



The European Union



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**Wish You All
A Very
Happy New Year
2013**



FVTRS Delegation on Exposure Tour to Europe

A FVTRS delegation comprising Mr Felix D'Souza, Programme Manager; Mr CP Nicholas and Ms Divianna Nayagi, Project Monitoring Officers visited Europe from 29 September to 15 October 2012. They visited ten vocational institutions organisations at Venice, Lugano, Stuttgart, Mannheim during their exposure trip to Europe.

They made use of the opportunity to discuss about the FVTRS activities with Dr Anselm Meyer-Antz, Misereor, Aachen as well and briefed about the visits to different organisations in three countries and learning on the dual system. The discussion included the other issues of:

- Experiences in FVTRS, its growth and changes taken
- Shown the video of trained youth in the act of drum beating trade and coconut tree climbing. Dr Antz proposed to participate in the competition to be organised by the Federal Government of Germany
- New project proposals for the skill training
- Submitted the documents of progress report, institutional audit report, grant wise running project details, annual report, brochure, souvenir



Described below are the highlights of the trip and the features in the field of vocational and skill training being practised in Europe:

Christian Association for Italian Workers (ACIL), Italy

- For Asylums and migrants providing proper documents for stay and counselling, minimising the gap of natives and migrants
- Programme for Persons With Disability
- Linkage with other institutions for VT, counselling, health issues along with language development, classroom training and placement
- VT courses of short term to long term duration, numerous trades, demand based and free of charge as well with subsidised fee
- Recognised and supported by government



FVTRS Delegation with
Dr Anselm Meyer-Antz, MISEREOR

Confederation of National Artisans

- A network of small and medium industries, works as Federation
- Capacity building of associating partners in accounting, book keeping, solving legal problems,

- assess the merits and demerits of enterprises and extend handholding support
- Facilitate to mobilise finance and govt. schemes
- Lobby on behalf of industries
- Up-gradation of employees' skills
- Regular meeting of enterprise owners
- Study the market trend, demand and sharing with associate partners

Municipal Council

- The special programme of Municipal council to build homes for the homeless, supported by the govt. of Italy, in partnership with public and private body to provide support for social inclusion
- Select target group, organise shelter, food, shower, cloth, medical support, etc
- Conduct awareness programmes
- Counselling
- Support for legal document arrangements
- Skill training and job placement
- Build permanent residence and arrange citizenship

Formaper, Milano

- Training agency of The Milan Chamber of commerce, Industry, Craft and Agriculture with 325,000 registered enterprises
- Develop entrepreneurial culture among partner institutions
- Support sustainable social economic through high quality training and services
- Technical assistance by international cooperation projects
- TNA, TOT and EDP, skill training with emphasis on practical, research, support for CV preparation
- Innovation in all sectors with emphasis on agriculture
- EDP incorporated from high school level
- Life Long Learning (LLL) system for SME development and EDP development, adult learning and links with labour market, regional development and public administration
- Promoting women entrepreneurship
- Funding from EU, Europe aid, World Bank, Italian Ministry for Foreign affairs
- VT supported by autonomous bodies/institutions and not under the centralised/main stream of education

Centro Professionale, Trevano

- A professional school of VT with two models of VT
 - Linkage to company model and
 - Professional school of VT
- Linkage to company model:**
- Curricula jointly developed and up-graded by government, industry and institution
- Long-term courses
- Professional faculties visiting from companies
- 30 per cent theory and 70 per cent practical in industry
- 20 per cent cost of training borne by Swiss Govt. and 80 per cent by the industry
- Campus interview and guaranteed job placement
- Ensured stipend to students
- Separate classes on maturity skills
- Scope for vertical education growth
- On completion 80 percent prefer to work and 20 percent for higher studies
- Infrastructure supported by the industry with latest and sufficient tools, equipments and machines
- Trainees have flexibility to change the trade

BBW - Waiblingen

- Special VT for disadvantaged young people with learning difficulties
- Market research to search suitable trades
- Dual system of VT
- Separate selection procedure with interview and practical test
- Separate selection wing
- Own vocational school with all infrastructure and training facilities
- Courses offered of three years such as geriatrics nursing, bakery, office careers, printing and paper career, bicycle assembly, painting motor vehicles, butchery, gardening, hotel and restaurant industry, commercial cleaning, wood technology, car body building, kitchen ware housing, wall painting, metal construction, fashion technology and sales
- Customer orders are processed during the training period
- Special support from social workers, psychologists and doctors
- Additional tuition classes are organised if required



Delegates at Backnang Vocational Training School, Germany and at BBW - Waiblingen

- Boarding facilities are organised for the needy students
- Private organisation supported by German Employment Agency

German Chamber of Commerce, Stuttgart

- Certified Umbrella organisation for VT of German Chambers of Industries and Commerce
- Membership: 3.6 million industries and 43,000 member companies
- Locations are in Berlin and Brussels
- Spread to 80 countries in six continents
- Local and regional policy making with support to initiate the business
- Provides training and capacity building of partners/organisations
- Trade innovation
- Prepare curricula for dual system in consultation with govt. and industries
- Monitor the apprenticeship
- Ensure quality of whole apprenticeship

Backnang VT School, Germany

Professional, full-time School for Master Craftsman certificate, Certified Technicians' for Vocational Training School. Started in 1968. Main motto is quality development doing in four ways

- Individual feed back
- Self evaluation
- Project management
- Quality documentation
- This is a dual system with all infra-structure facilities to impart the training
- Food materials which trainees prepared are sent to Home for the Aged
- 75 class room with 105 teachers for 1500 youth

SLV - Mannheim

- ISO certified non-profit international institute of Welding issuing international certificate
- Well-equipped infrastructure, training facilities, and qualified instructors to meet international quality
- Offers welding training from one day to one and half years
- 60 per cent clients are companies and remaining individuals
- Guarantee cent percentage employment across the globe
- It offer training such as basic welding, x-ray welding, mig-welding, tig-welding, shoot welding, and various kinds of testing



Agriculture based Vocational Training:

A single family with four members doing agriculture with 80 acres of land and 57 horses and providing apprenticeship training

- Agriculture and horse-rearing are the main source of income
- Most of the crops grown to support and to feed horses
- Students visit and study from agriculture universities
- Agriculture income is taxable in Germany
- All the process done by Machines (mechanically)
- Latest equipments and machinery are owned by them including the repairing workshop
- Has warehouse to store the agriculture products
- Horse riding facilities are available to participate in various sports
- Agriculture is the profitable business in Germany
- Farm owner and his son undergone four years of VT
- Products can be sold in open market/ government/private

Professional Vocational Training Model:

- Theory and Practical in the class room with sophisticated lab
- Professors are from the industry and institutes
- 20 per cent opted to work after the training and 80 per cent to go for the higher studies
- Involvement of parents and give importance to their consents in all the stages of the training



News on ILO Cooperation on Entrepreneurship Development

Start and Improve Your Business (SIYB) Generate Your Business (GYB) and Start Your Business (SYB)

Training Programmes Start

Final details of SYB and GYB training programmes with the budget was discussed and finalised in the meeting held in FVTRS Bangalore office with ILO officials Mr Anandan Menon, Programme Officer, ILO; Mr Anshuman Chaturvedi, Asst. Director, Skill Development FICCI and SIYB trainer, and Mr Isac Singh, partner of FVTRS on 25 October 2012.

SYB and GYB Training at Kalahandi, Odisha

FVTRS has initiated to roll out the GYB and SYB models of training programmes on enterprise development by International Labour Organisation (ILO) among the school dropout youth with the partnership from its partner organisations. The first training in Odisha was organised from 1-8 November 2012 by Seba Jagat, a programme implementing partner of FVTRS at Bhawanipatna in Kalahandi district for the trainees having a desire to start their own businesses with the help of various ways of entrepreneurship. Mr Balakrushna Panda, Asst. Project Manager, FVTRS and Mr Mukesh Pande were the trainers for both the programmes.



GYB Training Programme, Kalahandi, Odisha

Selection of trainees was done by Seba Jagat from their project villages after screening of interested youth. 40 youth were selected who are school dropout, unemployed girls (12 girls) and boys (28 boys) from tribal and Dalit communities and other vulnerable groups. Methods of training adapted were participatory question and answer sessions, group discussions, sharing of case studies, exchange of experiences, market study, presentation of findings, games and of getting suggestions and feedback from trainees. Involved other stakeholders such as government organisations (BDO), workers organisations, local NGOs and employer organisations and technical specialists.

Topics covered in GYB Programme

- Strategy of Business using SWOT analysis
- Trade category to generate the business idea

- Listing of collective trades
- Product of trade: manufacture, sale (marketing retail or wholesale)
- Are you right person to start the business?
- Risk taking ability
- Verification and grading of evolution form and declaration of result
- Selection of possible trades and listing out various items
- Conceptual clarity on products, direct selling, producing manufacturing, ancillary products and service sector business
- SWOT Analysis for business (sale and various success trades) by sharing of experience by a successful entrepreneur
- Market study (Group wise)
- Enlisting available traders, Manufactures, retailers, whole sellers and service providers
- Separate listing of traders those are not available in market

Topics covered in SYB Programme

- All the topics pertaining to the training module for the SYB were covered during the 5-day training with clarifications on doubts and difficult areas
- Main highlights were on:
 - Forms of business and types of business
 - Need of market research and ways to do a market research, 4Ps (Product, Place, Price and Promotion), customers, competitor, human resources, cash flow, direct cost and indirect cost calculation, need of legal formalities and insurance, start-up capital, minimum basic needs to get bank finance, collateral guarantee and action plan

Outcome of GYB Programme

- All the 22 trainees finalised their business idea with one business idea each based on their ability. Seven of them got a chance for SYB training and completed their business plan
- The market research was the best of its kind with a detailed study on what is available in the market with the possible business opportunities in the local area
- 15 trainees can be further trained for SYB training programme

Outcome of SYB Programme

- 18 trainees could able to develop their own business plan by the end of the programme
- All the trainees in SYB training developed their self confidence to start their own business
- Developed the clarity on direct costs and indirect costs involved in a business



SYB Training Programme, Kalahandi, Odisha

Selection of Partner-organisations

Project proposals to conduct SYB and GYB programmes were received from many partner organisations under the ILO-FVTRS collaboration on ToT programme. A grant of Rs. 11.48 lakh was disbursed to nine selected partner-organisations to organise the ToT programmes.

Name of Agency

1. Fransalian Agency for Social Care and Education in India (FAsCE) India
2. Seba Jagat, Kalahandi, Odisha
3. Gram Vikas Seva Sansthan, Jodhpur, Rajasthan
4. Centre of Technology & Entrepreneurship Development (CTED), Amethi, Uttar Pradesh
5. Support for Implementataion & Research (SIR), Lucknow, Uttar Pradesh
6. International Centre for Entrepreneurship and Career Development (ICECD), Ahmedabad, Gujarat
7. Swami Vivekananda Siksha Samiti, Mirzapur, UP
8. Santhigram, Thiruvananthapuram, Kerala
9. People's Service Society, Palakkad, Kerala

ILO Renews Agreement till June 2013

Visited the ILO office, New Delhi in November and December to review the progress on the on going SYB and GYB -EDP programmes and for extension of ILO-FVTRS cooperation. The ILO-FVTRS cooperation agreement got renewed up to June 2013.

SDTT Support for EDP

Ms Poornima Dore, Programme Officer from Sir Dorabji Tata Trust and Allied Trusts (SDTT), Mumbai visited FVTRS Bangalore on 13 December 2012 to initiate discussion on FVTRS and Entrepreneurship development promotion.

Workshop on FCRA 2010 and Income Tax Act

Mr Felix D'Souza, Programme Manager; Ms Sheela Noyala, Finance Officer and Mr Madan Mohan Das, Asst. Finance Officer of FVTRS attended the one-day training on Foreign Contribution Regulation Act (FCRA) 2012 and Income Tax Act facilitated by resource person Mr Manoj Fogla from Financial Management Service Foundation (FMSF) at Bangalore on 2 November 2012.

(Details are listed in Page No. 7 and 8)

FVTRS GB and PSC meetings

Governing Board and Project Selection Committee (PSC) meetings were held at Bangalore on 23 November 2012. PSC has approved 9 projects for an amount of Rs. 53 lakh.

Meeting at NIOS Bangalore Centre

A one-day meeting was held with NIOS Regional Director at Bangalore where various issues of NIOS-FVTRS collaboration; new application of NIOS accreditation, seeking possibility of reducing examination fee, and availing the study materials in regional language-Kannada were discussed. Mr Felix D'Souza and Mr CP Nicholas from FVTRS participated in the meeting held on 10 December 2012.

Financial Monitoring of FVTRS project

FVTRS Auditor Mr Vittal Rao has visited five projects supported under both Misereor and European Union projects in the States of Rajasthan and Maharashtra from 3-7 December as the part of financial monitoring of the projects. Dr Ghandi Doss, Treasurer, FVTRS visited FVTRS regional office at Dimapur and nearby projects.

Project Evaluation and Certification

Mr GS Sethi, Board Member, FVTRS evaluated two projects; SEWA, Mahendergarh, Haryana and ISARD in Bhopal, Madhya Pradesh out of five shortlisted on-going running projects for evaluation. Discussion regarding certification of FVTRS projects was held with Mr Sethi at New Delhi on 19 December 2012.

Strategic Partnership and Fund Raising Efforts

FVTRS delegates consisting Dr Ghandi Doss, Treasurer, Dr J Alexander, Advisory committee member and Mr Albert Joseph, Executive Director, FVTRS held a series of meetings in the month of November and December 2012 with ministers, government departments, NGOs, civil society organisations, funding agencies regarding various matters pertaining to skill training in New Delhi.

- Issues concerning to skill development and non payment of PF by companies were taken up with Union Minister of Labour and Employment (MoLE) Mr Mallikarjun Kharge and Minister of State for MoLE Mr Suresh Kodikunnil. The latter has replied to the matter as being followed up.
- Discussed various possibilities of cooperation with Mr Saleem Ahmed, Director General, Nehru Yuva Kendra Sangathan, and Mr Rajesh Tandon, President, PRIA New Delhi.
- Held discussions with Mr Executive Director, Prime Ministers Council on Skill Development. FVTRS has been made a member in the civil society working group.
- Seeking possibilities of financial cooperation between FVTRS and Axis Bank Foundation in a meeting with Mr Kaustav Majumdar, Sr. Vice President of Axis Bank at New Delhi.

Participation in Meetings/Conferences

Cluster Launch Event

Mr Albert Joseph, Executive Director and Mr ML Satyan, Project Manager (EU-supported project), FVTRS attended the one-day Cluster Launch Event of the India-EU Skills Development Project organised by The European Union and the Government of India at Bangalore on 19 November 2012. Mr Sharda Prasad, Director General, Directorate General of Employment and Training (DGE&T); Mr Johannes Van Vliet, First Counselor and Head of Development Section for the Delegation of the EU to India, and Mr Dilip Chenoy, CEO, National Skill Development

Corporation (NSDC) were present. The objective of the project was to support the development of a unified National Vocational Qualification Framework (NVQF) and Labour Market Information System in the context of the National Policy on Skill Development.

SKIP Governing Body Meeting

FVTRS attended the Governing Body meeting of SKIP at Vidya Deep College, Bangalore on 16 November 2012.

CII Conference on Exclusion

Mr Albert Joseph, Executive Director, FVTRS participated in the conference on 'Exclusion Issues' organised by the Confederation of Indian Industry (CII) at New Delhi on 27 November 2012.

Access Conference on 'Skill Development for Excluded Communities'

Mr Joseph moderated the session on 'Exclusion' during the two-day programme on 'Skill Development for Excluded Communities' organised by ACCESS Development Services, New Delhi on 29-30 November 2012.

EquipYouth Programme

The launch event of EquipYouth Programme, a Youth Skill Development and Employability Programme was organised by Quest Alliance at Bangalore on 12 December 2012. Mr Albert Joseph, Executive Director, FVTRS attended and participated in panel discussion on the theme 'Co-creating Career Development Pathways in ITIs'.

Prime Minister Council on Skill Development

On 19 December 2012, participated in the conference call organised by the office of Advisor to Prime Minister, NSDC, New Delhi for concretising the next-steps of each of the committees. FVTRS is a member in the committee.

Miscellaneous

- Fine-tuning of FVTRS HR Policy and discussion on OD process was carried out during the visit of Mr Cherian Joseph, Consultant, New Delhi at FVTRS Bangalore on 11-12 December 2012. The finalisation process of FVTRS' HR Manual is going on.
- The annual FCRA Returns were submitted at the Home Ministry Office on 19 December 2012. Online filing has been done.
- Interim auditing done for the period April to September 2012.

Project Related Information

Monitoring and Pre-assessment Visits: 18

Fund Released: Rs. 54.43 lakh

New Project Proposals Received: 45

EU-Supported Project on 'Vocational Education and Training for Vulnerable and Marginalised Groups in India'

Mr Albert Joseph met Mr Shailender Mathur of the European Union, New Delhi on 30 November 2012 and held a discussion regarding the local contribution in the EU supported project.

Service Providers' Meet

Six service providers from Rajasthan attended a meeting convened by the regional staff at Jodhpur regional office on 7 November 2012. The purpose of the meeting was to orient the service providers on the completion report process. Mr ML Satyan explained the participants various formats such as completion report, trainees' placement information, financial information (part-i and ii), utilisation certificate and balance sheet, etc. He clarified the queries of the service providers regarding the reporting and accounting procedures.



The Service Providers' Meet at Jodhpur

EU-VET Partners' Meet

The annual EU-VET Partners' Meet was held at Trichy, Tamil Nadu on 10 and 11 December, 2012. All the ten EU partners participated in the meeting. FVTRS was represented by Mr Balakrushna Panda, Mr RB Prashanth and Mr ML Satyan. The two-day meet was organised by the local EU partner Tiruchirappalli Regional Engineering College Science and Technology Entrepreneurs Park (TREC-STEP). On the first day each partner did a presentation on the project activities with the focus on good practices. Some selected beneficiaries shared their experiences. On the second day the participants were taken to TREC-STEP NET Skill Nodal Centre at Karaikudi. Beneficiaries of Development for Rural Oppressed Peoples Service Society (the local service provider of FVTRS) shared their



EU Project concluded

FVTRS successfully implemented the second phase of the 3-year EU-supported project from 1 January 2010 to 31 December 2012. The project activities were conducted by 58 service providers in three regions at Dimpaur, Hyderabad and Jodhpur. As part of the concluding process, the regional offices at Dimapur (Nagaland), Jodhpur (Rajasthan) and Hyderabad (Andhra Pradesh) have been closed. By March 2013 the Final Report will be submitted to EU-Delhi by FVTRS.

All the Best! We are Grateful to You.

All Regional team members, Ms Akokla Imsong, Regional Manager and Mr Raju Teron, Documentation Officer, Dimapur; Mr Ankur Kachhwaha, Regional Manager and Mr Akhilesh Mishra, Documentation Officer, Jodhpur; Mr Mahesh Babu Vanam, Documentation Officer, Hyderabad; Mr Balakrushna Panda, Asst. Project Manager and Mr RB Prashanth, Central Documentation Officer had successfully completed their tenure on 31 December 2012 under The European Union supported project in FVTRS. We wish them all the best.

Income Tax Act

- 80 G registration is perpetual from first October 2009
- For anonymous donations 30 per cent tax is to be paid by Charitable organisations
- For Religious organisations anonymous donations are permitted. No need to pay tax
- An organisation cannot be both religious and charitable
- Conditions to be fulfilled once 12 A is received
- 85 per cent of the income received is to be spent in the current financial year. The remaining 15 per cent could be accumulated
- If 85 per cent of the funds received is not spent in a financial year, it can be spent in the next five years provided Form 10 G is submitted
- Fund raising expense is not an administrative expenditure
- If DTC comes into effect, 100 per cent of funds received is to be spent
- If funds are received in March, the organisation should inform the Income Tax Department that the funds were received by the end of the financial year and could not be utilised

Forthcoming Events

- 7 January 2013:** Project Implementation workshop at Bangalore
- 8 January 2013:** Exposure visit of students from St. Joseph College, Pilathara, Calicut to FVTRS
- 8 January 2013:** Meeting Mr Babu Joseph Executive Trustee & CEO of Axis Bank Foundation at Mumbai
- 8 January 2013:** Meeting SDTT officials in Mumbai
- 9 January 2013:** Meeting with Mr GS Sethi on skill assessment and MES
- 10 January 2013:** Workshop of National Alliance of Skills Training Providers at New Delhi
- 11 January 2013:** Draft finalisation of HR Policy at New Delhi with Dr Cherian Joseph
- 14-17 January 2013:** Northern Kerala visit to projects
- 10-11 January 2013:** Exposure Visit to partners to Don Bosco on Dual system of learning, Pune
- 31 January 2013:** Project Implementation Plan workshop at Kolkata
- 7 February 2013:** Consultation Meet at Bangalore
- 11 February 2013:** Governing Board Meeting at Bangalore
- 12-15 February 2013:** Staff Education Tour to Odisha
- 22 February 2013:** Promotional Consultation Workshop at New Delhi
- 26 February 2013:** Promotional Consultation Workshop at Kolkata
- 1 March 2013:** Promotional Consultation Workshop at Bangalore
- 2 March 2013:** Community College Meet at Chennai
- 5 March 2013:** Promotional Consultation Workshop at Chikkaballapur, Karnataka



Foreign Contribution Regulation Act (FCRA) 2010

- FCRA 2010 is effective from first of May 2011
- FCRA is valid till 30 April 2016 for those who had got FCRA prior to 2010 (*by default*)
For renewal, one need to apply on Form FC-5 six months in advance
- Organisations whose projects are for more than 3 to 5 years can apply for renewal one year in advance i.e. before 31 March 2015
- FC Returns have to be filed in Form FC-6 by 31 December every year
While filing FC-6 along with the audited statement of accounts, a Bank statement for the entire financial year is to be attached. The bank statement should be sealed and signed by the Bank Manager of the designated FCRA account
- 50 per cent administration expenses are permitted in the budget. If it exceeds, prior approval from FCRA department is required
Administration expenses are salary, wages, travel of Board members, consumables, audit fee, legal charges, maintenance of vehicles, rent and repairs, etc. However it excludes expenditure directly towards programme activity
- Opening of multiple bank accounts is permitted under FCRA 2010, called as Utilisation Accounts
FC funds should first be received in the FCRA account and later can be transferred to the Utilisation Accounts. The opening of multiple accounts has to be intimated to the Home Ministry within 15 days
- Foreign funds can be transferred only to FCRA account holders who are not black listed by Home Ministry
- For the purpose of a contract/consultancy, the foreign funds may be transferred to a non-FCRA account holder for which bills need to be obtained and also TDS is to be deducted
- Compounding of offenses is permitted by officially paying some fee
- Organisations of political party and political nature do not come under FCRA
- If money is received from a donor for consultancy, it is not foreign receipt but commercial receipt and may be deposited in the local account. For commercial activity no need of FCRA
- Amount received from sale of assets purchased from FC funds are to be put back to FC funds
- If any information put on the organisation's website is disseminating any public news, the organisation's FCRA could be cancelled (eg, corruption, etc.)
- No present MLA or MP can receive foreign funds but can be on the Board of organisations receiving foreign funds
- Foreigners are not allowed to be on the Board, rather he/she could be in the capacity of Ex-Officio
- If there is more than 50 per cent change in the Board members the organisation should get prior permission from FCRA department
- For FCRA purpose, books of accounts to be maintained for 6 years
- To be careful while giving fellowships. Better to avoid
- Staff advances should not be transferred to their personal bank account.
- If expenses are incurred by staff for some programme from their personal money, it's termed as repayment of loan, not reimbursement. Better avoid it
- When an organisation's FCRA is cancelled, a formal review petition is to be filed under Section 32 Rule 20 by paying a fee of Rs. 1000. The FCRA will be restored within a month
- If a building is built with foreign funds and income is generated from it, it will be foreign income
If a building is built from both FC and LC funds and payments are made from respective funds, the income generated should also be reported proportionately in FC and LC
- Gram Panchayat is a legislative body, hence foreign funds cannot be transferred to Panchayat accounts
- Non-FCRA organisations can receive fund only with prior permission
Prior permission may be applied by the recipient organisation or the donor agency. If the donor applies then only 10 per cent of the total money can be transferred
- If the FCRA is suspended then the organisation should not receive any further foreign fund and only 25 per cent of the bank balance can be spent i.e. only for salary
- Donations received from a foreign company/bank to be deposited in the FC account for eg. ICICI, HDFC, etc

Foreign Contribution

- **43,000 associations** are registered under the Foreign Contribution (Regulation) Act, 2010, as of 31 December 2011
- **Rs. 10,337.59 cr:** Total Foreign Contribution in 2009-10, received by 21,508 outfits
- **Rs. 7,810.84 cr:** Total Foreign Contribution during Mar-Dec 2011 received by 14,779 outfits

ET, 19 January 2013



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