

Structure

14.1 Central Board for Workers Education is headed by a Chairman. Its headquarters is at Nagpur. The Chief Executive of the Board is the Director, who is assisted by an Additional Director, Financial Adviser Deputy Directors, Zonal / Regional Directors and Subordinate Staff etc. The Board operates through 50 Regional Directorates and 9 Sub-Regional Directorates. The six Zonal Directorates situated at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones.

14.2 Tripartite Regional Advisory Committees constituted for each Regional Directorate review the progress of the scheme and recommend measures for effective implementation of Workers Education Programmes. The Indian Institute of Workers Education (IIWE), Mumbai, is conducting training programmes for a large number of Central Ministries, PSUs and the like.

Training Programmes of the Board

14.3 Training programmes of the Board are as under:-

- At the first level training is imparted to the candidates selected as Education Officers trainee. After successful completion of the training, they are called as Education Officers and posted at Regional Directorates in the Board. The Education Officers conduct varied programmes at the Regional Directorates.
- At the second level, workers from different establishments, sponsored by trade unions are trained at Regional Level.
- At the third level, the Trainers conduct classes for the rank and file of workers in their respective establishments.

National Level Programmes

14.4 Programmes for representatives from Central Trade Union Organizations/ Federations and Voluntary Organizations on different subjects are conducted by the IIWE in addition to giving pre-employment training to Education Officers and reorientation to Regional Director and Education Officers of the Board as well. In view of the specialized training needs to tackle some of the specific issues by Trade Unions, three cells namely; (i) Industrial Health, Safety and Environment (ii) Education for Rural and Unorganised Sector Workers and (iii) Women and Child Labour have been established in the Institute.

14.5 During the period from April-October, 2015, the following programmes were conducted by the Institute :

Title of the programme	Number of programmes	Number of participants
National Levels Training programmes on different topics was conducted at IIWE for the trade unions activists and Trade Union Organizations like National Railway Mazdoor Union (NRMU), Central Government Employees Confederation, Western Railway Employees Union, CTUC, CRMS, HMS, INTUC, BMS, AITUC, NFIR, AIRMF, NUSI-HMS & BKSM.	19	451

Programmes at Regional Level

14.6 Details of training programmes conducted by the Regional Directorates during the period from April-October, 2015 including Unit Level Classes, programmes for rural workers and workers belonging to unorganized sector and weaker sections are indicated in the **Table 14.1**.

Organization of Unorganized Labour and Training of Rural Volunteers

14.7 Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to rural sector since 1977–1978 on the recommendations of Workers Education Review Committee. Initially started with 7 pilot projects subsequently, the rural workers education programmes have become a regular and continuing programme. The objectives of the programme are:

- To promote awareness of problems, privileges and obligations as workers and citizens;
- To enhance self confidence and build up scientific attitude of rural workers;
- To educate them to develop their organizations through which they can fulfil socio-economic functions and responsibilities in rural economy and strengthen democratic, secular and socialist fibre of rural society;
- To educate them in protecting and promoting their individual and social interest;
- To motivate for family welfare planning and to combat social evils.

14.8 Rural Volunteers are given one week orientation /Refresher Courses at Regional Directorates to assist Education Officers in conducting Rural Awareness Camps. These camps are attended by landless labour, tribal labour, artisans, forest workers and educated unemployed in rural areas etc.

14.9 Tailor made programmes of one to four days durations, based on the functional and educational needs of workers, for Handloom, Powerloom, Khadi & Village Industries, Industrial Estates, Small Scale Units, Handicrafts, Sericulture, Coir Industry, Beedi Industry and

Workers of Weaker Sections such as women workers, handicapped workers rickshaw drivers, construction workers, civic and sanitation workers are also organized by the Board.

Performance

14.10 During the period from April, 2015 to October, 2015, the Board has conducted 4907 programmes of various durations and trained 168600 workers of various sectors. Details are at **Table 14.2**.

MAJOR ACHIEVEMENTS

Empowerment Programmes

14.11 In pursuance of the recommendations to the Committee on Rural Camps, the Board has introduced 4-days Empowerment Programmes from the financial year 2003-04. During the period from April, 2015 to October, 2015, 5894 workers have been benefited in 172 Empowerment Programmes organized for Unorganized, Weaker and Rural Sector workers.

Programmes for Panchayati Raj Functionaries

14.12 The Panchayati Raj Institutions have been entrusted with the responsibility of preparing plans and implementation of various programmes of rural infrastructure development and poverty alleviation programmes which calls for necessary knowledge and skills among the elected members of Panchayati Raj. For the success of Panchayati Raj, its members need to be educated and trained to shoulder their responsibilities in a best manner. Owing to the increasing thrust of the Government of India for educating the elected members of Panchayati Raj Institutions, the Board has started, during the year under report, exclusive training programmes of 2-days duration for the elected members of the Panchayati Raj Institutions.

14.13 During the period from **April, 2015**, the Board conducted **10** programmes for **336** elected members of the Panchayati Raj Institutions (including N.E. Region).

Retraining Programme for Trained Workers of Rural/Unorganized Sector

14.14 The Board also introduced a new one-day programme called Retraining Programme for those Trained Workers, who were trained long back say before five years, to update their knowledge and also to make them aware about the various welfare schemes launched by the Central/State Governments after their initial training.

14.15 During the period from April-October, 2015, 141 such retraining programmes were conducted for 7383 rural / unorganized workers.

Labour Welfare and Development Programmes

14.16 The Ministry of Labour and Employment has assigned to the CBWE the task of Generating Awareness among the Rural/Unorganized sector workers about the various welfare schemes of the Government for their socio-economic development.

14.17 Accordingly, the Board has designed and introduced from the year 2003-2004, a new programme called "Labour Welfare and Development" of 2 days duration for the workers of rural/unorganized sector for implementation through its 50 Regional Directorates. During the period from April, 2015 to October, 2015 the Board has organized 243 awareness generation programmes for 9007 workers of rural and unorganized sectors under Labour Welfare & Development programmes.

14.18 Besides, informative study material developed by the Board in the form of booklets and leaflets for distribution to the participants of the training programmes.

Grants-in-Aid Scheme

14.19 The Central Board for Workers Education through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

14.20 The Grants-in-Aid Scheme of the Board was introduced in the year 1960 and developed considerably since then. It is modified and improved from time to time after taking into consideration the suggestions and demands from the Trade Unions. The last revision of the Grants-in-Aid scheme and its pattern of expenditure were done in April, 2005 with a view to induce the trade unions to avail this faculty on a wider scale. Similarly the rules and procedure of the Grants-in-Aid Scheme have also been simplified accordingly to meet the Trade Union needs.

14.21 Grants-in-aid is available for conducting full time Residential and Non-residential Programmes of 3 to 7 days duration according to the local requirement of the Trade Union Organizations. The grantees are allowed flexibility regarding subjects to be covered and number of participants. The grants-in-aid scheme has also been extended to the Rural Workers.

14.22 The Board also provides grants-in-aid to registered Trade Unions and other institutions for conducting their own workers education programmes.

14.23 The Board also sanctions grants-in-aid for National Level Courses to the Central Trade Union Organizations and National Federations. During the period April - October, 2015, the Board has sanctioned grants-in-aid amounting to Rs. 5,71,120/- to 41 Trade Unions / Institutions. So far no programme has been reported by the Trade Union/Institution.

Use of Hindi

14.24 During the period from **April-October, 2015** total 02 Group "C" employees of the Board were given incentives/allowances/awards for passing Hindi examination under Hindi Teaching Scheme of Govt. of India.

14.25 One meeting of the Official Language Implementation Committee of the Board was held at Head Office, Nagpur on 01.07.2015, the progress made in the use of Hindi at Head Office, Nagpur.

14.26 One Official Language Hindi Workshop was conducted on 22nd to 24th September, 2015 at Gwalior (Madhya Pradesh) for Officers and employees of the Board. All the participants of the above workshop were imparted training for doing their day-to-day official work in Rajbhasha-Hindi. Hindi Day was celebrated on **16.09.2015**. During fortnight various types of competitions were organised. All the officers & staff members participated enthusiastically in these programmes.

NEW INITIATIVES

MGNREGA

14.27 In the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), the first ever scheme launched by the Govt. of India which guarantees wage employment, to enhance livelihood security in rural areas by providing at least 100 days of guaranteed employment in a financial year to every household whose adult members volunteer to do unskilled manual work.

14.28 The CBWE has conducted exclusive training programmes for rural workers on MGNREGA by way of a project to enlighten the rural masses about the benefits of the National Rural Employment Guarantee Scheme.

14.29 Following activities are being conducted under the Project -

- Village Level Programme:
- Block Level Programme:
- District Level Programme:

IMPACT OF THE TRAINING PROGRAMMES

Saansad Adarsh Gram Yojna Award on 24.09.2015 to CBWE

14.29 CBWE was amongst the 31 shortlisted entries (out of 592 entries) in SAANJHI awards (Saansad Adarsh Gram Yojna), instituted by Ministry of Rural Development, New Delhi

14.30 A presentation on "Good Practices" was given by CBWE in the National workshop organized by Ministry of Rural Development and Madhya Pradesh Govt. at Bhopal during 23-24 September, 2015. The same was attended by approx. 60 Members of Parliament and their representatives.

Livelihood Concept of CBWE

14.31 The Hon'ble Prime Minister in his "Maan ki Baat" on 25.10.2015 has appreciated all the Departments for development of 'Saansad Adarsh Gram Yojna'.

14.32 A feedback is obtained from the participants and management about the impact of the various training programmes conducted by the Board. The feedback has revealed that the participants have admitted and realized the importance of discipline, productivity, reducing the cost of production, improving quality to withstand global competition, feel enlightened on various problems of industry, changes in economic scenario etc.

14.33 The programmes have brought changes in their attitude and they have developed their identification in their respective organization. The preference of the activists towards democratic processes and practices has strengthened the

Trade Unions. Similarly the workers have approached the managements for creation of common forum to discuss the problems.

14.34 The participants also gave up bad habits of social evils like smoking, tobacco chewing, etc. and

instead switch to savings. In Rural camps the participants realized the importance of Rural Workers Organization, small savings, self-help group, health, hygiene, literacy, etc. and pledged to carry on the message of awareness to those who are not aware from these aspect things.

Table 14.1

COURSES ORGANISED UNDER WORKERS EDUCATION SCHEME

Sr. No.	National Level	Sr. No.	Regional Level	Sr No	Unit Level	Sr No	Specific Categories
1	Education Officers Training and Retraining Course	1	Training of Trainers	1	Unit Level Classes	1	Functional Adult Literacy Classes
2	Organising Trade Unions	2	Personality Development Programmes	2	Need Based Special Programmes	2	Empowerment Programme for Unorganised Workers (4- days)
3	- Role of Trade Union in the Women Empowerment - Trade Union Management	3	Joint Education Programmes (1 day)	3	Joint Education Programmes (2-days)	3	Empowerment Programme for Weaker Section (4-days)
4	Conference of DDs, ZDs & RDs (CBWE)	4	Programmes under Self Generation of Funds (1/2/3-days) CTP	4	Plant Level Programme for Trained Workers (1 day)	4	Empowerment Programme for Rural Workers (4-days)
5	Computer Awareness to Trade Unionist	5	Need Based Seminars (1-2 days)			5	Retraining programme for Unorganised Workers (1 day)
6	Leadership Development for Trade Union Activists	6	Quality of Life for Workers and their Spouses (4/2 days)			6	Rural Awareness Camps (2 days)
7	Personality Development for Trade Union Leaders	7	MGNREGA			7	Retraining programme for Rural Workers (1 day)
8	Management of Trade Unions					8	2 days programme for :
9	Training programme for Gr. 'C' & 'D' Officials of CBWE (MTS) on Capacity Building.					8 (a)	Unorganised workers/ Stone Quarry
10	Workers Participation in Trade Union.					8 (b)	Women Workers
11	'Sustainable Growth and Problems of Informal					8 (c)	SC/ST Workers
12	'Gender Work& Health.					8 (d)	Parents of Child Labour/ Child Labour.
13	"Working Condition& Social Security for Health."					8 (e)	Labour Welfare and Development
14	"Leadership Qualities and Skill Upgradation".					8 (f)	Construction Workers
15	'Social Environmental Risk Management'.					8 (g)	HIV / AIDS Programme
16	Effective Trade Union Leadership.					8 (h)	Rickshaw Pullers
17	CapacityBuildingof Domestic& Unorganised Worker Leaders.						
18	"Building Organisational Leadership".						

19	Role of Trade Union in Transport Industry.						
20	Trade Union Management & RTI Act.						
21	"Work Culture & Organisational Development."						
22	"Social Security Measures for Workers Schemes for Unorganised Sector."						
23	"Problems of Unorganised Workers."						
24	"Role of Trade Union in the Present Economic Scenario."						
25	Role of Trade Unions & Workers in Organisational Development.						
26	"Office Procedures and Rules / Methods – Capacity Building" for the Group 'C' Employees of CBWE.						
27	"State / Central Govt. Welfare Schemes for Women Workers". For Trade Union Activists.						
28	"Safety, Health & Occupational Hazards"						
29	"Role of Trade Unions in National Development."						
30	"Social Security and Welfare Scheme".						
31	"Challenges before Trade Unions in the Changing Economic Scenario".						

Table 14.2

Activities of Central Board for Workers Education for the period 2015-16

Activity	Target 2015-16	Achievement from 01.04.2015 to 31.10.2015	
		Progs.	Participants
REGIONAL LEVEL			
Training of Trainers (1 ½ month)	5	2	59
Personality Development Programme (21- days)	29	10	245
Refresher Course for Trainers (1 week)	1	1	20
Joint Education Programme on Participative Management (1 day)	408	445	11436
Programmes under Self Generation of Funds /CTPG (1/2/3 days)	956	291	5713
Need Based Seminars (1/2 days)	136	164	4053
Programmes on Quality of Life for Workers and their spouses (4 days)	0	0	0
Programmes on Quality of Life for Workers and their spouses (2 days)	47	12	398
Functional Adult Literacy Classes	2	0	00
Seminar at Plant Level (1 day)	134	109	3138
Special Programme for Self Generation of Fund (5 days)	0	0	0
Workers Participation in Management	74	3	97
UNIT LEVEL			
Part/Full Time Unit Level Classes (3-months/3-weeks/1 month)	46	30	698
Joint Education Programmes for New Members of Joint Councils at Enterprise Level (2 days)	136	170	4197
UNORGANISED SECTOR			
Empowerment Programme for Unorganized Workers/Weaker Section (4 days)	272	139	4618
Programme for Unorganized Sector/StoneQuarry/Construction Workers (2 days)	653	443	16536
Programme for Women Workers (2 days)	526	303	11392
Programme for Parents of Child Labour/Child Labour (2 days)	544	57	2140
Programme for SC/ST, SCSP/TSP (2 days)	4345	1603	59477
Labour Welfare & Development Programme (2 days)	529	243	9007
Programmes for Panchayati Raj (2 days)	127	8	277
Programme on Quality of Life for Workers and their spouses (4 days)	136	15	582
Programme on Quality of Life for Workers and their spouses (2 days)	136	29	1142
Retraining Programme for Unorganized (1 day)	272	100	5326
State Level N E (3 days)	32	3	120
Panchayati Raj (3 days) North-East	21	2	59
Special Programmes for North-East (2/5 days)	27	0	0
Leadership Development Programme (10 days)	21	1	30
RURAL SECTOR			
Rural Awareness Camps (2 days)	1061	473	17717
Empowerment Programme for Rural Workers (4days)	136	33	1276
Retraining Programme for Rural Workers (1 day)	271	41	2057
MGNREGA	526	176	6790

**Activities of Central Board for Workers Education for the period 2012-13 to 2015-16
(upto 31st October,2015)**

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