



# 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

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E-mail : dg.vvgnli@gov.in

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डॉ. एच. श्रीनिवास, भा.रे.का.से.

महानिदेशक

**Dr. H. Srinivas, IRPS**

Director General

No. PRG/IRP/10/20

December 02, 2020

**Subject : Online Training Programme on Code on Wages 2019 during  
December 28-29, 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 glad to inform you that the Institute would be organising an Online Training Programme on **Labour Code on Wages, 2019** during December 28-29, 2020.

The Government of India initiated a comprehensive process of labour law reforms by undertaking the exercise of codification of large number of existing labour legislations in four major labour codes. Hence, an understanding and discussion of the key features of these codes becomes quite relevant and important for all the stakeholders, all the more in the newly emerging labour and employment scenario in the country. It is in this context, VVGNI has taken a decision to conduct online training programme on each of these Codes for promoting and understanding of the key features and implications of these codes for various stake-holders. Third in the series, is present programme on **Code on Wages, 2019**. The brochure providing all the details of the training programme, including the modalities for nominations is attached. The main objective of the programme is 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;

I request you to nominate a team of personnel having interest in this area from your organization for this important online training programme and send your nominations along with programme fee at your earliest possible.

With kind regards,

Yours sincerely,

(Dr. H. Srinivas)

To:

- Labour Secretaries and Labour Commissioners
- Public Sector Undertakings
- Private Sector Undertakings
- Government Establishments
- Employers' Organisations
- Central Trade Unions
- Academic and Research Institutions



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Director General

पीआरजी/सीबीपी/40/20

02 दिसंबर 2020

**विषय: मजदूरी श्रम संहिता पर 28 - 29 दिसंबर 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 - 29 दिसंबर 2020 के दौरान मजदूरी श्रम संहिता पर एक ऑनलाइन प्रशिक्षण कार्यक्रम आयोजित करेगा।

भारत सरकार ने बड़ी संख्या में मौजूदा श्रम विधानों के चार प्रमुख श्रम संहिताओं में संहिताकरण की कवायद शुरू करके श्रम कानून सुधारों की एक व्यापक प्रक्रिया शुरू की। अतः, इन संहिताओं की प्रमुख विशेषताओं की समझ और इन पर चर्चा सभी हितधारकों के लिए देश में नए उभरते श्रम और रोजगार परिदृश्य में और भी प्रासंगिक और महत्वपूर्ण हो जाती है। इसी संदर्भ में वीवीजीएनएलआई ने इन संहिताओं की प्रमुख विशेषताओं और निहितार्थों को बढ़ावा देने और समझने हेतु विभिन्न हितधारकों के लिए प्रत्येक संहिता पर ऑनलाइन प्रशिक्षण कार्यक्रम आयोजित करने का निर्णय लिया है। इस श्रृंखला में तीसरा कार्यक्रम, मजदूरी संहिता पर वर्तमान कार्यक्रम है। नामांकन करने के तरीकों सहित प्रशिक्षण कार्यक्रम के सभी विवरण युक्त विवरणिका संलग्न है। कार्यक्रम का मुख्य उद्देश्य मजदूरी संहिता, 2019 का सिंहावलोकन और इसमें किए गए प्रमुख सुधार उपायों को प्रदान करना है, जो मजदूरी से संबंधित मौजूदा चार विनियमों के प्रावधानों की तुलना करके अंतर बताता है।

आपसे इस महत्वपूर्ण ऑनलाइन प्रशिक्षण कार्यक्रम के लिए अपने कार्मिकों की एक टीम नामित करने तथा कार्यक्रम शुल्क के साथ नामांकन जल्द से जल्द भेजने का अनुरोध है।

सादर,

भवदीय,

एच.श्रीनिवास

(डॉ. एच. श्रीनिवास)

सेवा में,

- श्रम सचिव एवं श्रम आयुक्त
- सार्वजनिक क्षेत्र के उपक्रम
- निजी क्षेत्र के उपक्रम
- सरकारी प्रतिष्ठान
- नियोक्ता संगठन
- केंद्रीय ट्रेड यूनियनों
- शैक्षिक एवं अनुसंधान संस्थान

**Online Training Programme  
on  
Code on Wages 2019**

December 28-29, 2020



**V.V. Giri National Labour Institute  
Noida– 201301  
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.

## 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;
- Triangulate reform measures in Wage Code and Wage Rules with international standards and best practices;
- Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and
- Stimulate exchange of views and experiences among participants.

## 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
- Relevant reading materials will also be provided as a part of the programme in soft copies.
- Participants should have access to internet and computer with audio-visual facilities

## PARTICIPATION LEVEL

Senior and Middle Level HR and labour welfare officials from public and private sectors and employer's organisations dealing with wage policy and minimum wage issues are eligible to attend the training course

## DATE

- This programme is scheduled for December 28-29, 2020
- Online lectures and discussions will be held from 10.00 to 13.30 hrs (three and half hours per training day).

## ENROLMENT FEE

Rs. 3,000/- + 18% GST per participant.

The fee is payable in advance by NEFT/ECS in favour of V.V.Giri National Labour Institute, Noida. The fee is not refundable once the nomination is accepted. The bank details are as given below:

Name of the Bank	: Indian Overseas Bank
Address of the Bank	: Nithari, Noida 201301
A/C Number	: 059702000001131
Type of Account	: Current Account
MICR cord	: 110020029
NEFT/ IFSC code	: IOBA0000597
Pan Card No.	: AAAAV5227F
GST No	: 09AAAAV5227F1ZI

## 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://docs.google.com/forms/d/e/1FAIpQLSePdsDFJDfMB0VT0obr3lxo8lajmKIs2n4foU83p-Ylc3YMxg/viewform?usp=sf link](https://docs.google.com/forms/d/e/1FAIpQLSePdsDFJDfMB0VT0obr3lxo8lajmKIs2n4foU83p-Ylc3YMxg/viewform?usp=sf_link)

- Last date for receiving nominations: December 23, 2020.
- The nominations received will be scrutinised by the VVGnLI and those selected will be intimated individually via email. They will also be informed 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 a certificate by the VVGnLI.

## COURSE DIRECTORS

- (1) Dr. Anoop K. Satpathy, Course Director, Fellow, VVGnLI  
Email: [anoopsatpathy.vvgnli@gov.in](mailto:anoopsatpathy.vvgnli@gov.in)
- (2) Dr. Dhanya M.B., Co-course Director, Associate Fellow, VVGnLI  
Email: [dhanyamb.vvgnli@gov.in](mailto:dhanyamb.vvgnli@gov.in)

## COMMUNICATION

All correspondence should be addressed to:

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For details of our other programmes visit our website: [www.vvgnli.gov.in](http://www.vvgnli.gov.in)