05,421/-receivable for PGDC Programs pertaining to year 2019-20 has been received from MEA during the year 2020-21. Efforts are being made for recovery of outstanding amount of Rs. 64.25 lakh from HRD-AICTE (NTMIS). The matter has been taken up at the senior level but response of HRD-AICTE is awaited.

4	Point no. 5(i) & 5(ii) on notes of accounts of Schedule - 14 it is observed that a sum of Rs. 175,76,392/- as Miscellaneous outstanding advances on Capital account and a sum of Rs. 20,37,690/- as Staff & other Advances remains as outstanding.	It is stated that advance of Rs. 53.00 Lakh was given to CPWD for operational of fire fighting equipment during the year 2020-21 and work is expected to complete in the current year. The matter is being pursued with CPWD/DDA for adjustment of remaining old outstanding advances. Staff advance and other advance are being adjusted in the current year.
5	TDS demand across all financial years amounting to Rs. 666250/-.	We have filed reply to Income tax Deptt. vide letter dated 11.07.2019 for removal of income tax demand. The response of Income tax Department is still awaited.
6	Institute has taken input tax credit during the year 2020-21 to the tune of total of Rs. 6,93,418/(IGST-Rs. 5698/- and CGST & SGST of Rs. 3,43,860/- each) from various parties , however such amount has not been reflected in GSTR-2A.	We are reconciling the figures with the parties. Some parties have informed that they have deposited GST as unregistered firm and they are revising the returns so that it may be reflect in GSTR-2A.
7	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. 1,29,97,770/- as on 31.03.2021.	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. TDS receivable of Rs. 1,29,97,770/- at the end of year 2020-21 include Rs. 27,98,170/- for the FY 2017-18, Rs. 54,30,378/- for the FY 2019-20, claimed in filed income tax returns but refund is awaited from Income Tax Department and Rs.38,60,463/-for the FY 2020-21 to be claimed in ITR 2020-21.
8	Amount are standing since opening and same has not been adjusted	Most of the unadjusted amount has been adjusted during the current financial year. DCRG withheld amount is released after 6 month which has been paid during the financial year 2021-22.



National Institute of Labour Economics Research and Development (NILERD)

(An Autonomous Institute under NITI Aayog, Government of India),
A-7, Narela Institutional Area, Narela, Delhi-110 040, INDIA

www.nilerd.ac.in