

CHAPER-VI

REVIEW OF PERFORMANCE OF STATUTORY AND AUTONOMOUS BODIES UNDER THE ADMINISTRATIVE CONTROL OF MINISTRY OF LABOUR & EMPLOYMENT

1. NATIONAL INSTRUCTIONAL MEDIA INSTITUTE, CHENNAI

The NIMI (National Instructional Media Institute) was set up in the name of Central Instruction Media Institute (CIMI) in December, 1986 by the Government of India as a subordinate office under DGE&T, Ministry of Labour and Employment with the assistance from Govt. of Germany through GTZ (German Agency for Technical Co-operation) as the executing agency. After the approval of the cabinet for the grant of autonomous status the institute was registered as society on 1st April, 1999.

The Institute was renamed as National Instruction Media Institute (NIMI) in year 2003 on the basis of the recommendation of the 5th meeting held on 29.6.2003.

ACTIVITIES

- Development of instructional media packages
- Development & designing of other supervisory materials
- Development of question bank for assessing and evaluating the trainees
- Training in the use of products developed by NIMI
- Conducting awareness programme
- Development of Digitization of Instructional Material.
- Development of Video Instructional Programme
- Development of Terminal Competencies
- Translation of instructional material into Hindi & other Regional Languages

FINACIAL BUDGET / PHYSICAL PERFORMANCE:

| Year / Period | Financial Allocation (Rs. in Lakhs) | Actual Physical performance |
|-----------------------|------------------------------------------------|----------------------------------------------------------------------------|
| 2008-09 (Actual Exp.) | 150.00 | The works indicated at vision statement are being achieved as per Annexure |
| 2009-10 (Actual) | 250.00 | -Do- |

ACHIEVEMENTS (2009-2010) UP TO 31.12.2009

CRAFTSMEN TRAINING SCHEME (CTS)

A. Development / Translation of Instructional Material

1. So far this institute has developed, printed and published 186 titles covering 26 trades in English.
2. 233 titles have been translated and published into Hindi, and other Regional languages.

B. Development of Question Bank

7 trades completed & implemented, 6 trades are ready for trade testing and 5 trades are under progress.

C. Awareness Training Programme

7 Awareness Programme have been conducted during the year 2009-10.

D. Revenue generation

395 lakhs revenue generated from sale of NIMI IMPS.

CENTRE OF EXCELLENCE (COE)

A. Development / Translation of Instructional Material

1. During this financial year 128 modules were developed.
2. So far this institute has developed, printed and published 31 titles covering 07 sectors and 29 titles covering 05 sectors are under progress in English.
3. 70 titles have been translated and published into Hindi, and other 6 Regional languages.

MODULAR EMPLOYABLE SKILLS (MES)

A. Development / Translation of Instructional Material

134 titles have been developed and published. 101 titles have been developed and ready for publication.

B. Development of Question Bank

258 courses have been developed.

C. Development of Terminal Competencies

374 courses have been developed.

D. Development of Video Instructional Programme

540 titles have been completed.

E. Translation of Instructional Material into Hindi & Other Regional Languages.

32 titles have been translated into Hindi and other Regional Languages.

TARGET FOR 2010-11

CRAFTSMEN TRAINING SCHEME (CTS)

- Instructional material development for 17 trades.
- Translation into Hindi and other regional languages for 50 titles.
- Development of Question Bank for 5 trades.
- 8 Awareness Training Programme for 240 participants.
- Development of Digitization of Instructional Material for 150 titles.
- Development of E-Learning instructional Material for 6 trades.

CENTRES OF EXCELLENCE (COE)

- Instructional material development for 36 modules.
- Translation into Hindi and other regional languages for 50 modules.
- Development of Question Bank for 6 sectors.
- Development of Digitization of Instructional Material for 150 titles.
- Development of E-Learning instructional Material for 6 trades.

MODULAR EMPLOYABLE SKILLS (MES)

- Instructional material development for 69 courses.
- Translation into Hindi and other regional languages for 50 Courses.
- Development of Question Bank for 250 courses.
- Development of Terminal Competencies for 424 courses.
- Development of Video Instructional Programme for 30 courses.
- Development of Digitization of Instructional Material. 200 courses.
- Development of E-Learning instructional Material for 15 Courses.

2. SOCIAL SECURITY

A. EMPLOYEES' STATE INSURANCE CORPORATION:-

The Income & Expenditure for the Corporation under various Major Heads and budgeted outlay for the year 2010-2011 are as follows:

| Head of Account | | Actuals 2008-2009 | Actuals 4/2009 to 9/2009 | Provisional (**) Budget Estimates 2010-2011 |
|--------------------------|----------------------------------------------------------------------------------|----------------------|--------------------------------|------------------------------------------------------|
| REVENUE RECEIPTS: | | | (Rupees in Lakhs) | |
| 1. | CONTRIBUTION Employers' & Employees' shares | 369853.27 | 180012.54 | 396090.00 |
| 2. | Interest | 66327.23 | 51371.91 | 152339.10 |
| 3. | Compensation | 76.11 | (*) | 0.00 |
| 4. | Rent, Rates & Taxes | 6586.05 | 476.41 | 6659.95 |
| 5. | State Govts. Share towards medical benefit initially incurred by the Corp. | 758.49 | 0.00 | 1000.00 |
| 6. | Fees, Fines & Forfeiture | 937.41 | 546.30 | 846.65 |
| 7. | Miscellaneous | 707.14 | 326.30 | 515.45 |
| 8. | TOTAL REVENUE RECEIPT: | 445245.70 | 232734.12 | 557451.15 |
| 9. | EXPENDITUE BENFITS: | | | |
| 10. | Medical Benefits: | 112322.32 | 60743.38 | 254025.00 |
| 11. | Cash Benefits: | (***) 38153.87 | (***) 19072.52 | (***) 50964.65 |
| 12. | Other Benfits: | 168.87 | 73.15 | 271.05 |
| 13. | Total Benefits: | 150645.06 | 79891.06 | 305260.70 |
| 14. | Administrative Expenditure Hospital & Dispensaries Provision for | 41276.17 | 32872.78 | 67385.15 |
| 15. | a) Depreciation | 4304.86 | (*) | 4745.70 |
| 16. | b) Repairs & Maintenace | 6457.29 | (*) | 7118.55 |
| 17. | c) Municipal Taxes | 501.07 | (*) | 600.00 |
| | RESERVE FUND | | | |
| 18. | CONTINGENCY RESERVE FUND: | NIL | NIL | NIL |
| 19. | Capital Construction Fund | 3698.53 | (*) | 3960.90 |
| 20. | TOTAL EXPENDITURE ON REVEUE ACCOUNT | 206882.90 | (*) | 389071.00 |

| | | | | |
|-----|------------------------------------------------------|------------------|------------|------------------|
| 21. | NET EXCESS OF INCOME OVER EXPENDITURE | 238362.72 | (*) | 168380.15 |
|-----|------------------------------------------------------|------------------|------------|------------------|

(*) Actual is available only at the close of the Financial Year.

(**) Budget Estimates is to be approved and adopted by the Corporation in its 149th meeting scheduled to be held on 19th January, 2010 and shall be subsequently submitted to the Central Govt. for approval.

(***) This includes the actual payment made upto 09/2009 in respect of PDB and DB whereas Actual for 2008-2009 and Budget Estimates 2010-2011 are capitalized value of PDB and DB.

Head-wise Description :

Sl. No.1 refers to the contribution received from employees and employers at the prescribed percentage of their wage. (employees contribution is 1.75% and employer contribution is 4.75% of the total wage of employee).

Sl. No.2 refers to the interest received on account of investment of surplus fund of ESIC.

Sl. No.3 refers to the compensation received from state govt. on account of excess payment of sickness benefit over and above all India average.

Sl. No.4 refers to the Rent, Rates and Taxes received from state govt. for hospital and dispensary buildings.

Sl. No.5 refers to the payment received from state govt. of NCT Delhi where the scheme is directly administered by ESIC.

Sl. No.6 refers to the payment received on account of damages & penalty levied on employers who fail to make the payment timely.

Sl. No.7 refers to the payment received on account of price of duplicate I-card, recoveries of overpayment disallowed in audit and receipts of unclassified and miscellaneous in nature.

Sl. No. 10 refers to the amount spent on providing medical benefit to IPs.

Sl. No. 11 refers to the payment of Sickness Benefit, Extended Sickness Benefit, Maternity Benefit, Temporary Disablement Benefit, Permanent Disablement Benefit, Dependent Benefit to Insured Persons covered in the Scheme and payment for Rajiv Gandhi Shramik Kalyan Yojna.

Sl. No.12 refers to the payment to IPs for appearing before Medical Board and Appeal Tribunal, rehabilitation allowance and miscellaneous.

Sl. No.14 refers to the amount spent on Administration of scheme by ESIC.

Sl. No. 15 & 16 refers to the provision made for depreciation and R & M of ESI Buildings.

Sl. No.17 refers to the payment for municipal taxes to municipal authorities for ESI Buildings.

Sl. No.19 refers to the provision for capital construction at @ 1% of the contribution income.

Outcome & Outlay of ESI Scheme :

| <i>Sl. No.</i> | <i>Scheme</i> | <i>Outcome for 2008-2009</i> | <i>Target for 2009-2010</i> | <i>Outlay for 2010-2011</i> |
|----------------|---------------------------------------------------------------------------------------------|------------------------------|-----------------------------|-----------------------------|
| 1 | No. of Centres | 783 | 861 | 954 |
| 2 | No. of employees covered (in lakhs) | 125.69 | 128.18 | 129.79 |
| 3 | No. of insured persons entitled for Medical Care (in lakhs) | 129.38 | 131.93 | 133.59 |
| 4 | No. of family members to whom Medical Care has been extended (in lakhs) | | | |
| | a) Excluding the insured persons | 372.60 | 379.97 | 384.74 |
| | b) Including the insured persons | 501.98 | 511.90 | 518.33 |
| 5 | No. of Hospitals and Annexes | 190 | 190 | 190 |
| 6 | No. of beds : | | | |
| | a) No. of beds including beds reserved in Govt. And other recognised hospitals | 27,739 | 30,687 | 30,765 |
| | b) No. of beds in hospitals under construction | 610 | 750 | 750 |
| 7 | No. of dispensaries | 1,390 | 1,393 | 1,393 |
| 8 | No. of Panel Clinics | 1,678 | 1,762 | 1,806 |
| 9 | No. of patients treated : | | | |
| | a) No. of cases admitted in hospitals (in lakhs) | 3.38 | 4.60 | 5.40 |
| | b) Attendance at dispensaries (both insured Persons and family members) | | | |
| | i) New cases | 207.21 | 223.30 | 240.07 |
| | ii) Old cases | 226.35 | 237.25 | 254.20 |
| 10 | No. of dependants in receipt of Pension (i.e. No. of beneficiaries for Dependants' Benefit) | 75,537 | 77,622 | 79,427 |
| 11 | No. of beneficiaries in receipt of Permanent Disablement Benefit | 179341 | 184319 | 189297 |
| 12 | Staff strength | | | |
| | 1 Medical Personnel | 18402 | 19333 | 19817 |
| | 2. Others | 16882 | 17726 | 18169 |

Monitoring Mechanism :

A well developed monitoring mechanism exists in the Corporation both for financial and physical target/outlay for various items of the work as indicated below :

Monitoring in respect of item indicated at Sl. No. 1 is done by Joint Director (P&D) under the control of Insurance Commissioner.

Monitoring in respect of item indicated at Sl. 2, 3, 4, 10 and 11 is done by Joint Director (Actuarial) under the control of Insurance Commissioner.

Monitoring in respect of item indicated at Sl. 5, 6, and 7 is done by Jt. Director (Construction) under the control of Chief Engineer.

Monitoring in respect of item indicated at Sl. No. 8, 9 and 12 is done by Dy. Medical Commissioner under the control of Medical Commissioner.

B. EMPLOYEES' PROVIDENT FUND ORGANISATION

The Employees' Provident Fund Organisation (EPFO) is a Social Security Organisation, which came into existence under the provisions of The Employees' Provident Fund and Miscellaneous Provisions Act, 1952 [Act 19 of 1952]{the Act} -an Act to provide for the institution of provident funds, pension fund and deposit-linked insurance fund for employees in factories and other establishments. The sole objective behind the creation of EPFO is to administer the provisions of the Act and the three schemes framed there under namely Employees' Provident Fund Scheme, 1952, Employees' Pension Scheme, 1995 and Employees' Deposit-Linked Insurance Scheme, 1976. All these three schemes are framed with an objective to provide monetary benefits to the working class in Commercial and Industrial Establishments by way of accumulated provident fund and pension benefits at the time of death/retirement and Insurance Benefit to the family members of the covered employees in case of their death while in service. Presently EPFO is providing social security by way of monetary benefits to more than 4 Crore members and effectively to more than 20 Crore individual family members of the subscribers.

As it is evident from preamble of the Act, it has been made to provide for the institution of provident funds, pension fund and deposit-linked insurance fund for employees in factories and other establishments, the Act belongs to the class of labour and industrial legislations. It has been enacted by the Parliament to achieve the objectives set in the Directive Principle under Article 38 of the Constitution of India that state shall strive to minimising the inequalities in income, status, facilities and opportunities; and under Article 43 that “state shall endeavour to secure by way a suitable legislation or economic organisation or in any other way, to all workers a living wages, conditions of work, ensuring a decent standard

of life and full enjoyment of leisure and social and cultural opportunities.”

Imbibing the spirit of the above referred constitutional provisions; the Act aims at improving the social and economic conditions of the workers and also at promoting the welfare of the labour force contributing to the national productivity.

The functioning of EPFO is administered by a tripartite body called Central Board of Trustees, EPF consisting of the representatives from the side of employers, employees' and government through a network of about 121 field offices spread across the country.

The main functions of the E.P.F. Organisation are as follows :-

1. To make the benefits available to all the eligible employees in all the covered establishments in the proper manner and at the proper time.
2. To secure from the employers compliance with the statutory provisions by ensuring prompt deposit of statutory dues and submission of returns.
3. To maintain the accounts of the three funds and of the subscribers.
4. To grant advances to the subscribers from their credit in the E.P.F. for certain specific purposes in times of need.
5. To keep each subscriber informed about the amount at his credit in the Provident Fund by furnishing to him every year a statement of Provident Fund accounts.
6. To settle accounts of the subscribers promptly in the event of death or on the cessation of membership.

(A) Past Performances : EPF Scheme, 1952

| S. No | Nature of Information | Actual for 2008-09 | Estimates for 2009-10 | Estimates for 2010-11 |
|-------|------------------------------------------------------------------------------|--------------------|-----------------------|-----------------------|
| 1 | No. of Industries/Classes of Estts. to which the Act applies | 186 | 186 | 186 |
| 2 | Subscribers (in lakhs) | | | |
| | 1) Exempted | 43.92 | 45.00 | 47.00 |
| | 2) Unexempted | 426.80 | 435.00 | 450.00 |
| 3 | Rate of Interest on contribution in respect of unexempted estts. (per annum) | 8.50% | 8.50% | 8.50% |
| 4 | Provident Fund Contributions received/ | | | |

| | | | | |
|-----|--------------------------------------------------------------------------------------------------------------------------|----------|----------|----------|
| | estimated to be received in respect of unexempted establishment (Rs in crores) | | | |
| | Gross | 23142.70 | 25887.58 | 27894.24 |
| 5. | Settlement of P.F. Claims in respect of unexempted estts. | | | |
| a) | No. of claims settled (in lakhs) | 34.73 | 36.00 | 40.00 |
| b) | Amount Paid (Rs in crores) | 10038.57 | 11000.00 | 12000.00 |
| 6. | Non-refundable advances (unexempted establishments) | | | |
| a) | No. of advances sanctioned (in lakhs) | 3.22 | 4.00 | 4.50 |
| b) | Amount paid (Rs in crores) | 1642.48 | 1750.00 | 1900.00 |
| 7. | Amount paid from Special Reserve Fund (Recoverable) to members in respect of defaulting establishments (in lakh) | 0.59 | 0.80 | 1.00 |
| 8. | Arrears of (unexempted estts.) Provident Fund | | | |
| a) | No. of cases-RRC issued during the year | 19111 | 20000 | 21500 |
| b) | Total amount of arrears at the end of the year (in crores) | 212.84 | 250.00 | 300.00 |
| c) | Amount recovered/likely to be recovered as a result of (b) above (in crores) | 1354.10 | 1450.00 | 1550.00 |
| d) | Prosecution launched under Section 406/409/IPC | 1280 | 1325 | 1400 |
| 9. | Investment of Provident Fund accumulation (exempted and unexempted estts.) including redemption and interest (in crores) | | | |
| a) | Unexempted | 21473.69 | 26031.81 | 27104.66 |
| b) | Exempted | 7536.51 | 8500.00 | 9000.00 |
| 10. | No. of statements of accounts issued (in lakhs) | 584.93 | 650.00 | 725.00 |

(B) Employees' Pension Scheme 95

(Rs. in crore)

| Sl. No. | Description | Actual for 2008-09 | Estimates for 2009-10 | Estimates for 2010-11 |
|---------|-----------------------------------------|--------------------|-----------------------|-----------------------|
| 1. | Contributions Received | | | |
| | a. Employers Share (in crores) | 9320.56 | 10500.00 | 12000.00 |
| | b. Govt.'s Share (in crores) | 1167.22 | *2185.14 | 1671.07 |
| 2. | Amount Paid to the Beneficiaries | | | |
| | a. No. of claims settled (in lakhs) | 26.59 | 28.00 | 30.00 |
| | b. Amount paid (in crores) | 4790.78 | 5176.00 | 5539.25 |

* includes Estimated Current Year Contribution : Rs. 1462.18 Crore &
Arrears as on 31.03.2009 : Rs. 722.96 Crore

(C) Employees' Deposit Linked Insurance Scheme 1976

| Sl. No. | Description | Actual for 2008-09 | Estimates for 2009-10 | Estimates for 2010-11 |
|---------|-----------------------------------------|--------------------|-----------------------|-----------------------|
| 1. | Contributions Received | | | |
| | Employers Share (in crores) | 368.40 | 398.40 | 433.60 |
| 2. | Amount Paid to the Beneficiaries | | | |
| | a. No. of claims settled (in lakhs) | 0.20 | 0.21 | 0.24 |
| | b. Amount paid (in crores) | 48.62 | 50.00 | 55.00 |

FINANCIAL REVIEW

The expenditure on the administration of the Employees Provident Fund Scheme 1952 and Employees' Pension Scheme 1995 is met from the administrative charges and inspection charges payable by the Employers under the EPF Scheme. The cost of administration of the Employees' Deposit Linked Insurance Scheme, 1976 is met from the administrative charges and inspection charges leviable under the Scheme. The position of the Revenue Receipts, Revenue Expenditure, Capital Expenditure, and Loans and Advances repayable in respect of Employees' Provident Funds Scheme, 1952 (including Employees' Pension Scheme, 1995) and Employees' Deposit Linked Insurance Scheme, 1976 is indicated below:

EPF Scheme, 1952 [including EPS, 1995]

(Rs in Crore)

| Sl. No. | Description | Actual for 2008-09 | Estimates for 2009-10 | Estimates for 2010-11 |
|----------------|---------------------------|---------------------------|------------------------------|------------------------------|
| 1. | Income (Revenue Receipts) | 1828.65 | 2129.11 | 2314.56 |
| 2. | Expenditure | | | |
| | i. Revenue Expenditure | 801.57 | 1397.65 | 1364.71 |
| | ii. Capital Expenditure | 10.23 | 90.80 | 136.13 |
| | TOTAL (i + ii) | 811.80 | 1488.45 | 1500.84 |

EDLI Scheme, 1976

(Rs in Crore)

| Sl. No. | Description | Actual for 2008-09 | Estimates for 2009-10 | Estimates for 2010-11 |
|----------------|---------------------|---------------------------|------------------------------|------------------------------|
| 1. | Income | | | |
| | Revenue Receipts | 103.01 | 125.70 | 127.60 |
| 2. | Expenditure | | | |
| | Revenue Expenditure | 8.10 | 14.12 | 13.78 |

3. LABOUR EDUCATION

A. V.V. GIRI NATIONAL LABOUR INSTITUTE

V.V.Giri National Labour Institute (WGNLI), an autonomous body of the Ministry of Labour, Government of India, which was set up in July.1974, has grown into a premier Institute of labour research and education. Since its inception, the Institute has endeavoured through its research, training education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and the unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and act on so as to ensure a just place for labour in an egalitarian and democratic society

Research occupies a primary place in the activities of the Institute. The subject of research comprises a broad spectrum of labour related problems in both the organised and unorganised sectors. While determining the topics of research, care is also taken to identify subjects and issues of current topical concern and policy relevance. The Institute continues to place greater emphasis on the problems and issues of labour in the unorganised sector in general and the more disadvantaged among these such as child labour, women labour, migrant labour and rural labour in particular. Research activities also explore the basic needs of different groups of trainees such as trade union leaders and organisers in both the organised and unorganised sectors, managers of public and private sectors, labour administrators, and volunteers of non-governmental organisations.

Some of the following major Research/action Research project are :

1. Integrated Project on Labour History - This include process integration of Archive of Indian Labour, collection of labour movement related material etc.
2. Prevention of HIV/AIDS at the Workplace - VVGNI is the Technical Resource Group on Prevention of HIV/AIDS in the World of Work under the National AIDS Control Programme.

In the area of child Labour, the Institute has achieved the distinction of becoming a premier training and research institution and has been declared as a nodal Institute under ILO-IPEC. A National Resource Centre on Child Labour has been created for this purpose. The Institute continued to strengthen its activities dealing with the problems of Child Labour by way of updating reports and position papers holding training programmes and evolving programmes packages and action programmes.

The Institute continued to bring out regular publications namely the Awards Digests, Shram Vidhan, Labour and Development. In addition, several publications were also brought out.

The Institute has been sanctioned Plan Grants-in-aid of Rs. 5.00 crores for the year 2009-2010.

Research

The Memorandum of Association of the VVG NLI, inter-alia, mandates the Institute “To undertake, aid, promote and coordinate research on its own or in collaboration with other agencies both at national and international level”.

The Institute, ever since its inception in 1974, has strived towards fulfilling this important mandate by according a top priority for research activities. The Institute has been engaged in research including action research on various dimensions of labor issues, but the focus has always been to deal with issues relating to the marginalized, deprived and vulnerable segments of the labour force.

The basic objectives of the research activities of the Institute could be situated at three broad levels:

- Advancing the theoretical understanding of the issues being researched.
- Providing the necessary theoretical and empirical foundations for the formulation of appropriate policy responses; and
- Evolving field level actions/interventions mainly with a view to mitigate the problems being encountered by the unorganized segments of the labour force.

Training and Education

The V.V.Giri National Labour Institute is committed to promote a better understanding of labour problems and to find the avenues and means to tackle them. To achieve this, the Institute, through its varied activities attempts to provide education with regard to labour issues in an integrated manner. While research activities, among other things explore the basic needs of different groups, such data as are generated in research activities are used for designing new and modifying existing training programmes. Constant feedback from the participants is used for updating the training curriculum as well as redesigning training modules.

Educational and training programmes of the Institute may be viewed as potential vehicles of structural change in labour relations. They can help to generate a more positive attitude for the promotion of harmonious industrial relations. In the rural areas, the programmes attempt to develop leadership at the grassroots level that can build and support independent organisations to look after the interests of the rural labour. Training programmes equally emphasise attitudinal change, skill development and enhancement of knowledge.

The training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions, case studies and behavioural science techniques. Apart from the Institute's faculty guest faculty are also invited to strengthen the training programmes.

The training activities of the Institute have increased substantially in the recent past with the number of training programmes rising from 66 in 2000-2001 to 120 in 2008-2009. A comprehensive resource bank on reading material has been set up and standardised reading materials for all training programmes have been developed. The Institute offers education and training to the following groups:

- ❖ Labour Administrators and officials of the Central and State Governments,
- ❖ Managers and Officers of the Public and Private Sector Industries,
- ❖ Trade Union Leaders and Organisers of the organised and unorganised sectors, and
- ❖ Researchers, Trainers, field workers and other concerned with labour issue.

During the year 2009-2010 the Institute has taken following initiatives:

- ❖ **Networking with State Labour Institutes/other Institutes in conducting training programmes.**

The Institute has taken a number of steps to institutionalise the networking mechanisms with State Labour Institutes, CBWE and other institutions with similar objectives to adequately attend the entire problems of labour giving due attention to Regional and Sectoral disparity of the Labour Market. In view of this, the Institute in collaboration with Maharashtra Institute of Labour Studies, State Labour Institute, Orissa, West Bengal, Tamil Nadu Institute of Labour Studies has been conducting training programmes on subjects like Labour Law Enforcement, Convergence of Services on Child Labour etc.

- ❖ **Emphasis on Health Issue Programmes**

This is growing evidence which indicates that HIV/AIDS epidemic is having a significance impact on the world of work. To evolve strategies for a wider participation of social partners in the effort towards addressing these issues, the Institute has initiated organising training programmes on Health Issues in the World of Work for various target groups such as trade union leaders, NGOs and other social partners

- ❖ **Emphasis on Capacity Building programmes**

The Institute has initiated organising training programmes on Capacity Building of Resource Persons in the area of Child Labour, Leadership Development and Rural Labour. The objective of these programmes are to prepare the resource persons who in turn would impart training to their cadre so as to have multiplier effects.

- ❖ **Exclusive programmes for North-east region.**

The Institute lays great emphasis on these programmes, as there are inadequate training faculties available in this region. It has been observed that in the area of Rural Development, no major organised efforts have been made in this region. To fill this gap, the Institute has decided to include these programmes every year in the training schedule.

❖ **Customised In-house Programmes for large public and private sectors**

The institute has been conducting inhouse training programmes for various public and private enterprises. These programme are specifically designed for the client organisations after assessing their training needs.

❖ **Workshops/Seminars**

Organising workshops/seminars/lectures have been accorded a top priority in the Institute. There has been a substantial increase in the number of Workshops/seminars.

❖ **International Training Programmes**

The Institute organises International Training Programmes also sponsored by Ministry of External Affairs, Govt. of India under ITEC/SCAAP programmes of the Ministry. During 2009-10, the Institute has organized the following programmes:

1. Prevention of HIV/AIDS in the world of work for Government Officials, Trade Union Rep. Academic and Training Institutions- September 07-25, 2009
2. Leadership Development Programme (October 5-23,2009)
3. Labour and Employment Relations in a Global Economy for Government functionaries, representative of Trade Union, employees' organizations and research institution, November 03-20,2009
4. Managing Development and Social Security Measures for Govt. Officials & Rep. of Civil Society Organisation, December 01-18, 2009

Publications

VVGNNLI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In

Details of Training Programmes organised by the Institute during April 2009- December 2009.

| S. No | Name of the Programme | No. of Progs. | No. of Days | No. of participants |
|-------|-----------------------------------------|---------------|-------------|---------------------|
| 1 | <i>LABOUR ADMINISTRATION PROGRAMMES</i> | 03 | 15 | 69 |
| 2 | <i>INDUSTRIAL RELATIONS PROGRAMMES</i> | 07 | 35 | 154 |
| 3 | CAPACITY BUILDING PROGRAMMES | 31 | 131 | 926 |
| 4. | CHILD LABOUR PROGRAMMES | 13 | 57 | 324 |
| 5 | NORTH EAST PROGRAMME | 15 | 72 | 489 |
| 6 | <i>HEALTH ISSUE PROGRAMMES</i> | 05 | 22 | 106 |
| 7 | <i>RESEARCH METHODS PROGRAMMES</i> | 02 | 32 | 33 |
| 8 | <i>COLLABORATIVE PROGRAMMES</i> | 06 | 24 | 185 |
| 9 | IN-HOUSE PROGRAMMES | 07 | 24 | 183 |
| 10 | INTERNATIONAL PROGRAMMES | 06 | 90 | 145 |
| 11. | WORKSHOP/SEMINAR | 01 | 01 | 25 |
| | TOTAL | 96 | 503 | 2639 |

Training Programme to be organized by the Institute January - March 2010

| S. No | Name of the Programme | No. of Progs. | No. of Days |
|-------|-----------------------------------------|---------------|-------------|
| 1 | <i>LABOUR ADMINISTRATION PROGRAMMES</i> | 01 | 05 |
| 2 | <i>INDUSTRIAL RELATIONS PROGRAMMES</i> | 02 | 10 |
| 3 | CAPACITY BUILDING PROGRAMMES | 13 | 56 |
| 4 | CHILD LABOUR PROGRAMMES | 05 | 23 |
| 5 | NORTH EAST PROGRAMME | 03 | 15 |
| 6 | <i>HEALTH ISSUE PROGRAMMES</i> | 00 | 00 |
| 7 | <i>RESEARCH METHODS PROGRAMMES</i> | 01 | 12 |
| 8 | INTERNATIONAL PROGRAMMES | 02 | 38 |
| | TOTAL | 27 | 159 |

order to fulfill this task, the Institute brings out journals, occasional books and reports. Some of the important periodicals are:

Labour and Development

Labour and Development is a bi-annual journal published by the Institute. The journal is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal publishes articles of high academic quality in the field of labour and related areas with emphasis on socio-economic, historical as well as legal aspects and also publishes research notes and book reviews on themes particularly in the context of developing countries.

Awards Digest : Journal of Labour Legislation

Awards Digest is a monthly journal which brings out summary of latest case laws in the field of labour and industrial relations. It includes articles, amendments of Labour laws, know your labour laws consumer price index for industrial workers and other relevant information of labour.

Shram Vidhan

Shram Vidhan is a bi- monthly Hindi journal which bring out on the basis of Awards Digest with almost same contents.

Indradhanush

A bi-monthly Newsletter (English & Hindi)

NLI Research Studies Series

The research output of the Institute is disseminated mainly through NLI Research Studies Series. The research Studies brought out as NLI Research Studies Series during the period April 2009 to December 2009 .

86/09 Working Women in Urban India: Concerns and Challenges – Shashi Bala & Seema Khanna

N.R. De Resource Centre on Labour Information (NRDCLI)

N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation centre in the area of labour studies in the country. The centre was renamed in memory of late Shri Nitish R.De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The centre is now fully computerized and offers the following services and products to its users.

Services:

- Selective Dissemination of Information (SDI)
- Current Awareness Service
- Bibliographical Service
- On-line Search
- Article-Indexing of Journals
- Newspaper Article Clippings
- Micro-fiche Search and Printing
- Reprographic Service
- CD-ROM Search
- Audio/Visual Service
- Current Content Service
- Article Alert Service
- Lending Service
- Inrer-Library Loan Service

Products

- Guide to Periodical Literature. Quarterly in-house publication providing bibliographical information of articles in 231selected journals/magazines.
- Current Awareness Bulletin. Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Newspaper Article Clipping. Monthly publication providing bibliographical information of articles in major dailies newspaper.
- Article Alert. Weekly publication providing bibliographical information of important articles in select Journals/magazines.
- Current Content Service – Monthly Publications. It is the compilation of content pages of subscribed journals.

The NRDRCLI also houses a separate Documentation Centre on Child Labour.

FINANCES OF THE INSTITUTE

The Institute is financed by the Ministry of Labour Government of India. It also generates income from training programmes and consultancy services etc. Besides, it undertakes research work funded by the ILO, the UNICEF etc.

(Rs. in lakhs)

Budget Activity Classification (2009-10) B.E. 2009-2010 R.E. 2009-2010
(Proposed)

| | | |
|------------------------------------------|----------------|----------------|
| Plan | | |
| Research & Other Education Project | 308 | 308 |
| Civil Works & Infrastructure Development | 142 | 142 |
| Augmentation of Books and Journal | 50 | 50 |
| Total | 500 | 500 |
| Non-Plan | | |
| Grants-in-aid by Govt. of India | 330 | 313.50 |
| Institute's Earnings | 158 | 158 |
| Total | 448 | 471.50 |
| Estimates 2010-11(proposed) | R.E. 2009-2010 | B.E. 2010-2011 |
| Non-Plan Govt. Grant-in-aid | 330 | 410 |
| Institute's Earning | 158 | 168 |
| Total | 488 | 578 |
| Plan | | |
| Civil Works & Infrastructure Development | 142 | 100 |
| Research & other Education Project | 308 | 310 |
| Augmentation of Books and Journal | 50 | 40 |
| Total | 500 | 450 |
| Staff Position as on 31.1.2010 | | |

Group A

Director 1

Faculty 9

Officers 3

Group B 7

Group C 17

Group D 25

Total 62

B. WORKERS EDUCATION SCHEME**INTRODUCTION**

Central Board for Workers Education (CBWE) is a tripartite society established in 1958 with headquarters at Nagpur, to implement Workers Education Scheme at National, Regional and Unit/Village levels.

TRAINING PROGRAMMES :

The Board currently operates in three tiers :

1. Training of candidates (recruited by open competition) for Education Officers Training Course.
2. On successful completion of training, the Education Officers in turn are posted at different Regional Directorates for imparting training to selected workers as Trainers, and
3. The Trainers, on completion of their training revert back to their establishments and conduct programmes for the rank and file of workers in their respective units which are of two types, namely, Unit Level Class of 1 ½ months duration and Functional Adult Literacy Class of 6-months duration mainly for workers in mines and plantations where percentage of illiteracy is high. The programmes are conducted for various categories of workers in industries, mines and plantations. Joint Educational Programmes on Participative Management (3 Days duration) and those for members of Joint Councils (2 Days duration) are also conducted at the Plant Level.

Shift in Priority

The Board has been reviewing its activities and programmes from time to time and has shifted the priorities from training of workers in the organized sector to the Training of

workers in the unorganized, rural sector and weaker sections of the society since 1977-78. It has also concentrated on conducting joint training programmes for the representatives of workers and managements with a view to promote congenial industrial relations climate. The Board has been laying increasing emphasis on Personality Development programmes for trade union activists. Short-term training programmes on Workers Participation, Productivity, Industrial Health and Safety, Special Programmes for Women Workers, Child Workers, SC/ST Workers, Rural Workers were some other areas which were given due emphasis.

Indian Institute of Workers Education

The Indian Institute of Workers Education (Mumbai), an apex training institute of the Board, was established in 1970. The main activities and programmes of the Institute are :

- a) to conduct Education Officer's Training Course
- b) to conduct Refresher Courses and Workshops for Officers and in-service training programmes for the staff members of the Board.
- c) to conduct Advanced Training Programmes for the activists of Central Trade Union Organisations/ National Federations.

Training Courses

The Indian Institute of Workers Education has organised 4 programmes for 84 officials of CBWE and also conducted 24 programmes of one-week duration for nominees of Central Trade Union Organisations and National Industrial Federations during April 2009 to Dec., 2009 of Workers in which 488 activists participated, of whom 129 were women.

The Regional Directorates of the Board undertook the following activities during the year 2009-2010.

Training of Trainers

During the period under report (April, 2009 to Dec., 2009) the Board has trained **204** Trainers in **8** courses of one and half months duration. through its various Regional and Sub-Regional Directorates.

Refresher Courses

During the period under report, 6 refresher courses were organized for Trainers in which 83 Trainers participated.

Personality Development Programme

The training courses for development of leadership qualities among the workers are being conducted at the Regional /Sub-Regional Directorates. During the period under report, 63 Personality Development Programmes were conducted in which 1506 activists of trade unions participated.

Unit Level

During the period 2009-2010 (April 2009 to Dec., 2009) 2086 workers were trained in 77 sessions of unit level classes.

Quality of Life Programmes

The quality of life programmes of 2/4 days duration in organized sector has been conducted for the workers and their spouses to change the attitudes, for better relations between them and also to develop/create awareness in their lives about importance of health, hygiene & nutrition, environmental cleanliness and productivity consciousness so that the workers are prepared to accept the changes.

During the session April 2009 to Dec., 2009 under report 41 quality of life programmes were conducted and 1438 workers were trained in organized sector.

Need Based Seminar

The Board is conducting Need Based Seminar of 2/5 days duration at the Regional /Sub-Regional Directorates for the workers as per the specific needs of the industries for the improving the productivity and the work culture within the industry. During the period April 2009 to Dec., 2009 the board has conducted 359 Need Based Seminars and trained 9979 workers.

Self Generation of Funds Programmes

During the period under report (April, 2009 to Dec, 2009) the Board has trained 10853 workers in 555 courses of one /two/three days duration through at regional level.

Special Programmes/Seminars

As a Special components for North East Region, 13 Programme for the Trade

Union Activists of North - East Region were conducted in which 375 participants were trained among them 51 participants to generate the awareness about HIV-AIDS.

Programmes for Small Scale/Unorganised Sector /Weaker Sections Workers

The workers belonging to unorganised sector and small scale industries, by and

large, are unaware of their rights and entitlements under the various labour laws, their corresponding obligations for organization, protective provisions at work place such as health, safety and welfare, minimum wages etc. Since these workers are scattered in small industrial units, their organizations are weak so as to have the required collective bargaining strength.

The Board has been organizing two-day/four-day camps for the workers of unorganized / small scale sector and weaker sections since 1979. The participants of the to unorganized / small scale sector camps belong to industries such as Handloom, Powerloom, Khadi and Rural industries, Coir, Small Scale Industries, Industrial Estates, Handicrafts, Sericulture, Beedi making, Glass, Brass and Slate Making Industries etc. Similarly the participating weaker section workers belong to Women Workers, Child Workers, Young Workers, Handicapped Workers, Construction Workers, Head Load Workers, Rickshaw Drivers, Stone Quarry Workers, Contract Workers & others. The objective of these programmes is to create awareness in the workers about their rights and obligations, their problems, protective labour laws at work place, various welfare schemes of Govt., combating social evils etc. and to help them to find out solutions to their problems and to equip them in developing their own organizations.

During the year 2009-2010 (By Dec. 2009) **417** camps were conducted in which **16781** workers participated. These camps were conducted at the places having Regional and Sub-Regional Directorates or at Semi-Urban places after identifying the functional needs of the target group. The Category wise break up of the workers trained in these camps is given below :-

Workers Trained in Unorganised Sector During 2009-2010 (By Dec. , 2009)

| Sr. No. | Category | No.of prog. | Male | | | | Female | | | | Grand Total |
|---------|--------------------------|-------------|------------|------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|
| | | | SC | ST | Others | Total | SC | ST | Others | Total | |
| 1 | Handloom | 57 | 77 | 99 | 349 | 525 | 441 | 141 | 1115 | 1727 | 2252 |
| 2 | Powerloom | | | | | | | | | | |
| 3 | Khadi & Rural Industries | 3 | 18 | | 18 | 36 | 30 | 1 | 50 | 81 | 117 |
| 4 | Small Scale Industries | | | | | | | | | | 0 |
| 5 | Handicraft | 2 | | | 1 | 1 | | | 78 | 78 | 79 |
| 6 | Coir Industries | | | | | | | | | | 0 |
| 7 | Beedi Industries | 1 | | | | | 40 | | | 40 | 40 |
| 8 | Salt Workers | | | | | | | | | | 0 |
| 9 | Rag Pickers | | | | | | | | | | 0 |
| 10 | Others 4- days | 3 | 2 | | 11 | 13 | 4 | | 103 | 107 | 120 |
| 11 | 2 days | 351 | 499 | 378 | 1347 | 2224 | 2927 | 966 | 8056 | 11949 | 14173 |
| | TOTAL | 417 | 596 | 477 | 1726 | 2799 | 3442 | 1108 | 9402 | 13982 | 16781 |

Camps for Workers in Stone Quarries and Stone Crushers

In response to the judgment of the Supreme Court of India, the Regional Directorate, Faridabad conducted educational camps for stone quarries and stone crusher workers in Faridabad region. From April, 2009 to Dec., 2009, the board organized 12 such camps for 478 workers.

Courses for Workers of Weaker Sections

The Board conducted 42 programmes for 1595 for the workers belonging to weaker sections during April to Dec., 2009. The course content were flexible and each course was formulated taking into account the functional needs of the particular group of workers. Stress was laid on creating awareness in the participants about rights and obligations. Importance of organization, functional upgradation, schemes for betterment including welfare legislation, combating social evils, family budget were some other topics discussed in these courses. The Category-wise break-up of the workers trained these programmes areas under :

Category - wise Break-up

| Sr. | Category | No. of | Male | | | | Female | | | | Grand |
|-----|-----------------------------|--------|------|----|-------|-------|--------|----|-------|-------|-------|
| No. | | Camps | SC | ST | Other | Total | SC | ST | Other | Total | Total |
| 1 | Women Workers | 37 | | | | | 453 | 58 | 893 | 1404 | 1404 |
| 2 | Child Labour | 1 | 6 | | 5 | 11 | 10 | | 10 | 20 | 31 |
| 3 | Young Workers | 4 | 2 | 1 | 51 | 54 | 39 | | 67 | 106 | 160 |
| 4 | Civic & Sanitation | 0 | | | | | | | | | 0 |
| 5 | Construction workers | 0 | 0 | | | | | | | | 0 |
| 6 | Head Load Workers | 0 | 0 | 0 | | | | | | | 0 |
| 7 | Rickshaw Drivers | 0 | | | 0 | | | | | | 0 |
| | Stone Quarry Workers 4 days | 0 | | | | | | | | | 0 |
| 8 | 2 days | 12 | 80 | 26 | 66 | 172 | 200 | 33 | 73 | 306 | 478 |
| 9 | Other | 0 | | | | | | | | | 0 |
| | TOTAL | 54 | 88 | 27 | 122 | 237 | 702 | 91 | 1043 | 1836 | 2073 |

Quality of Life Programmes (Unorganised Sector)

The quality of life programmes of 2/4 days duration in Unorganized sector are being conducted at the Regional level for the workers and their spouses with a view to change the attitudes for better relations between them and also to develop awareness in their lives about importance of health, hygiene & nutrition, environmental cleanliness and productivity consciousness and to create the awareness among the participants for

upliftment of their living standard and to know the Government's various Schemes for development of the workers in unorganized sector so that the workers are prepared to accept the changes.

During the session April 2009 to Dec., 2009 under report 116 quality of life programmes were conducted and 4384 workers were trained in unorganized sector.

Empowerment Programme in Rural

During the period from April 2009 to Dec., 2009, a total of 840 workers have been benefited through 22 Empowerment Programmes.

Labour Welfare and Development Programme

During the period from April 2009 to Dec., 2009, the Board has organized 343 Programmes on Labour Welfare Development for 2 days duration in which 13358 workers benefited.

Special Seminars

Special Seminar of a 2 days duration are organized by CBWE for different section of workers in unorganised sector such as Women Workers, SC/ST Workers, Parents of Child Labour/Child Labour. The stress is given on providing the information regarding the Central and State Govt. various social schemes, importance of Self Help Group etc. with a view to generate to more self employment.

Rural Sector

The Board has started Rural Workers Education Programmes since 1977. It covers landless labour, tribal workers, agricultural workers, marginal farmers, fisheries labour, rural artisans, forest labour and educated unemployed youth in rural areas.

During the period April 2009 to Dec., 2009 the board has conducted 871 programmes for 34375 workers through Rural Awareness Camps of 2 days duration and Empowerment Camp of 4 days duration and One day Re-training Programme in Rural.

Workers Participation in Management

The Scheme of Workers Participation in Management is being implemented by CBWE from 1996-97. The scheme is implemented in public sector under taking or Government establishment having joint councils and bipartite committees.

During the period April 2009 to Dec., 2009 under report, 24 Workers Participation in Management Programmes were conducted in which 720 workers trained.

Women Workers

During the period under report **90722** Women Workers have been trained in different training programmes of the Board.

Literature & Visual Aids

During the year 2009-2010 by Dec. 2009 the Board has brought out 2 booklets in Hindi/ English and Regional Language as per the details below :

- 1) Reading & Analysing a Balance Sheet
- 2) Industrial Welfare

Pictorial Booklets

(Hindi/English & Regional Language)

During the year 2009-2010 by December 2009 the Board has brought out 2 Booklet in different topics in Hindi/ English and Regional Language as per the details below :

- 1) Minimum Wages (in six languages :
(Gujarathi/ Tamil/ Telugu/Bengali/Assamese and Manipuri)
- 2) Why Safety (in Hindi/English)

Cover designs/illustrations for all booklets, Annual Report, Quarterly Journals and other publications brought out by the Board during the period under report were prepared.

CBWE News and Samachar

The CBWE News in English for the month of November and December,2009 have been uploaded on the website of CBWE.

Grant-in-aid

The Board gives financial assistance to the extent of (90%) of the total admissible expenditure to the registered trade unions and societies for conducting short-term programmes of 3-7 days duration. Since introduction of Grants-in-aid Scheme i.e. from 1960 till Dec., 2009, an amount of Rs. **24,290,501.62** was paid by the Board to **1389** unions/ institutions which trained **672163** workers. During the period under report (By December 2009 the Board paid Rs. **6,01602** as grant and the grantee organizations trained **4719** workers.

Financial requirements : (Rupees in Crores)

| | Actual Expenditure 2008-2009 | Budget Estimates 2009-2010 | Revised Estimates 2009-2010 | Budget Estimates 2010-2011 |
|----------|------------------------------------|-------------------------------|-----------------------------------|-------------------------------|
| Plan | 9.71 | 9.00* | 15.95 | 29.83 |
| Non-Plan | 28.00 | 25.08 | 53.68 | 43.69 |

* including of N.E. Region Grant of Rs. 1.80 Crores

Actual Expenditure from April, 2008 to March, 2009

(Rs. in crores)

| | |
|----------|----------------------|
| Plan | 6.07 |
| Non-Plan | 27.32* (273150000*) |

* Rs. 9.31 (Rs. 93050000) has been incurred over and above the actual receipt of grants under Non-Plan from the Ministry up to December 09. The excess amount of Rs. 9.31 crore has been barrowed from the SGF account of the CBWE and needs to be recouped immediately on receipt of Revised Estimate Allotment from the Ministry. Actual receipt upto December 2009 is Rs. 18.76 crore which includes Rs. 75 lakhs received in the month of March 2009 as working balance for making payment of salary for the month of March 2009 paid in April 2009.

ACHIEVEMENTS OF AIMS AND OBJECTIVES UNDER THE DIRECT TRAINING ACTIVITIES OF THE ORGANIZATIONS REGARDING NO. OF WORKERS TRAINED

| Programmes | | Actual Achievements | Estimated Stage | Likely Achievements 2009-2010 | | Proposed |
|-------------|---------------------------------------------------------------------------------------------------------|---------------------|-----------------|-------------------------------|-----------------------|------------|
| | | 2008-2009 | 2009-2010 | April 2009 to Dec.2009 | Jan.2010 to March -10 | 2010-2010I |
| Plan | | | | | | |
| 1 | Training of Rural Workers In 2-day Programmes and Conscientisation Camp 4 days | 60588 | 100000 | 34375 | 130375 | 100000 |
| 2 | Special Programmes on Quality of life For Workers (4/2days) | 12738 | 20000 | 5822 | 14178 | 20000 |
| 3 | Need Based Seminar (2 days) | 10011 | 12000 | 9979 | 21 | 12000 |
| 4 | Programme under Self Generation of Funds (1/2/3 days) | 18006 | 15000 | 10853 | 6647 | 15000 |
| 5 | Need Based Seminar (3-5 days) | | 200 | 00 | 1000 | 200 |
| 6 | Training of Workers in 4/2 days Camps Small Scale/Unorganised Sector) including Special Seminars 2 day. | 100892 | 120000 | 61682 | 58318 | 120000 |
| 7 | Opening of Regional Directorate | | 2 | | | 2 |
| 8 | Training of Trainers 1 ½ Months | 383 | 500 | 204 | 296 | 500 |
| 9 | Refresher Courses for Trainers | 173 | 300 | 83 | 217 | 300 |
| 10 | Personality Development Programme. | 1502 | 2200 | 1506 | 694 | 2200 |
| 11 | Joint Educational Programme on Participative Management (3 days) | 485 | 4000 | 27 | 3973 | 4000 |
| 12 | Joint Educational Programme for New Members of Joint Councils (2/1 days) | 18446 | 12800 | Achieved allotted target | | 12800 |
| 13 | Unit Level Classes 1 1/2 months) Part-time and full time (3 weeks) | 2634 | 7000 | 2086 | 4914 | 7000 |
| 14 | Training of Workers in Functional Adult Literacy Classes. | 24 | 2000 | 2000 | 2000 | 2000 |
| 15 | Special Seminars at Plant Level (1 day) | 2874 | 2000 | Achieved allotted target | | 2000 |
| 16 | Workers Participation in Management | 796 | 950 | 720 | 230 | 950 |
| 17 | Academic Seminars for Celebration of Golden Jubilee | 9622 | 0 | | | 0 |