

i.	Name of the Institute	V.V. Giri National Labour Institute
ii.	Title of the Course	International Training Programme on “ <i>Gender Issues in the World of Work</i> ”
iii.	Proposed dates and duration of the Course in Weeks/Months	December 02-20, 2019 Three Weeks
iv.	Eligibility Criteria for Participants	Officials from Government Departments, Institutions, Representatives from Employee/Employers’ Organisations, Officials from industrial and Service Sector/NGOs etc. This programme is only for foreign nationals sponsored by Ministry of External Affairs, Govt. of India. The participant should have working knowledge of English.
	a) Educational	Graduation
	b) Work Experience	Two Years
	c) Target Group/ Segment	Officials from Government Departments, Institutions, Representatives from Employee/Employers’ Organisations, Officials from industrial and Service Sector/NGOs etc. This programme is for foreign nationals sponsored by Ministry of External Affairs, Govt. of India.
v.	Aim	<p>It is evident that Optimal utilization of human resource is essential for achieving inclusive growth as well as promoting gender equity.</p> <p>Patriarchal mindset, roles and responsibilities assumed by the society often place women in inequitable positions, which is often reflected in the world of work. Therefore, creating enabling environment for all is essential for achieving gender equity</p> <p>Globally, Gender mainstreaming is an important part of policy discussions. Nations are recognizing the importance of gender parity and taking necessary steps to bridge this gaps.</p> <p>Access to quality education, skill development, decent jobs, sharing of family responsibilities and Effective implementation of existing affirmative policies are some of the initiatives for narrowing this gap.</p> <p>Implementation of affirmative policies will positively</p>

		<p>change the individual mindset and behavior in the World of Work and this will be positively reflected in the behavior of Individuals in the Family, Community, Society, and Nation and consequently worldwide.</p> <p>It is in this context, that the V.V. Giri National Labour Institute is organizing the International Training Programme on Gender Issues in the world of work with the objectives of promoting gender equity in the world of work</p>
vi.	Objectives	<p>The specific objective of the programme are:</p> <ul style="list-style-type: none"> <li>• To deliberate the key concepts and approaches pertaining to gender.</li> <li>• To discuss the gender dimensions related to key labor market Indicators.</li> <li>• To study existing policies through gender lens.</li> <li>• To recognize the equality and access issues in the labour market participation.</li> <li>• To provide awareness regarding various labour laws pertaining to women.</li> </ul> <p>To enhance the capacity of the participants to achieve gender equity in the world of work.</p>

vii.	Justification/Rationale	<p>It is evident that Optimal utilization of human resource is essential for achieving inclusive growth as well as promoting gender equity. Patriarchal mindset, roles and responsibilities assumed by the society often place women in inequitable positions, which is often reflected in the world of work. Therefore, creating enabling environment for all is essential for achieving gender equality. Globally, Gender mainstreaming is an important part of policy discussions. Nations are recognizing the importance of gender parity and taking necessary steps to bridge these gaps. Access to quality education, 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 behavior in the World of Work and this will be positively reflected in the behavior of Individuals in the Family, Community, Society, and Nation and consequently worldwide. It is in this context, that the V.V. Giri National Labour Institute is organizing the International Training Programme on Gender Issues in the world of work with the objectives of promoting gender equity in the world of work. In the light of this rationale that this programme is being prepared.</p>
viii.	Detailed Course Content	<p>Understanding Gender, Access to Quality Education, Unpaid Care Work, Decent Work, Affirmative Policies for Enhancing Labor Force Participation Rate, Preventing Gender Based Violence, Inclusive Growth, Gender Equity, Gender Parity, Gender Statistic, Social Dialogue, Gender Budgeting, Gender Mainstreaming etc.</p>
ix.	Profiles/CVs of the Faculty	<p><b>COURSE DIRECTORS:</b></p> <p><b>Dr. Shashi Bala</b>, Fellow at V.V. Giri National Labour Institute is Ph.D from Centre of Study for Diplomacy, International law and Economics/School of International Studies/Jawaharlal Nehru University, New Delhi. She is coordinating the activities of the Centre for Gender &amp; labour Studies at the Institute. She is the Founder Convener of Sexual Harassment Committee at the Institute. Her areas of special</p>

interest are Labour Economics, Skill Development, Social Security, and Gender Issues. She was the Visiting Researcher 2008 at Korean Labour Institute, Seoul, South Korea.

In addition to her contribution towards the research activities, she also coordinates various training programmes with specific focus on Women issues.

As a trainer, she coordinates training programmes on various themes with specific focus on women.

She is also member of Grant-in-aid committee on Women Labour, Ministry of Labour & Employment, and Government of India. She is also a member of the Task Force on Gender Equality in the World of Work, Ministry of Labour & Employment, and Government of India.

**Dr. Dhanya M.B.** is Associate Fellow at V.V. Giri National Labour Institute, NOIDA. She is an economist by training, and has been part of various training, research and policy initiatives of VVG NLI, Ministry of Labour and employment, Government of India. She has obtained PhD from University of Kerala in Economics on the subject of women empowerment. She had been a member of Tripartite Working Group under the Chairmanship of Chief Labour Commissioner (C) to facilitate the process of the ratification of the ILO convention No 87 & 98, Ministry of labour and Employment, Gol (2013-14).

A determined researcher and trainer, she has been coordinating various training programmes and research in the area of labour and employment, Gender statistics, economics and public policies. She has authored few books/ monographs on different subjects as follows: 1) Engendering Gender statistics: An analysis of Gender differentiated statistics in India; 2) Fundamental Principles and Rights at Work and Informal Economy in India: Trends, Initiatives and Challenges; 3) Worker's Rights and Practices in the Contemporary Scenario: An Over View,(Eds.). She also published several research articles in different journals in national and international level and chapters in edited books. She has been involved/coordinated in

various International training programmes like International Conference on South-South Cooperation 'Innovations in Public Employment Programmes for Sustainable Inclusive Growth (IBSA), International Workshop on Time Use Survey organized by National Academy of Statistical Administration, Course on Quantitative methods in labour research, to mention a few. She has trained more than 400 government officials/trade union leaders/officers public enterprises/Researchers in the area of labour and employment. She has been involved in various policy initiatives of Ministry of Labour and employment, Government of India on various subjects such as comments for 316 Session of Governing Body- ILO on social protection floors and Fundamental Principles and Rights at Work; prepared background material for the 101 ILC at Geneva, examined the ratification of the ILO conventions No 98, 87, 138 &182, etc; comments for recommendation no 149 concerning rural workers organization under article 19 of the constitution, to mention a few.

**OTHER RESOURCE PERSONS:**

**Dr. Soumita Basu** is an Assistant Professor at International Relations South Asian University, New Delhi. Her areas of expertise include UN Security Council Resolutions on Women and Peace and Security; Feminist International Relations; United Nations; Global Governance; South Asian Participation in UN Peace Operations; Critical Security Studies. She has done Ph.D. in International Politics from Aberystwyth University, UK.

Some of her major publications include Gender in International Relations: Interdisciplinary Advancements in the Study of Conflict" in Patrick James and Steve A. Yetiv (eds.), *Advancing Interdisciplinary Approaches to International Relations*, New York: Palgrave Macmillan, forthcoming in 2017 (with Maya Eichler); 'Civil Society Actors and the Implementation of Resolution 1325 in India' in Asha Hans and Swarna Rajagopalan (eds.) *Openings for Peace: Women and Security India and '1325'*, New Delhi: SAGE, 2016 and 'South Asian Peacekeeping: Regional Possibilities', *The Round*

*Table: Commonwealth Journal of International Affairs, forthcoming in 2016.*

**Ms. Pooja Singh** is a Gender Responsive Budgeting Consultant, United Nation Women Organisation, based at Women and Child Development Department of Madhya Pradesh, Bhopal. Her areas of specialisation include Socialization and Nurturing Entrepreneurship, Gender Portrayal, Developing Work Life Balance and Emotional Intelligence.

**Dr. Laxmidhar Mishra** graduated with a first class Honours in Political Science from Utkal University in 1963 and joined the Indian Administrative Service soon thereafter in 1964. A former senior civil servant, Dr. Mishra has over 35 years of experience in the field of policy formulation, planning, management and implementation of programmes at the National and State level. Some of the key areas of his expertise and interest include Labour Administration, Labour Welfare, Social Security, Tribal and Rural Development, Education, Contract Labour, Bonded Labour, Migrant Labour, Women and Child Labour, Workers' Education/and Human Rights, etc. Dr. Mishra has been known for his unorthodox and non conventional approach to planning and administration.

During his service period, Dr. Mishra has held important positions and assignments both in the State of Orissa and Government of India such as Labour Commissioner, Additional Chief Secretary, Director General, Council for Advancement of People's Action and Rural Technology (CAPART), Director General, Labour Welfare, Chief Provident Fund Commissioner and Union Labour Secretary (1996-2000).

**Dr. Himadri Roy** is a faculty with the School of Gender and Development Studies. Before joining here, he also had been teaching in University of Delhi and was an assistant faculty with Centre of English and Linguistics Studies, Jawaharlal Nehru University. He has completed his doctoral degree in 2007 from the Centre of English Studies, School of Language, Literature and Culture Studies, Jawaharlal Nehru University. The thesis title was 'Exoticisation vs. Marginalisation: Portrayal of Aborigines in Australian Literature'. He

		<p>was awarded his M. Phil. Degree from Centre of English and Linguistics Studies, Jawaharlal Nehru University and the title of his dissertation was 'Memory and Identity: Indian Diaspora in Vassanji's No New Land'.</p> <p>He has been presented several papers on LGBT and Cinema, LGBT and Human Rights on international and national seminars, conferences and symposium. He also has published several articles on feminism and literature, LGBT and Indian Writings in English on different edited volumes. He also published articles on online LGBT journals of India.</p> <p>At present, Himadri Roy is Programme co-ordinator of PG Diploma in Women's and Gender Studies (Distance Mode), along with Prof. Anu Aneja. He is also the Programme co-ordinator of MA in Women's and Gender Studies (On-Campus Mode), with Dr. Nilima Srivastava.</p>
x.	Expected Outcome of the Course	The programme aims to develop the capacity of the participants to achieve gender equity in the world of work.
xi.	Mode of Evaluation of Performance of the ITEC Participant	Each participant would be required to make a presentation on the theme "Capturing Unpaid Care Work: A Gender Perspective" in the context of their country. A panel of faculty members would evaluate the presentation. Feedback questionnaires would also be used for regular evaluation.
xii.	Course Director	Dr. Shashi Bala balashashi.vgnli@gov.in