

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 14.7 Rural Volunteers are given one week (ii) Education for Rural and Unorganised Sector Workers; and (iii) Women and Child Labour have been established in the Institute. The details of the programmes conducted at the Institute during the period from April, 2007 to September, 2007, 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, 2007 to September, 2007 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. orientation / Refresher Courses at Regional Directorates to assist Education Officers in conducting Rural Awareness Camps. These camps are attended by landless labour, tribal labour, artisans, forest workers, educated unemployed, etc .

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, 2007 to September, 2007, the Board has conducted 3816 programmes of various durations and trained 1,28,456 workers of various sectors. The details are indicated in **Table-14.3.**

MAJOR ACHIEVEMENTS CONSCIENTI-ZATION 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, 2007 to September, 2007; 2377 workers have been benefited in 60 Conscientisation Rural Camps organised for Unorganized, Weaker and Rural Sector workers.



Shri O.P. Mishra, Project Director, National Child Labour Project, Gwalior interacting with Child Labour in the Seminar organized by the Regional Directorate, Central Board for Workers Education, Gwalior during May 21-22. 2007

Labour Welfare and Development Programmes

14.11 The Ministry of Labour and Employment has assigned to the CBWE 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 2007 to Sept., 2007, the Board has organized 401 awareness generation programmes for 15,825 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 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, 2007 to September, 2007, 100 participants have been benefited in the three Special Self Generation of Funds programmes.



Shri Ajeenkya D. Patil, Chaiman, Central Board for Workers Education lighting the lamp to mark the inauguration of Special Self Generation of Funds Programme at Mumbai organised by the Regional Directorate, Central Board for Workers Education, Thane on October 4, 2007

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 3 titles in the form of textual booklets in Bengali during April, 2007 to September, 2007. To sustain the interest of participants in the 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. During the period under report the Pictorial Booklets on 'Karz Ki Kahani' in English/Hindi and in regional languages, 'Why Join a Trade ' in English/Hindi and 'Problem of Rural Women' in regional languages were brought out. Similarly, a flip book on 'Minimum Wages' was under print.

JOURNAL

14.14 Two issues of the Quarterly Journal "Workers Education" for June 2007 and September, 2007 were brought out during the period from April 2007 to September, 2007 .

CBWE NEWS AND SAMACHAR

14.15 Monthly issues of "CBWE News" in English and "Samachar" in Hindi have been brought out from April-September, 2007.

STUDY MATERIAL

14.16 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.

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 official day-to-day work in Rajbhasha Hindi Day was Celebrated on 14th 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 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, 2007 to September, 2007 the Board provided grants-in-aid amounting to Rs.6,16,503/- to 41 Unions / Institutions which conducted 95 programmes for 3,807 workers.

USE OF HINDI

14.20 During the period April, 2007 to September, 2007; Six (6) employees of the Board were given incentives for doing typing work in Hindi. The Official Language Committee of the Board met twice and reviewed the progress made in the use of Hindi at Head Office, Nagpur ,Indian Institute of Workers Education , Mumbai and all Zonal / Regional Directorates.

14.21 During the year under report, two Official Language Hindi Workshops were conducted in which 25 Education Officers of the Board participated. All the participants of the above workshops were imparted training for doing their Hindi Day was Celebrated on 14th September 2007 while Hindi Fortnight from 03.09.2007 to 15.09.2007 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 fourth issue of house magazine “**Shram Kiran**” for the year 2006-07 containing articles and poems written by officials of the Board is under finalization.

OBSERVANCE / CELEBRATION OF VARIOUS DAYS

14.23 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-Hindi Week**
- **Workers Education Day**
- **Sadbhavana Day**

ADDITIONAL SECRETARY (L&E) LAUNCHES GOLDEN JUBILEE YEAR

14.24 **Nagpur :** “Workers Education is a tool of social regeneration and any tool coupled with action brings the desired result”, said Shri S. Krishnan, Additional Secretary, Ministry of Labour & Employment, Government of India. Shri Krishnan was inaugurating the joint functions of Workers Education Day celebration, launching of Golden Jubilee Year and distribution of National Shramik Shiksha Awards for the year 2006-07 organized by the Central Board for Workers Education on 21st September, 2007 at Nagpur. Shri Vasant M. Pimplapure, Member, Central Board for Workers Education presided over the function while Shri Arvind Jain, Vice-President (HR), Indo Rama Ltd., Butibori and Shri R.N. Chandurkar, Divisional President, Central Railway Mazdoor Sangh, Nagpur were the Guests of Honour. Expressing his happiness over the functioning of the CBWE, Shri Krishnan said that the existence of any organisation for 50 years demonstrates the spectacular performance and recognition of that organisation for which it was established. In this

context, Shri Krishnan referred the outcome of CBWE programmes that have benefited a number of industries in many areas to withstand the global market and in promoting harmonious industrial relations. The Additional Secretary also distributed the performance awards for the years 2006-07 called National Shramik Shiksha Awards to the award winners and congratulated them for their excellent performance. Shri Arvind Jain, narrating his association with Workers Education right from the start of his career emphasized the need to make the workers, particularly the women workforce, computer literate besides good knowledge of English, which is the need of the hour. Shri Vasant Pimplapure in his address praised the Education Officers for their contribution in the altogether different working conditions, which helped the CBWE to achieve many milestones. Shri R. N. Chandurkar stated that railway is the major client of CBWE. In today’s competitive world, communication skills are necessary and hence one has to have a good knowledge of English to meet the ever increasing demands of the corporate sector, remarked Shri Chandurkar.

Earlier, Shri V. Parameswaran welcomed the guests and dignitaries. In his welcome address Shri Parameswaran highlighted the various milestones achieved by the CBWE during the last 49 years and the manner in which the workers education scheme has brought silent revolution.

CBWE Celebrates Workers Education Day

14.25 The Foundation Day of the CBWE was celebrated as Workers Education Day by the Head Office, Central Board for Workers Education (CBWE), Nagpur, Indian Institute of Workers Education, Mumbai and all the 5 Zonal Directorates and 50 Regional Directorates with great enthusiasm and fervour by way of organizing various programmes / events. Eminent personalities from various walks of life inaugurated / valedicted the functions organized on the occasion.

Here are some reports received from the Regional Directorates regarding celebration of Workers Education Day.

Berhampur: The Workers Education Day celebration was inaugurated by Shri Chandra Sekhar Sahu, Minister of State for Rural Development, Govt. of India. Shri Sahu in his address said that in Ganjam and Gajapati Districts Farmers Clubs will be formed during the training programmes of Central Board for Workers Education in association with NABARD.

Shri Francis Fanthome, Member of Parliament and Shri Ramesh Chandra Chyapatnaik, MLA, Berhampur, also addressed the participants.

Madurai: Smt. V. Radhika Selvi, Minister of State for Home Affairs while inaugurating the Workers Education Day Celebration at Madurai stated that our country has the human resource in abundance and as such Workers Education should play an important role in educating the working class about the recent developments in various fields. Education played an important role in binding the gap between management and workers.

Jammu: Shri Pt. Mangat Ram Sharma, Minister of Health and Labour, Govt. of Jammu and Kashmir while inaugurating the Workers Education Day celebration at Regional Directorate, CBWE, Jammu emphasized that the role and relevance of Workers Education is on increase in the present industrial scenario. The programme was presided over by Shri Ram Sahai President, Chamber of Commerce and Industry, Jammu. In his address, Shri Sahai exhorted youth to come forward and establish a tiny/ small industry so that J & K State could contribute in industrial development of the country. Shri Gulab Chand, RAC member, Shri Nand Kishore Gupta, President, Bharatiya Mazdoor Sangh, Jammu, Shri Suresh Kumar Sharma, General Secretary, AITUC, J&K Council, Shri Prashant Wath, Manager, Triveni Factory Pencil, Smt. Darshana Bandral, Corporator, Jammu, Municipal Corporation and Shri Shiv Dev Singh, Ex-MLA also lauded the work done by the Regional Directorate, Jammu Particularly for the down trodden people of the society in remote rural areas with a missionary zeal.

Guwahati: Shri R. G. Lyngdoh, Education Minister, Govt. of Meghalaya inaugurated the function organized at Shillong, Meghalaya. In his inaugural address

Lyngdoh stated that Education and Training shape the developmental activities. The changed present scenario has increased the importance of Education and Training much more for the socio-economic development of human resources.

Mumbai: Shri Uddhav Thackrey, Working President, Shiv Sena was the Chief Guest at the Workers Education Day Celebration function organized jointly by the Regional Directorate, CBWE, Mumbai with Regional Directorate, Thane, IIWE, Mumbai and Zonal Directorate, West Zone, Mumbai in collaboration with Bharatiya Kamgar Sena Mahasnaugh (BKSM), Mumbai at Ravindra Natyamandir, Prabhadevi, Mumbai on 10th September, 2007. The programme was sponsored by Unit Trust of India. Shri Bharat Kumar Raut, Editor Maharashtra Times presided over the function.

Chandigarh: Shri N. K. Wadhawan, Labour Commissioner, Punjab, inaugurated the celebration of Workers Education Day at Regional Directorate, CBWE, Chandigarh. Prominent representatives of managements and trade unions appreciated the role played by CBWE, during the last 49 years in developing the organizations by way of motivating workers and the supervisors through education programmes. They specially thanked the Regional Directorate, Chandigarh for developing the concept of Human Resource Development in the organization to face the present competitive scenario.

Goa: Shri Mangarish Pairaikar, Vice President, Goa Chamber of Commerce and Industries, Panjim while inaugurating the Workers Education Day celebration said that CBWE has designed its programmes in such a way that it sensitizes every individual in the society and involves him in the process of rethinking himself as an individual member of the society, family and as well as an employee. Shri Anand Dessai, General Manager, Shipping, Sirasaim, Sesa Goak, Shri D. G. Gaude, Project Officer, Shri V. Shetgaonkar, Worker Teacher, Ms. Suhas Shetgaonkar, Shri M. Verekar, Sarpanch, Smt. Vidhya Parab, Ex-Sarpanch, Mulgaon, Shri Madhuri Rao, Family Councillor, Junta House, Panjim, Goa also graced the occasion.

IMPACT

14.26 A feedback is obtained from the participants and 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. The programmes have brought changes in their attitude and they have developed their identification with the interest of the organization.

14.27 Democratic process and attitude and they have developed their practices in Trade Unions have strengthened and the workers have approached managements for creation of common forum to discuss problems. The participants also gave up social evils like smoking, tobacco chewing, indebtedness and instead switched to savings. In Rural camps the participants realized the importance of Rural Worker Organization, small savings, health, hygiene, literacy, etc. and undertook to carry on messages of awareness to those who are not aware.

5TH INDIAN CONGRESS ON WORKERS EDUCATION

14.28 “Effective utilization of all resources are very important to meet the desired and declared aims and objectives of National Development”, said Shri Oscar Fernandes, Minister of State for Labour and Employment (Independent Charge), Government of India , while inaugurating the 5th Indian Congress organized jointly by the Central Board for Workers Education and Centre for Quality Management System, Jadavpur University, Kolkata, at New Delhi on 10th March, 2007.

Shri Bhalchandra Mungekar, Member, Planning Commission , Smt. Sudha Pillai, Secretary, Ministry of Labour and Employment, Shri S. Krishnan, Additional Secretary, Shri S. K. Srivastava, Joint Secretary, Ministry of Labour and Employment, Government of India , Shri Ajeenkya D. Patil, Chairman, CBWE, Shri V. Parameswaran, Director, CBWE, Dr. Sadhan K. Ghosh, Founder and

Executive President, Centre for Quality Management System, Jadavpur University and a host of dignitaries and delegates drawn from various industries, trade unions and government were present on the occasion. Laying stress on the change, which is inevitable, Shri Fernandes said that the organizations, which do not change or keep pace with the changing environment suffer from entropy and soon become defunct. With rapid changes in technology markets and employment, skill obsolescence is growing. Empowerment is contingent on employability, he added.

Dr. Bhalchandra Mungekar in his key note address stressed on the integration of national economy with the global one. He said that in the wake of globalization, the conversion of national market into international one has facilitated the international mobility of the factors of production or commodities, thereby taking the best benefit of the factors of production. He also said that Central Board for Workers Education, the organization that started with 10 regional offices, has now grown up to 50. This growth itself signifies that workers’ education has commendable connectivity and vast nationwide networking, which have helped the organization to scale new heights of success.

Smt. Sudha Pillai, in her address focused on the importance of organizing such types of Congresses, and said, “I appreciate the endeavour of Central Board for Workers Education and Centre for Quality Management System, Jadavpur University, Kolkata, for organizing such a mega initiative for bridging the knowledge gap between academia and industries. She also called upon the Central Board for Workers Education to organize more such collaborative programmes with the apex educational institutions of the country, like IIT, IIM, leading Central Universities, etc.

Shri Ajeenkya Dnyandeo Patil in his presidential address said, “The search for excellence in its essence remains deep rooted in the working life of workers. We require to equip ourselves with some psychological clues and insight for re-enforcing excellence in life”.

Dr. Sadhan K. Ghosh, while narrating the objective of the 5th Indian Congress, said that in the era of

globalization and liberalization, the participation of workers in management has become necessary for enhancing quality and cost of products and services to keep the prices internationally competitive.

Earlier Shri V. Parameswarn, Chairperson, organizing committee of ICQESMS 2007, welcomed the honorable distinguished guests, delegates, and others. He said, "Empowerment of people is the greatest strength of any nation" added that the Central Board for Workers Education through its network spread throughout the country is doing its best to meet the aims of empowerment of people through process of training, education, motivation and persuasion.

MOS (L & E) LAYS FOUNDATION STONE OF CBWE OFFICE BUILDING AT MANGALORE

14.29 The Foundation Stone of the Office Building of the Regional Directorate, CBWE, Mangalore was laid by Shri Oscar Fernandes, Hon'ble Minister of State for Labour & Employment (Independent Charge) on 30th July, 2007. Speaking on the occasion Shri Fernandes stated about the array of reforms going to take place for the benefit of unorganized sector and added that it is the duty of the government to adopt social security measures to protect the labourers and agreed in principle to the proposal to bring contract labourers into the permanent job bracket, particularly those who had worked in a company for more than 10 years by an act of Parliament, (including raising of the ceiling of bonus). The idea is to expand the ambit to bring more workers into organized sector by re-arranging the social benefit factors, said the Minister.

Stating the importance the Government of India attaching to the labour policies and practices, Shri Fernandes said that labourers need to be trained and educated on various trade practices, production and other economic activities to face the global challenges and remain 'Quality-driven Market Leader'. India being emerging as a large player in the global labour outsourcing, more professional training and educated

centres need to be developed for workers and in this context CBWE is to be equipped to take up the task of imparting professional training and developing education centres, said the Minister.

Briefing about the National Rural Employment Guarantee Programme (NREGP), Shri Fernandes said that the programme has been extended to 330 Districts all over the country and the same would be extended to other districts also in due course. Shri Ajeenkya D. Patil, Chairman, Central Board for Workers

Education would get a facelift under his leadership. Shri Patil appealed the gathering to have a vision in life and give human touch in all pursuits to make life more meaningful and enjoyable.

Shri N.H. Adyanthaya, Governing Body Member, ILO in his address stated that employment in our country is not proportionate to that of the GDP and expressed his concern over the necessity to make the fresh college pass-outs employable. He added that Central Board for Workers Education has been rendering an yeoman's service to the community through training workers for better productivity and creating awareness in the rural masses.

Earlier Shri V. Parameswaran, Director, Central Board for Workers Education, while welcoming the dignitaries and other invitees highlighted the activities, progress and prospects of Central Board for Workers Education.

Shri Abhayachandra Jain, MLA, Mangalore, Shri Ramanatha Rai, Former Minister of Karnataka and Smt. Bloosm Fernandes were also present on the occasion.

Meeting of the Consultative Committee :

14.30 The meeting of the Consultative Committee to review the "Performance of Central Board for Workers Education" was held at New Delhi on 7th September, 2007 under the Chairmanship of Shri Oscar Fernandes, Hon'ble Union Minister of State for Labour & Employment (Independent Charge).

14.31 After an introductory speech by the Hon'ble Minister, Shri V. Parameswaran, Director, CBWE

made a power point presentation explaining in detail the progress made by CBWE during the last couple of years, its new initiatives and vision.

14.32 All the Members while appreciating the performance of the Board and emphasized on more coverage of unorganized sector workers as well as on opening of at least 20 more Regional Directorates and adequate enhancement in the allocation of funds to CBWE so as to extend the coverage of Workers Education Programmes.

ILO-CBWE PROJECT ON BLOCK LEVEL INTERVENTION OF HIV/AIDS

14.33 Looking to the success of the earlier Project on 'Prevention of HIV/AIDS in the World of Work. A Tripartite Response', the ILO entrusted another Project to the CBWE regarding Block Level Intervention of HIV/AIDS in selected blocks with effect from 1st March, 2007 for a period of 12 months. Under the Project the CBWE and ILO have identified four blocks viz. Sehore (MP), Kudu (Jharkhand), Mehrouli (NCT of Delhi) and Ariyankuppam (Pondicherry) for intensive training programmes on HIV/AIDS.

Table 14.1

COURSES ORGANISED UNDER WORKERS EDUCATION SCHEME

Sr. No.	National Level	Sr. No.	Regional Level	Sr. No.	Unit Level	Sr. 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 Un-organised 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					f.	Retrenched Employees
13	Social Security					g.	VRS Optees
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.	16	355
Training programme for Group “C” and “D” employees of Board.	2	52
Refresher Course for Education Officers of CBWE.	4	74
Total	22	481

Table 14.3			
Activities of Central Board for Workers Education for the period 2007-0			
Activity	Target 2007-08	Achievement from 01.04.2007 to 30.09.2007	
		Progs.	Participants
REGIONAL LEVEL			
Training of Trainers (1 ½ month)	9	2	45
Personality Development Programme (21- days)	83	51	1,249
Refresher Course for Trainers (1 week)	12	2	20
Joint Education Programme on Participative Management (3 days)	68	51	1,275
Self Generation of Funds Programme (3 days)	17	26	632
Self Generation of Funds Programme (2 days)	514	396	7,714
Self Generation of Funds Programme (1 days)	87	72	1,409
Need Based Seminars (2 days)	428	313	8,457
Quality of Life for Workers and their spouses (4 days)	180	49	1,873
Quality of Life for Workers and their spouses (2 days)	449	126	4,764
Seminar at Plant Level (1 day)	79	61	1,537
Special Programme for VRS Opted Employees (2 days)	6	6	151

UNIT LEVEL			
Part Time Unit Level Classes (3-months/3-weeks/1-month/ 1 ½ months)	181	68	1,701
Joint Education Programmes for New Members of Joint Councils at Enterprise Level (2 days)	422	279	6,837
Need Based Special Programmes (1-week)	16	5	106
Functional Adult Literacy Classes (6 months)	6	0	0
UNORGANISED SECTOR			
Conscientization Camps for Unorganized Workers/ Weaker Section (4 days)	480	193	7,740
Special Seminar for Unorganized Sector (2 days)	484	333	13,022
Special Seminar for Women Workers (2 days)	405	278	10,957
Special Seminar for Parents of Child Labour/ Child Labour (2 days)	471	187	7,327
Special Seminar for SC/ST (2 days)	400	191	7,564
Labour Welfare & Development Programme (2 days)	635	401	15,825
RURAL SECTOR			
Rural Awareness Camps (2 days)	1758	661	25,874
Conscientization Camps for Rural workers (4-days)	213	60	2,377
Workers Participation in Management (Government of India's Scheme)	31		
Total	7407	3811	1,28,456