

# 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.: 2411 533-34-35

Fax: 2411 536

2411 471/474

Website: [www.vvgnli.gov.in](http://www.vvgnli.gov.in)

Twitter Handle: @LabourMinistry

No. PRG/CBP/61/22

January 4, 2023

**Subject: Online Capacity Development Programme on Code on Wages and Social Security during January 11-13, 2023.**

Dear Sir/Madam,

We are pleased to inform you that the V.V. Giri National Labour Institute would be organizing an **Online Capacity Development Programme on Code on Wages and Social Security** from **January 11-13, 2023**.

This training programme is meant for Officials of State/UTs Labour Departments and O/o CLC(C), Representatives of Trade Unions and Employer's Associations and Researchers. There is no programme fee. The programme details are attached for your perusal.

I request you to nominate Officials (max. 10 in number) having interest in this area from your organization for this important online training programme as early as possible.

With kind regards,

Yours sincerely,

(V. K. Sharma)

**Asstt. Administrative Officer**

To:

- Central and State/UTs Government Labour Department
- Employers' Organisations
- Central Trade Unions
- Research Institute



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पीआरजी/सीबीपी/61/22

जनवरी 04, 2023

**विषय:** वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा जनवरी 11-13, 2023 के दौरान मजदूरी संहिता पर ऑनलाइन क्षमता विकास कार्यक्रम

महोदय/महोदया,

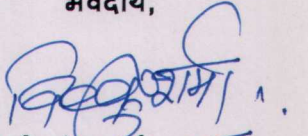
सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा जनवरी 11-13, 2023 के दौरान मजदूरी संहिता क्षमता विकास विषय पर एक ऑनलाइन प्रशिक्षण कार्यक्रम का आयोजन करने जा रहा है।

यह प्रशिक्षण कार्यक्रम राज्य/केंद्र शासित प्रदेशों के श्रम विभागों और कार्यलय सीएलसी (सी) के अधिकारियों, ट्रेड यूनियनों और नियोक्ता संघों के प्रतिनिधियों और शोधकर्ताओं के लिए है। कोई कार्यक्रम शुल्क नहीं है। कार्यक्रम का विवरण आपके अवलोकनार्थ संलग्न है।

आपसे इस महत्वपूर्ण ऑनलाइन प्रशिक्षण कार्यक्रम के लिए अपने संगठन से प्रतिभागियों को (अधिकतम संख्या में 10) जल्द से जल्द नामित करने का अनुरोध है।

सादर,

भवदीय,

  
(वी. के. शर्मा)

सहायक प्रशासनिक अधिकारी

सेवा में,

- केंद्रीय एवं राज्य / केन्द्र शासित प्रदेशों के श्रम विभाग
- नियोक्ता संगठन
- केंद्रीय ट्रेड यूनियनें
- अनुसंधान संस्थान

**Online Capacity Development  
Programme  
on  
Code on Wages and Social  
Security**

**January 11-13, 2023**



**V.V. Giri National Labour Institute  
Noida– 201301, Gautam Budh Nagar  
Uttar Pradesh**

## **BACKGROUND**

The Government of India (GoI) has enacted the Code on Wages 2019 (hereafter referred to as the wage code) on 8 August 2019. Subsequent to the enactment of the wage code, the GoI has published the draft Wage Code (Central) Rules (hereafter referred to as the wage rules) in the form of a gazette notification on 7 July 2020. The Government at present is reviewing the draft Wage Code (Central) Rules on the basis of comments and suggestions received from the stakeholders and will shortly notify the final rules, thereby making the wage code effective and operational. Meanwhile, the State Governments are also in the process of drafting their respective state wage code rules, so that the wage code can be made effective at the state level. The implementation of the code and rules will also witness the beginning of a new phase in the wage policy of India, with a concomitant repealing of the existing four wage-related regulations on the payment of wages, minimum wages, payment of bonus and the equal remuneration.

Both the wage code and the wage rules have introduced several aspects of reform related to the minimum wage, payment of wages and equal remuneration system of the country. The wage code, for the first time, has explicitly stated the objective it intends to achieve, that is “to promote equity and labour welfare on the one hand and encourage investment and setting up of more enterprises, on the other, thereby catalysing creation of more employment opportunities”. The wage code has universalised application of minimum wages and floor wages to all wage earners, apart from simplifying the minimum wage structure to achieve the stated objective from the workers’ perspective. Similarly, the wage rules have, for the first time, included in their ambit the manner and criteria of fixation, revision and adjustment of floor wages and the minimum rate of wages. It, therefore, becomes imperative to understand the changes in the wage code and its implications on workers and businesses. In this context, the V.V. Giri National Labour Institute is conducting a two day capacity development training course with the following objectives.

## **AIM**

The programme aims at developing capacity of all the stake-holders to understand the changes in the wage code and its implications on workers and businesses.

## **OBJECTIVES**

The major objectives of the course will be to:

- Provide an overview and key reform measures undertaken in the Code on Wages, 2019, contrasting them with provisions of the existing four wage related regulations;
- Provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020;
- Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and
- Stimulate exchange of views and experiences among participants.

## **COURSE PROFILE**

Overview and key reform measures undertaken in the code, Wage code and Wage rules with International Standards and best practices, Implication of wage code and wage rules on workers and industry.

## **TRAINING DELIVERY AND METHODOLOGY**

- This training will be delivered in an online mode. The training will primarily make use of lectures, case studies and experience sharing. It will also include group discussions and thus be participative in nature.
- Each session will be based on a structured Power Point presentation followed by Q/A session
- Participants should have access to internet and computer with audio-visual facilities

## **PARTICIPATION LEVEL**

Officials of State/UTs Labour Departments and O/o CLC(C), Representatives of Trade Unions and Employer's Associations and Researchers.

## **FACULTY**

Apart from internal faculty, other eminent experts working in the field.

## **DATE**

- This programme is scheduled for January 11-13, 2023
- Online lectures and discussions will be held from 09.30 a.m. to 04:30 p.m.

## **NOMINATION AND ENROLMENT**

The nominations of those interested in participating in this training, can be sent either through organisations or individually.

- Please fill in the linked registration form and submit it. Without registration form, nomination will not be considered.  
<https://forms.gle/cHciX2pPcMBEeFv98>
- The registration link should be sent through soft copy to the nominees. Link will not open if sent through photo copy. Nominees can also use link given in our website brochure.
- The nominations received will be scrutinised by the VVGnLI and those selected will be intimated individually via email. They will also be informed 2/3 days before the commencement of programme about the log in details to access the online programme and related training resources
- Those who will attend the programme on all days and successfully complete the programme will be provided an e-certificate by the VVGnLI.

## **COURSE DIRECTOR**

Dr. M. M. Rehman  
Consultant (Programme)

## **COMMUNICATIONS**

Consultant (Programme)  
V.V.Giri National Labour Institute  
Sector – 24  
NOIDA, Distt. Gautam Budh Nagar  
Uttar Pradesh – 201 301  
Telephone: 0120- 2411533-35  
E-mail : [vvgnltraining@gmail.com](mailto:vvgnltraining@gmail.com)  
Website : [www.vvgnli.gov.in](http://www.vvgnli.gov.in)