

i.	<b>Name of the Institute</b>	V.V.Giri National Labour Institute ,Noida
ii.	<b>Title of the Course</b>	International Training Programme on “ <i>International Labour Standards and Promotion of Gender Equality at the Workplace</i> ”
iii.	<b>Proposed dates and duration of the Course in Weeks/Months</b>	August 05-23, 2019
iv.	<b>Eligibility Criteria for Participants</b>	
	<b>a) Educational</b>	Minimum Graduate and having working knowledge of English
	<b>b) Work Experience</b>	Work experience in the field of gender issues at work.
	<b>c) Target Group/ Segment</b>	<ul style="list-style-type: none"> <li>• Officials dealing with gender issues, human resource, administration, researchers from government departments, public departments, educational institutions etc and others from different line Ministries.</li> <li>• Policy makers, professionals from public, private and non-profit agencies who have an interest advancing gender equality in the world of work.</li> <li>• International development agencies committed to work on the issue of gender.</li> <li>• Civil society representatives working on gender issues.</li> <li>• Employers and workers representatives.</li> </ul>
v.	<b>Aim, Objectives of the Course</b>	<p><b>Aim:</b> The programme aims to sensitize the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. It would also enable the participants in developing an understanding about the existing legal instruments and international labour standards for ensuring equality at workplace and promoting workers’ rights based on a model of social justice.</p> <p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>• To provide a conceptual understanding about the international labour standards in the world of work.</li> <li>• To understand the various international labour standards/international instruments and good practices on gender equality.</li> <li>• To sensitize the participants about the existing legal and national polices on promotion of gender</li> </ul>

		<p>equality at the workplace.</p> <ul style="list-style-type: none"> <li>• To analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc.</li> <li>• To understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses.</li> <li>• To discuss about strategies of promotion of rights to fair/decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market</li> </ul>
vi.	Justification/Rationale	<p>The gender equality and promotion of equal opportunities and treatment at the workplace has been the cornerstone of developmental policies of many countries across the globe. The differential patterns of employment between men and women in India and the strikingly low female labour force participation rates has been a serious concern for policy makers world over. Women continue to disproportionately face a range of multiple challenges relating to access to employment, choice of work, working conditions, employment security, wage parity, discrimination, precarious and vulnerable employment and balancing the competing burdens of work and family responsibilities. Within this backdrop it becomes important to highlight on the need for appropriate legal and policy framework that not only ensures equality of employment opportunities but also promotes gender equality. In this context this programme has been proposed.</p>
vii.	<b>Detailed Course Content</b>	<p><b>COURSE PROFILE</b></p> <ul style="list-style-type: none"> <li>• Gender and work: conceptual issues</li> <li>• Introduction to International Labour Standards</li> <li>• Gender and labour laws</li> <li>• International instruments/international labour standards and best practices on gender equality</li> <li>• National legislations and policies on promoting workplace equality: cross country perspectives</li> <li>• Care concerns in Employment Laws</li> </ul>

		<ul style="list-style-type: none"> <li>• Effective labour administration in a changing work environment.</li> <li>• Preparation of Project Reports</li> </ul> <p><b>METHODOLOGY</b></p> <p>The course will be highly participative in nature. Lectures by highly qualified team of faculty members of the institute from different disciplinary backgrounds and external experts comprising of extremely distinguished academicians, policy makers and other experts. The lectures will be complemented by individual and group learning activities, group discussions, audio-visual presentations, case studies, experience sharing, country specific project work and study tours.</p>
viii.	<b>Profiles/CVs of the Faculty</b>	<p>Dr. Ellina Samantroy Jena is a faculty at V.V. Giri National Labour Institute, Noida. She is also associated with the Centre for Gender and Labour at VVG NLI. She has completed her M.A, M.Phil and Ph.D. in Sociology from Centre for Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University, New Delhi. Her Ph.D. thesis was on ‘Changing Youth Culture: A study of Young Urban Professionals in Delhi’. Before joining this institute she was Assistant Professor, Department of Sociology, Vasant Kanya Mahavidyalaya, and Banaras Hindu University and has taught there for 6 years. She has also taught at Jamia Millia Islamia, New Delhi for a year.</p> <p>Her research interests include: Gender Statistics, Time Use Studies, Work and Family Life Balance, Unpaid work, Gender, Work and Social Protection, Labour Regulation and International Labour Standards.</p> <p>During her career at VVG NLI, she has undertaken research projects on themes like, Understanding Women’s Work: Gendered Analysis of Women’s Household Work and Labour Market Participation in North East India, a collaborative VVG NLI-UNICEF study on “Child Labour Situation in India”. Reconciliation of Work and Family Life: An Exploration of Time Use Patterns of Working Women in Delhi &amp; NCR, ILO Convention 181: Issues and Challenges in the Context of Private Placement Agencies in India and Engendering</p>

		<p>Gender Statistics: An Analysis of Gender Differentiated Statistics in India. Presently, she is working on the study titled “Understanding Women’s unpaid work in North East India: Special Reference to Tripura.</p> <p>She co-ordinates training programmes on themes like: Research Methods in Gender issues in Labour; Gender, Labour Laws and International Labour Standards; Empowering Women Organisers; Gender, Work and Social Protection; Leadership Development for Trade Union Leaders, etc. at the institute and outside. Recently she coordinated a one year International Training Programme in collaboration with the International Training Centre (ITC) of the ILO on Employment Policies: Moving From Fragility to Resilience for Afghan Nationals in 2017.</p> <p>She has published books, several papers, articles and book reviews in peer-reviewed and reputed academic journals, contributed chapters for edited volumes and articles in newspapers and digital dailies. Her recent publications include a book titled” <i>Changing Youth Culture in India: A Study of Young Urban Professionals</i>, (2017), published by Lambert Academic Publishing, Germany. A Report on <i>State of Child Workers in India: Mapping Trends</i> (2017) was published by UNICEF and VVGNI. Her book on ‘<i>Globalisation and Social Change in India</i>’ was published in 2012 by Rawat Publications. The other books authored by her include: ‘Sociology of Indian Society’ and ‘Social Problems’ published by Vikas Publishing House, New Delhi in 2011. Some of the articles published include “Women Entrepreneurship in India: Evidence from Economic Censuses”(2018), <i>Social Change</i>, Sage publications, Book review on ‘ Deepita Chakravarty and Ishita Chakravarty: Women, labour and the economy in India: from migrant menservants to uprooted girl children maids(2017), <i>Indian Journal of Labour Economics</i>, Springer, Regulating Private Placement Agencies in India: Issues and Challenges in the context of ILO Convention 181’ (2015), <i>Indian Journal of Labour Economics</i>, Springer link, India; ‘Regulating International Labour Migration: Issues in the context of Recruitment Agencies in India’ (2014), <i>Contemporary South Asia</i>, Taylor and Francis, Routledge; ‘Engendering Labour Statistics: A Cross-Country Comparison of Gender Differentiated Statistics’ (co-authored) (2014),</p>
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		<p>Labour Organization. She has 15 years of experience and her broad areas of interests are Gender Mainstreaming, Gender Equality, Gender, Capacity Building, Civil Society.</p> <p><b>Dr. Nilika Mehrotra</b> is a Professor at Centre for Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University. She has 27 years of experience and her broad areas of interests are Gender and Development, Tribal Studies, Disability Studies and Ethnographic methods.</p> <p><b>Dr. Mallarika Sinha Roy</b> is an Assistant Professor at Jawaharlal Nehru University. She has 11 years of experience and her broad areas of interests are Social Movement Studies; Gender and Political Violence; History and Politics of South Asia; Oral History and Ethnography.</p> <p><b>Ms. Ratna Anjan Jena</b> is a Statistical Adviser (Plan, Monitoring &amp; Statistics, Parliament matters) at Ministry of Women and Child Development, Government of India. She has 20 years of experience and her broad areas of interests are Women welfare schemes, Gender Budgeting etc.</p> <p><b>Ms Shubalakshmi Nandi</b> is a Specialist in Gender and Development, Women's Rights, Economic and Social Policy at UN Women. She has 13 years of experience and her broad areas of interests are women's rights, empowerment and gender equality in the Asia Pacific, on mainstreaming gender in laws, policies and programmes, unpaid and care work, care policies and intersections between economic and social policy.</p>
ix.	<b>Mode of Evaluation of Performance of the ITEC Participant</b>	The participants will be made to do group work and Project work. The evaluation of the project work will be carried out by a team of experts and the course Director.
x.	<b>What Knowledge/skills the participants will acquire from the Course</b>	<p>The participants will be able:</p> <ul style="list-style-type: none"> <li>• To have an understanding about the labour market and trends for women.</li> <li>• To develop an indepth understanding about international labour standards and workplace rights.</li> <li>• to identify the constraints of women workers to</li> </ul>

		<p>participate in the labor market; and</p> <ul style="list-style-type: none"><li>• To appreciate the care concerns in employment laws and cross country policies on care.</li><li>• Identify practical approaches, policies and tools towards empowering women and promoting gender equality at the workplace.</li></ul>
xi.	Course Director	Dr. Ellina Samantroy ellinasroy.vvgnli@gov.in