



डॉ. अरविंद
महानिदेशक
Dr. Arvind
Director General

No. PRG/LAP/10/23
July 27, 2023

Subject: Training Programme on Employment and Wages: Special Reference to Code on Wages during October 25-27, 2023 at VVGNI, Campus, Noida

Dear Sir/Madam,

We are pleased to inform you that the V.V. Giri National Labour Institute would be organizing an **Employment and Wages: Special Reference to Code on Wage from October 25-27, 2023 at VVGNI, Campus, Noida**

The initiative of labour reforms is trying to simplify and rationalize the plethora of prevailing and overlapping labour laws by making four labour codes. This will facilitate the ease of doing business and employment generation. Recent years with all other labour codes, 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. Hence, it is important to understand the changes in the wage code and its implications on workers and businesses.

There is no programme fee. The Institute will provide free of charge boarding & lodging facility to the participants during the training period. . **However, travel expenses will be borne by the sponsoring organization. The institute will reimburse second class sleeper train fare only to the participants from Central Trade Union Leaders.** This training programme has been specially designed for the Government Officials from the Central and State Labour Departments and central trade unions leaders. The brochure providing details of the training programme including the modalities for nominations is attached

It is requested to nominate 4-5 suitable nominees from your organisation to participate in this programme. Please send your nominations at the earliest so as to reach us latest by **October 20, 2023.**

With kind regards,

Yours sincerely,

(Dr. Arvind)

To:

- Central and State/UTs Government Labour Department
- Employers' Organisations
- Central Trade Unions



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)

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E-mail : dg.vvgnli@gov.in

Website : www.vvgnli.gov.in



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महानिदेशक

Dr. Arvind

Director General

पीआरजी/एलएपी/02/23

जुलाई 27, 2023

विषय: वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा अक्टूबर 25-27, 2023 के दौरान भा रोजगार और वेतन पर प्रशिक्षण कार्यक्रम: वेतन संहिता का विशेष संदर्भ पर एक प्रशिक्षण कार्यक्रम

महोदय/महोदया,

सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा अक्टूबर 25-27, 2023 के दौरान रोजगार और वेतन पर प्रशिक्षण कार्यक्रम: वेतन संहिता का विशेष संदर्भ विषय पर एक प्रशिक्षण कार्यक्रम का आयोजन करने जा रहा हैं।

श्रम सुधारों की पहल चार श्रम संहिताएँ बनाकर प्रचलित और अतिव्यापी श्रम कानूनों की अधिकता को सरल और युक्ति संगत बनाने की कोशिश कर रही है। इससे व्यापार करने में आसानी होगी और रोजगार सृजन होगा। अन्य सभी श्रम संहिताओं के साथ हाल के वर्षों में, मजदूरी संहिता और मजदूरी नियमों ने न्यूनतम मजदूरी, मजदूरी का भुगतान और देश की समान पारिश्रमिक प्रणाली से संबंधित सुधार के कई पहलुओं को पेश किया है। इसलिए, वेतन संहिता में बदलाव और श्रमिकों और व्यवसायों पर इसके प्रभाव को समझना महत्वपूर्ण है।

कोई कार्यक्रम शुल्क नहीं है। संस्थान प्रशिक्षण अवधि के दौरान प्रतिभागियों को निःशुल्क रहने और खाने की सुविधा प्रदान करेगा। . तथापि, यात्रा व्यय प्रायोजक संस्था द्वारा वहन किया जाएगा। संस्थान केवल सेंट्रल ट्रेड यूनियन लीडर्स के प्रतिभागियों को स्लीपर ट्रेन के द्वितीय श्रेणी के किराए की प्रतिपूर्ति करेगा। यह प्रशिक्षण कार्यक्रम विशेष रूप से केंद्रीय और राज्य श्रम विभागों के सरकारी अधिकारियों और केंद्रीय ट्रेड यूनियनों के नेताओं के लिए तैयार किया गया है,

आपसे अनुरोध है कि इस कार्यक्रम में भाग लेने के लिए अपने विभाग से 4-5 उपयुक्त नामांकित व्यक्तियों को नामांकित करें। कृपया अपने नामांकन जल्द से जल्द भेजें ताकि अक्टूबर 20, 2023 तक हम तक पहुंच सकें

सादर,

भवदीय,

(डॉ. अरविंद)

सेवा में,

- केंद्रीय एवं राज्य / केन्द्र शासित प्रदेशों के श्रम विभाग
- नियोक्ता संगठन
- केंद्रीय ट्रेड यूनियन

Training Programme
on
Wage Policies in India: Special
reference to Code on Wages

October 25-27, 2023



V.V. Giri National Labour Institute
Noida– 201301, Gautam Buddh Nagar
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 universalized 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.

AIM

The initiative of labour reforms is trying to simplify and rationalize the plethora of prevailing and overlapping labour laws by making four labour codes. This will facilitate the ease of doing business and employment generation. Recent years with all other labour codes, 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. Hence, it is important to understand the changes in the wage code and its implications on workers and businesses.

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.

COURSE PROFILE

Wage and employment Policies in India, Key reform measures – under wage code 2019, Minimum Wages System & Practices around the World, Key reform measures under Wage Rule 2020, Comparative analysis of payment of Bonus

PARTICIPATION LEVEL

- Government Officers and Officers of the labour department from central and state /UTs labour department and Central and State Trade Unions.
- All employees/employers/Professionals/Management personnel and representatives of public and private sector organizations and trade unions/associations/federations

DATES

October 25-27, 2023

The programme will commence on **October 25, 2023** at 10.00 a.m. and conclude on the **October 27, 2023** at afternoon. The timings would be from 10:00 am to 05:00 pm.

VENUE

V.V.Giri National Labour Institute,
Sector-24, NOIDA- 201301,
Distt. GautamBudh Nagar
Uttar Pradesh

The Institute campus is situated near Prakash Hospital and NTPC Office. The distance of the campus from New Delhi Railway Station is 20 Kms and 1.5 Kms from Metro Railway Station, Noida City Centre.

STAY ARRANGEMENT

Stay arrangement will be made in the hostel of V.V. Giri National Labour Institute. The boarding and lodging will be provided by the Institute from the afternoon **October 24, 2023** till the forenoon of **October 28, 2023**. For extended stay or early arrival, lodging & boarding charges would be borne by the participants. **The travel charges of the participants will be borne by the sponsoring organisation.**

ELIGIBILITY

1. Participants should be above 21 years and below 60 years of age
2. Should have working knowledge of English or Hindi.

NOTE:

1. Please note that those who have attended Institute's programme earlier are not to be nominated. If so, they shall be immediately sent back and no travel allowance will be reimbursed.
2. Spouse and family members are not allowed to stay in the Institute's hostel.
3. Participants are requested to book their return ticket in advance from their own place.
4. Under no-circumstance other than IInd class sleeper train fare will be entertained.

TRAVELLING EXPENSES

1. **The Institute would reimburse travel expenses of the participants from Central Trade Union** for 2nd class sleeper Train/Bus fare from their place of work to NOIDA on production of original ticket for inward journey and for return journey, a photo copy of ticket should be produced to claim reimbursement. Without submission of tickets, no reimbursement claim will be permissible. The nominees should be informed about the reimbursement procedure accordingly to avoid inconveniences.
2. It may be ensured that nominee(s) should have Aadhar number. The nominations of only those participants will be accepted who have Aadhar number and bank account. The reimbursement of travel fare to the nominees would be made through NEFT only. The nominee(s) may be informed to bring their bank details (name of bank, name of bank branch, IFSC code and bank account no.) with them. The bank details may be indicated by nominee while filling up TA form at the institute. All the nominees may be informed accordingly.
3. The local conveyance will be reimbursed restricted to the actual expenditure incurred or Rs. 500/- whichever is less. For Delhi NCR Region the local conveyance would be Rs. 350/- only.
4. The participants are provided free of cost boarding and lodging only for the duration of the programme.
5. **Officials entitled for higher class may claim their Travelling Allowance from their own organisation.**

PROGRAMME FE

There will be no fee for the programme.

COURSE DIRECTOR

Dr. Dhanya M. B.

COMMUNICATION

All communications should be addressed to :

Consultant (Programme)
V.V.Giri National Labour Institute
Sector – 24, NOIDA, Distt. GautamBudh Nagar
Uttar Pradesh – 201 301
Telephone: 0120-2411471, 2411533-35
E-mail : vvgnlitraining@gmail.com
Website : www.vvgnli.gov.in

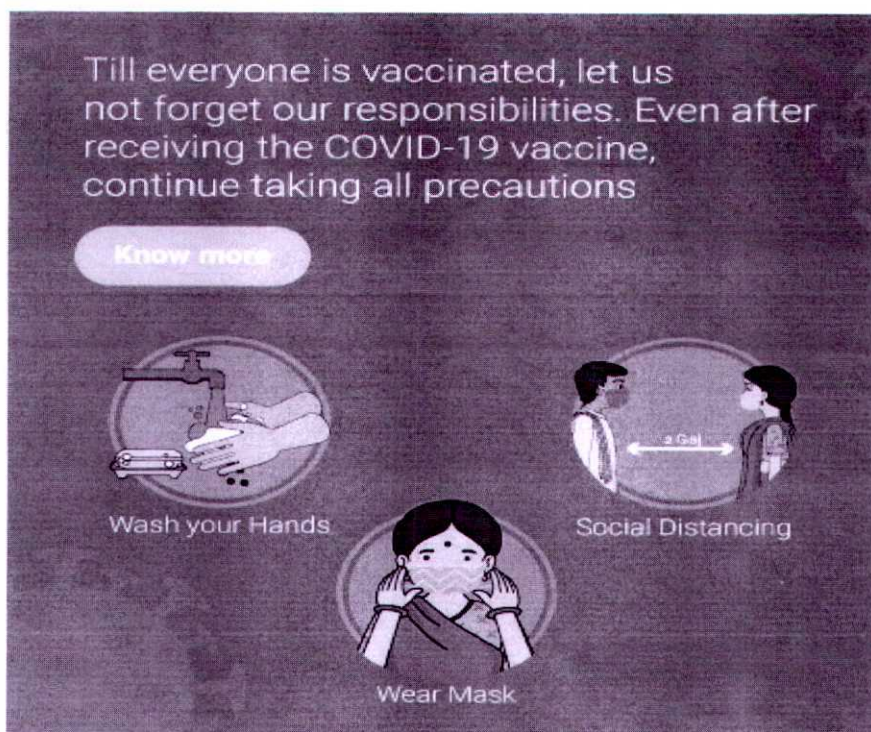
Note : Those calling on STD from outside Delhi will please dial 0120 before the above number. The Institute works five days a week (Monday- Friday).

All the participants may be informed to take preventive measures due to COVID-19 pandemic and follow COVID guidelines.

- **Must be Vaccinated**
- **Use Face Mask**
- **Sanitize Hand Regularly**
- **Observe Social Distance**

STAY SAFE

STAY FIT



**V.V.GIRI NATIONAL LABOUR INSTITUTE
NOIDA**

**Training Programme on Employment and Wages: Special Reference to Code on
Wages**

October 25-27, 2023

NOMINATION FORM

Nominee's full name
(In block letters)

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Name of the organisation

.....

Whether
SC/ ST/OBC/General

.....

Designation

.....

Address (Office)

.....

.....

Telephone

(O).....(R)

Fax No. e-mail

Date

(Signature)

Mail to:

All Correspondence should be addressed to:

Consultant (Programme)

V.V.Giri National Labour Institute

A-06, Sector – 24

NOIDA, Distt. GautamBudh Nagar

Uttar Pradesh – 201 301

Telephone: 0120- 2411471, 2411533-35

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