

1.	Name of the Institute	V.V. Giri National Labour Institute
2.	Title of the Course	International Labour Standards and Promotion of Gender Equality at the Workplace
3.	Proposed dates and duration of the Course in Weeks/Months	January 22-February 09, 2024
4.	Eligibility Criteria for Participants	<ul style="list-style-type: none"> • Officials dealing with gender issues, human resource, administration, researchers from government departments, public departments, educational institutions etc. and others from different line Ministries. • Policy makers, professionals from public, private and non-profit agencies who have an interest advancing gender equality in the world of work. • International development agencies committed to work on the issue of gender. • Civil society representatives working on gender issues. • Employers and workers representatives
5.	Aim, Objectives of the Course	<p>The programme aims to sensitize the participants about the inequalities prevalent in the world of work and the challenges faced by women in the labour market. It would also enable the participants in developing an understanding about the existing legal instruments and international labour standards for ensuring equality at workplace and promoting workers' rights based on a model of social justice.</p> <p>To provide a conceptual understanding about the international labour standards in the world of work.</p> <p>To understand the various international labour standards/international instruments and good practices on gender equality.</p> <p>To sensitize the participants about the existing legal and national policies on promotion of gender equality at the workplace.</p> <p>To analyse gender inequalities and discriminatory practices with regard to access to labour market, wages, working conditions, employment security, etc.</p> <p>To understand the gendered vulnerabilities and intersection of paid work and unpaid/care work, challenges in reconciling</p>

		<p>paid work and family responsibilities that leads women to precarious forms of employment that remain outside the purview of available legal and policy responses. To discuss about strategies of promotion of rights to fair and decent work and care within the framework of employment law and policies that would address the larger question of equality of opportunity and women's employment and sustenance in the labour market.</p>
	Detailed Course Content	<ul style="list-style-type: none"> • Gender and work: conceptual issues • Introduction to International Labour Standards • Gender and labour laws • International instruments/international labour standards and best practices on gender equality • National legislations and policies on promoting workplace equality: cross country perspectives
	Profiles/CVs of the Faculty	<p>Dr. Ellina Samantroy is a working as Fellow at the V.V. Giri National Labour Institute. She has a Doctorate in Sociology from Centre for Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University, New Delhi. She has also completed her M.A and MPhil in Sociology from Jawaharlal Nehru University, New Delhi. Before joining this institute she was Assistant Professor, Department of Sociology, Vasant Kanya Mahavidyalaya, Banaras Hindu University and has also taught at the Jamia Millia Islamia University, New Delhi. She has more than 17 years of professional experience in teaching, training and research</p>

		<p>in the subject Sociology and in the area of Gender and labour issues particularly,</p> <p>in the area of Gender Statistics, Unpaid work, Time Use Studies, Work and Family Life Balance, Gender and Social protection, Child Labour, Gender and Labour laws and International Labour Standards. She is the co-ordinator of the Research Centre for Gender and Labour at the institute. She is also the co-ordinator for International networking between VVGNLI and ITC-ILO Turin, Italy and co-ordinates various activities under the collaboration. She is the Associate Editor of Indradhanush (Bi-monthly newsletter of VVGNLI).</p> <p>She has undertaken several research projects with both international organizations like the UNICEF, World Bank, the ILO, ITC-ILO, Turin and also at the institute. Some of the major research studies that she has undertaken include;</p> <p>Women's Paid and Unpaid Work: Insights from the Time Use Survey and Methodological Issues (2022); VVGNLI-UNICEF study on 'State of Child Workers in India: Mapping Trends (2017), Unpaid Work and Time Use Patterns of Women Workers in North East India: Special reference to Tripura (2018), 'Women in the Urban Economy and Employment', (2018) undertaken for India Urban Knowledge Platform, World Bank, New Delhi, An</p>
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	<p>September 2020 (co-authored); 'Covid 19 and its implication for Indigenous Communities: Responding to the Insecurities and Vulnerabilities', (2020) NCC Review, September (co-authored); 'Women's Work in India: Updates from Periodic Labour Force Survey'(2020) ,Labour and Development, June, 2020 (co-authored); 'The Invisible Workers: Capturing Home based Work in India' (2019), Antyaja Journal of Women and Social Change , Sage</p> <p>Publications; 'Women Entrepreneurship in India: Evidence from Economic Census' (2018), Social Change, Sage ; 'Care Policies and Reconciliation of Work and Family Life: Experiences of Women Workers' (2017),Indian Journal of Labour Economics, Springer, India; Regulating International Labour Migration: Issues in the context of Recruitment Agencies in India (2014), Contemporary South Asia, Routledge etc.</p> <p>She has also been a member of the Expert Committee constituted by the National Commission for Women in 2019 and published two modules on Gender Sensitization and Legal Awareness for Kendriya Vidyalaya Sangathan.She has authored the BRICS paper on 'Participation of Women in the Labour Force' for the Employment Working Group in 2021 for the</p>
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	Mode of Evaluation of Performance of the ITEC Participant	The programme will include country presentations of the participants and also assignments to be submitted by the participants . The performance of the participants will be assessed on the basis of the presentations and also the marks obtained in the assignments.
	What Knowledge/skills the participants will acquire from the Course	<p>The participants will be able:</p> <ul style="list-style-type: none"> • To have an understanding about the labour market and trends for women at the global level • To develop an indepth understanding about international labour standards and workplace rights. • to identify the constraints of women workers to participate in the labor market; and • To appreciate the care concerns in employment laws and cross country policies on care. • Identify practical approaches, policies and tools towards empowering women and promoting gender equality at the workplace.
	Course Director	Dr. Ellina Samantroy

