



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

Website : www.vvgnli.gov.in



डॉ. एच. श्रीनिवास, भा.रे.का.से.
महानिदेशक

Dr. H. Srinivas, IRPS
Director General

No. PRG/CBP/29/20
July 27, 2020

Subject: - Online Training Programme on Mainstreaming Gender Issues in the Employment from September 07-11, 2020.

Dear Sir/Madam,

In the prevailing COVID-19 pandemic scenario, the Institute has initiated conducting 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 organizing an Online Training Programme on Mainstreaming Gender Issues in the Employment to be held from September 07-11, 2020.

This training programme has been designed for the Government Officials, Academicians, Researchers and representatives of Central Trade Unions. The programme will address and strengthen the understanding of Gender Issues in the Employment for inclusive and sustainable Growth. The programme will be conducted in Hindi/English.

I request you to nominate 03-04 participants for this important online training programme. Brochure providing all the details of the training programme, including the modalities for nominations is attached.

With kind regards,

Yours sincerely,

(Dr. H. Srinivas)

To :

- Government Department
- Research Institutes
- Central Trade Unions



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Director General

पीआरजी/सीबीपी/29/20

27 जुलाई 2020

विषय: वी वी गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा 07-11 सितंबर 2020 के दौरान रोजगार में लैंगिक मुद्दों को मुख्यधारा में लाना विषय पर ऑनलाइन प्रशिक्षण कार्यक्रम

महोदय/महोदया

वर्तमान कोविड-19 महामारी के परिदृश्य में संस्थान ने सामाजिक भागीदारों के हितार्थ ई-प्रशिक्षण कार्यक्रम आयोजित करने शुरू किए हैं। इस संदर्भ में, सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान 07-11 सितंबर 2020 के दौरान रोजगार में लैंगिक मुद्दों को मुख्यधारा में लाना विषय पर एक ऑनलाइन प्रशिक्षण कार्यक्रम आयोजित करेगा।

यह कार्यक्रम सरकारी अधिकारियों, शिक्षाविदों, शोधकर्ताओं और केंद्रीय ट्रेड यूनियनों के प्रतिनिधियों के लिए तैयार किया गया है। यह कार्यक्रम समावेशी एवं सतत विकास के लिए रोजगार में लैंगिक मुद्दों की समझ को संबोधित तथा मजबूत करेगा। कार्यक्रम हिंदी / अंग्रेजी में आयोजित किया जाएगा

आपसे इस महत्वपूर्ण ऑनलाइन प्रशिक्षण कार्यक्रम के लिए 3-4 प्रतिभागी नामित करने का अनुरोध है। नामांकन करने के तरीकों सहित प्रशिक्षण कार्यक्रम के सभी विवरण युक्त विवरणिका संलग्न है।

सादर,

भवदीय,

डॉ. एच. श्रीनिवास

(डॉ. एच. श्रीनिवास)

सेवा में,

- सरकारी विभाग
- अनुसन्धान संस्थान
- केंद्रीय ट्रेड यूनियनों

**ONLINE TRAINING PROGRAMME ON
MAINSTREAMING GENDER ISSUES IN THE
EMPLOYMENT**

07thSeptember -11thSeptember, 2020



V.V. Giri National Labour Institute

Sector – 24, Noida (U.P)

CONTEXT

Gender relations are characterised by unequal power dynamics which assign specific entitlements and responsibilities to men and women as per the expectation of the society. For example, women might be expected to take on caring or domestic duties and remain close to home, while men may be expected to be the main breadwinner, working outside the home, with greater freedom to move around in public places. It reflects a public-private dichotomy where, women are confined in the unrecognized sphere generally unpaid in nature, whereas men go out in the recognized sphere generally paid in nature. This results in widening existing Gender inequality gaps.

Formal equality of treatment between men and women merely emphasized eliminating disability and protecting women. Later the idea of 'Substantive Equality' was developed by expressing it in terms of women's own experience rather than a comparison with a male standard. Substantive equality thus provides a basis for recognizing protectionist measures to eliminate disadvantage and gender based discrimination, without perceiving them as related to stereotypical attitudes on women's weakness and vulnerability. 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 differently. 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 assessed to ensure they promote autonomy rather than protection or dependency. This has to be done without compromising the claim for equal rights and equality as a legal standard. Apart from this we need to raise generation equal via shift in our attitude's while bringing up our children in our homes and schools.

It is in this context, that the V.V. Giri National Labour Institute is organizing online training programme on Mainstreaming Gender issues in the Employment with the aim to strengthen the mainstreaming of roles and responsibilities each one of us have to perform with dedication in treating each other as human beings with empathy.

AIM

To address and strengthen the understanding of gender issues in labour market. The programme would acquaint the participants with the various inequalities prevalent in the labour market and also enables them to develop an understanding about the challenges existing in the labour market scenario focusing on following major objectives:

OBJECTIVES

- To understand gender mainstreaming for sustainable development.
- To address the issues pertaining to work life balance and unpaid care work.
- To create awareness about affirmative policies for providing level playing field to women in the Employment for inclusive growth.
- To pragmatically understand gender budgeting for auditing gender issues in the Employment.

COURSE PROFILE

Gender dimensions in employment, labour market segmentation, work life balance, gender mainstreaming, gender responsive budgeting e.t.c.,

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 and presentations.

RESOURCE PERSONS

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

PARTICIPATION LEVEL

Government Officials, Academicians, Researchers and representatives of Central Trade Unions are expected to apply for this programme. For the welfare of vulnerable and marginalized section of the society, we will appreciate if participants from reserved categories (SC/ST/OBC/EWS) are also nominated.

Participants should have working knowledge of Hindi/English Language. Further, as this is an online training, those enrolling in the programme should have access to internet and laptop/desktop /smart phone with audio-visual facilities.

DATES AND DURATION

This programme is scheduled from 07th September to 11th September, 2020. On each day, online lectures and discussion sessions will be held from 12.30p.m to 3.30 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 before last date:

https://docs.google.com/forms/d/e/1FAIpQLSdaZ4cakG1gVOi7m7qQHhosurjHDJ2EVSIC5MI J2KDnACydA/viewform?usp=pp_url

LAST DATE FOR RECEIVING NOMINATIONS

27th August, 2020

The nominations received will be scrutinized by the Course director 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 VVGNNLI.

ENROLMENT FEE

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

KEY CONTACTS

Dr. Shashi Bala, Course Director, Fellow,

Email-id:

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

balashashi.vvgnli@gov.in

