



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

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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/WKS/07/20

March 10, 2021

Subject: Online Workshop on 'Labour Codes through a Diversity, Inclusion & Equity Lens' to be held on March 30, 2021

Dear Sir/Madam,

I have pleasure to inform you that the institute would be organizing an online workshop on **'Labour Codes through a Diversity, Inclusion & Equity Lens'** on March 30, 2021.

The aim of the workshop is to discuss aspects of diversity, inclusion and equity in the world of work, workplace discrimination and harassment and reasonable accommodation in policy making by organizations in line with the new labour codes. Brochure providing all the details of the workshop, including the modalities for nominations is attached.

I request you to nominate at least 05 personnel for this important online workshop.

With regards,

Yours sincerely,

(Dr. H. Srinivas)

To:

- Labour Secretaries & Labour Commissioners
- Chief Labour Commissioner (C)
- Employer's Organisations
- Central Trade Unions
- Educational Institutions



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पीआरजी/डब्ल्यूकेएस/07/20

10 मार्च 2021

विषय: 'विविधता, समावेश एवं साम्य के नजरिए से श्रम संहिताएँ' पर 30 मार्च 2021 को ऑनलाइन कार्यशाला का आयोजन

महोदय/महोदया,

सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान 30 मार्च 2021 को 'विविधता, समावेश एवं साम्य के नजरिए से श्रम संहिताएँ' पर एक ऑनलाइन कार्यशाला आयोजित करेगा।

इस कार्यशाला का उद्देश्य कार्य की दुनिया में विविधता, समावेश और साम्य के पहलुओं, कार्यस्थल में भेदभाव एवं उत्पीड़न और नई श्रम संहिताओं के अनुरूप संगठनों द्वारा नीति बनाने में इनके उचित समायोजन पर चर्चा करना है। नामांकन करने के तरीकों सहित कार्यशाला के सभी विवरण युक्त विवरणिका संलग्न है।

आपसे इस महत्वपूर्ण ऑनलाइन कार्यशाला के लिए कम से कम 05 कार्मिकों को नामित करने का अनुरोध है।

सादर,

भवदीय,

एच श्रीनिवास

(डॉ. एच. श्रीनिवास)

सेवा में,

- श्रम सचिव एवं श्रम आयुक्त
- मुख्य श्रम आयुक्त (केंद्रीय)
- नियोक्ता संगठन
- ट्रेड यूनियन
- शिक्षण संस्थान

Online Workshop on Labour Codes through a Diversity, Inclusion & Equity

March 30, 2021



**V.V. Giri National Labour Institute
Noida– 201301, Gautam Budh Nagar
Uttar Pradesh**

CONTEXT

Globally, Gender mainstreaming is an important part of policy discussions. Many nations including India are recognizing the importance of gender parity and taking necessary steps to bridge these gaps. Access to quality education, digital literacy, skill development, decent jobs, sharing of family responsibilities and Effective implementation of existing affirmative policies are some of the initiatives for narrowing this gap.

Overall, there is an increased visibility of women in every aspect of our lives but there is still a long way to the situation wherein women can claim to have all the equal rights and opportunities as that of men. There are still gender gaps in many areas, which needs to be addressed through planned actions. The Government of India, through its various policies measures and programmes is committed to reduce these disparities and focuses on gender equality and women empowerment.

The new Labour Codes (1) Code on Social Security Act (“the Social Security Code”); (2) Occupational Health and Working Conditions code (“the Working Conditions Code”); and (3) Code on Wages (“Code on Wages”) and; (4) the Industrial Relations Code, are set to change the world of work.

Specifically, the impact that they have for women, cis-gendered and disabled persons will be a new consideration worthy of learning. Parity in access to opportunities for optimum utilization of human resources are essential for achieving inclusive and sustainable growth.

Patriarchal mindset, roles and responsibilities assumed by the society often place women in inequitable positions which are frequently replicated at the workplaces. Therefore, facilitating working environment for all is essential for achieving gender parity.

Implementation of affirmative policies will positively change the mindset of an individual and inculcate positive behaviour in the World of Work.

Recognizing that Gender equality is a necessary foundation for a peaceful and sustainable world, V.V. Giri National Labour Institute is organising the workshop on “Labour Codes through a Diversity, Inclusion & Equity Lens” with the objectives of promoting gender equity and parity.

Aim:

To discuss aspects of diversity, inclusion and equity in the world of work, workplace discrimination and harassment and reasonable accommodation in policy making by organizations in line with the new labour codes.

TRAINING DELIVERY AND METHODOLOGY

- This workshop will be delivered in an online mode. The workshop will primarily make use of lectures, case studies and experience sharing. It will also include activity, self-assessment inventory, group discussions and thus be participative in nature.
- Participants should have access to internet and computer with audio-visual facilities

PARTICIPATION LEVEL

This interactive workshop would be for Government Officials, Trade Union Leaders, Academicians and Gender Specialists.

DATE

- This programme is scheduled for March 30, 2021
- Online workshop would be held from 10.30 a.m. to 01:30 p.m.

NOMINATION AND ENROLMENT

The nominations of those interested in participating in this workshop, can be sent either through organisations or individually.

- Please fill in the linked registration form and submit it. Without registration form, nomination will not be considered.

https://docs.google.com/forms/d/e/1FAIpQLSeTCfUop8xL1Ve5jkbZifpdhb-C-WxvLtZ5b1L1q9qT99wc8w/viewform?usp=sf_link

- The registration link should be sent through soft copy to the nominees. Link will not open if sent through photo copy. Nominees can also use link given in our website brochure.
- 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 workshop and related training resources.

WORKSHOP COORDINATOR

Dr. Shashi Bala, Fellow, VVGnLI
sbalatraining@gmail.com, balashashi.vvgnli@gov.in

COMMUNICATION

All correspondence should be addressed to:

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