

**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

PRG/CBP/17/25

19 May, 2025

**Subject: Training Programme on Facilitating Gender Sensitive Environment: A Behavioural Approach for Police Personnel during August 18-22, 2025 at VVGNI Campus, Noida**

Dear Sir/Madam,

We are glad to inform you that the V. V. Giri National Labour Institute would be organising a Training Programme on **Facilitating Gender Environment: A Behavioural Approach for Police Personnel** during **August 18-22, 2025** at VVGNI Campus, Noida

The aim of the programme is to address and strengthening the understanding of Police Personnel towards gender sensitive environment to improve behavior in terms of duties and responsibilities that needs to be taken care of while dealing with public. There is no programme fee. The programme details are attached.

We request you to nominate 05 personnel from your organization. You are requested to send nomination forms duly filled in by the nominees along with sponsorship letter. Sponsorship letters without nomination forms will not be considered.

With regards,

Yours sincerely,

**Nagesh Nitla**  
**Programme Officer**

To:

- State/UTs Police Organisation
- Central Police Force



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पीआरजी/सीबीपी/17/25

19 मई, 2025

**विषय:** 'लैंगिक संवेदनशील वातावरण सुगम बनाना: पुलिस कर्मियों के लिए व्यवहार दृष्टिकोण' पर अगस्त 18-22, 2025 के दौरान प्रशिक्षण कार्यक्रम

महोदय/महोदया,

सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान अगस्त 08-12, 2024 के दौरान 'लैंगिक संवेदनशील वातावरण सुगम बनाना: पुलिस कर्मियों के लिए व्यवहार दृष्टिकोण' पर एक प्रशिक्षण कार्यक्रम आयोजित करेगा।

इस कार्यक्रम का उद्देश्य पुलिस कर्मियों के उन कर्तव्यों और जिम्मेदारियों, जिनका जनता के साथ व्यवहार करते समय ध्यान रखने की आवश्यकता होती है, के संदर्भ में उनके व्यवहार में सुधार के लिए लैंगिक संवेदनशील वातावरण के प्रति उनकी समझ को संबोधित करना और मजबूत करना है। यह एक प्रशिक्षण कार्यक्रम है और इसके लिए कोई कार्यक्रम शुल्क नहीं है। कार्यक्रम विवरण संलग्न हैं।

यह एक निःशुल्क कार्यक्रम है। संस्थान प्रशिक्षण अवधि के दौरान प्रतिभागियों को आवास एवं भोजन निःशुल्क उपलब्ध करेगा, तथा टिकट की प्रति मिलने पर द्वितीय श्रेणी के स्लीपर रेल किराए की प्रतिपूर्ति भी करेगा। यह सुनिश्चित किया जाए कि केवल उन्हीं प्रतिभागियों को नामांकित करें जिन प्रतिभागियों के पास आधार कार्ड है। प्रतिभागियों के लिए यात्रा किराया की प्रतिपूर्ति केवल एनईएफटी के माध्यम से किया जाएगा। प्रतिभागियों को उनके आधार नंबर एवं बैंक विवरण (बैंक का नाम, बैंक शाखा, बैंक खाता संख्या, आईएफएससी कोड) साथ लाने का निर्देश दिया जाना चाहिए। प्रतिभागियों को आधार नंबर एवं बैंक विवरण टीए फार्म भरने के समय दिया जाना चाहिए।

हम आपसे अनुरोध करते हैं कि आप अपने संगठन से 05 कर्मियों को नामांकित करें। आपसे अनुरोध है कि प्रायोजन पत्र के साथ नामांकित व्यक्तियों द्वारा विधिवत भरे गए नामांकन फॉर्म भेजें। बिना नामांकन प्रपत्र के प्रायोजन पत्रों पर विचार नहीं किया जायेगा।

सादर,

भवदीय,

(नागेश नितला)

प्रोग्राम अधिकारी

सेवा में,

- राज्य / केंद्र शासित प्रदेश पुलिस संगठन
- केंद्रीय पुलिस बल



**Training Programme  
On  
Facilitating Gender Sensitive  
Environment: A Behavioural Approach  
August 18-22, 2025**



**V.V. Giri National Labour Institute  
Sector – 24  
Gautam Budh Nagar  
Noida Uttar Pradesh-201301**

**COURSE DIRECTOR**

Dr. Shashi Bala Senior Fellow  
balashashi.vvgnli@gov.in

**COMMUNICATIONS**

Mr. Nagesh Nitla  
Programme Officer  
Phone: 0120- 2411533-35  
Phone 0120- 2411471  
Email:  
vvgnlitraining1@gmail.com  
Website: www.vvgnli.gov.in



## CONTEXT

Gender relations are often exemplified by disperse specific prerogative and errands to men, women and transgender as per the belief of the social order. For instance, women might be anticipated to focus more on caring or domestic duties and linger close to dwelling, whereas men may be predicted to be the key wage earner, functioning outside the home, with greater autonomy to budge around in public places. It reveals a public-private dichotomy where, women are restrained in the unrecognized specialty normally amateur in nature, while men go out in the recognized sphere generally remunerated in nature. This results in widening existing Gender disparity.

Formal equality of treatment between men and women merely accentuated eradicating disability and shielding women. Later on the thought of 'Substantive Equality' was developed by articulating it in terms of women's own understanding rather than a evaluation with a male standard. Substantive equality thus provides a basis for recognizing protectionist measures to purge disadvantage and gender based prejudice's, without perceiving them as related to stereotypical attitudes on women's weakness and helplessness. The substantive equality approach recognizes that women and men cannot be treated the same, and for equality of results to occur, women and men may need to be treated in a different way. The challenge is to know when to take note of difference, and to decide on appropriate measures for different treatment that will facilitate equal access, control and equal result. Such measures will have to be evaluated to make certain they endorse sovereignty rather than shield or enslavement. This has to be done without compromising the over for equal rights and equality as a legal standard. Apart from this we need to raise generation equal via shift in our approach while bringing up our children in our abode and school. For this meticulous behavioral upgrading is the prerequisite of an hour. One needs to recognize the importance of Emotional Quotient apart from Intelligence Quotient.

It is in this context, that the V.V. Giri National Labour Institute is organizing online Training Programme on **Facilitating Gender Sensitive Environment: A Behavioural Approach** with the aim to improve Behaviors in terms of duty and responsibilities.



## **AIM**

The programme aims at addressing and strengthening the understanding of Gender sensitive environment with following major objectives:

## **OBJECTIVES**

- To address the issue of gender sensitiveness with holistic perspective;
- To enhance the capacity of the participants so that they could facilitate positive environment;
- To sensitize the participants for developing Culture-infused counselling while dealing with sexual harassment cases;
- To strengthen positive leadership in the world of work; &
- To develop stratagem for managing stress via teamwork
- To provide awareness on Labour Codes

## **COURSE PROFILE**

Gender sensitiveness; positive environment; Culture-infused counseling; positive leadership, etc.

## **METHODOLOGY**

The training will primarily be interactive in nature with the provision of case studies; dissemination of documentaries; group work; assignments.

## **RESOURCE PERSONS**

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

## **PARTICIPATION LEVEL**

Police Personnel of Rank such as Station House Officer (SHO), Station Officer (SO), Police Station In charge, Sub-Inspector, Assistant Sub-Inspector & Head Constable

## **ELIGIBILITY**

1. Participants should be above **21 years and below 50 years of age**;
2. Should be personally engaged at grass root level activities for at least past two years;
3. Should have working knowledge of either Hindi or English.



## DATE

**August 18-22, 2025**

The training programme will commence at 10.00 a.m. on **August 18, 2025** and will conclude in the afternoon on **August 22, 2025**.

## VENUE

V. V. Giri National Labour Institute  
Sector -24, NOIDA -201301

The campus of Institute is situated near Prakash Hospital and NTPC Office. The distance of the campus from New Delhi Railway Station is 20 Kms. Noida City Centre Metro Station is about 1.5 kms from VVGNI, Noida. The nominee(s) may be informed accordingly.

## STAY ARRANGEMENT

Stay arrangement will be made in the hostel of the V.V. Giri National Labour Institute. The lodging on twin sharing basis and boarding will be provided by the Institute from the afternoon of **August 17, 2025** till the forenoon of **August 23, 2025**. For extended stay or early arrival, lodging & boarding charges would be borne by the participants.

## TRAVELLING EXPENSES

1. No fee is charged from the participants.
2. The Institute would reimburse travel expenses of the participants for 2nd class sleeper Train/Bus fare from their place of work to NOIDA on production of **ORIGINAL** ticket for inward journey and for return journey, a photo copy of **CONFIRMED** ticket should be produced to claim reimbursement. Without submission of tickets, no reimbursement claim will be permissible. The nominees should be informed about the reimbursement procedure accordingly to avoid inconveniences.
3. It may be ensured that nominee(s) should have Aadhar Card. The nominations of only those participants will be accepted who have Aadhar number. The reimbursement of travel fare to the nominees would be made through NEFT only. The nominees should be instructed to provide Aadhar Number, Bank Account Number, IFSC Code of Bank, Bank Name and Branch of the Bank. The bank details may be indicated by nominee while filling up TA form at the institute
4. The local conveyance will be reimbursed restricted to the actual expenditure incurred or Rs. 500/- whichever is less (Rs. 350/- for Delhi & NCR).



## **COURSE DIRECTOR**

Dr. Shashi Bala, Senior Fellow

## **COMMUNICATION**

The sponsoring authority is requested to send nomination forms duly filled in by the nominees along with sponsorship letter. Sponsorship letters without nomination forms will not be considered.

All Correspondence should be addressed to:

Consultant (Programme)  
V.V.Giri National Labour Institute  
Post Box No. 68, Sector – 24  
NOIDA, Distt. Gautam Budh Nagar  
Uttar Pradesh – 201 301

Telephone: 0120-2411471, 2411533-35,  
E-mail : [vvgnlitraining@gmail.com](mailto:vvgnlitraining@gmail.com)



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

**Facilitating Gender Sensitive Environment: A Behavioural Approach  
August 18-22, 2025  
NOMINATION FORM**

**VENUE**

V.V.Giri National Labour Institute Campus, Sector-24, NOIDA, Distt. GautamBudh Nagar,  
Uttar Pradesh

**GENERAL INFORMATION**

1. Nominee's Full Name Mr./Ms. \_\_\_\_\_  
(In Block Letters)
2. Age and date of birth : \_\_\_\_\_
3. Educational Qualification : \_\_\_\_\_
4. Whether  
SC/ ST/OBC/General : \_\_\_\_\_

**I. ORGANISATION / INSTITUTION MEMBERSHIP DETAILS**

- a) Name of the organisation / Institution : \_\_\_\_\_
- b) National Affiliation : \_\_\_\_\_
6. Status in the Organization: \_\_\_\_\_
7. Address for Correspondence: \_\_\_\_\_  
(In block Letters)  
Telephone : \_\_\_\_\_  
E-mail : \_\_\_\_\_
8. Have you attended any : \_\_\_\_\_ ?  
Programme from this Institute?  
If yes, give details. \_\_\_\_\_

**II. DETAILS OF CURRENT EMPLOYMENT**

- (a) Designation : \_\_\_\_\_
- (b) Organisation : \_\_\_\_\_
- (c) Nature of Work : \_\_\_\_\_
- (d) Address : \_\_\_\_\_



**BANK DETAILS OF THE PARTICIPANT**

Aadhar No \_\_\_\_\_  
Name of Bank \_\_\_\_\_  
Bank Branch Name: \_\_\_\_\_  
Account No. \_\_\_\_\_  
IFSC Code \_\_\_\_\_

Date:

(Signature & Name of the Participant)

**Mail this form to:**

Nagesh Nitla  
Programme Officer  
V.V.Giri National Labour Institute  
Post Box No. 68, Sector – 24  
NOIDA, Distt. GautamBudh Nagar  
Uttar Pradesh – 201 301  
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