



# 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/CBP/06/20

May 19, 2020

Dear Madam/Sir,

I am glad to inform that the V.V. Giri National Labour Institute is organizing an Online Training Programme on 'Emerging Perspectives on Gender, Labour Laws and International Labour Standards' during June 22-24, 2020.

This programme is being organized particularly in the context of emerging labour market challenges and inequalities prevalent in the world of work. The low participation of women in the labour market and the gender gaps in labour force participation has been one of the prominent challenges for realizing the sustainable development goals 2020. Further, the emergence of global pandemic COVID-19 has disproportionately affected the women workers intensifying their vulnerability. In this context, there is a need for strengthening of institutions governing work and work relationships including the international labour standards for ensuing workers well being.

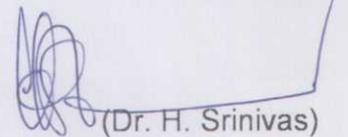
In the above background, the institute is organising this online training programme for sensitising the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. It would also examine the impact of COVID 19 on women workers; understand larger questions on intersection of paid and unpaid work; evaluation of the existing legislative framework and international labour standards in line with the recent changes for promotion of improved working conditions, reducing inequalities, access to social protection and promoting workers 'rights.

I would like to request you to nominate participants from your organisation/institution for this online training programme. The brochure providing all details about the registration for the programme, information on nominations and enrolment, last date for receiving nominations and other details is attached .

Looking forward to a favourable response

Best regards,

Yours sincerely,



(Dr. H. Srinivas)

To:

- Labour Secretaries and Labour Commissioners
- Chief Labour Commissioner(Central)
- Central Trade Unions
- Researchers and Civil Society Organisations



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

**Noida, Uttar Pradesh, India - 201301**

Online Training Programme on  
**Emerging Perspectives on Gender, Labour Laws and  
International Labour Standards**

**June 22-24, 2020**

## **Background of the Programme**

Gender equality and empowerment of women has been the cornerstone of developmental policies of many countries across the globe. The Report of World Employment and Social Outlook of the International Labour Organisation reported that gender gaps between men and women in the world of work remain as one of the most pressing labour market challenges facing the global community with women's limited access to the labour market. The gaps were widest in the Arab States, Northern Africa and Southern Asia where they exceed 50 percentage points and had the lowest levels of female labour force participation rates i.e less than 30 percent as compared to the global average of 49 percent. Disappointing job growth and poor-quality jobs continue to characterize the labour markets of many developing countries, even in those countries that have experienced high rates of economic growth. The global Sustainable Development goals also recognized the centrality of women's empowerment and gender equality to the elimination of poverty and hunger and the achievement of truly sustainable development.

Within the South Asian context, India has witnessed a decline in the female labour market participation from 34.1 per cent in 1999-00 to 27.2 per cent in 2011-12 as per the National Sample Survey Organisation. The recent Periodic Labour Force Survey 2017-18 reported a further decline to 23.3 percent. While on one hand, the employment trends for women in India have been discouraging, on the other hand, women's participation in unpaid care work has been increasing which is an important concern from a policy perspective. The Indian labour market is characterized by high informality where women are generally engaged in low paying jobs. They continue to disproportionately face a range of multiple challenges relating to access to employment, choice of work, working conditions, employment security, wage parity, discrimination and balancing the competing burdens of work and family responsibilities.

Further, the emergence of global pandemic COVID-19 has disproportionately affected the women workers intensifying their vulnerability. Women, within the informal sector including migrant women workers are worst affected by the pandemic as they are engaged in short-term work, domestic service and care sector, home based work, etc. with limited access to social protection and labour regulation. Also the loss of livelihoods and emerging situation of crisis due to the impact of the pandemic has reiterated a need for revisiting the employment protection situation in the country.

In this context, there is a need for strengthening of institutions governing work and work relationships including the international labour standards for ensuing workers well-being. The role of International Labour Standards(ILS) assume greater significance as they aim at improving working and living conditions of women and men, and promote equality in the workplace for all workers. ILS are instruments that set out basic principles and rights at work and which are drawn up by the three constituents of the ILO: governments, employers and workers. They are either Conventions, instruments which on ratification create legal obligations or Recommendations, which are not open to ratification, but give guidance as to policy. Labour standards address gender equality in different ways and are instrumental in promoting workplace rights. The rights-based approach and the development based approach are understood as widening choices and increasing capabilities particularly in the context of women.

In the above background, this online training programme is an important endeavor for sensitizing the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. It would also examine the impact of COVID 19 on women workers and also understand larger questions on intersection of paid and unpaid work. It would enlighten the participants about the existing legislative framework and international labour standards that aim at addressing gender equality at the workplace. The programme would also attempt to analyse the legislative measures and international labour standards in line with the recent changes for promotion of improved working conditions, reducing inequalities, access to social protection and promoting workers 'rights.

### **Major Objectives**

- To provide an overview of gender and the labour market.
- To analyse the existing inequalities with regard to wages, working conditions, employment security, etc.
- To assess the impact of the pandemic on women workers including migrant workers.
- To understand the gendered vulnerabilities and intersection of paid work and unpaid/care work and other precarious forms of employment that remain outside the purview of available legal and policy responses.

- To sensitize the participants about the existing legal instruments and international labour standards on promotion of gender equality at the workplace.
- To analyse the international labour standards in line with the recent changes in the labour market due to the crisis created by the pandemic.

### **Training Delivery and Methodology**

This training will be delivered through an online mode .It will make use of lectures, case studies and experience sharing followed by questions and answers. Each session will have a structured power point presentation. Comprehensive reading material will also be provided as a part of the programme.

### **Resource Persons**

Faculty members of VVGNLI specializing in the subject and other external resource persons will be the key resource persons in the programme.

### **Level of Participation**

- The programme is open to government officials, representatives from the Trade Unions, researchers from Universities/institutions and civil society organizations concerned with women labour.
- 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

### **Dates and Duration**

- This programme is scheduled from June 22-24, 2020.
- On each day, **two online lectures** and discussion sessions will be held each for a duration of one hour, from 10.30 am to 12.30pm (two hours).The total duration of the programme will be for six hours.

### **Nomination and Enrolment**

- The nominations of those interested in participating in this training, nominated either through organizations or individually, may be forwarded to [ellinasroy.vvgnli@gov.in](mailto:ellinasroy.vvgnli@gov.in) and [jkkaul.vvgnli@gov.in](mailto:jkkaul.vvgnli@gov.in).
- The following details should be provided in the nomination: Name of the Participant; Gender; Age; Institutional Affiliation and Designation; Email; Mobile Number.

**Last Date for Receiving Nominations: JUNE 16, 2020**

The nominations received will be scrutinized by the VVG NLI 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 by attending all the sessions will be provided a certificate by the VVG NLI.

**Enrolment Fee**

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

**Key Contacts**

1. Dr. Ellina Samantroy, Course Director, Fellow, V.V. Giri National Labour Institute; Email: [ellinasroy.vvgnli@gov.in](mailto:ellinasroy.vvgnli@gov.in)
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