



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)

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डॉ. एच. श्रीनिवास, भा.रे.का.से.

महानिदेशक

Dr. H. Srinivas, IRPS

Director General

पीआरजी/एलएपी/15/22

जून 16, 2022

विषय: वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा अगस्त 09-12, 2022 के दौरान भारत में मजदूरी नीतियां: मजदूरी 2019 पर संहिता का विशेष संदर्भ पर एक प्रशिक्षण कार्यक्रम

महोदय/महोदया,

सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा अगस्त 09-12, 2022 के दौरान भारत में मजदूरी नीतियां: मजदूरी 2019 पर संहिता का विशेष संदर्भ विषय पर एक प्रशिक्षण कार्यक्रम का आयोजन करने जा रहा है।

यह कार्यक्रम केंद्रीय और राज्य / केंद्र शासित प्रदेशों के श्रम विभाग और केंद्रीय और राज्य ट्रेड यूनियनों के श्रम विभाग के सरकारी अधिकारियों और अधिकारियों के लिए तैयार किया गया है। यह उपयोगिता आधारित कार्यक्रम है जिसका उद्देश्य हाल के वर्षों में वेतन संहिता और मजदूरी नियमों ने देश के न्यूनतम वेतन, मजदूरी के भुगतान और समान पारिश्रमिक प्रणाली से संबंधित सुधार के कई पहलुओं को पेश किया है। इसलिए, वेतन संहिता में बदलाव और श्रमिकों और व्यवसायों पर इसके प्रभाव को समझना महत्वपूर्ण है

कोई कार्यक्रम शुल्क नहीं है। संस्थान प्रशिक्षण अवधि के दौरान प्रतिभागियों को निःशुल्क बोर्डिंग और लॉजिंग की सुविधा प्रदान करेगा और सेंट्रल ट्रेड यूनियन के प्रतिभागियों को आने-जाने के दूसरे स्लीपर के किराए की प्रतिपूर्ति भी करेगा। उच्च श्रेणी के हकदार अधिकारी अपने स्वयं के संगठन से अपने यात्रा भत्ते का दावा कर सकते हैं।

आपसे अनुरोध है कि इस कार्यक्रम में भाग लेने के लिए अपने विभाग से 4-5 उपयुक्त नामांकित व्यक्तियों को नामांकित करें। कृपया अपने नामांकन जल्द से जल्द भेजें ताकि 02 अगस्त, 2022 तक हम तक पहुंच सकें

सादर,

भवदीय,

(डॉ. एच. श्रीनिवास)

सेवा में,

- केंद्रीय एवं राज्य / केन्द्र शासित प्रदेशों के श्रम विभाग
- नियोक्ता संगठन
- केंद्रीय ट्रेड यूनियन
- संयुक्त सचिव (केआर); संयुक्त सचिव (आरकेजी); जेएस (वीबी); संयुक्त सचिव (एलडब्ल्यू); SLEA; डीडीजी (ईएमपी); सीएलएस-1 और सीएलएस-2, एमओएलई, (आपके विभाग के एक अधिकारी को नामित करने के अनुरोध के साथ)



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महानिदेशक

Dr. H. Srinivas, IRPS

Director General

No. PRG/LAP/15/22

June 16, 2022

Subject: Training Programme on Wage Policies in India: Special reference to Code on Wages 2019 during August 09-12, 2022 at VVGNI, Campus, Noida

Dear Sir/Madam,

We are pleased to inform you that the V.V. Giri National Labour Institute would be organizing an **Wage Policies in India: Special reference to Code on Wages 2019** from **August 09-12, 2022** at VVGNI, Campus, Noida

The programme has been designed for Government Officers and Officers of the labour department from central and state /UTs labour department and Central and State Trade Unions. It is utility based programme which aims at recent years the wage code and the wage rules have introduced several aspects of reform related to the minimum wage, payment of wages and equal remuneration system of the country. Hence, it is important to understand the changes in the wage code and its implications on workers and businesses.

There is no programme fee. The Institute will provide free of charge Boarding & Lodging facility to the participants during training period and will also reimbursed second sleeper to and fro train fare to the participants from Central Trade Union . **Officials entitled for higher class may claim their Travelling Allowance from their own organisation.**

It is requested to nominate 4-5 suitable nominees from your department to participate in this programme. Please send your nominations at the earliest so as to reach us latest by **August 02, 2022**

With kind regards,

Yours sincerely,

(Dr. H. Srinivas)

To:

- Central and State/UTs Government Labour Department
- Employers' Organisations
- Central Trade Unions
- JS (KR); JS(RKG); JS(VB); JS(LW); SLEA; DDG (Emp); CLS-1 and CLS-2, MoLE (with the request to nominate one official of your department)

Training Programme
on
Wage Policies in India: Special
reference to Code on Wages 2019

August 09-12, 2022



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

BACKGROUND

The Government of India (GoI) has enacted the Code on Wages 2019 (hereafter referred to as the wage code) on 8 August 2019. Subsequent to the enactment of the wage code, the GoI has published the draft Wage Code (Central) Rules (hereafter referred to as the wage rules) in the form of a gazette notification on 7 July 2020. The Government at present is reviewing the draft Wage Code (Central) Rules on the basis of comments and suggestions received from the stakeholders and will shortly notify the final rules, thereby making the wage code effective and operational. Meanwhile, the State Governments are also in the process of drafting their respective state wage code rules, so that the wage code can be made effective at the state level. The implementation of the code and rules will also witness the beginning of a new phase in the wage policy of India, with a concomitant repealing of the existing four wage-related regulations on the payment of wages, minimum wages, payment of bonus and the equal remuneration.

Both the wage code and the wage rules have introduced several aspects of reform related to the minimum wage, payment of wages and equal remuneration system of the country. The wage code, for the first time, has explicitly stated the objective it intends to achieve, that is "to promote equity and labour welfare on the one hand and encourage investment and setting up of more enterprises, on the other, thereby catalysing creation of more employment opportunities". The wage code has universalised application of minimum wages and floor wages to all wage earners, apart from simplifying the minimum wage structure to achieve the stated objective from the workers' perspective. Similarly, the wage rules have, for the first time, included in their ambit the manner and criteria of fixation, revision and adjustment of floor wages and the minimum rate of wages. It, therefore, becomes imperative to understand the changes in the wage code and its implications on workers and businesses. In this context, the V.V. Giri National Labour Institute is conducting a two day capacity development training course with the following objectives.

AIM

Recent years the wage code and the wage rules have introduced several aspects of reform related to the minimum wage, payment of wages and equal remuneration system of the country. Hence, it is important to understand the changes in the wage code and its implications on workers and businesses.

OBJECTIVES

The major objectives of the course will be to:

- Provide an overview and key reform measures undertaken in the Code on Wages, 2019, contrasting them with provisions of the existing four wage related regulations;
- Provide an overview and key reform measures undertaken in the Code on Wages (Central) Rule 2020;
- Triangulate reform measures in Wage Code and Wage Rules with international standards and best practices;
- Share possible Implications of the Wage Code and Wage Rules on workers and businesses; and
- Stimulate exchange of views and experiences among participants.

COURSE PROFILE

Wage and employment Policies in India, Key reform measures – under wage code 2019, Minimum Wages System & Practices around the World, Key reform measures under Wage Rule 2020, Comparative analysis of payment of Bonus.

PARTICIPATION LEVEL

Government Officers and Officers of the labour department from central and state /UTs labour department and Central and State Trade Unions.

DATES

August 09-12, 2022

The programme will commence on August 09, 2022 at 10.00 a.m. and conclude on the August 12, 2022 at afternoon. The timings would be from 10:00 am to 05:00 pm.

VENUE

V.V.Giri National Labour Institute,
Sector-24, NOIDA- 201301,
Distt. Gautam Budh Nagar
Uttar Pradesh

The Institute campus is situated near Prakash Hospital and NTPC Office The distance of the campus from New Delhi Railway Station is 20 Kms and 1.5 Kms from Metro Railway Station, Noida City Centre.

STAY ARRANGEMENT

Stay arrangement will be made in the hostel of V.V. Giri National Labour Institute. The boarding and lodging will be provided by the Institute from the afternoon August 08, 2022 till the forenoon of August 13, 2022 . For extended stay or early arrival, lodging & boarding charges would be borne by the participants. **The travel charges of the participants will be borne by the sponsoring organisation.**

TRAVELLING EXPENSES

1. **The Institute would reimburse travel expenses of the participants from Central Trade Union** for 2nd class sleeper Train/Bus fare from their place of work to NOIDA on production of original ticket for inward journey and for return journey, a photo copy of ticket should be produced to claim reimbursement. Without submission of tickets, no reimbursement claim will be permissible. The nominees should be informed about the reimbursement procedure accordingly to avoid inconveniences.

2. It may be ensured that nominee(s) should have Aadhar number. The nominations of only those participants will be accepted who have Aadhar number and bank account. The reimbursement of travel fare to the nominees would be made through NEFT only. The nominee(s) may be informed to bring their bank details (name of bank, name of bank branch, IFSC code and bank account no.) with them. The bank details may be indicated by nominee while filling up TA form at the institute. All the nominees may be informed accordingly.
3. The local conveyance will be reimbursed restricted to the actual expenditure incurred or Rs. 500/- whichever is less. For Delhi NCR Region the local conveyance would be Rs. 350/- only.
4. The participants are provided free of cost boarding and lodging only for the duration of the programme.
5. **Officials entitled for higher class may claim their Travelling Allowance from their own organisation.**

PROGRAMME FE

There will be no fee for the programme.

COURSE DIRECTOR

Dr. Dhanya M. B.

COMMUNICATION

All communications should be addressed to :

Consultant (Programme)
V.V.Giri National Labour Institute
Sector – 24, NOIDA, Distt. Gautam Budh Nagar
Uttar Pradesh – 201 301
Telephone: 0120-2411471, 2411533-35
E-mail : vvgnlitraining@gmail.com
Website : www.vvgnli.gov.in

Note : Those calling on STD from outside Delhi will please dial 0120 before the above number. The Institute works five days a week (Monday- Friday).

All the participants may be informed to take preventive measures due to COVID-19 pandemic and follow COVID guidelines.

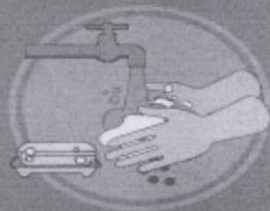
- Must be Vaccinated
- Use Face Mask
- Sanitize Hand Regularly
- Observe Social Distance

STAY SAFE

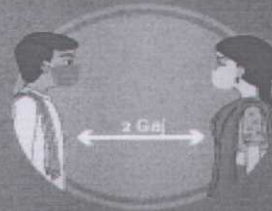
STAY FIT

Till everyone is vaccinated, let us not forget our responsibilities. Even after receiving the COVID-19 vaccine, continue taking all precautions

Know more



Wash your Hands



Social Distancing



Wear Mask

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

**Training Programme on Wage Policies in India: Special reference to Code on Wages
2019**

August 09-12, 2022

NOMINATION FORM

Nominee's full name
(In block letters)

Name of the organisation

Whether
SC/ ST/OBC/General

Designation

Address (Office)

Telephone

(O).....(R)

Fax No. email

Date

(Signature)

Mail to:

All Correspondence should be addressed to:

Consultant (Programme)

V.V.Giri National Labour Institute

Post Box No. 68, Sector – 24

NOIDA, Distt. Gautam Budh Nagar

Uttar Pradesh – 201 301

Telephone: 0120- 2411471, 2411533-35

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