



V.V. GIRI NATIONAL LABOUR INSTITUTE

Online Training Programme on
The Future of Work: Navigating Transformations Effectively

May 20-22, 2020

Contextualising the Training

Driven by various mega trends – technological advancements, demographic transition and globalisation – the world of work has been experiencing massive transformations in the last two to three decades. This has led to a multitude of tendencies: the elimination of old jobs and emergence of new forms of employment, dominance of non-standard forms of employment relations, increased automation and the consequent substitution of capital for workers, changing skill sets in work processes, emergence of new business models (gig economy, etc.), decentralisation of economic activities, and so on. How will the future of work pan out and what strategies need to be put in place to seize the opportunities presented by these transformations? These have become dominant themes in public policy discourse related to labour. In fact, the International Labour Organization, the oldest international organisation, chose ‘future of work’ as the theme for its centenary celebrations in 2019. The ILO came out with a seminal report, *Work for a Brighter Future*, that deals comprehensively with the changes confronting the world of work and sets out ideas to manage and leverage these transformations.

In this crucial and evolving phase of the world of work, the outbreak and spread of COVID-19 heralds unprecedented challenges, particularly in terms of even safeguarding jobs and incomes of the people. The available evidence clearly highlights that the pandemic has profoundly and adversely impacted the world of work: workers all over the world are facing huge risks of job losses, suspended employment relations and income loss; and many businesses, particularly micro and small enterprises, are facing catastrophic losses and are on the brink of collapse. The crisis, the biggest human catastrophe in decades, has in many ways also exposed the fault lines in the existing labour governance structures. Countries are exploring a host of measures, ranging from cash transfers, wage subsidies and generation of additional jobs through public employment programmes to financial support to employers, to tide over this unparalleled development crisis.

Nuanced understanding and analysis of the ongoing transformations in the world of work, on the one hand, and the ramifications of the COVID-related crisis in the labour and employment scenario, on the other, help us to identify some of the major pathways that may be navigated by the public policies related to labour in order to ensure a favourable and brighter future of work. It is also very obvious that we need collective action and proactive involvement of all concerned stakeholders, ranging from the government, employers and trade unions to researchers and civil society organisations, to respond to the challenges of change.

Major Objectives

It is against this background that the V.V. Giri National Labour Institute is organising an online training programme on the ‘Future of Work: Navigating Transformations Effectively’ with the following specific objectives:

- Analyse the major contours of the future of work.
- Trace technological changes and their impacts on and implications for work and work relations.
- Examine the major labour market implications of COVID-19 and assess the responses of various stakeholders.
- Delineate the components of the major pathways to ensure a brighter and equitable future of work. These include: striking a balance between qualitative and quantitative dimensions of employment; ensuring gender equality at the workplace; developing a robust social protection system, particularly to cover those in the informal economy; use of digital tools to improve labour market outcomes; and promoting social dialogue.

Training Delivery and Methodology

- This training will be delivered in an **online mode**. The training will primarily make use of lectures, case studies and experience sharing. It will also include group discussions and thus be participative in nature.
- Each session will be based on a structured PowerPoint presentation.
- Comprehensive reading materials will also be provided as a part of the programme.

Faculty

- Faculty members of VVGNNLI specialising in different domains of labour studies will be the key resource persons.

Participation Level

- This online programme is open to senior- and middle-level functionaries of the government, representatives of trade unions and employers' associations, faculty members of institutions/universities, and research scholars and civil society organisations concerned with transformations in the world of work and future of work.
- Participants should have working knowledge of English.
- As this is an online training, those enrolling in the programme should have access to internet and laptop/desktop with audio-visual facilities.

Date

- This programme is scheduled for **May 20-22, 2020**.
- On each of the training days, online lectures and discussions will be held from **10.30 to 12.30 hrs (two hours)**.

Nomination and Enrolment

The nominations of those interested in participating in this training, nominated either through organisations or individually, may be forwarded to: **sasikumarsk2.vvgnli@gov.in**

- The following details should be provided in the nomination: (Name of the Participant; Sex; Age; Institutional Affiliation and Designation; Email; Mobile)
- Last date for receiving nominations: **May 15, 2020.**
- The nominations received will be scrutinised by the VVGnLI and those selected will be intimated individually via email. They will also be informed the log in details to access the online programme and related training resources.
- Those who successfully complete the programme will be provided a certificate by the VVGnLI.

Programme Fee

- The Institute will not charge any fee for this online training.

Course Director

Dr. S.K. Sasikumar, Senior Fellow, VVGnLI
Email: sasikumarsk2.vvgnli@gov.in