

File No.Q-19025/1/2022-ESA(WE)
FTS No. 134421
Government of India
Ministry of Labour & Employment

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Shram Shakti Bhawan, New Delhi
Dated: 15th April, 2024

To,
The Director General,
Dattopant Thengadi National Board
for Workers Education and Development,
Pusa Complex, New Delhi.

Sub: Memorandum of Understanding (MOU) between Ministry of Labour & Employment and Dattopant Thengadi National Board for Workers Education and Development (DTNBWED) for the financial year 2024-25-reg.

Sir,

I am directed to forward herewith a copy of Memorandum of Understanding (MOU) between Ministry of Labour & Employment and DTNBWED for the financial year 2024-25 for official record and necessary action. The Board is requested to upload the signed MoU in their website also.

Encl: As above

Yours faithfully,
Signed by Ashish Kumar
Yadav
Date: 15-04-2024 14:58:08

(Ashish Kumar Yadav)
Under Secretary to the Government of India
Tel: 23753083

Copy to:

IT Cell MoL&E for uploading a copy of the MoU 2024-25 on website of MoL&E under <https://labour.gov.in/organizationsofmole/dattopant-thengadi-national-board-workers-education-and-developmentdtnbwed>



MEMORANDUM OF UNDERSTANDING

between

GOVERNMENT OF INDIA

and

DATTOPANT THENGADI

NATIONAL BOARD FOR WORKERS EDUCATION & DEVELOPMENT

NEW DELHI FOR THE FINANCIAL YEAR 2024-25



I. PARTIES

This document elaborates an understanding between Dattopant Thengadi National Board for Workers Education & Development formerly 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 administrative control of Ministry of Labour & Employment. The Headquarter of the Board is located at New Delhi. It has 50 Regional Directorates throughout the Country.

II. PURPOSE

As per the Rule 229 (xi) of General Financial Rules 2017, 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. Aims and Objectives of DTNBWED as per new MoA approved by MoLE

- a. To stimulate and promote education and development programs for workers of organized and unorganized sectors;
- b. To implement the recommendations contained in the Report on Workers Education (copy attached), as endorsed at the 15th Session of Indian Labour Conference at its meeting held on 11th and 12th July, 1957;
- c. To organise informative and educational programmes in educational institutions, including universities, schools, vocational education or training institutions, distance learning universities and like other institutions, inter alia, on the following topics, namely: -
 - (I) Social dialogue and solidarity economy;
 - (ii) Union-management relations and knowledge of the industry; capacity building of management for productivity enhancement, improvement in worker-management relation;
 - (iii) Capacity Building and Training of Trainers Programmes for Federations, Trade Union leaders and workers or Employees or both of Industries, establishments and offices; both organized and unorganized sectors;
 - (iv) Consultancy, research and monitoring;
 - (v) Code of Discipline as ratified in the Sixteenth Session of the Indian Labour Conference held at Nainital on 19th and 20th of May, 1958;

- (vi) Holistic individual development of workers;
- d. To provide for Training of Trainers and programme administration for full and part-time assignment;
- e. Publishing and Distribution of Curriculum and Resource Development materials, in regional languages.
- f. To take up individually or collaborate with such initiatives of Governmental or Non-Governmental Bodies or Institutions that are meant to: -
 - (i) Facilitate access to information and resources related to social security, to offer guidance, and support services to workers seeking assistance and in accessing government schemes, social security benefits, schemes-based advocacy and registration programs or camps;
 - (ii) Enhance employability; chance of getting wage or self-employment and; income or income generating opportunities of any individual or a group of people.
 - (iii) Leverage modern technologies and innovative strategies to empower the workers by providing them access to information, education and opportunities
 - (iv) Create and manage digital platform and mobile applications aimed at enhancing the employability and livelihood prospects of unorganized and migrant workers.
 - (v) Promote financial inclusion by partnering with financial institutions and providing access to mobile banking services, microcredit facilities and savings initiatives.
 - (vi) Facilitate peer-to-peer support groups where experienced workers guide and mentor those with less knowledge, encourage sharing of practical and life experiences;
- g. To purchase, take on lease or otherwise acquire any land, building, or other such property, movable or immovable wherever situated in India, which may be necessary for carrying on the functions of the Board;
- h. To invest funds or moneys entrusted to the Board in such a manner as may, from time to time, be determined by the Central Government;
- i. To draw, accept, make, endorse, discount and deposit Government of India and other promissory notes, bills of exchange, cheques, or other negotiable instruments for the purpose of the Board;
- j. To make rules and regulations for the conduct to meetings and affairs of the Board and to adopt and vary them from time to time;
- k. To regulate the expenditure and manage the accounts of Board:
- l. To sale, exchange, lease or otherwise dispose of all or any portion of the properties of the Board, movable or immovable, on such terms, as may be determined by The Government of India, in the Ministry of Labour and Employment;
- m. To raise and borrow money on bonds, mortgages, promissory notes or other obligations, or securities founded or based upon all or any of the properties and

assets of the Board or without any securities, upon such terms and conditions as may be determined by the Government of India, and to pay, out of the funds of the Board, all expenses of and incidental to the raising of money and to repay and redeem any money borrowed;

- n. To make such rules and byelaws as it may, from time to time, consider to be necessary for regulating the management of the affairs of the Board; and
- o. To do all other acts and things as the Board may consider necessary, conducive or incidental to the attainment or enlargement of the aforesaid objects or any one of them.

IV. OUTPUT 2023-24

In pursuance to MOU 2023-24, total target set to conduct the programmes in Organized, Un-organized, Rural Sector, Grants-in-Aids and National Level Training Programmes at IIWE by the Board was 10605, However, DTNBWED has conducted 10299 programmes and covered 703584 workers till 11th March 2024. During the year 2023-2024, the Board has earned Rs 74.00 lakh.

V. OUTPUT TARGETS FOR THE FINANCIAL YEAR 2024-25 FOR WORKERS EDUCATION SCHEME.

Sr. No	Component	Physical Target (No. of Training Programmes)	Grants in Aid (Rs. in Cr.)												
(A) ORGANIZED SECTOR															
01	<p><u>Capacity Building Programme-2 Modules</u></p> <p>Target Group: Officers bearers of Trade Unions Status: Non-Residential, Regional Level Batch Size: 25-30 Course fee of participation: Free of cost (TA/DA of Officer to be borne by the concerned organization conducting the programme). To Organize a series of programs as per theme based structured Module for-</p> <ul style="list-style-type: none"> (i) Trade union consciousness; (ii) The purposes, functions and administration of trade unions; (iii) The conduct of Industrial relations and knowledge of the industry; (iv) The development of a mature individual and his role as a citizen 	50													
02	<p><u>Grants-In-Aid Programme To Trade Unions</u></p> <p>As per the decision of the 182nd GB held on 29.08.2023, the following programmes have been approved. Target: 50 programmes</p> <p>Modular 2 Theme Based Foundational Programme (Strength 40 Participants)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Guest talk/Lecture Fee Rs. 500/-</td> <td style="text-align: right;">500.00</td> </tr> <tr> <td>Study Material/Stationary etc/Misc.</td> <td style="text-align: right;">1000.00</td> </tr> <tr> <td>Accommodation @ Rs.150x40</td> <td style="text-align: right;">6000.00</td> </tr> <tr> <td>Per Diem Allowance Rs. 50x40</td> <td style="text-align: right;">2000.00</td> </tr> <tr> <td>To & Fro charges/conveyance charges Rs.100x40</td> <td style="text-align: right;">4000.00</td> </tr> <tr> <td></td> <td style="text-align: right;">13500.00</td> </tr> </table>	Guest talk/Lecture Fee Rs. 500/-	500.00	Study Material/Stationary etc/Misc.	1000.00	Accommodation @ Rs.150x40	6000.00	Per Diem Allowance Rs. 50x40	2000.00	To & Fro charges/conveyance charges Rs.100x40	4000.00		13500.00	50	0.100
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Accommodation @ Rs.150x40	6000.00														
Per Diem Allowance Rs. 50x40	2000.00														
To & Fro charges/conveyance charges Rs.100x40	4000.00														
	13500.00														

**Modular 4 Theme Based Foundational Programme
(Strength 40 Participants)**

Guest talk/Lecture Fee Rs. 500 x 2	1000.00
Study Material/Stationary etc/Misc.	1000.00
Accommodation @ Rs.250x40	10000.00
Per Diem Allowance Rs. 100x40	4000.00
To & Fro charges/conveyance charges Rs.100x40	4000.00
	20000.00

**Modular 6 Theme Based Foundational Programme
(Strength 40 Participants)**

Guest talk/Lecture Fee Rs. 500 x 3	1500.00
Study Material/Stationary etc/Misc.	1000.00
Accommodation @ Rs.300x40	12000.00
Per Diem Allowance Rs. 100x40	4000.00
To & Fro charges/conveyance charges Rs.100x40	4000.00
	22500.00

As an average expenditure of Rs.20000/- per programme.

03 **Modular Training Programme for Organized Sector
(2 Modules/4 Modules/6 Modules)**

Target group : Workers and employees of the industry/establishment/offices

Status: Non-Residential, Unit level

Expenditure- 3500/- per programme , Study Material and TA/DA of Officers

Target- 2160 Programmes

No. of participants-20 per programme

Course fee of participation: As per existing fee structure.

Sr.No	Name of the Programme	Number of Participants	Fee Structure (Rs)
01	MTP-SGF (2 Modules)	20	25,000/-
02	MTP-SGF (4 Modules)	20	40,000/-
03	MTP-SGF (6 Modules)	20	50,000/-

MTP(SGF) to be in the 2:1 ratio of MTP

At Industry Premises or in-house training based on Pre structured Modules (on the basis of Training Need Identification or various inputs)

Contents: Labour Codes, topics related on Applied Industrial Psychology / HR / Organizational Development / Industrial Domain and Trade Union Management & Administration - viz. Occupational Health & Safety, Safety Behavior / Work Life Balance / Housekeeping / Kaizen / Effective Communication / Interpersonal Relations / Team Work / Emotional Quotient / Work Culture & Work Ethics / Productivity / Quality Management System / Quality Circles / Coping with changes / Conflict Management or other behavioral topics on soft skills etc. MTP-SGF programmes are conducted to earn revenue for strengthening of Workers Education Framework in the country under Organized Sector.

Creation of amount of Rs (1 Cr.) in the year 2024-25.

2160

0.756

Total Organized Sector (A)

2260

0.856

Sr. No	Component	Physical Target (No. of Training Programmes)	Fund (Rs. In crore)
(B) Unorganized Sector			
04	<p><u>Awareness cum registration Camp</u></p> <p>Village level/ Colony Level/Block Level in collaboration of NGO/Village Panchayat/Trade Union</p> <p>No. of Volunteers : 01</p> <p>Target Group : Unorganized /Rural Workers</p> <p>Days – 1 + 2 days (Maximum)</p> <p>Age Group-of Beneficiaries- 16-59 years</p> <p>Target: 3630 programmes</p> <p>Funds- Rs. 19250/- per programme</p> <p>Number of workers/Participants - 50</p> <p>1st day allowance to participants @ 250 per participant=12,500/-.</p> <p>Service Charges to one Rural Volunteer = ₹1000 per day @ 3 days = Rs. 3,000/-.(Rs 500 to 1000 for 2nd & 3rd day based on the registrations</p> <p>Misc. Expenses / Device Charges – Rs. 750/- per programme</p> <p>TA/DA for officers for approx for Three days - Rs 3000/-</p> <p>Total Estimated Budget: Rs. 19,250/-</p> <p>Theme of Coverage:</p> <p>i. Digital Literacy, ii. Financial Literacy, iii.Labour Code/ Social Security in U/O Sector, iv. Legal Aid Services for Workers</p> <p>V. Skill Eco-System & Benefits, Vi. Self-Employment & Rural Entrepreneurship, Vii. Workers' Organization. Viii. Awareness for Govt's flagship schemes, ix. Happiness and wellness in life, x. Occupational Health & Safety etc. xi. Domain Topics related to unorganized and rural sector workers.</p> <p>Category of worker to be targeted :</p> <p>1. Construction Workers, 2. Domestic Workers, 3.Women worker</p> <p>4. Rural Artisan, 5. Agro-based Workers, 6. SC/ST Workers</p> <p>7. Casual Workers in Industrial Area, 8. Street Vendors</p> <p>9. Handloom Workers, 10. Beedi workers, 11. Forest Workers,</p> <p>12. Stone Quarry Workers, 13. Brick Kiln Workers</p> <p>14. Food Processing Industry, 15. Health & Sanitation Workers</p> <p>16. Ancillary Skill Sets (Mechanic, Plumber, Coloring. Catering, Travels).</p> <p>17. Prospective Workers, 18. Gig & Platform Workers</p> <p>19. Other Rural Worker, 20. Contractual Workers</p> <p>21. Tea Plantation Workers, 22. Tribal Workers,</p> <p>23. Mining Workers</p> <p>Main Focus of this programme will be Scheme advocacy and registration of Workers /Beneficiaries under PMSYM, E-Shram, BOCW and other welfare schemes of the State /UT.</p>	3630	6.988
05	<p><u>Sponsored Short Term Training Programme (SSTTP) - 01 day Theme Based</u></p> <p>Participants are sponsored by Trade Unions / NGOs / Industry Associations / Chamber of Commerce / Contactors / Mining Body / CSR initiatives etc.</p> <p>Target Group: Unorganized & Rural workers, Self Employed, Unemployed Youth, Workers in Industrial Estates etc.</p> <p>Status: Non-Residential and near to Cluster</p> <p>Batch size: 50</p> <p>Target: 200 programmes</p>	200	Nil

	<p>Per Prog Exp: Rs. Nil. (TA/DA of Officer is to be borne by the concerned organization conducting the programme).</p> <p>Category of worker to be targeted : 1. Construction Workers, 2. Domestic Workers, 3. Women worker 4. Rural Artisan, 5. Agro-based Workers, 6. SC/ST Workers 7. Casual Workers in Industrial Area, 8. Street Vendors 9. Handloom Workers, 10. Beedi workers, 11. Forest Workers, 12. Stone Quarry Workers, 13. Brick Kiln Workers 14. Food Processing Industry, 15. Health & Sanitation Workers 16. Ancillary Skill Sets (Mechanic, Plumber, Coloring, Catering, Travels). 17. Prospective Workers, 18. Gig & Platform Workers 19. Other Rural Worker, 20. Contractual Workers 21. Tea Plantation Workers, 22. Tribal Workers, 23. Mining Workers</p>																	
06	<p>Shramik Chaupal along with Registration</p> <p>Target Group: Daily wage workers / Villagers who assemble at various places like Village Chaupal/Labour Colonies/ Labour Chowks/industrial clusters and constructions sites etc. Status: Non-Residential and near to Cluster, Villages and labour colonies. Batch Size: Approx 80-100 Target: 5400 programmes Age Group of Beneficiaries : 16-59 years Per Prog Exp: Rs. 2,500/- per Shramik Chaupal borne by Board excluding administrative expenses. It will be organized at labour chowks, worker cluster/Industrial Cluster/ Village Chaupal and workers of construction sites for U/O Workers for awareness linkage with Govt Schemes related labour and other initiatives of Government.</p>	5400	1.35															
	Total Unorganized (B)	9230	8.338															
	Grand Total (A+B)	11490	9.194															
07	<p>Recognition of Prior Learning RPL</p> <ul style="list-style-type: none"> • Purpose: These camps shall be for recognizing/certifying of existing skills of the workers to enable them to improve their employability and income opportunities. • Target Group:- Workers identified for the purpose through 'Community participation and Awareness Camp' • Batch size: 30 to 40 participants • Exp Pattern/Budget: Will be as per approved by 182nd Governing Body meeting. 																	
	<p>(A) RPL & Scheme Enrollment Camp</p> <p>1. Time Frame:</p> <table border="1"> <thead> <tr> <th>S. No.</th> <th>Particular</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td>(a)</td> <td>Training</td> <td>5-15</td> </tr> <tr> <td>(b)</td> <td>Assessment</td> <td>1</td> </tr> <tr> <td>(c)</td> <td>Certification + Scheme enrolment</td> <td>1</td> </tr> <tr> <td></td> <td>Total</td> <td>7-17</td> </tr> </tbody> </table>	S. No.	Particular	Days	(a)	Training	5-15	(b)	Assessment	1	(c)	Certification + Scheme enrolment	1		Total	7-17		
S. No.	Particular	Days																
(a)	Training	5-15																
(b)	Assessment	1																
(c)	Certification + Scheme enrolment	1																
	Total	7-17																

2. Expenditure Pattern (per day):			
S. No.	Particular	Amount (In Rs.)	
(a)	Per diem payment	For successful candidates	6,000.00
		For unsuccessful candidates	3,000.00
(b)	Payment to trainer / guest speaker		900.00
(c)	Facilitation fee		1,000.00
(d)	Rent for classroom and equipment		1,000.00
(e)	Miscellaneous		300.00
	Total	Maximum	9,200.00
		Minimum	6,200.00
<p>The above assessment is based on the batch of 30 participants. However, the actual batch size will depend on the trade/job role and location.</p> <p>Finalization of the programme will be based on NSDC</p>			
<u>(C) ASSOCIATED</u>			
08	Printing and Publishing		0.500
09	Content Design and Development along with LMS		0.750
10	Office expenses other than Salary expenses (50 Regional Offices, SRCs, 6 Zonal Directorates, IIWE & HO) & Automation		7.056
11	Grant-In-Aids Salaries		99.500
Total Associated (C)			107.806
Grand Total (A)+(B)+(C)			117.000

VI. BUDGET ESTIMATE FOR FINANCIAL YEAR 2024-25 AS APPROVED BY THE MINISTRY

Component	Grants-in-Aid Rs. in crores
Grants -in- Aid/General	17.5
Grants-in-Aid Salary	99.5
Grand Total	117.0

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 to be put in place to rationalize the expenditure of DTNBWED. The steps for economy measures and rationalization of expenditure would be in accordance to Deptt. of Expenditure's O.M. no.F(2)/ECoord/2020 dated 04.09.2020 and O.M. no. 7(1) E.Coord/2020 dated 10.06.2021.

VIII. AUTONOMY TO AUTONOMOUS ORGANIZATION

1. Autonomous Bodies which are fully or partly funded by the Government of India, like DTNBWED, 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, DTNBWED enjoys autonomy in other matters and the Board is competent to take decision in accordance with Rules / Regulations / Bye-Laws of DTNBWED and Government of India intimation issued from time to time. Where the Rules / Regulations / Bye-Laws of DTNBWED are silent on any subject, the Board may follow the relevant Rules and Regulations of the Government of India.

3. As per Department of Expenditure OM No. F.No.1/1/2016-EIII(A) dated 13th January, 2017, all autonomous organizations, new or already in existence should be encouraged to maximize generation of internal resources and eventually attain self-sufficiency. The benefits implemented by Central Government in respect of Central Government employees as part of their service conditions, are not directly applicable to the employees working in such autonomous organizations. The revised pay scales contained in Parts B & Part C of the Schedule of the CCS(RP) Rules, 2016, shall not be automatically applicable to the employees of Autonomous Organizations. The concerned Administrative Ministry shall consider such cases keeping in view whether these pay scales are justified for the category of staff of Autonomous Organizations based on functional considerations, recruitment qualifications, as well as the applicable pre-revised pay scales.

4. As per Rule 229 (vi) of General Financial Rules, Governing Body of the Board shall review user charges/sources of internal revenue generation at least once a year. The main source of revenue is programme fee received by conducting Modular Training Programmes (SGF). The Board conducts about 06 different types of theme / module based training programmes. Out of this User Fee is charged only for Modular Training Programmes SGF, which is targeting only Organized Sector workers. This fee is revised based on the recommendations of the Governing Body of the Board from time to time. The user charges have been reviewed in 182nd GB held in August 2023.

5. As per Rule 236 (2) of General Financial Rules, the accounts of the Board are being audited by the Comptroller and Auditor General of India under Section 14 of the C&AG Act 1971. The performance reports are being submitted from time to time. As per Rule 237 of General Financial Rules the Annual Report and Audited Accounts shall be submitted to the Nodal for it to be laid on on the Table of the Parliament by 31st December.

6. The Board may sign any understanding / MoU with any other parties dealing with educational /awareness generation activities for sharing of information, knowledge infrastructure and may opt for technical collaboration with similar organizations in India. This would be with the approval of competent authority in the Government in accordance to Deptt. of Expenditure O.M. dated 21.04.2017.

7. DTNBWED shall conduct more self-financing courses. Training in organized sectors shall focus on targeted awareness about Labour codes, benefits under ESIC, EPFO schemes, safety and occupational health for unorganized workers, the focus on digital and financial literacy, skill eco-system, RPL, social security schemes etc.

IX. PERIOD OF AGREEMENT

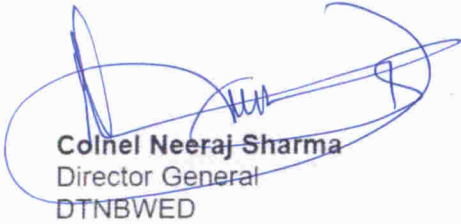
This MOU will be effective when signed by both parties, up to the end of the financial year 2024-25, i.e. up to 31-03-2025. This MOU may be amended at any time by the mutual written consent of the Parties if there is a variation in the output targets during the Financial Year.

EXTENSION OF MOU

This MOU can be extended by agreement of both the Parties by mutual understanding / consent i.e. Mid-term increase of training programmes being theme based / types of programme subject to availability of fund.

IN WITNESS where of the Parties hereto have caused this MOU to be signed on (date) _____, between the Dattopant Thengadi National Board for Workers Education & Development and the Ministry of Labour & Employment at New Delhi.

**SIGNED FOR AND ON BEHALF OF
DATTOPANT THENGADI NATIONAL
BOARD FOR WORKERS EDUCATION
& DEVELOPMENT, NEW DELHI.**



Colonel Neeraj Sharma
Director General
DTNBWED

Date : 15/4/2024
Venue : New Delhi

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



Kamal Kishor Soan
Joint Secretary
Ministry of Labour & Employment
Government of India

Date : 15/4/2024
Venue : New Delhi

कमल किशोर सोन/Kamal Kishore Soan
संयुक्त सचिव एवं महानिदेशक (एल.डब्ल्यू.)
Joint Secretary & DG (LW)
श्रम एवं रोजगार मंत्रालय
M/o Labour & Employment
भारत सरकार, नई दिल्ली/Govt. of India, New Delhi