



# 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/LAP/03/20  
May 18, 2020

Dear Sir/Madam

I am glad to inform that the V.V. Giri National Labour Institute is organizing an **Online Training Programme on Ensuring Safety, Health and Welfare at Workplace** during June 15-17, 2020

This programme is being organized in the context of the changes in the world of work such as modernisation and technological innovation which has catapulted the rise of chemical, hazardous, and polluting industries, and with it unsafe working conditions and occupational risks. Moreover there has been a growing transformation in the world of work, thereby leading to diversification of employment arrangements which has brought about a variety of effects on all aspects of working conditions, including occupational safety and health (OSH) conditions.

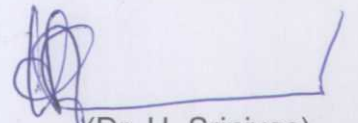
It is in this context that the Institute is organizing this Online Training Programme on Ensuring Safety, Health and Welfare at Workplace during June 15-17, 2020. It would be useful and relevant for officers of inspectorate of factories, labour departments, representatives of trade unions, researcher scholars and civil society representatives concerned with safety, health and welfare at workplace.

I request you to nominate 2-3 officers from your departments for participation in this important online training programme. Brochure providing all the details of the training programme, including the modalities for nominations is attached.

Looking forward to a favourable response.

Best regards

Yours sincerely



(Dr. H. Srinivas)

To:

- Labour Secretaries and Labour Commissioners
- Inspectorate of Factories
- Central Trade Unions
- Research Scholars and Civil Society Representatives



**V.V. GIRI NATIONAL LABOUR INSTITUTE**

**Online Training Programme on**  
***Ensuring Safety, Health and Welfare at Workplace***

**June 15-17, 2020**

## **Contextualising the Training:**

The human, social and economic costs of occupational accidents and diseases have long been a cause for concern. Modernisation and technological innovation has catapulted the rise of chemical, hazardous, and polluting industries, and with it unsafe working conditions and occupational risks. Moreover, during the past few decades, there has been a growing transformations in work arrangements thereby bringing about a lot of changes in the world of work. The diversification of employment arrangements and rise of ‘non-standard employment’ (NSE) can have a variety of effects on virtually all aspects of working conditions, including occupational safety and health (OSH) conditions.

Measures and strategies designed to prevent, control, reduce or eliminate occupational hazards and risks have been developed and applied continuously to keep pace with technological and economic changes. Yet, despite continuous if slow improvements, occupational accidents and diseases are still too frequent and their cost in terms of human suffering and economic burden continues to be significant. Moreover, OSH initiatives are often restricted to certain sectors only, thereby leaving a vast majority of the workers uncovered by any OSH protection.

The growing informalisation of work and involvement of majority of workers in the informal sector require refocusing, revision and strengthening of OSH related initiatives to respond to this reality. Often basic preventive measures including education and training for health and safety are overlooked for the workers in informal employment. The informal sector includes many women who are usually not covered by legislation, and do not have access to occupational safety and health services. Therefore there is an increasing need to consider the protection of workers' health and safety based on individual vulnerability. This was also emphasized in the ILO Resolution on Equal Opportunities and Treatment (ILC 1985), which made reference to the fact that there is a need to protect all workers – both women and men – from the inherent risks of their work in the light of up-to date scientific knowledge and technological changes.

The safety and health challenges of workers have further aggravated with the COVID -19 pandemic. To galvanise the growing movement around occupational health, guidelines issued in the near future must anticipate the aftermath of the COVID-19 pandemic and its impact on the health and safety of workers.

Policy initiatives on health and safety of workers, need to take into account the growing transformations in the world of work and its impact on the health and safety of workers as well as the effects of the COVID pandemic. The effort for a safe and healthy workplace for every worker would require collective action involving all concerned stakeholders, ranging from the government, employers, trade unions to researchers and civil society organisations, in order to bring about a positive change in the workplace.

## **Major Objectives:**

It is against this background that the V.V. Giri National Labour Institute is organising an online training programme on the ‘Ensuring Safety, Health and Welfare at Workplace’ with the following specific objectives:

- Understand the transformations in the world of work and its impacts on Occupational Safety and Health.
- Understand the legal instruments and policies on Occupational Safety and Health (OSH) in the

Indian context.

- Analyse the safety and health challenges for workers in informal employment and implications of COVID-19 on the health and safety of Workers.
- Examine the OSH Reforms and address how the reforms (The Occupational Health, Safety and Working Conditions Code, 2019) will impact the workers and employers.

### **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 VVGnLI and expert domain resource persons.

### **Participation Level:**

- This online programme is open to Labour Department officers, research scholars representatives of trade unions, and civil society organisations concerned with safety, health and welfare at workplace.
- Participants should have working knowledge of English.
- Participants should have access to internet and computer with audio-visual facilities.

### **Date:**

- This programme is scheduled for **June 15-17, 2020**.
- Online lectures and discussions will be held from **10.30 to 12.30 hrs** (two hours per training day).

### **Nomination and Enrolment:**

The nominations of those interested in participating in this training, can be sent either through organisations or individually to the following mail id - **rumaghosh.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: June 10, 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:**

- There is no registration/programme fee for this online training.

**Course Director:**

Dr. Ruma Ghosh, Fellow, VVGNI  
Email: rumaghosh.vvgni@gov.in