



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/NEP/01/21
March 05, 2021

Subject: Training Programme on Gender Issues in Labour: A Behavioural Approach for North Eastern States during April 05-09, 2021 at VVGNI Campus, NOIDA

EXCLUSIVELY FOR PARTICIPANTS FROM NORTH EASTERN STATES

Dear Sir/Madam,

We are glad to inform you that the V. V. Giri National Labour Institute would be organising a training programme on **Gender Issues in Labour: A Behavioural Approach** for North Eastern States of Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Tripura and Sikkim. The programme will be held during **April 05-09, 2021** at V. V. Giri National Labour Institute, Campus, NOIDA. The programme is meant for Government Officials, Trade Union Leaders and NGOs.

The programme will address and strengthen the understanding of Gender Issues in Labour market. There is no programme fee. The Institute will bear the expenditure on boarding and lodging of the participants during training period. The Institute would also reimburse to and fro 3-tier AC train fare. The nominations of only those participants will be accepted who have Aadhar number and bank account. It may be ensured that nominee(s) should have Aadhar number. The reimbursement of travel fare to the nominees would be made through NEFT only. The nominee(s) may be informed to bring their Aadhar Card and bank details (name of bank, name of bank branch, IFSC code and bank account no.) with them. The bank details may be mentioned in the TA form. The participants from Assam and Meghalaya can submit a copy of Voter ID/ Driving License in place of Aadhar card, while filling up TA form at the institute. All the nominees may be informed accordingly.

It is requested to nominate 05 officials from your organisation. We will highly appreciate participation of women. Because of limited number of seats, the Institute will be constrained to admit only 05 participants from one organisation on first-come-first serve basis and regret acceptance thereafter. You may forward the names of the participants alongwith nomination forms duly filled in by the nominees. The last date for receiving nominations is **March 31, 2021**.

With kind regards,

Yours sincerely,

(Dr. H. Srinivas)

To:

- Labour Secretary & Labour Commissioner of NE States
- Deputy Commissioners, NE States
- Central Trade Unions
- Civil Societies



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पीआरजी/एनईपी/01/21

मार्च 05, 2021

विषय: वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा में 05-09 अप्रैल 2021 के दौरान पूर्वोत्तर राज्यों के लिए श्रम में लैंगिक मुद्दे : एक व्यवहारवादी दृष्टिकोण पर प्रशिक्षण कार्यक्रम

अनन्य रूप से पूर्वोत्तर राज्यों के प्रतिभागियों के लिए

महोदय/महोदया,

सहर्ष सूचित किया जाता है कि वी वी गिरि राष्ट्रीय श्रम संस्थान, नौएडा अपने परिसर में 05-09 अप्रैल 2021 के दौरान पूर्वोत्तर राज्यों असम, अरुणाचल प्रदेश, मणिपुर, मिजोरम, मेघालय, नागालैंड, त्रिपुरा और सिक्किम के लिए श्रम में लैंगिक मुद्दे : एक व्यवहारवादी दृष्टिकोण विषय पर एक प्रशिक्षण कार्यक्रम का आयोजन कर रहा है। यह कार्यक्रम सरकारी अधिकारियों, ट्रेड यूनियन नेताओं एवं एनजीओ के लिए तैयार किया गया है।

यह कार्यक्रम श्रम बाजार में लिंग मुद्दों की समझ को संबोधित और मजबूत करेगा। यह एक निशुल्क कार्यक्रम है। संस्थान प्रतिभागियों को आवास एवं भोजन निःशुल्क उपलब्ध कराएगा और टिकट की मूल प्रति मिलने पर प्रतिभागियों को 3-टियर एसी रेल किराए की भी प्रतिपूर्ति करेगा। कृपया यह सुनिश्चित करें कि नामित प्रतिभागियों के पास आधार नंबर है। केवल उन्हीं प्रतिभागियों के नामांकन स्वीकार किए जाएंगे जिनके पास आधार नंबर एवं बैंक खाता हो। नामित प्रतिभागियों को यात्रा व्यय की प्रतिपूर्ति केवल एनईएफटी के माध्यम से की जाएगी। नामित प्रतिभागियों को सूचित किया जाए कि वे अपने साथ आधार कार्ड तथा बैंक के विवरण (बैंक का नाम, बैंक की शाखा का नाम, आईएफएससी कोड एवं खाता संख्या) लाएँ। नामित प्रतिभागियों को संस्थान में यात्रा भत्ता प्रपत्र भरते समय बैंक के विवरण भरने होंगे। असम और मेघालय के प्रतिभागी संस्थान में यात्रा भत्ता प्रपत्र भरते समय आधार कार्ड के स्थान पर वोटर आईडी / ड्राइविंग लाइसेंस की एक प्रति जमा कर सकते हैं। सभी नामित प्रतिभागियों को तदनुसार सूचित किया जाए।

आपसे अनुरोध है कि अपने संगठन से 05 को नामित करें। महिला प्रतिभागियों का नामांकन अत्यंत सराहनीय होगा। सीटों की संख्या सीमित होने के कारण संस्थान पहले आओ-पहले पाओ के आधार पर एक संगठन से केवल 05 प्रतिभागियों को शामिल करेगा। कृपया अपने नामांकन नामांकन प्रपत्र के साथ भेजें। नामांकन प्राप्त की अंतिम तिथि 31 मार्च 2021 है।

सादर,

भवदीय,

(डॉ. एच. श्रीनिवास)

सेवा में,

- पूर्वोत्तर राज्यों के श्रम सचिव एवं श्रम आयुक्त
- पूर्वोत्तर राज्यों के उपायुक्त
- सभी केंद्रीय ट्रेड यूनियनें
- सिविल सोसाइटी

**Training Programme
on
Gender Issues in Labour: A Behavioural
Approach for North Eastern States**

April 05-09, 2021



**V.V.GIRI NATIONAL LABOUR INSTITUTE
Sector – 24
Gautam Budh Nagar
NOIDA-201301, Uttar Pradesh**

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 recognises 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. For this rigorous behavioral improvement is the need 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 Gender issues in labour: a Behavioural approach with the aim to improve Behaviour in terms of roles and responsibilities we human beings have learned from our surrounding environments while growing up as a human being.

AIM

To address and strengthen the understanding of Gender Issues in Labour market:

OBJECTIVES

- To address the issue of gender bias with holistic perspective.
- To enhance the capacity of the participants so that they could tackle the gender based injustice.
- To orient the participants on laws pertaining to workers labour.
- To sensitize the participants about sexual harassment at workplace.
- To discuss about the gender discrimination in the world of work.

COURSE PROFILE

Gender Issues in Labour; Labour Market discrimination; Gender analysis; Sexual harassment at workplace: case studies; Sexual harassment at workplace: preventive measure and complaints mechanism; Laws related to women at workplace.

METHODOLOGY

Class room lectures, group discussions, simulation technique and role play

RESOURCE PERSONS

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

PARTICIPATION LEVEL

Government Officials, Trade Union Leaders from Central Trade Unions and NGOs from **North Eastern States**. For the welfare of vulnerable and marginalized section of the society, we will appreciate if participants from reserved categories (SC/ST/OBC) are also nominated. Participants should have working knowledge of Hindi/English Language.

VENUE

V.V.Giri National Labour Institute
Sector -24, NOIDA -201301,

The campus of Institute is situated near Prakash Hospital and NTPC Office. The distance of the campus from New Delhi Railway Station is 20 Kms. Noida City Centre Metro Station is about 1.5 kms from VVGNI, Noida. The nominee(s) may be informed accordingly.

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 of April 04, 2021 till the forenoon of April 10, 2021. Accommodation will be on twin-sharing basis. **For extended stay or early arrival, lodging & boarding charges would be borne by the participants.**

NOTE:

1. Spouse and family members are not allowed to stay in the Institute's hostel.
2. Please ensure that spouse or relatives of nominee, who are not member of trade union, should not be nominated.
3. Participants are requested to book their return ticket in advance from their own place.

TRAVELLING EXPENSES

1. No fee is charged from the participants.
2. The Institute would reimburse travel expenses of the participants for 3 tiers AC Train fare from their place of work to NOIDA on production of ORIGINAL ticket for inward journey and for return journey, a photo copy of 3rd AC CONFIRMED ticket shall 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 inconvenience.
3. It may be ensured that nominee(s) should have Aadhar Card and bank account. 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 Aadhar Card and 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.
4. The participants from Assam and Meghalay can submit a copy of Voter ID/ Driving Licence in place of Aadhar card, while filling up TA form at the institute. All the nominees may be informed accordingly. All the nominees may be informed accordingly.
5. The local conveyance to be reimbursed would be restricted to the actual expenditure incurred or Rs. 750/- whichever is less

ENROLMENT FEE

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

COURSE DIRECTOR

Dr. Shashi Bala, Course Director, Fellow,
shashibala2002@gmail.com/balashashi.vvgnli@gov.in

COMMUNICATION

All correspondence should be addressed to:

J. K. Kaul
Consultant (Programme)
V.V. Giri National Labour Institute
Post Box. No. 68, Sector-24
NOIDA-201301 (UP)
Distt. Gautam Budh Nagar
Telephone : 0120 2411533-35
Fax No. : 0120 2411471
E.mail : vvgnlitraining@gmail.com
Website : www.vvgnli.gov.in

All the participants may be informed to take preventive measures due to COVID-19 pandemic:

- **Use Face Mask**
- **Sanitize Hand/Hand Wash**
- **Observe Social Distance**

STAY SAFE

STAY FIT

V.V.GIRI NATIONAL LABOUR INSTITUTE
NOIDA

Training Programme on Gender Issues in Labour: A Behavioural Approach
for North Eastern States
April 05-09, 2021

NOMINATION FORM

VENUE

V.V.Giri National Labour Institute Campus, Sector-24, NOIDA, Dist. Gautam Budh Nagar,
Uttar Pradesh

IMPORTANT INSTRUCTION

- This Programme will be conducted in English & Hindi
- This form must be filled by the nominee

GENERAL INFORMATION

1. Nominee's Full Name Mr/Ms. : _____
(In Block Letters)
2. Age and date of birth : _____
3. Educational Qualification : _____
: _____
4. Whether SC/ ST/OBC/General : _____
5. Name of the Organisation : _____
: _____
6. Status in the Organisation : _____
7. Address for Correspondence : _____
(In block Letters) : _____
: _____
- Phone : _____
8. Have you attended any : _____
programme from this Institute? : _____
If yes, give details. When the : _____
Programme was organised. : _____

DETAILS OF CURRENT EMPLOYMENT

(a) Designation : _____

(b) Organisation : _____

(c) Nature of Work : _____

(d) Address : _____

Tel: _____ Fax _____

e.mail:

BANK DETAILS OF THE PARTICIPANT

Aadhar No _____

Name of Bank _____

Bank Branch name: _____

Account No. _____

IFSC Code _____

(Signature & Name of the Participant)

Date:

Mail this form to:

Shri J. K. Kaul
Consultant (Programme)
V.V.Giri National Labour Institute
Post Box No. 68, Sector – 24
NOIDA, Distt. Gautam Budh Nagar
Uttar Pradesh – 201 301

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