



MEMORANDUM OF UNDERSTANDING

Between
GOVERNMENT OF INDIA
And



CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR
FOR THE YEAR 2014-15

I. PARTIES

This document elaborates an understanding between Central Board for Workers Education (CBWE) (hereinafter referred as 'the Board') and Government of India (GOI), Ministry of Labour & Employment (hereinafter referred as 'the Ministry') for implementation of Workers Education Programmes. The Board is an autonomous organization under the Ministry of Labour & Employment. The Headquarter of the Board is located at Nagpur, with six Zonal Directorates at Guwahati, Kolkata, Delhi, Mumbai, Chennai and Bhopal; it also has 50 Regional Directorates and 9 Sub-Regional Directorates.

II. PURPOSE

As per the Rule 208 (vii) of General Financial Rules, an autonomous organization with a budgetary support of more than Rupees five crore per annum, should be required to enter into a Memorandum of Understanding (hereinafter referred as 'MOU') with Administrative Ministry or Department, spelling out clearly the output targets in terms of details of programme of work and qualitative improvement in output, along-with commensurate input requirements. The output targets, given in measurable units of performance, should form the basis of budgetary support extended to these organizations.

III. OBJECTIVES FOR WHICH THE BOARD IS ESTABLISHED

- To strengthen among all sections of the working class, including rural workers, a sense of Patriotism, National Integrity, Unity, Amity, Communal Harmony, Secularism and pride in being an Indian.
- To equip all sections of workers, including rural workers and women workers, for their intelligent participation in social and economic development of the Nation in accordance with its declared objectives;
- To develop amongst the workers a greater understanding of the problems of their social and economic environment, their responsibilities towards family members, and their rights and obligations as citizens, as workers in industry and as members and officials of their Trade Union;
- To develop capacity of workers in all aspects to meet the challenges of the Country from time to time;
- To develop strong, united and more responsible trade unions and strengthen democratic practices and traditions in the trade union movement through more enlightened members and better trained officials;
- To empower the workers as employees of the organizations and to develop sense of belongingness as effective instruments of amicable industrial relations and maintaining industrial peace;

- To meet the needs of workers to have access to ways of acquiring and continuous upgradation of knowledge and skills that they require to find and hold a job.

In pursuance to MOU 2013-2014, total target to conduct the programmes in Organized, Un-organized, Rural Sector, Grants-in-Aids and National Level Training Programmes at IIWE by the Board was 8383 out of which 11618 programmes were organized and trained 431629 workers.

IV. OUTPUT TARGETS FOR THE FINANCIAL YEAR 2014-15 FOR WORKERS EDUCATION SCHEME.

A. CORE ACTIVITIES COMPONENT UNDER NON-PLAN

S.No.	Component	Physical Target	Grants in Aid (Non-Plan Scheme) (in ₹ crore)
		No. of training programmes	
1.	To Organize a series of programmes in existing educational institutions, at local level, community centres, places of employment or at labour colleges and schools that may be established to provide instruction in- (i) Trade union consciousness; (ii) The purposes, functions and administration of trade unions; (iii) The conduct of union-management relations and knowledge of the industry; (iv) The development of a mature individual and his role as a citizen (Personality Development Programmes)	50	0.05
2.	To provide for training of teachers and programme administrators for full and part-time assignments, (Training of Trainers Programmes)	15	0.06
3.	Printing and Publishing		0.15
4.	Encourage the establishment of active educational development within the national unions and federations	5	0.05
5.	Workers Education in organized Sector	1600	0.19
	i) Grants-in-Aids to Trade Unions and	130	0.20
	ii) National Level Training Programmes to be conducted at Indian Institute of Workers Education (IIWE), Mumbai	50	0.35
TOTAL		1850	1.05

B. PLAN ACTIVITIES COMPONENT

S.No.	Component	Physical Target	Grants in Aid (Plan Scheme) (in ₹ crore)
		No. of training programmes	
1.	Workers Education Programmes in North-East Region	450	2.44
2.	Workers Education Programmes in Un-organised/Rural Sector (including MGNREGA)	4800	12.70
3.	Workers Participation in Management	50	0.05
4.	SCSP Scheduled Caste Sub Plan Programmes	710	3.20
5.	TSP- Tribal Sub Plan Programmes	650	2.00
6.	Creation of Capital Assets	4.00
TOTAL		6660	24.39

V. INPUT REQUIREMENTS

At present, the Board has the sanctioned staff strength of 715 employees. The field staffs of the Board are responsible for conducting the various training programmes in organized, unorganized and rural sector. At present some posts are lying vacant in the CBWE.

VI. GRANTS IN AID FOR FINANCIAL YEAR 2014-15 AS APPROVED BY THE MINISTRY**Grants in Aid (Planned Scheme)**

Sr.No.	Head	Amount (₹ in Crore)
1.	Grants-In-Aid General	12.75
2.	Grants-In-Aid North-East Region	02.44
3.	Grants SCSP	03.20
4.	Grants TSP	02.00
5.	Grants for creation of capital assets and e-governance	4.00
TOTAL		24.39

Grants in Aid (Non Plan Scheme)

Sr.No.	Head	Amount (₹ in Crore)
1.	Grants-In-Aid General	4.10
2.	Grants-In-Aid Salaries	46.82
TOTAL		50.92

VII. The Government of India vide Ministry of Finance, Department of Expenditure O.M. No.7(1) E-Coord/2012 dated 31.05.2012 has issued instructions on the subject "Expenditure Management – Economy Measures and Rationalization of Expenditure". Vide Ministry of Finance, Department of Expenditure even number dated 05.06.2012, these instructions on economy measures have been extended to the Autonomous Bodies funded by the Government of India. Accordingly appropriate economy measures need be put in place to rationalize the expenditure of CBWE.

VIII. AUTONOMY TO AUTONOMOUS ORGANIZATION

1. Autonomous Bodies which are fully or partly funded by the Government of India, like CBWE shall restrict the powers of Governing Bodies of such organizations in matters of creation of post(s), and service conditions of staff subject to approval of Government of India and also subject to the observance of ban orders etc. issued by the Government of India from time to time in this regard.

2. Except the matters enumerated hereinbefore, the CBWE enjoys autonomy in other matters and the Board is competent to take decision in accordance with Rules/Regulation/Bye-Laws of CBWE and Government of India intimation issued from time to time. Where the Rules/ Regulation / Bye-Laws of CBWE are silent on any subject, the Board may follow the relevant Rules and Regulations of the Government of India.

3. As per Rule 208 (iii) of General Financial Rules, all autonomous organizations, new or already in existence should be encouraged to maximize generation of internal resources and eventually attain self sufficiency.

IX. PERIOD OF AGREEMENT

This MOU will be effective when signed by both parties, up to the end of the financial 2014-15, i.e. up to 31-03-2015. This MOU may be amended at any time by the mutual written consent of the Parties, if there is a variation in the output targets during the Financial Year.

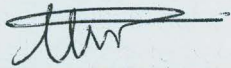


X. EXTENSION OF MOU

This MOU can be extended by agreement of both the Parties by mutual understanding/consent.

IN WITNESS where of the Parties hereto have caused this MOU to be signed on (date) _____, Between the Central Board For Workers Education and the Ministry at New Delhi.

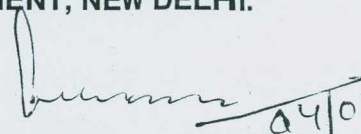
SIGNED FOR AND ON BEHALF
OF CENTRAL BOARD FOR
WORKERS EDUCATION, NAGPUR


By Smt. Namratta Tiwari
Director, CBWE

Date :- 23/6/2014

Venue :- NAGPUR

SIGNED FOR AND ON BEHALF
OF THE GOVERNMENT OF INDIA,
MINISTRY OF LABOUR &
EMPLOYMENT, NEW DELHI.


(SHRI ANIL KUMAR KHACHI)
Joint Secretary

(Ministry of Labour & Employment)
Government of India

Date :- 04/07/2014

Venue :- NEW DELHI