



# 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  
Fax : 0120-2411 471  
E-mail : dg.vvgnli@gov.in  
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डॉ. एच. श्रीनिवास, भा.रे.का.से.  
महानिदेशक

**Dr. H. Srinivas, IRPS**  
Director General

PRG/CBP/40/20  
November 10, 2020

**Subject: Online Training Programme on Facilitating Gender Sensitive Environment:  
A Behavioural Approach For Police Personnel during December 14-18, 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 V. V. Giri National Labour Institute would be organising an Online Training Programme on **Facilitating Gender Sensitive Environment: A Behavioural Approach For Police Personnel during December 14-18, 2020.**

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. This is an online training programme and there is no programme fee. The programme details are attached.

I request you to nominate 4-5 participants for this important online training programme and send your nominations as early as possible.

With regards,

Yours sincerely,

(Dr. H. Srinivas)

To:

- State/UTs Police Organisation
- Central Police Force



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Director General

पीआरजी/सीबीपी/40/20

10 नवंबर 2020

**विषय: 'लैंगिक संवेदनशील वातावरण सुगम बनाना: पुलिस कर्मियों के लिए व्यवहार दृष्टिकोण' पर 14 - 18 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 14 - 18 दिसंबर 2020 के दौरान 'लैंगिक संवेदनशील वातावरण सुगम बनाना: पुलिस कर्मियों के लिए व्यवहार दृष्टिकोण' पर एक ऑनलाइन 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 ऑनलाइन प्रशिक्षण कार्यक्रम है और इसके लिए कोई कार्यक्रम शुल्क नहीं है। कार्यक्रम विवरण संलग्न हैं।

आपसे इस महत्वपूर्ण ऑनलाइन प्रशिक्षण कार्यक्रम के लिए 4-5 प्रतिभागियों को नामित करने तथा नामांकन जल्द से जल्द भेजने का अनुरोध है।

सादर,

भवदीय,

डॉ. एच. श्रीनिवास

(डॉ. एच. श्रीनिवास)

सेवा में,

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

**ONLINE TRAINING PROGRAMME**  
**ON**  
**FACILITATING GENDER SENSITIVE ENVIRONMENT:**  
**A BEHAVIOURAL APPROACH FOR POLICE PERSONNEL**

**December 14-18, 2020**



**V.V. Giri National Labour Institute**

Sector – 24, Noida (U.P)



## CONTEXT

Gender relations are often exemplified by asymmetrical clout atmosphere which 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 aver 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 we human beings erudite from our surrounding environments while growing up as a person.

## 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 counseling while dealing with sexual harassment cases.
- To strengthen positive leadership in the world of work DURING COVID-19.
- To develop stratagem for managing stress via teamwork.

## **COURSE PROFILE**

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

## **TRAINING DELIVERY AND METHODOLOGY**

This training will be delivered in online mode. The training will primarily be interactive in nature with the provision of case studies; dissemination of documentaries; group work; assignments. Participants should have access to internet and computer/ smart phone with audio-visual facilities.

## **RESOURCE PERSONS**

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

## **PARTICIPATION LEVEL**

The programme been specifically designed for Police Personnel of Rank such as Station House Officer (SHO), Station Officer (SO), Police Station Incharge, Sub-Inspector, Assistant Sub-Inspector & Head Constable. Participants should have working knowledge of Hindi/English.

## **DATES AND DURATION**

This programme is scheduled from 14th Dec to 18th Dec, 2020. On each day, online lectures and discussion sessions will be held from 10.30a.m to 1.30 p.m followed by discussion through email and mobile on exercises provided to the participants during/after the end of each online session.

## **NOMINATION AND ENROLMENT**

The nominations details of those who are interested in participating in this training either nominated through organizations or individually should be forwarded through Google online form available at following link:

[https://docs.google.com/forms/d/e/1FAIpQLScfE00FVYv\\_gabapP-sV4oAZqK0Xi3Jk9pLeJsEWqbGADPGdg/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLScfE00FVYv_gabapP-sV4oAZqK0Xi3Jk9pLeJsEWqbGADPGdg/viewform?usp=sf_link)

## **LAST DATE FOR RECEIVING NOMINATIONS**

**05<sup>th</sup> Dec, 2020**

The nominations received will be scrutinized by the Institute and those selected will be intimated individually via email. They will also be informed about the log-in details to access the online programme and related training resources. Those who successfully complete the programme will be provided e- certificate by VVGNI.



## **ENROLMENT FEE**

There is no fee for enrolment/participation in the programme.

## **COURSE DIRECTOR**

Dr. Shashi Bala, Course Director, Fellow,  
Email: [balashashi.vvgnli@gov.in](mailto:balashashi.vvgnli@gov.in)

[sbalatraining@gmail.com](mailto:sbalatraining@gmail.com)

## **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)