

मानव संसाधन प्रबंधन एकक  
भारतीय कृषि अनुसंधान परिषद  
कृषि अनुसंधान भवन-II, नई दिल्ली

F. No. HRM-3(3) /2020-KAB/129

Dated: 23.10.2020

**OFFICE MEMORANDUM**

**Subject:-** Online Training Programme on “Enhancing Capacity in Preventing Sexual Harassment at the Workplace” being organized by V. V. Giri National Labour Institute, Noida, from November 25-27, 2020

The V.V.Giri National Labour Institute, Noida has invited nominations for the online Training Programme on “Enhancing Capacity in Preventing Sexual Harassment at the Workplace” w.e.f. November 25-27, 2020

The programme is specifically meant for officials Handling/preventing Sexual Harassment Internal Complain Committees (ICC), Officials from Administration/HR, Women Employees. The objectives of training programme are to discuss policy for preventing sexual harassment at the workplace and it's interlinkages' with productive employment/productive contribution to economy, the legal framework towards averting sexual harassment at the workplace and the strategies needed to put a stop to sexual harassment at the workplace.

The fee for this Online Training Programme is Rs. 4500/- + 18% GST per participant. The programme is scheduled for November 25 to 27, 2020 and online lectures and discussions will be held from 10.30 to 13.30 hrs. (three hrs per training Day). The last date of nomination is 16<sup>th</sup> November, 2020.

**The Institute may nominate the suitable officials for this online training programme directly under intimation to HRM Unit. The copy of the brochure & nomination form is enclosed.**

*Amun*  
23/10/2020

(A. K. Vyas)  
ADG (HRM) &  
Training Manager, ICAR

E-mail: Abhay.Vyas@icar.gov.in; navin.jain@icar.gov.in;  
sohrm2018@gmail.com

Encl: As above

**Copy to :**

1. Directors of the Institutes
2. HRD Nodal Officers of the Institutes
3. ICAR Portal
4. HRM Portal
5. Guard file



# 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/IRP/06/20  
October 16, 2020

**Subject: Online Training Programme on "Enhancing Capacity in Preventing Sexual Harassment at the Workplace" from November 25-27, 2020**

Dear Sir/Madam,

In the prevailing COVID-19 pandemic scenario, the Institute has decided to conduct e-Training Programmes for the benefit of social partners. In this context, we are pleased to inform you that the V.V. Giri National Labour Institute would be organising an online training programme on "Enhancing Capacity in Preventing Sexual Harassment at the Workplace" during November 25-27, 2020.

The programme is specifically meant for the Officials Handling/Preventing Sexual Harassment Internal Complain Committees, Officials from HR/Administration/Personnel and Women Employees. The objectives of the programme are to discuss policy for preventing sexual harassment at the workplace and it's inter-linkages' with productive employment/productive contribution to economy; discuss the legal framework towards averting sexual harassment at the workplace and discuss the strategies needed to put a stop to sexual harassment at workplace.

We hope, you will find this programme suitable for your personnel and would nominate a team of participants at your earliest. Brochure providing all the details of the training programme, including the modalities for nominations is attached.

Thanking you,

Yours sincerely,

(Dr. H. Srinivas)

To:

- Public Sector Undertakings
- Private Sector Undertakings
- Government Establishments



# वी.वी. गिरि राष्ट्रीय श्रम संस्थान

(श्रम एवं रोजगार मंत्रालय, भारत सरकार का स्वायत्त निकाय)

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महानिदेशक

**Dr. H. Srinivas, IRPS**

Director General

पीआरजी/आईआरपी/06/20

16 अक्टूबर 2020

विषय: वी वी गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा नवम्बर 25-27, 2020 के दौरान कार्यस्थल पर यौन उत्पीड़न की रोकथाम करने की क्षमता बढ़ाना विषय पर ऑनलाइन प्रशिक्षण कार्यक्रम

महोदय /महोदया,

वर्तमान कोविड-19 महामारी के परिदृश्य में संस्थान ने सामाजिक भागीदारों के हितार्थ ई-प्रशिक्षण कार्यक्रम आयोजित करने शुरू किए हैं। इस संदर्भ में, सहर्ष सूचित किया जाता है कि वी. वी. गिरि राष्ट्रीय श्रम संस्थान द्वारा नवम्बर 25-27, 2020 के दौरान कार्यस्थल पर यौन उत्पीड़न की रोकथाम करने की क्षमता बढ़ाने पर ऑनलाइन प्रशिक्षण कार्यक्रम आयोजित किया जा रहा है।

यह कार्यक्रम विशेष तौर पर यौन उत्पीड़न आंतरिक शिकायत समिति का कार्य देख रहे अधिकारियों, मानव संसाधन/प्रशासन/कार्मिक के अधिकारियों तथा महिला कर्मचारियों के लिए तैयार किया गया है। इस कार्यक्रम के उद्देश्य कार्यस्थल पर यौन उत्पीड़न की रोकथाम की नीति तथा उत्पादक रोजगार/अर्थव्यवस्था में उत्पादक योगदान के साथ इसकी अंतर-संबद्धता पर चर्चा करना; कार्यस्थल पर यौन उत्पीड़न को टालने के कानूनी ढांचे पर चर्चा करना तथा कार्यस्थल पर यौन उत्पीड़न रोकने के लिए आवश्यक कार्यनीतियों पर चर्चा करना है। कार्यक्रम के विवरण संलग्न हैं।

हमें आशा है कि आप इस कार्यक्रम को अपने संगठन के लिए उपयुक्त पाएंगे तथा अपने संगठन से प्रतिभागियों की एक टीम को नामित करेंगे। नामांकन करने के तरीकों सहित प्रशिक्षण कार्यक्रम के सभी विवरण युक्त विवरणिका संलग्न है।

सादर,

भवदीय,

(डॉ. एच. श्रीनिवास)

सेवा में,

- सार्वजनिक क्षेत्र के उपक्रम
- निजी क्षेत्र के उपक्रम
- सरकारी प्रतिष्ठान

**Online Training Programme  
on  
Enhancing Capacity in Preventing  
Sexual Harassment at the  
Workplace**

**November 25-27, 2020**



**V.V. Giri National Labour Institute  
Post Box No. 68, Sector 24, NOIDA  
Distt. Gautam Budh Nagar  
Uttar Pradesh – 201 301**

## **INTRODUCTION**

Preventing Sexual Harassment is a hazard encountered in workplaces across the world that reduces the quality of working life, jeopardizes the well-being of women, undermines gender equality and imposes costs on firms and organizations. This training module is designed, keeping in view the concept of Preventing Sexual Harassment, Global and National level Initiatives to Preventing Sexual Harassment, Effective working of Internal Complaints Committees/Local Complaints Committees, Creating Sustainable Inclusive Environment in the World of Work along with good practices from Indian scenario.

## **AIM**

The programme aims at enhancing the understanding of the industrial relations managers and trade union leaders on the major opportunities and challenges relating to labour-management relations in a globalising economy.

## **OBJECTIVES**

- Discuss policy for preventing sexual harassment at the workplace and its inter-linkages' with productive employment/productive contribution to economy
- Discuss the legal framework towards averting sexual harassment at the workplace.
- Discuss the strategies needed to put a stop to sexual harassment at the workplace.

## **COURSE PROFILE**

Concept of Preventing Sexual Harassment, Myths and facts related to Preventing Sexual Harassment, Consequences and impact of Preventing Sexual Harassment, Supreme Court Guidelines: Legislative Initiatives.

## **PARTICIPATION LEVEL**

Officials Handling Sexual Harassment Internal Complaint Committees (ICC), Officials from Administration/HR, Women Employees and Trade Union Leaders.

## **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 Power Point presentation.
- Comprehensive reading materials will also be provided as a part of the programme.
- Participants should have access to internet and computer with audio-visual facilities

## DATE

- This programme is scheduled for November 25-27, 2020.
- Online lectures and discussions will be held from 10:30 to 13:30 hrs (three 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.

- 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/1FAIpQLSehw0n22B9sA\\_DKvpi1mqXGT-mcwBFES-kQzdxu9-ErCsdEJQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSehw0n22B9sA_DKvpi1mqXGT-mcwBFES-kQzdxu9-ErCsdEJQ/viewform?usp=sf_link)

- Last date for receiving nominations: November 16, 2020.
- The nominations received will be scrutinised 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 will be provided a certificate by the VVG NLI.

## FEES

**Rs. 4500/- + 18% GST per participant.**

The fee is payable in advance by NEFT/ECS in favour of V.V.Giri National Labour Institute, Noida. The fee is not refundable once the nomination is accepted. The bank details are as given below:

Name of the Bank	: Indian Overseas Bank
Address of the Bank	: Nithari, Noida 201 301
A/c Number	: 059702000001131
Type of Account	: Current Account
MICR cord	: 110020029
NEFT/IFSC Code	: IOBA0000597
PAN Number -	: AAAAV5227F
GST No.	: 09AAAAV5227F1ZI

## **COURSE DIRECTOR**

Dr. Shashi Bala  
balashashi.vvgnli@gov.in

Besides the VVGnLI Faculty members, eminent resource persons from Trade Unions, Government and Public Sector will also be invited to take various sessions.

### **Communication:**

All correspondence should be addressed to:

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