

## 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 was set up in the name of Central Instruction Media Institute (CIMI) in December, 1986 by the Government of India as a sub-ordinate 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 1<sup>st</sup> April, 1999.

The Institute was renamed as National Instruction Media Institute (NIMI) in year 2003 on the basis of the recommendation of the 5<sup>th</sup> 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

#### FINACIAL BUDGET / PHYSICAL PERFORMANCE:

<b>Year / Period</b>	<b>Financial Allocation (Rs. in Lakhs)</b>	<b>Actual Physical performance</b>
2007-08 (Actual Exp.)	220.00	The works indicated at vision statement are being achieved as per Annexure
2008-09 (Actual)	150.00	-Do-

## **Actual Physical performance (2008-2009)**

### **CRAFTSMEN TRAINING SCHEME (CTS)**

#### ***A. Development / Translation of Instructional Material***

1. So far this institute has developed, printed and published 174 titles covering 23 trades in English.
2. 205 titles have been translated and published into Hindi, and other 7 Regional languages.
3. Development of 12 titles is under progress. 1 trade is under development.
4. Translation of 28 titles covering 7 languages is under progress.

#### ***B. Development of Question Bank***

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

#### ***C. Awareness Training Programme***

111 Multiplier Training Programmes/Awareness Training Programmes have been conducted and 3523 participants were trained. ( 9 Awareness Programme have been conducted and 204 participants were trained during the year 2008-09)

#### ***D. Revenue generation***

395 lakhs revenue generated from sale of NIMI IMPS

### **CENTRE OF EXCELLENCE (COE)**

#### ***A. Development / Translation of Instructional Material***

1. 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. (No.of sectors covered 10 BBBT Modules)
2. 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***

349 courses have been developed

***D. Development of Video Instructional Programme***

40 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.

**2. SOCIAL SECURITY**

**A. EMPLOYEES' STATE INSURANCE CORPORATION:-**

The Income & Expenditure for the Corporation under various Major Heads and budgeted outlay for the year 2009-2010 are as follows:

<b>Head of Account</b>		<b>Actuals 2007-2008</b>	<b>Actuals 4/2008 to 9/2008</b>	<b>Budget Estimates 2009-2010</b>
<b>REVENUE RECEIPTS:</b>			<b>(Rupees in Lakhs)</b>	
1.	CONTRIBUTION Employers' & Employees' shares	326283.98	177999.16	362250.00
2.	Interest	62,836.03	21559.98	106182.65
3.	Compensation	582.87	(*)	0.00
4.	Rent, Rates & Taxes	6821.87	70.60	6431.20
5.	State Govts. Share towards medical benefit initially incurred by the Corp.	981.57	758.50	1500.00
6.	Fees, Fines & Forfeiture	1076.88	422.20	746.95
7.	Miscellaneous	348.63	310.52	400.85
8.	<b>TOTAL REVENUE RECEIPT:</b>	<b>398931.83</b>	<b>201120.96</b>	<b>477511.65</b>
9.	<b>EXPENDITUE BENFITS:</b>			
10.	Medical Benefits:	92479.29	48628.22	223605.35
11.	Cash Benefits:	(***) 28728.15	(***)18847.66	(***)46210.70
12.	Other Benfits:	209.40	44.65	220.70
13.	<b>Total Benefits:</b>	<b>121416.84</b>	<b>67520.53</b>	<b>270036.75</b>

14.	<b>Administrative Expenditure</b>	<b>24797.39</b>	<b>20786.46</b>	<b>54573.65</b>
	Hospital & Dispensaries			
	Provision for			
15.	a) Depreciation	1729.08	(*)	4468.80
16.	b) Repairs & Maintenance	3458.15	(*)	6703.15
17.	c) Municipal Taxes	22.51	(*)	500.00
	<b>RESERVE FUND</b>			
18.	CONTINGENCY RESERVE FUND:	NIL	NIL	NIL
19.	Capital Construction Fund	3262.84	(*)	3622.50
20.	<b>TOTAL EXPENDITURE ON REVEUE ACCOUNT</b>	<b>154885.81</b>	<b>(*)</b>	<b>339904.85</b>
21.	<b>NET EXCESS OF INCOME OVER EXPENDITURE</b>	<b>244046.02</b>	<b>(*)</b>	<b>137606.80</b>

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

(\*\*) Budget Estimates has been approved and adopted by the Corporation in its 146th meeting held on 29th January, 2009 and subsequently submitted to the Central Govt. for approval.

(\*\*\*) This includes the actual payment made upto 09/2008 in respect of PDB and DB whereas Actual for 2007-2008 and Budget Estimates 2009-2010 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 or 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.

S. No. 14. refers to the amount spent on Administration of Scheme by ESIC.

Sl. No. 15 & 16 refer 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 2007-2008</i>	<i>Target for 2008-2009</i>	<i>Outlay for 2009-2010</i>
1	No. of Centres	773	853	902
2	No. of employees covered (in lakhs)	111.81	113.80	114.81
3	No. of insured persons entitled for Medical Care (in lakhs)	120.71	122.84	123.93
4	No. of family members to whom Medical Care has been extended ( in lakhs)			
	a) Excluding the insured persons	347.63	353.79	356.93
	b) Including the insured persons	468.34	476.63	480.86
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	27,727	28,335	30,003
	b) No. of beds in hospitals under construction	610	610	610
7	No. of dispensaries	1,390	1,393	1,393
8	No. of Panel Clinics	1,753	1,841	1,887
9	No. of patients treated :			
	a) No. of cases admitted in hospitals (in lakhs)	3.90	4.60	5.40
	b) Attendance at dispensaries (both insured			

	Persons and family members)			
	i) New cases	181.12	191.25	204.75
	ii) Old cases	202.160	208.61	222.30
10	No. of dependants in receipt of Pension (i.e. No. of beneficiaries for Dependants' Benefit)	73172	74784	76203
11	No. of beneficiaries in receipt of Permanent Disablement Benefit	177247	184951	192655
12	Staff strength			
	1 Medical Personnel	18995	19945	20444
	2. Others	16980	17820	18275

### **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**

<b>S. No</b>	<b>Nature of Information</b>	<b>Actual for 2007-08</b>	<b>Estimates for 2008-09</b>	<b>Estimates for 2009-10</b>
1	No. of Industries/Classes of Estts. to which the Act applies	186	186	186
2.	Subscribers (in lakhs)			
	1) Exempted	37.61	40.00	42.00
	2) Unexempted	411.58	420.00	435.00
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	18620.72	21028.05	23309.00
5.	Settlement of P.F. Claims in respect of unexempted estts.			
a)	No. of claims settled (in lakhs)	29.30	32.00	35.00
b)	Amount Paid ( Rs in crores)	8246.41	8500.00	9000.00
6.	Non-refundable advances (unexempted establishments)			
a)	No. of advances sanctioned (in lakhs)	3.33	4.00	4.50
b)	Amount paid ( Rs in crores)	1001.85	2000.00	2500.00
7.	Amount paid from Special Reserve Fund (Recoverable) to members in respect of defaulting establishments (in lakh)	28.87	30.00	32.00
8.	Arrears of (unexempted estts.) Provident Fund			
a)	No. of cases-RRC issued during the year	20635	21500	23000
b)	Total amount of arrears at the end of the year (in crores)	1165.35	1185.35	2005.35
c)	Amount recovered/likely to be recovered as a result of (b) above (in crores)	408.82	428.82	448.82
d)	Prosecution launched under Section 406/409/IPC	1257	1300	1350
9.	Investment of Provident Fund accumulation (exempted and unexempted estts.) including			

	redemption and interest (in crores)			
	a) Unexempted	17666.34	20949.93	24008.11
	b) Exempted	7524.71	8500.00	9000.00
10.	No. of statements of accounts issued (in lakhs)	393.83	*450.00	*500.00

\* Approximate figures.

### (B) Employees' Pension Scheme 95

(Rs. in crore)

Sl. No.	Description	Actual for 2007-08	Estimates for 2008-09	Estimates for 2009-10
1.	<b>Contributions Received</b>			
	a. Employers Share (in crores)	8022.46	9100.00	9900.00
	b. Govt.'s Share (in crores)	990.00	*1859.47	1378.63
2.	<b>Amount Paid to the Beneficiaries</b>			
	a. No. of claims settled (in lakhs)	20.95	22.00	25.00
	b. Amount paid (in crores)	4037.98	4401.50	4702.00

\* includes Estimated Current Year Contribution : Rs. 1267.23 &  
Arrears as on 31.03.2008 : Rs. 592.24

### (C) Employees' Deposit Linked Insurance Scheme 1976

Sl. No.	Description	Actual for 2007-08	Estimates for 2008-09	Estimates for 2009-10
1.	<b>Contributions Received</b>			
	a. Employers Share (in crores)	308.44	334.96	359.45
	b. Govt.'s Share (in crores)	--	--	--
2.	<b>Amount Paid to the Beneficiaries</b>			
	a. No. of claims settled (in lakhs)	0.21	0.22	0.25
	b. Amount paid (in crores)	48.33	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 2007-08	Estimates for 2008-09	Estimates for 2009-10
1.	Income (Revenue Receipts)	1587.71	1725.78	1898.61
2.	Expenditure			
	i. Revenue Expenditure	546.05	945.34	1126.16
	ii. Capital Expenditure	34.68	72.15	94.13
<b>TOTAL (i + ii)</b>		<b>580.73</b>	<b>1017.49</b>	<b>1220.29</b>

**EDLI Scheme, 1976**

(Rs in Crore)

Sl. No.	Description	Actual for 2007-08	Estimates for 2008-09	Estimates for 2009-10
1.	Income			
	Revenue Receipts	101.04	114.79	123.85
2.	Expenditure			
	Revenue Expenditure	5.52	9.55	11.38

### **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 - VVG NLI 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 2008-2009.

## **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 2008-2009 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, Labour Bureau 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 facilities 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 2008-09, the Institute has organized the following programmes:

1. Prevention of HIV/AIDS at the Workplace from September 8-26,2008
2. Leadership Development Programme for Administrators October 6-24,2008
3. Labour and Employment Relations in a Global Economy Nov. 10-28,2008.
4. Training Programme on Social Security Measures Dec.1-19,2008.
5. Gender Issues in Labour January 5-23,2009.
6. Research Methods in Labour Studies Feb.3-21,2009

**Details of Training Programmes organised by the Institute during April 2008- March 2009.**

S. No	Name of the Programme	No. of Progs.	No. of Days	No. of participants
1	LABOUR ADMINISTRATION PROGRAMMES	12	65	249
2	INDUSTRIAL RELATIONS PROGRAMMES	11	47	345
3	CAPACITY BUILDING PROGRAMMES	46	206	1538
4	CHILD LABOUR PROGRAMMES	10	46	286
5	RESEARCH METHODS PROGRAMMES	03	43	70
6	HEALTH ISSUE PROGRAMMES	09	28	196
7	INTERNATIONAL PROGRAMMES	06	114	133
8.	IN-HOUSE PROGRAMMES	17	68	321
9	COLLABORATIVE PROGRAMMES	06	23	192
	<b>TOTAL</b>	<b>120</b>	<b>640</b>	<b>3328</b>

**Publications**

VVG NLI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional bookd 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.

## **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 2008 to March 2009 :

085/2008 Contract Labour and Judicial Interventions-Sanjay Upadhyaya

## ***Other Publications***

1. Shifting Trajectories: Work Organisation, Labour Relations and Mobilisation in Contemporary India – Babu P. Remesh.
2. Bharat Ke Shramik Netha: Personality and Work - K. Manjit Singh and Sanjay Upadhyaya
3. Decent Work: A Handbook – S.K. Sasikumar, Babu P. Remesh & Neetha N.
4. Glossary of Labour Laws: An Analysis of Legal Terms-Paper Back Edition - K. Manjit Singh & V.K. Trivedi
5. Changing Pattern of Rural Non-Farm Employment - K. Manjit Singh & Shashi Bala.
6. Vulnerabilities and Insecurities of Informal Sector Workers: A Study of Street Vendors - Helen R. Sekar in English
7. Vulnerabilities and Insecurities of Informal Sector Workers: A Study of Street Vendors - Helen R. Sekar in Hindi
8. Annual Report 2007-08(English and Hindi)

## **Regular Publications**

**Awards Digest** : 4 issues

**Shram Vidhan** : 2 Issues

**Labour & Development** : Vol. 13-14, 2 & 1, June 2008

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

N.R. De Resource Centre on Labour Information (NRDCLI) 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 125 selected 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 (2008-09) (Proposed)	B.E. 2008-2009	R.E. 2008-2009
<b>Plan</b>		
Research & Other Education Project	257	267
Civil Works & Infrastructure Development	163	63
Augmentation of Books and Journal	80	80
Total	500	510
<b>Non-Plan</b>		
Grants-in-aid by Govt. of India	300	355
Institute's Earnings	140	140
Total	440	495
Estimates 2009-10(proposed)	R.E. 2008-2009	B.E. 2009-2010
Non-Plan Govt. Grant-in-aid	355	440
Institute's Earning	140	158
Total	495	598
<b>Plan</b>		
Civil Works & Infrastructure Development	163	142
Research & other Education Project	267	308
Augmentation of Books and Journal	80	50
Total	510	500

## 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 organised sector to the training of workers in the unorganised, 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 5 programmes for 93 officials of CBWE and also conducted 56 programmes of one-week duration for nominees of Central Trade Union Organisations and National Industrial Federations during April, 2008 to March, 2009 of Workers in which 979 activists participated, of whom 108 were women.

The Regional Directorates of the Board undertook the following activities during the year 2008-2009.

### **Training of Trainers**

During the period under report (April, 2008 to March, 2009) the Board has trained 383 Trainers in 14 courses of one and half months duration, through its various Regional and Sub-Regional Directorates.

### **Refresher Courses**

During the period under report, 7 refresher courses were organised for Trainers in which 173 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, 66 Personality Development Programmes were conducted in which 1502 activists of trade unions participated.

### **Unit Level**

During the period 2008-2009 (April, 2008 to March, 2009), 2634 workers were trained in 101 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 attitude, for better relations between them and also to bring 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, 2008 to March, 2009 under report, 72 quality of life

programmes were conducted and 2578 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 improving the productivity and the work culture within the industry. During the period April, 2008 to March, 2009 the board has conducted 383 Need Based Seminars and trained 10011 workers.

### **Self Generation of Funds Programmes**

During the period under report (April, 2008 to March, 2009) the Board has trained 18006 workers in 912 courses of one / two / three days duration at regional level.

### **Special Programme/Seminars**

The Board was entrusted to conduct the Special Seminars for the Workers of Wage Board (for Journalist, Non-Journalist). During the Year 2008-09 upto March, 2009, 29 programmes were conducted for Journalist, Non-Journalist in which 902 participants participated. As a Special component for North East Region, 11 Programme for the Trade Union Activists of North-East Region, in which 304 participants participated, were conducted 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. Participants in the camps belonging to unorganized / small scale sectors 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 belonging 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 2008-2009 (By March, 2009) 583 camps were conducted in which 23041 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 2008-2009 (By March, 2009)**

Sr. No.	Category	No. of prog	Male				Female				Grand Total
			SC	ST	Others	Total	SC	ST	Others	Total	
1	Handloom	121	144	89	364	597	980	269	2940	4189	4786
2	Powerloom	3	2	2	35	39	29	2	49	80	119
3	Khadi & Rural Industries	9	-	-	28	28	40	2	282	324	352
4	Small Scale Industries	5	45	14	8	67	21	19	93	133	200
5	Handicraft	3	-	-	-	-	10	10	100	120	120
6	Coir Industries	2	-	-	-	-	-	-	79	79	79
7	Beedi Industries	5	-	-	-	-	67	1	129	197	197
8	Salt Workers	2	-	-	-	-	18	0	57	75	75
9	Rag Pickers	1	-	-	9	9	-	-	28	28	37
10	Others 4- days	7	13	-	17	30	112	42	95	249	279
11	Others 2 days	425	691	394	1561	2601	3687	1132	9377	14196	16797
	<b>TOTAL</b>	<b>583</b>	<b>895</b>	<b>499</b>	<b>1977</b>	<b>3371</b>	<b>4964</b>	<b>1477</b>	<b>13229</b>	<b>19671</b>	<b>2341</b>

**Camps for Workers in Stone Quarries and Stone Crushers**

In response to the judgement 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, 2008 to March, 2009, the Board organised 8 such camps for 319 workers.

## Courses for Workers of Weaker Section

The Board conducted 183 programmes for 7207 workers belonging to weaker sections during April, 2008 to March, 2009. The course content were flexible and each course was formulated taking into account the functional needs of the particular group of workers. The greater stress was laid on creating awareness in the participants about rights and obligations. The 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 worker trained in these programmes are as under :

### Category Wise Break-up

Sr. No.	Category	No. of prog	Male				Female				Grand Total
			SC	ST	Others	Total	SC	ST	Others	Total	
1	Women Workers	114	-	-	-	-	113	479	2896	4506	4506
2	Young Workers	30	118	65	196	379	187	147	450	784	1163
3	Civic & Sanitation	1	-	2	-	2	-	-	38	38	40
4	Construction workers	15	74	15	192	281	32	85	195	312	593
5	Head Load Workers	4	47	7	58	112	23	-	17	40	152
6	Rickshaw Drivers	2	-	15	27	42	3	-	35	38	80
7	Stone Quarry Workers										
	4 days	1	-	-	-	-	21	-	19	40	40
	2 days	8	81	2	9	92	173	2	52	227	319
8	Other	8	13	-	50	63	46	3	202	251	314
	<b>TOTAL</b>	<b>183</b>	<b>333</b>	<b>106</b>	<b>532</b>	<b>971</b>	<b>598</b>	<b>716</b>	<b>3904</b>	<b>6236</b>	<b>7207</b>

### 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 bring 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 Scheme for development of the workers in unorganized sector so that the workers are prepared to accept the changes.

During the session April, 2008 to March, 2009 under report, 270 quality of life programmes were conducted and 10160 workers were trained in unorganized sector.

### **Empowerment Programme in Rural**

During the period from "April, 2008 to March, 2009, a total of 4447 workers have been benefited through 114 Empowerment Programmes.

### **Labour Welfare and Development Programme**

During the period from April, 2008 to March, 2009, the Board has organized 485 Camps in which 18916 workers benefited through the 2 days Labour Welfare and Development Programmes.

### **Special Seminars**

Special Seminar of 2 days duration are organized by CBWE for the 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 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, 2008 to March, 2009 the board has conducted 1554 programmes for 60588 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 undertaking or Government establishment having joint councils and bipartite committee.

During the period April, 2008 to March, 2009 under report, 29 'Workers Participation in Management programmes' were conducted in which 796 workers trained.

### **Celebration of Golden Jubilee**

As part of the Golden Jubilee Celebration the Central Board for Workers

Education organized 9 national level and 47 regional level academic seminars during the period from April, 2008 to March, 2009 at different parts of the country on themes related to labour for various categories of its clientele.

### **Programmes for Journalists/Non-Journalists Organised**

The Central Board for Workers Education organized on the request of the National Wage Boards, Govt. of India, 29 one day Interactive Workshops for the Journalist, Non-Journalists and other employees of the News Papers, News Agencies. During April, 2008 to March, 2009 with a view to elicit the suggestions from the trade unions, management & employees of the News Papers Industry/News Agencies to frame the proposed recommendation for placing before the current National Wage Board constituted by the Govt. of India, Ministry of Labour & Employment under the chairmanship of Justice Kurup.

### **Women Workers**

During the period under report 153363 Women Workers have been trained in different training programmes of the Board.

### **Literature & Visual Aids**

During the year 2008-2009 by March, 2009 the Board has brought out 4 booklets in Hindi/English and regional language as per the details below :

1. Why join a Trade Union
2. The Darkness of Ignorance
3. Minimum Wages
4. Why Can't poverty go Away?

### **Posters (Hindi/English & Regional Languages)**

During the year 2008-2009 by March, 2009 the Board has brought out 17 Posters in different topics in Hindi/English and Regional Language as per the details below :

1. From Exploitation to Education
2. Government Servants Engaging child Labour and their residence are punishable
3. Employing of Child Labour in eateries.
4. Empower them - the World Prospers.
5. Guide them to fulfil their dreams.
6. Cooperation creates Wealth

7. Coming together is beginning, Staying together is progress and working together is success.
8. Children are like God-Avioid Child Labour
9. How He Balance His Life?  
Help him to Develop Himself?

### **Hindi/English**

1. There is still no cause for AIDS.  
Protect yourself - use condom
2. Workers Education Globlizes workers approach.
3. Workers Education Broadnes the vision.
4. The Sky is not too High together we can fly.
5. Workers, Farmsers and Solidars are main force of the Nation.
6. Celebrating Godlen Jubilee Year.
7. My daughter My Paradise
8. Education is must for every child for his glorious Future.

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

### **Workers Education Journal**

The Board continued to publish the Quarterly Journal “Workers Education” which contained standard articles on Trade Unionism, Industrial Relations, Labour Economics, Tools and Techniques of Education, Productivity, etc. in English and Hindi.

During the year 2008-09 by March, 2009 one issues of Workers Education Journal was brought out.

### **Labour Education Service**

The Board brings-out the "Labour Education Service", a quarterly publication with a view to widen the horizon of knowledge of Board's field officers on current important topics withe specific references to labour Management. Three issues of the Labour Education Service were brought out during the year 2008-2009.

### **Golden Juiblee Sovenir**

In commenmoration of the Golden Jubilee Celebration, the Central Board for workers Education brought out a sovenir containing the memories of five decades besides thought provoking articles of eminent personalities.

### **CBWE News and Samachar**

During the year 10 monthly issues each of CBWE News in English and CBWE

Samachar in Hindi were brought out during April, 2008 to Marh, 2009 with a view to disseminate information on education, training and administrative matters.

### **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 March, 2009, an amount of Rs. 2,36,88,679.62 was paid by the Board to 1398 unions/institutions which trained 6,67,444 workers. During the period under report (By March 2009) the Board paid Rs. 15,33,784.00 as grant and the grantee organizations trained 7639 workers.

#### **Financial requirements : (Rupees in Crores)**

	Actual Expenditure 2007-2008	Budget Estimates 2008-2009 (Sanctioned)	Revised Estimates 2008-2009	Budget Estimates 2009-2010 (Sanctioned)
Plan	9.21	9.50	9.50	9.00
Non-Plan	23.27	24.000	24.00	26.40

#### **Actual Expenditure from April, 2008 to March, 2009**

(Rs. in crores)

Plan	9.50
Non-Plan	27.95

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

Programmes		Actual Achievements 2007-2008	Estimated Stage 2008-2009	Actual Achievements 2008-2009	Proposed 2009-2010
<b>Plan</b>					
1	Training of Rural Workers In 2-day Programmes and Conscientisation Camp 4 days	80968	164750	60588	100000
2	Special Programmes on Quality of life for Workers and their Spouses (4/2days)	22026	20000	12738	20000

3	Need Based ( 2 days) Seminar	13453	10000	10011	12000
4	Programme under Self Generation of Funds ( 1/2/3 days)	20252	17500	18006	15000
5	Need Based Special Programmes ( 3-5 days)\	106	1000	-	200
6	Training of Workers in 4/2 days Camps Small Scale/Unorganised Sector) including Special Seminars for 2 days.	135893	55000	100892	55000
7	Opening of Regional Directorate	Matter in Process	2	-	2
8	Training of Trainers 1½ Months	105	500	383	500
9	Refresher Courses for Trainers	108	300	173	300
10	Personality Development Programme.	2051	2200	1502	2200
11	Joint Educational Programme on Participative Management ( 3 days)	2010	4000	485	4000
12	Joint Educational Programme for New Members of Joint Councils (2 days/ 1 day)	11092	12800	18446	12800
13	Unit Level Classes 1 1/2 months) Part-time and full time ( 3 weeks)	3438	7000	2634	7000
14	Training of Workers in Functional Adult Literacy Classes.	100	2000	24	2000
15	Special Seminars at Plant Level ( 1 day)	2139	2000	2874	2000
16	Workers Participation in Management	868	950	796	950
17	Academic Seminars for Celebration of Golden Jubilee	-	-	9622	-