



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/22/20

June 23, 2020

Subject: Online Leadership Development Programme for Trade Union Leaders from Informal Sector during July 27-31, 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 has scheduled an **Online Leadership Development Programme for Trade Union Leaders from Informal Sector during July 27-31, 2020.**

This training programme is meant for State and District Level Trade union leaders/organisers from central trade unions working in the Rural Unorganised Sector. The programme will be conducted in Hindi. Please ensure that the nominee should have working knowledge of Hindi.

I request you to nominate 3-4 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

All Central Trade Unions



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जून 23, 2020

विषय: वी वी गिरि राष्ट्रीय श्रम संस्थान द्वारा 27-31 जुलाई 2020 के दौरान आयोजित अनौपचारिक क्षेत्र के ट्रेड यूनियन नेताओं को सशक्त बनाना विषय पर ऑनलाइन प्रशिक्षण कार्यक्रम

महोदय/महोदया,

प्रचलित कोविड-19 महामारी परिदृश्य में, संस्थान ने सामाजिक भागीदारों के लाभ के लिए ई-प्रशिक्षण कार्यक्रम आयोजित करने का निर्णय लिया है। इस सन्दर्भ में, सहर्ष सूचित किया जाता है कि वी वी गिरि राष्ट्रीय श्रम संस्थान 27-31 जुलाई 2020 के दौरान अनौपचारिक क्षेत्र के ट्रेड यूनियन नेताओं को सशक्त बनाना विषय पर ऑनलाइन प्रशिक्षण कार्यक्रम का आयोजन कर रहा है।

यह कार्यक्रम केंद्रीय ट्रेड यूनियनों के ट्रेड यूनियन नेताओं/आयोजकों, ग्रामीण असंगठित सैक्टर में काम करने वाले राज्य एवं जिला स्तरीय ट्रेड यूनियन प्रतिनिधियों के लिए तैयार किया गया है। यह कार्यक्रम हिन्दी में आयोजित किया जाएगा। कृपया सुनिश्चित करें की नामित व्यक्तियों को हिन्दी का कार्यसाधक ज्ञान प्राप्त है।

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)

सेवा में,

सभी केंद्रीय ट्रेड यूनियन

Online Leadership Development Programme for Trade Union Leaders from Informal Sector

July 27-31, 2020



V.V. Giri National Labour Institute,
Noida, Uttar Pradesh, India – 201301

श्रमेव जयते

Context

In the present rapidly change of the COVID-19 environment, leadership has emerged as a “higher level” paradigm which will influences employee’s future, vision, values and creation of culture of belongingness and the behaviour that will demonstrates regard, respect, and value for all the employees.

Leaders are individuals who successfully spread positive vibes among the community they are involved in and bring a constituency together to share a common “destination” that would initially “inhabit the future”. Those who believe that they ‘can do’ are leaders. Other variables, such as the situation, zeitgeist, context and followers, do matter. Precisely saying, every leader needs talent to navigate these challenges.

The most effective leaders are alike in almost one crucial way. They all inhabit a common virtue that is a high degree of emotional intelligence. It’s not that IQ and technical skills are irrelevant they also matter but mainly as “threshold capabilities”, which are important as entry level requirements in an organization.

Many researchers have confirmed that emotional intelligence does not only distinguish outstanding leaders but also associates them with strong performance. If every leader is effective in all the aspects of the emotional intelligence then he/she will win the support and trust of every person and enthuse them towards the highest level of their performance and effective goal achievement even in the most difficult situations. Many researchers have also confirmed that emotional intelligence not only distinguishes outstanding leaders but is also linked with their strong performance.

The numbers are just beginning to tell us a persuasive story about the link between an organization success and the emotional intelligence of the leaders. The researchers are also demonstrating that people can only develop their emotional intelligence if they choose to take the right road in their life.

Although it is not necessary that people with high self-awareness speak effusively and confession ally but almost all these kinds of people are able to speak accurately and openly– about their emotions and the impact they have on their work.

Thus, we should confidently conclude that organizational climate is majorly influenced by a leadership style and by the way leader motivates, direct reports, gather then happens to use information, make decisions, manage change initiatives, and handle crises. Each leadership style is derived from different emotional intelligence competencies which works best in particular situations and affects the organizational climate in different ways.

It is through the reference of this context that V.V. Giri National Labour Institute, Noida will be organizing online **Leadership Development Programme** with the main objective of promoting effective leadership among trade Union leaders of our country for having a pragmatic trickledown effect.

Aim

The programme aims for enhancing the understanding about various aspect of human resource development and impart knowledge and skills to develop leadership skills with the following major objectives:

- To understand significance of time management in implementation of affirmative policies & labour laws pertaining to employment.
- To develop communication strategies for addressing gender issues in the world of work.
- To strengthen emotional skills for effective decision making via managing stress in pragmatic manner.
- To develop skills and techniques for effective Leadership during COVID-19.

Course Profile

Basic understanding of leadership skills, managing stress for enhancing emotional IQ and decision-making skills, Leadership skills, time management, communication strategies and selective labour laws 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; Lectures. Comprehensive literature will also be provided to the participants as a part of this programme.

Resource Persons

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

Participation Level

Trade union leaders/organisers from central trade unions, State and District Level Trade Union Representatives working in the Rural Unorganised Sector etc., 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 English/Hindi Language. Further, as this is an online training, those enrolling in the programme should have access to internet and laptop/desktop with audio-visual facilities.

Dates and Duration

This programme is scheduled from July 27 to July 31, 2020. On each day, online lectures and discussion sessions will be held from 12.30 pm to 2.30 p.m followed by discussion through email and mobile on exercises provided to the participants 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 submitted through google online form available at following link:
https://docs.google.com/forms/d/e/1FAIpQLSco_hRXhn9sBmTW_tkB6-u3oZqGmpucrF_4Ti2fWeZNFobX2w/viewform?usp=pp_url

Last Date for Receiving Nominations

16th July, 2020

The nominations received will be scrutinized by the Course director and those selected will be intimated individually via email and provided online meeting details a day before the programme commences. 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 a certificate by VVGnLI.

Enrolment Fee

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

Key Contacts

Dr. Shashi Bala, Course Director, Fellow,

E-mail:

sbalatraining@gmail.com

balashashi.vvgnli@gov.in

श्रमेव जयते