



# वी.वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम एवं रोजगार मंत्रालय, भारत सरकार का स्वायत्त निकाय)

## V.V. GIRI NATIONAL LABOUR INSTITUTE

(An Autonomous Body of Ministry of Labour and Employment, Government of India)

Tel. : 0120-2411 470  
Fax : 0120-2411 471  
E-mail : dg.vvgnli@gov.in  
Website : www.vvgnli.gov.in



डॉ. एच. श्रीनिवास, भा.रे.का.से.  
महानिदेशक

**Dr. H. Srinivas, IRPS**  
Director General

No: PRG/LAP/10/20  
July 31, 2020

**Subject: Online Training Programme on "Affirmative Policies Pertaining to Equity and Parity for Enhancing Women Participation in the Labour Market" during 28<sup>th</sup> September - 02<sup>nd</sup> October, 2020.**

Dear Sir/Madam,

In the prevailing COVID-19 pandemic scenario, the Institute has decided to conduct e-Training Programmes for the benefit of social partners. In this context, we are pleased to inform that V.V. Giri National Labour Institute would be organising an online training programme on "**Affirmative Policies Pertaining to Equity and Parity for Enhancing Women Participation in the Labour Market**" during **28<sup>th</sup> September - 02<sup>nd</sup> October, 2020**.

This programme has been designed for the Labour Officials from Central and State/UTs Governments. The objective of the programme is to acquaint the participants with gender issues in labour and to develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women workers. It will also focus on effective enforcement of laws related to women workers. There is no programme fee.

I request you to nominate 03-04 participants for this important online training programme. Brochure providing all the details of the training programme, including the modalities for nominations is attached.

We look forward to your positive response in this regard.

With kind regards,

Yours sincerely,

(Dr. H. Srinivas)

To:

- All Labour Secretaries & Labour Commissioners
- Chief Labour Commissioner(C)



# वी.वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम एवं रोजगार मंत्रालय, भारत सरकार का स्वायत्त निकाय)

**V.V. GIRI NATIONAL LABOUR INSTITUTE**

(An Autonomous Body of Ministry of Labour and Employment, Government of India)

Tel. : 0120-2411 470

Fax : 0120-2411 471

E-mail : dg.vvgnli@gov.in

Website : www.vvgnli.gov.in



डॉ. एच. श्रीनिवास, भा.रे.का.से.

महानिदेशक

**Dr. H. Srinivas, IRPS**

Director General

पीआरजी/एलएपी/10/20

31 जुलाई 2020

**विषय:** "श्रम बाजार में महिलाओं की भागीदारी बढ़ाने के लिए न्यायसंगतता और समानता से संबंधित सकारात्मक नीतियां" पर 28 सितंबर - 02 अक्टूबर 2020 के दौरान ऑनलाइन प्रशिक्षण कार्यक्रम

महोदय/महोदया,

वर्तमान कोविड-19 महामारी के परिदृश्य में संस्थान ने सामाजिक भागीदारों के हितार्थ ई-प्रशिक्षण कार्यक्रम आयोजित करने का निर्णय लिया है। इस संदर्भ में, सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान 28 सितंबर - 02 अक्टूबर 2020 के दौरान "श्रम बाजार में महिलाओं की भागीदारी बढ़ाने के लिए न्यायसंगतता और समानता से संबंधित सकारात्मक नीतियां" पर एक ऑनलाइन प्रशिक्षण कार्यक्रम आयोजित करेगा।

यह कार्यक्रम केंद्र और राज्य सरकारों के श्रम अधिकारियों के लिए तैयार किया गया है। इस कार्यक्रम का उद्देश्य प्रतिभागियों को महिला कामगारों पर विशेष महत्व के साथ श्रम में लैंगिक मुद्दों से परिचित कराना और श्रम कानूनों एवं न्यायिक व्याख्याओं की नई दिशाओं के संबंध में समझ विकसित करना है। इसमें महिला कामगारों से संबंधित कानूनों के प्रभावी प्रवर्तन पर भी फॉक्स किया जाएगा। यह एक निःशुल्क कार्यक्रम है।

आपसे इस महत्वपूर्ण ऑनलाइन प्रशिक्षण कार्यक्रम के लिए 03-04 प्रतिभागी नामित करने का अनुरोध है। नामांकन करने के तरीकों सहित प्रशिक्षण कार्यक्रम के सभी विवरण युक्त विवरणिका संलग्न है।

इस संबंध में आपके सकारात्मक जवाब की प्रत्याशा में,

सादर,

भवदीय,

(डॉ. एच. श्रीनिवास)

सेवा में,

- सभी श्रम सचिव और श्रम आयुक्त
- केंद्रीय श्रम आयुक्त (मुख्य)

ONLINE TRAINING PROGRAMME

ON

AFFIRMATIVE POLICIES PERTAINING TO EQUITY  
AND PARITY FOR ENHANCING WOMEN  
PARTICIPATION IN THE LABOUR MARKET

28<sup>th</sup> September – 02<sup>nd</sup> October, 2020



V.V. Giri National Labour Institute

Sector – 24, Noida (U.P)

## CONTEXT

Parity in access to opportunities for optimum utilization of human resource is essential for achieving inclusive and sustainable growth.

Patriarchal mindset, roles and responsibilities assumed by the society often place women in inequitable positions, which is frequently replicated at the workplaces. Therefore, facilitating working environment for all is essential for achieving gender parity.

Globally, Gender mainstreaming is an important part of policy discussions. Many nations including India are recognizing the importance of gender parity and taking necessary steps to bridge these gaps.

Access to quality education, digital literacy, skill development, decent jobs, sharing of family responsibilities and Effective implementation of existing affirmative policies are some of the initiatives for narrowing this gap.

Implementation of affirmative policies will positively change the individual mindset and inculcate positive behavior's in the World of World and this will be positively reflected in the behavior of Individuals in the Family, Community, Society, Nation and in the Ether subsequently.

It is in this context, that the V.V. Giri National Labour Institute is “**Affirmative policies pertaining to Equity and Parity for enhancing women participation in the labour Market**” with the objectives of promoting gender equity and parity at the workplaces.

श्रमं च जगते

## AIM

The programme aims at enhancing enforcement competence and skills of Enforcement Officers pertaining to women employees **focusing** on following major objectives:

## OBJECTIVES

- To discuss concerns pertaining to gender parity in the Employment
- To develop understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women engaged in the Employment.
- To develop strategies for effective enforcement of laws pertaining to the women in Employment.

## COURSE PROFILE

Understanding Gender, Gender parity in the Employment, affirmative policies to promote inclusive integration of the women at workplaces, work life balance e.t.c.,

## TRAINING DELIVERY AND METHODOLOGY

This training will be delivered in online mode. The training will primarily be interactive in nature with the provision of case studies; dissemination of documentaries; group work; assignments and presentations.

## RESOURCE PERSONS

Faculty members of VVG NLI and Subject experts will be the primary resource persons.

## **PARTICIPATION LEVEL**

Officials from Central and State Governments/ UTs, and academicians are expected to apply for this programme. For the welfare of vulnerable and marginalized section of the society, we will appreciate if participants from reserved categories (SC/ST/OBC/EWS) are also nominated.

Participants should have working knowledge of Hindi/English Language. Further, as this is an online training, those enrolling in the programme should have access to internet and laptop/desktop /smart phone with audio-visual facilities.

## **DATES AND DURATION**

This programme is scheduled from 28<sup>th</sup> September to 02<sup>nd</sup> Oct, 2020. On each day, online lectures and discussion sessions will be held from 12.30p.m to 3.30 p.m followed by discussion through email and mobile on exercises provided to the participants during/after the end of each online session.

## **NOMINATION AND ENROLMENT**

The nominations details of those who are interested in participating in this training, either nominated through organizations or individually should be forwarded through google online form available at following link:

[https://docs.google.com/forms/d/e/1FAIpQLSeMb03uSHbJocnJvG80XUZOQ-oCLXRTnvE2SnYcowfQj0BMFg/viewform?usp=pp\\_url](https://docs.google.com/forms/d/e/1FAIpQLSeMb03uSHbJocnJvG80XUZOQ-oCLXRTnvE2SnYcowfQj0BMFg/viewform?usp=pp_url)

## LAST DATE FOR RECEIVING NOMINATIONS

21st September, 2020

The nominations received will be scrutinized by the Course director and those selected will be intimated individually via email. They will also be informed about the log-in details to access the online programme and related training resources. Those who successfully complete the programme will be provided e- certificate by VVGnLI.

## ENROLMENT FEE

There is no fee for enrolment/participation in the programme.

## KEY CONTACTS

Dr. Shashi Bala, Course Director, Fellow,

Email:

[sbalatraining@gmail.com](mailto:sbalatraining@gmail.com)/[balashashi.vvgnli@gov.in](mailto:balashashi.vvgnli@gov.in)

श्रमं च जगते