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## V. V. GIRI NATIONAL LABOUR INSTITUTE, INDIA

### e-ITEC International Training Programme on Towards Designing and Implementing Effective Wage Policies to be held from November 08-26, 2021

#### **RATIONALE**

In recent years, many countries have turned to wage policies to address working poverty and inequality. The 2030 Agenda for Sustainable Development calls for the promotion of decent work for all women and men and on eliminating poverty and reducing inequality as key objectives, for which wage policies play a critical role. In addition, the G20 has agreed on the importance of sustainable wage policies to increase living standards. Similarly, during the eighteenth SAARC Summit in 2014, the leaders reiterated their strong commitment to free South Asia from poverty and decided to review the progress on this front taking into account the Post-2015 Development Agenda. They recognized the potential of cooperation in achieving inclusive, broad-based and sustainable economic growth and development, and called for sharing of experiences, expertise and best practices in this sector.

In most emerging or developing countries in Asia in general and South-Asia in particular, high rates of economic growth have led to an increase in real wages but have often been accompanied by an increase in income inequality. Many countries have activated wage policies to respond to these challenges. In Malaysia, the role of wages has been central in the overall development strategy to become a high-income economy. In Bangladesh and Sri Lanka, minimum wages have been rising in recent years, though the frequency of adjustment varies and the complexity of systems hamper compliance. Improving minimum wage setting is part of the agenda for many countries in the region. India has prioritized the legal extension of the coverage through a national universal minimum wage stipulated in the recently enacted Code on Wages, 2019. The Republic of Maldives took an historic decision this year to establish its first

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ever minimum wage system. The Government of Nepal has also constituted a minimum wage fixation committee to recommend a national minimum wage or a sectorial or region specific minimum wage. The Government of Sri Lanka in 2016 also has introduced the national minimum wage system which applies to all workers in any industry or service, except domestic workers.

Recent academic literature and national experiences have changed the perception of minimum wages. The new emerging consensus is that – if properly implemented and set at an appropriate level – minimum wages can have positive effects on the wages of low-paid workers and reduce poverty, inequality and gender pay gaps, at little or no cost to employment. It is, therefore, critical for policymakers and social partners to better understand the nature of wage policies and strategies for minimum wage setting to ensure inclusive and sustainable growth and decent work for all.

It is in the context of the above that the present two week course is designed to strengthen the capacity of the policymakers and participants to design and implement effective wage policies.

## **COURSE OBJECTIVES**

The main objective of the course is to enhance the capacity of participants to contribute to the design and implementation of wage policies at the national and regional level. Reflecting current global and South-Asia perspectives, the course's content specifically aims to:

1. Strengthen mechanisms for participatory and evidence-based minimum wage-fixing and collective bargaining.
2. Showcase International and South-Asia minimum wage systems, constraints and challenges for promotion of decent work and inclusive growth.
3. Stimulate cross-national exchange of views and experiences among policymakers and participants regarding how to use the wage policy as a tool to end poverty, inequality and gender pay gaps. .

## **ELIGIBILITY CONDITIONS OF THE PARTICIPANTS**

The course targets officials from ministries of labour and employment, members of minimum wage fixation committees/wage advisory boards responsible for designing and implementing wage policy at the country or regional level. The course also targets wage experts from labour institutes/universities involved in evidenced based policy research in the area of wage policy. The participants are expected to harness the full potential of the course, can contribute to peer learning and post training would be in a position to support policy making.

## **COURSE START AND END DATE**

8<sup>th</sup> November, 2021 to 26<sup>th</sup> November, 2021 (Three Weeks)

## **SCHEDULE OF CLASSES**

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On week days, 6 hours per week online live training classes in a class room setting. Online classes will be held 3 days in a week (Monday, Wednesday and Friday) in the afternoon from IST 15:00 hrs to 17:00 hrs.

The online classes will be followed up with 6 hours of self-study per each week of the course. Materials for self-study component will be made available to the participants on an access control portal.

During the course the participants will be engaged through a variety of study methods such as online opinion mapping, quizzes, case studies, assignments and course evaluation/feedbacks on a real time basis through full use of technology.

## **COURSE CONTENT**

The course content will comprise of 24 academic hours i.e., 12 hours of live classes and 12 hours of self-study spreading over two weeks. The course will broadly cover the following topics (with emphasis on peer learning, case studies of best practices, group discussions and implications of Covid-19).

- Wage Policies for Decent Work and Inclusive Growth
- Wage Policies in South-Asia and Around the World
- International Labour Standards and Minimum Wage Systems
- Case studies of Indian Minimum Wage System and Code on Wages, 2019
- Country Comparison of Institutional Aspects of Minimum Wage Fixing, including the Role of Social Dialogue
- Understanding the Effects of Minimum Wages
- Social and Economic Criteria to Determine the Level of Minimum Wages
- Evidenced based analysis: Needs-Based Approach and Economic Factors
- Country Methodologies and Practices for Setting and Adjusting Minimum Wages
- Group exercise: Identifying Criteria, Process and Stakeholders for Wage Determination
- Enforcement and Compliance of Minimum Wages
- Monitoring the Impact of Minimum Wages
- Way Forward and Q&A with Specialists

Detail day-wise breakup of the programme will be made available to the participants at the time of inauguration.

Participants who complete this online course will be granted a VVGnLI Certificate of Participation.

## **FACULTY**

The course from the VVGnLI will be facilitated by Dr. Anoop Satpathy, Fellow, who will be the key resource person. In addition Dr. S. K. Sasikumar, Senior Fellow of the VVGnLI, international specialists

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from ILO and leading wage specialists from the Ministry of Labour and Employment/University/Institutes will also facilitate various interactive lectures, practical workshops and sessions of the course as guest speakers.

## SEATS

Only 30 participants can be accommodated in the course.

## PLATFORM TO BE USED IN ONLINE CLASSES

On line classes will be hosted via Webex platforms and participants will be informed 3-4 before commencement of the programme about the platform and system requirements to avoid any connection issues. The course content for self-study will be hosted in the web portal of the Ministry of External Affairs.

## TECHNICAL SYSTEM REQUIRMENTS

To attend an online training class from far end, the following is required by the attendees/participants:

<b>For PC-based participants:</b>	Internet Explorer 9, Mozilla Firefox 34, Google Chrome 39 (JavaScript enabled) or the latest version of each web browser Windows XP, Windows 2008 Server or later Cable modem, DSL, or better Internet connection Dual-core 2.4GHz CPU or faster with 2GB of RAM (recommended) Participants wishing to connect to audio using VoIP will need a microphone and speakers.
<b>For Mac-based participants:</b>	Safari 6, Firefox 34, Google Chrome 39 (JavaScript enabled) or the latest version of each web browser Mac OS X 10.8 (Mountain Lion) or newer Intel processor (2GB of RAM or better recommended) Cable modem, DSL or better Internet connection Participants wishing to connect to audio using VoIP will need a microphone and speakers.
<b>For attendees with iPad, iPhone, Android or Windows mobile devices:</b>	Free download the platform/app which the Institute will be informing from the App Store, Google Play or Windows Store WiFi connection recommended for VoIP audio

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