



**वी.वी. गिरि राष्ट्रीय श्रम संस्थान**  
(श्रम एवं रोजगार मंत्रालय, भारत सरकार का स्वायत्त निकाय)  
**V.V. GIRI NATIONAL LABOUR INSTITUTE**  
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महानिदेशक

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

No.PRG/NEP/02/20  
June 02, 2020

**Subject: Online Training Programme on Gender Issues in Labour: A Behavioural Approach for North Eastern States during June 29- July 03, 2020.**

Dear Sir/Madam,

In the prevailing COVID-19 pandemic scenario, the Institute has initiated conducting e-Training Programmes for the benefit of our 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 **Gender Issues in Labour: A Behavioural Approach** during **June 29- July 03, 2020** for North Eastern States of Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Tripura and Sikkim.

The programme will address and strengthen the understanding of Gender Issues in labour market and to enhance the understanding of gender and women labour issues.

I request you to nominate 2-3 participants for this important online training programme. Brochure providing all the details of the training programme, including the modalities for nominations is attached.

We look forward to your positive response in this regard.

With kind regards,

Yours sincerely,

(Dr. H. Srinivas)

To:

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

**ONLINE TRAINING PROGRAMME ON GENDER ISSUES IN  
LABOUR: A BEHAVIOURAL APPROACH FOR NORTH EASTERN  
STATES**

**June 29- July 03, 2020**



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

Sector – 24, Noida (U.P)

श्रम एव जयते

## 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 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**

The programme aims at addressing and strengthening the understanding of Gender Issues in Labour with following major objectives:

## **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 sensitize the participants about sexual harassment at workplace.
- To discuss about the gender discrimination in the world of work DURING COVID-19.

## **COURSE PROFILE**

Gender Issues in Labour during COVID-19; Labour Market discrimination; Gender analysis; Sexual harassment at workplace: case studies: preventive measure and complaints mechanism; Laws related to women at workplace.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. Comprehensive literature will also be provided to the participants as a part of this programme.

## **RESOURCE PERSONS**

Faculty members of VVGNLI and Subject experts will be the primary resourcepersons.

## **PARTICIPATION LEVEL**

Labour Officials, Trade Unions leaders from CTUOs ,NGOs representatives and academicians from North Eastern States 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) 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 29th June to 03rd July, 2020. On each day, online lectures and discussion sessions will be held from 11.30a.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 on emails: [shashibala2002@gmail.com](mailto:shashibala2002@gmail.com)/[balashashi.vvgnli@gov.in](mailto:balashashi.vvgnli@gov.in) or through google online form available at following link:

[https://docs.google.com/forms/d/e/1FAIpQLSesY2yjm0E40ShSm4Q\\_W2dk9C4brE2yC8QXrZOIYMSDn6fwWQ/viewform?usp=pp\\_url](https://docs.google.com/forms/d/e/1FAIpQLSesY2yjm0E40ShSm4Q_W2dk9C4brE2yC8QXrZOIYMSDn6fwWQ/viewform?usp=pp_url)

### **LAST DATE FOR RECEIVING NOMINATIONS**

**25<sup>th</sup> June, 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 VVGnLI.

### **ENROLMENT FEE**

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

### **KEY CONTACTS**

Dr. Shashi Bala, Course Director, Fellow,  
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