

Chapter-14

WORKERS EDUCATION

14.1 The Central Board for Workers Education (CBWE), Nagpur, Ministry of Labour & Employment, Government of India was established in 1958 to implement Workers Education Scheme at National, Regional, Unit and Village Levels.

- Tripartite in character, the Board consists of representatives from Central Organisations of Workers, Employers, Central/State Governments and Educational Institutions.
- Awareness is sought to be created among the working class about their rights and obligations for their effective participation in socio-economic development of the country.
- Different types of training programmes are organised by the Board for workers in organised, unorganised, rural and informal sectors as indicated in **Table 14.1**
- Board's programmes reflect the new orientation, direction and dimensions for meeting the wider educational needs of the worker, trade unions and managements, keeping in view the changed scenario.

STRUCTURE

14.2 The Central Board for Workers Education is headed by a Chairman. Its headquarters is at Nagpur. The Chief executive of the Board is the Director who is assisted by an Additional Director, Deputy Directors, and Financial Advisor etc. The Board operates through 50 Regional Directorates and 9 Sub-Regional Directorates. The five Zonal Directorates, at Chennai, Delhi, Guwahati, Mumbai and Kolkata to monitor the activities of the Regional in their respective zones. Tripartite

Directorates in their respective zones. Tripartite Regional Advisory Committees constituted for each Regional Directorate to review the progress of the scheme and recommend measures for effective implementation of Workers Education Programme. The Indian Institute of Workers Education (IIWE), Mumbai, an apex level training Institute of the Board, was established in 1970.

TRAINING PROGRAMMES OF THE BOARD

14.3 Training programmes of the Board for workers in organised sector are conducted at three levels.

- At the first level, training is imparted to the candidates selected as Education Officers. After successful completion of the training, these Education Officers conduct various programmes from the centres of their posting.
- At the second level, workers from different establishments, sponsored by trade unions and released by employers are trained. These trained workers are called Trainers.
- At the third level, the Trainers conduct classes for the rank and file of workers in their establishments.

NATIONAL LEVEL PROGRAMMES

14.4 Programmes for representatives from Central Trade Union Organisations / Federations and Voluntary Organisations on different subjects are conducted by the IIWE in addition to giving pre-employment training to Education Officers and reorientation to Regional Directors and Education Officers of the Board as well. In view of the specialized training needs to tackle some of the specific issues by Trade Unions, three cells namely (i) Industrial Health, Safety and Environment

(ii) Education for Rural and Unorganised Sector Workers; and (iii) Women and Child Labour have been established in the Institute. During the period from April, 2006 to September, 2006, the details of the programmes conducted at the Institute are given in **Table-14.2**

PROGRAMMES AT REGIONAL LEVEL

14.5 Details of training programmes conducted by the Regional Directorates during the period April, 2006 to September, 2006 including Unit Level Classes, Special programmes for rural workers and workers belonging to unorganised sectors and weaker sections are indicated in the **Table-14.1**.

ORGANISATION OF UNORGANISED LABOUR AND TRAINING OF RURAL VOLUNTEERS

14.6 Initially the Board concentrated its activities in the organised sector. The Board shifted its emphasis to rural sector since 1977-1978 on the recommendations of Workers Education Review Committee. Initially, started with seven (7) pilot projects, the rural workers education programmes have now become a regular and continuing programme. The objectives of the programme are:

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

14.7 Rural Volunteers are given one week orientation /Refresher Courses at Regional Directorates to assist Education Officers in conducting Rural Awareness Camps. Landless labour, tribal labour, artisans, forest workers, educated unemployed, etc attend these camps.

14.8 Tailor made programmes, 4-day camps, special programmes based on functional and educational needs of workers from Handloom, Powerloom, Khadi & Village Industries, Industrial Estates, Small Scale Units, Handicrafts, Sericulture, Coir Industry, Beedi Industry and workers of Weaker sections, such as, women workers, handicapped workers rickshaw drivers, construction workers, civic and sanitation workers are also organised by the Board.

Performance

14.9 During the period from April, 2006 to September, 2006, the Board has conducted 3769 programmes of various durations and trained 1,27,668 workers of various sectors. The details are indicated in **Table-14.3**.

MAJOR ACHIEVEMENTS

CONSCIENTIZATION CAMPS

14.10 In pursuance of the recommendations to the Committee on Rural Camps, the Board has introduced 4-day Conscientization Camps from the financial year 2003-2004. During the period from April, 2006 to September, 2006; 9593 workers have been benefited in 245 Conscientisation Rural Camps (inclusively Unorganized, Weaker and Rural Sector)

Labour Welfare and Development Programmes

14.11 The Ministry of Labour and Employment has assigned to the CBWE the sustain the interest of participants in the

task of Generating Awareness among the Rural / Unorganised sector workers about the various welfare schemes of the Government for their socio economic development. Accordingly, the Board has designed and introduced from the year 2003-2004, a new programme called “**Labour Welfare and Development**” of 2 days duration for the workers of rural/unorganized sector for implementation through its 50 Regional Directorates. During the period from April 2006 to Sept., 2006, the Board has organized 429 awareness generation programmes for 16,888 workers of rural and unorganized sectors under Labour Welfare & Development programmes. Besides, an informative study material developed by the Board in the form of booklets and leaflet for distribution to the participants of the training programmes was under finalization during the year under report.

Special SGF Programmes

14.12 For the first time a unique training programme under Special Self Generation of Funds for the middle / senior level executives and trade union leaders with a view to improve work culture, develop inter-personal relationship etc. has been introduced. During the period April, 2006 to September, 2006, 103 participants have been benefited in the Special Self Generation of Funds programmes.

LITERATURE AND AUDIO VISUAL AIDS

14.13 Simple literature in the form of textual and pictorial booklets in Indian Language are brought out. These are made available to workers at a subsidized price of Rs.5/- per booklets. Revision and reprinting of the booklets is also undertaken. The Board has brought out 16 titles in the form of textual booklets in Malayalam and Tamil Nadu during April, 2006 to September, 2006. To

class and to make teaching learning process more interesting and meaningful, A.V Aids in the form of Posters, Flip Book, Pictorial Booklets, Flip Charts etc. are also brought-out. Two flipbooks on social security aspects were finalized.

JOURNAL

14.14 Two issues of the Quarterly Journal “Workers Education” for June 2006 and September, 2006 were brought out during the period from April 2006 to September, 2006 .

STUDY MATERIAL

14.15 Study material in the form of Seminar Papers, Case Studies, Talking points, etc. to supplement teaching at the Indian Institute of Workers Education and Regional Directorates have been prepared.

CBWE NEWS AND SAMACHAR

14.16 Monthly issues of “CBWE News” in English and “Samachar” in Hindi have been brought out from April-September, 2006.

GRANTS-IN-AID

14.17 The Board provides grants-in-aid to registered Trade Unions and other Institutions for conducting their own Workers Education Programmes. The Grants-in-Aid Scheme of the Board was introduced in the year 1960 and developed considerably since then. It was modified and improved from time to time after taking into consideration the suggestions and demands from the Trade Unions. The Rules and procedure of the Grants-in-Aid Scheme have been simplified **accordingly to meet the Trade Union needs.** Grants-in-aid is available for conducting full time Residential and Non-residential Programmes of 3 to 7 days duration according to the local requirement of the Trade Union Organizations.

The grantees are allowed flexibility regarding subjects to be covered and number of participants. The grants-in-aid scheme has also been extended to the Rural Workers.

14.18 On the recommendation of the Sub-Committee constituted by the Governing Body of the Board, and thereafter approved it in its 143rd Meeting held at New Delhi on 9th November, 2004, the Board revised the Grants-in-Aid scheme and its pattern of expenditure with a view to induce the trade unions to avail this faculty on a wider scale. The revised scheme came into effect from 01.04.2005.

14.19 The Board also sanctions grants-in-aid for National Level Courses to the Central Trade Union Organizations and National Federations. During the period April, 2006 to September, 2006 the Board provided grants-in-aid amounting to Rs.5,84,692/- to 25 Unions / Institutions which conducted 61 programmes for 2,288 workers.

USE OF HINDI

14.20 During the period April, 2006 to September, 2006; Six (6) employees of the Board were given incentives for doing typing work in Hindi. The Official Language Committee of the Board met thrice and reviewed the progress made in the use of Hindi at Head Office, Indian Institute of Workers Education and Regional Directorates.

14.21 During the year under report, two Official Language Hindi Workshops were conducted in which 21 Education Officers and 21 Group 'C' employees of the Board participated. All the participants of the above workshops were imparted training for doing their official work in Rajbhasha - Hindi. Hindi Day was Celebrated on 15th September 2006 while Hindi Fortnight from 01 September 2006 to 15th September 2006 at Head

Office Nagpur, IIWE , Mumbai , Zonal/Regional Directorates. During the fortnight various types of Competitions like, Hindi Essay, Noting/Drafting and Simple Translation, General Knowledge, Dictation etc., were organized in which officers and staff members participated.

14.22 The third issue of house magazine "Shram Kiran" for the year 2005-06 containing articles and poems written by officials of the Board is under print.

CBWE BAGS TWO AWARDS

14.23 The Central Board for Workers Education, Head Office, Nagpur got the First Prize for its Hindi Magazine **Shram Kiran Karyashala Visheshank** for its excellent getup, contents and printing and the Second Prize for **Implementation of Official Language Policy** of Govt. of India, among the [Central Government Offices situated in Nagpur](#), by Town Official Language Implementation Committee, Nagpur during the period under report.

OBSERVANCE / CELEBRATION OF VARIOUS DAYS

14.24 The Head Office, IIWE, Mumbai all the Zonal and Regional offices of Central Board for Workers Education observed the following days to mark the occasions. Seminars, Symposia, special lecture, film shows, competitions etc. were organised. Pledges wherever required were administered to the trainees and members of staff:

- **Anti-Terrorism Day**
- **World Population Day**
- **Independence Day**
- **Sadbhavana Day**
- **Hindi Day/Hindi Fortnight**
- **Quami Ekta Week**

CELEBRATION OF FOUNDATION DAY

14.25 The 48th Foundation Day of the Central Board for Workers Education was celebrated as Workers Education Day by the Head Office, Central Board for Workers Education, Nagpur, Indian Institute of Workers Education, Mumbai and all the 50 Regional Directorates with great enthusiasm and fervour on 16th September 2006 by way of organizing various programmes/events. Eminent personalities from various walks of life inaugurated/veiled the functions organized on the occasion.

Head Office, Nagpur: The Workers Education Day was inaugurated by Shri K. S. Mehrota, Chairman-cum-Managing Director, Manganese Ore India Ltd. (MOIL), Nagpur. While inaugurating the celebration function of the Workers Education Day celebrated at Head Office, Central Board for Workers Education (CBWE), Nagpur on 16th September, 2006, Shri Mehrotra said, "CBWE has been doing a creditable job of preparing the workers to face the challenges posed by globalization". Further he added that workers and management are two sides of the same coin and hence both have to adopt a four-fold approach of 'coordination, cooperation, competition and customer satisfaction' for business development.

Behrampur: The former Minister of State for Labour and Employment Shri Chandra Sekhar Sahu at the auspicious occasion of its foundation day i.e. Workers Education Day - 16th September, 2006 at a function held at Ganjam Kala Mandir, Behrampur (Orissa), inaugurated a New Regional Directorate, Behrampur (Orissa). Shri A.D. Patil, Chairman, Central Board for Workers Education, Shri V. Parameswaran, Director, Central Board for Workers Education and other dignitaries were also present on the occasion.

IMPACT

14.26 A feed back is obtained from participants and [management about the impact of various Programmes](#) conducted by the Board. The feed back has revealed that the participants have admitted and realized the importance of discipline, productivity, reducing the cost of production, improving quality to withstand global competition, feel enlightened on various problems of industry, changes in economic scenario etc.

14.27 The programmes have brought changes in their attitude and they have developed their identification with the interest of the organization. In Rural camps the participants realized the importance of Rural Workers Organisation, Small Savings, health, hygiene, literacy etc. and undertook to carry on messages of awareness to those who are not aware.

14.28 The former Minister of State for Labour & Employment Inaugurated 50th New Regional Directorate of the Central Board for Workers Education at Berhampur (Orissa). The Regional Directorate has started its functioning from September, 2006 to [implement the Workers Education Scheme](#).

NATIONAL SHRAMIK SHIKSHAN AWARD SCHEME

14.29 Former Minister of State for Labour & Employment also distributed the Shramik Shiksha Awards to the [best Regional Directorate, best Education Officer](#) of each zone and nine to other categories of Group 'C' and 'D' Staff and congratulated the awardees for their best performance adding that such performance awards would certainly create a competitive spirit among the officials to prove their mettle.

14.30 Shri Ajeenkya Patil, Chairman, Central Board for Workers Education expressed his gratefulness to the Hon'ble Minister and distinguished guests for their August presence and appealed all to take a pledge that they would take Workers Education to the pinnacle of glory by inculcating a spirit of team work, goodwill and commitment as it would widen not only the scope of CBWE but would also make it in true sense a model organization over which other nations envy.

14.31 Shri S.K. Srivastava, Joint Secretary while addressing the gathering, congratulated the award winners for their excellent performance and appreciated the functioning of the CBWE analyzing that the challenges of globalization and the need for empowerment of the labour force, the job security of the workers and productivity of the organization lies only in labour's equal involvement in the decision-making process.

14.32 Presiding over inaugural function former Secretary (L&E) in a lucid manner, painted the picture of the present economic scenario. Shri Sahni urged the CBWE to go in for massive exercise to [prepare the workers of all sectors especially](#) unorganized sector to face the challenges of the time. Earlier Shri V. Parameswaran, Director, CBWE while extending a hearty welcome to all and outlined the various activities of the Board and said that this could be possible only because of the wholehearted support of the workers' and employers' organizations, governments and the dedicated efforts of each and everyone from the CBWE family.

4TH INDIAN CONGRESS ON WORKERS EDUCATION

14.33 The Board in collaboration with Centre for Quality Management Systems, Jadavpur University, Kolkata organized 4th Indian Congress at New Delhi on the
14.36 Shri Mukherjee asserted that we

theme "Role of Worker Education in Achieving Organizational Excellence through Quality, Environment, Energy and Safety Management Systems". Delegates from various industries belonging to private and public sectors, educational and research institutions participated in the Congress. The Congress was inaugurated by former Minister of Labour and Employment on 15th December, 2005. While inaugurating the Congress, the Hon'ble Labour & Employment Minister appealed the gathering saying "We are Indian and should grow as Indian and this could be possible only when we lay stress on the empowerment of women and upliftment of weaker section of the society besides the working [class](#)".

14.34 Dr. Bhalchandra Mungekar, Member, Planning Commission of India delivered the keynote address. Shri K. M. Sahni, Secretary (L&E), Shri J. P. Singh, former Special Secretary (L&E), Shri Ajinkya D. Patil, Chairman, Central Board for Workers Education, Prof A.N Basu, Vice Chancellor, Jadavpur University, Shri V. Parameswaran, Director, Central Board for Workers Education, Dr.Sadhan K. Ghosh, Founder & Executive President, Centre for Quality Management System, Jadavpur University besides a host of dignitaries and delegates drawn from various industries, trade unions and the government were present on the occasion.

14.35 The Congress was concluded on 16th December, 2005 with the valedictory address by Shri Pranab Mukherjee, Union Defence Minister. Shri Mukherjee in his address said that Energy and Environment are the key factors, which play a pivotal role in achieving the sustained growth, and as such our industries should adopt the best standards in this regard to compete globally. Appreciating the role of CBWE in empowering the workers who are the backbone of our country,

should continuously evaluate our achievement and growth as this would help to rectify our weaknesses and added that the Board has been doing remarkably well in enlightening the workers on Quality, Waste Control, Productivity and Safety Management. The two days Congress proved to be ground for self-exploration, deep engagement, symbiosis of experience and exposition to the stakeholders in industry. In order to make the congress informative and educative, various Academicians, Professors, Lecturers and Research scholars presented their papers on the various facets of the theme of the Congress.

14.37 Shri A.D. Patil, Chairman, Central Board for Workers Education, Shri Keshubhai Thakkar of BMS, Dr. M.K. Pandhe of CITU, Shri Ashok Singh of INTUC and Shri V. Parameswaran, Director, Central Board for Workers Education and Prof. S.K. Ghosh, Executive President, Centre for Quality Management System, Jadavpur University also graced the occasion and addressed the gathering.

INDUS CHILD LABOR PROJECT

14.38 During 2004-2005 (from 30.10.2005), ILO – CBWE Project on INDUS Child Labour was started, under which an Action Programme was formulated for raising awareness amongst the Child Labour in the NCLPs districts of the states i.e. Delhi, Madhya Pradesh, Maharashtra, Tamil Nadu and Uttar Pradesh. Although CBWE integrated the subjects on Child Labour in some of its training programmes in 1995, under this Project, it will incorporate the issues to cover various aspects of child labour in greater detail in its ongoing training programmes keeping in view the level and nature of participants in different training programmes.

14.39 The activity will be intensified through its 50 Regional Directorates at district, state and national level. In addition, the CBWE will facilitate dialogue and exchange of experiences amongst the project districts, undertake the training of project staff and disseminate success stories on Elimination of Child Labour.

14.40 Besides, the CBWE as National Resource Cell (NRC) to monitor and coordinate the activities of the State Resource Cells (SRCs) pertaining to child labour in the NCLP Districts under the INDUS Child Labour Project in the states of Delhi, Maharashtra, Madhya Pradesh, Tamil Nadu and Uttar Pradesh.

14.41 As part of the Action Programme, the following activities were organized during the year 2004-2005 & 2005-2006 (by September, 2006):

- The World Day Against Child Labour was celebrated by all the 49 Regional Directorates of Central Board for Workers Education (CBWE) and Indian Institute of Workers Education (IIWE), Mumbai on 12th June, 2006 in a befitting manner by way of organizing film shows, discussions, rallies, seminars etc. Eminent personalities from various walks of life inaugurated / valedicted the celebration functions.
- A Workshop for Education Officers In-charge of the INDUS Child Labour Project States was organized from 4th October to 6th October, 2006 at Bhopal, in which Dr. Balaram Jakhar, Hon'ble Governor of Madhya Pradesh inaugurated the Workshop. Shri Rakesh Bansal, Principal Secretary, Govt. of Madhya Pradesh was also present in the inaugural session.

14.42 During the period from 1st July, 2005 to 30th September, 2006 under the action programme on INDUS Child Labour Project, the CBWE has conducted 820 Sensitization Programmes for 32,152 Child Labour/Parents of Child Labour.

**ILO-CBWE PROJECT ON
PREVENTION OF HIV / AIDS IN
WORLD OF WORK: A TRIPARTITE
RESPONSE**

As part of the Project on 'Prevention of HIV/AIDS in the World of Work: 'A Tripartite Response,' one Orientation Workshops for 8 Education Officers on planning meetings for [developing HIV/AIDS interventions at Block Level](#) in the Project States was organized on 1st

& 2nd June, 2006 at Sub-Regional Office for South Asia, New Delhi 2006 in collaboration with ILO with a view to equip them with requisite knowledge on the subject for further sensitizing the working class about the repercussion of this dreaded disease.

Since the inception of the Project (June, 2003 to September, 2006) the Board has benefited 11,31,661 workers on HIV/AIDS (2,63,222 workers from organized sector, 5,30,570 workers from unorganized sector and 3,37,869 workers from rural sector).

The Information, Education and Communication (IEC) material on HIV/AIDS was brought out by the CBWE under the Project in collaboration with ILO in the form of Leaflets, Flip Books, Posters and [Booklet during the period under report.](#)

Table 14.1

COURSES ORGANISED UNDER WORKERS EDUCATION SCHEME							
Sl. NO	National Level	Sl. No	Regional Level	Sl. No	Unit Level	Sl. No.	Specific Categories
1	Education Officers Training and Retraining Course	1	Training of Trainers	1	Unit Level Classes	1	Functional Adult Literacy Classes
2	Training Programme for Group 'C' & 'D' officials of CBWE	2	Personality Development Programmes	2	Need Based Special Programmes	2	Conscientization Camp for Unorganised Workers (4 days)
3	Training Programme for Trade Union Activists	3	Joint Education Programmes (3-days)	3	Joint Education Programmes (2-days)	3	Conscientization Camp for Weaker Section (4-days)
4	Workers Participation in Management entrusted by MoL, GoI.	4	Programmes under Self Generation of Funds (1/2/3-days)	4	Plant Level Programme for Trained Workers (1 days)	4	Conscientization Camp for Rural Workers (4-days)
5	Leadership Skills	5	Need Based Seminars (2-days)			5	Rural Awareness Camps (2 days)
6	Public Relation for effective service	6	Quality of Life for Workers and their Spouses (4/2 days)			6	Special Seminars (2 days) for:-
7	Problems and challenges before young workers					a.	Unorganised workers
8	Organizational excellence					b.	Women Workers
9	Organizational empowerment					c.	SC/ST Workers
10	Industrial health and safety					d.	Parents of Child Labour/ Child Labour.
11	Human Empowerment					e.	Labour Welfare and Development
12	Customer satisfaction						
13	Social Security						
14	Women empowerment & National development						

Table 14.2		
Details of National Level Programmes		
Title of the programme	Number of programmes	Number of participants
Advanced training programmes for activities of Trade Union Organizations like Western Railway Employees Union, CTUO, CRMS, HMS, INTUC and BMS.	18	462
Training programme for Group "C" and "D" employees of Board.	1	16
Refresher Course for Education Officers of CBWE.	1	29
Total	20	507

Table 14.3

Activities of Central Board for Workers Education for the period 2005-06			
Activity	Target 2005-2006	Achievement from 1.4.2006 to 30-9-06	
		Progs.	Participants
REGIONAL LEVEL			
Training of Trainers (1 ½ month)	11	3	57
Personality Development Programme (21- days)	88	59	1,610
Refresher Course for Trainers (1 week)	11	4	73
Joint Education Programme on Participative Management (3 days)	93	55	1,242
Self Generation of Funds Programme (3 days)	51	18	326
Self Generation of Funds Programme (2 days)	556	389	7,579
Self Generation of Funds Programme (1 days)	96	81	1,529
Special Self Generation of Funds Programme		7	132
Need Based Seminars (2 days)	435	245	5,880
Quality of Life for Workers and their spouses (4 days)	53	7	262
Quality of Life for Workers and their spouses (2 days)	162	41	1,544
Seminar at Plant Level (1 day)	93	57	1,912
UNIT LEVEL			

Part Time Unit Level Classes (3-months/3-weeks/1-month/1 ½ months)	212	57	1,399
Joint Education Programmes for New Members of Joint Councils at Enterprise Level (2 days)	442	251	6,349
Need Based Special Programmes (1-week)	2	4	100
Functional Adult Literacy Classes	44	4	85
UNORGANISED SECTOR			
Conscientization Camps for Unorganized Workers/Weaker Section (4 days)	520	186	7,246
Special Seminar for Unorganized Sector (2 days)	438	277	10,819
Special Seminar for Women Workers (2 days)	447	313	12,250
Special Seminar for Parents of Child Labour (2 days)	333	130	5,062
Special Seminar for Child Labour (2 days)	434	159	6,252
Special Seminar for SC/ST (2 days)	420	168	6,607
Special Seminar for Stone Quarry Workers (2 day)	10	7	280
Labour Welfare & Development Programme (2 days)	700	429	16,888
Quality of Life for Workers and their spouses (4 days)	132	38	1,450
Quality of Life for Workers and their spouses (2-days)	293	78	2,958
RURAL SECTOR			
Rural Awareness Camps (2 days)	1931	658	25,747
Conscientization Camps for Rural workers (4-days)	242	59	2,347
Total	8249	3,769	1,27,668
