

CHAPTER-VI

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

1. NATIONAL INSTRUCTIONAL MEDIA INSTITUTE, CHENNAI

After the approval of Cabinet for the grant of autonomous status to CIMI, the institute was registered as Society on 1st April, 1999 under the Tamil Nadu Societies Registration Act, 1975. Since then it has been functioning as an autonomous Institute under the DGE&T, Ministry of Labour & Employment.

As per the recommendations of Governing Council in its 5th meeting held on 29.6.2003 under the Chairmanship of the then Hon'ble LM, the Institute was renamed as National Instructional Media Institute (NIMI) to reflect its national character.

Development of instructional material comprises the elements of (i) Trade Practical, (ii) Trade Theory, (iii) Test/Assignment, (iv) Instructors' Guide for the use of Instructors and (v) Visual Aids in the form of charts and transparencies and this would be continued to keep the trainers and trainees abreast of the technological development taking place in the country.

ACTIVITIES

- (i) Development of Instructional Media Packages.
- (ii) Development & designing of material for other supervisory levels.
- (iii) Development of question bank for assessing and evaluating the trainees.
- (iv) Training in the use of products developed by NIMI.
- (v) Printing, publishing and disseminating products developed by NIMI.
- (vi) Translation of IMPs into Hindi and other regional languages and make them available for users.

FINANCIAL BUDGET/PHYSICAL PERFORMANCE

Year / Period	Financial Allocation (Rs. in Lakhs)	Actual Physical performance
2006-07 (Actual)	215.00	The items indicated in activities heading are being achieved.
1st 9 months of the year 2007-08 (upto December, 2007)	193.00	-do-

2. SOCIAL SECURITY

1. EMPLOYEES' STATE INSURANCE CORPORATION:-

The Income & Expenditure for the Corporation under various Major Heads and budgeted outlay for the year 2008-2009 are as follows:

		Actuals 2006-2007	Actuals 4/2007 to 9/2007	Budget Estimates 2008-2009
REVENUE RECEIPTS:			(Rupees in Lakhs)	
1.	CONTRIBUTION Employers' & Employees' shares	245348.37	150261.00	310715.00
2.	Interest & Divident	57880.99	20931.00	60090.00
3.	Compensation	771.94	(*)	0.00
4.	Rent, Rates & Taxes	4885.20	124.00	5899.50
5.	State Govts. Share towards medical benefit initially incurred by the Corp.	600.00	0.00	1500.00
6.	Fees, Fines & Forfeiture	906.76	507.00	710.40
7.	Miscellaneous	417.93	163.00	179.35
8.	TOTAL REVENUE RECEIPT:	310811.19	171986.00	379094.25
9.	EXPENDITUE BENFITS:			
10.	Medical Benefits:	77978.47	42384.00	130104.60
11.	Cash Benefits:	(**) 27231.39	(**) 13979.75	(**) 35813.00
12.	Other Benefits:	242.60	35.25	1164.60
13.	Total Benefits:	105452.46	56399.00	167082.20
14.	Administrative Expenditure Hospital & Dispensaries Provision for	22139.24	14219.00	37411.70
15.	a) Depreciation	1606.49	(*)	1656.75
16.	b) Repairs & Maintenace	3212.98	(*)	3313.00
17.	c) Municipal Taxes	152.47	(*)	500.00
RESERVE FUND				
18.	CONTINGENCY RESERVE FUND:	NIL	NIL	NIL
19.	Capital Construction Fund	2453.48	(*)	3107.15
20.	TOTAL EXPENDITURE ON REVEUE ACCOUNT	135017.12	(*)	213071.30
21.	NET EXCESS OF INCOME OVER EXPENDITURE	175794.07	(*)	166022.95

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

ment made upto 09/2007 in respect of PDB and DB
whereas Actual for 2006-2007 and Budget Estimates 2008-2009 includes the
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 & dividend accrued 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 to Insured Persons covered in the Scheme.

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

S. No. 14. refers to the amount spent on Administration of ESI Hqrs. and Regional Offices.

Sl. No. 15 & 16 refer to the provision for depreciation and R & M at a certain centage of capital cost of the project. (For depreciation @4% and R&M @8% of the capital cost of the project.)

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 certain percentage of contribution income. (@1% of the contribution income).

heme :

<i>Sl. No.</i>	<i>Scheme</i>	<i>Outcome for 2006-2007</i>	<i>Target for 2007-2008</i>	<i>Outlay for 2008-2009</i>
1	No. of Centres	737	820	917
2	No. of employees covered (in lakhs)	92.39	94.69	96.53
3	No. of insured persons entitled for Medical Care (in lakhs)	101.58	104.09	106.11
4	No. of family members to whom Medical Care has been extended (in lakhs)			
	a) Excluding the insured persons	292.54	299.77	305.59
	b) Including the insured persons	394.12	403.85	411.70
5	No. of Hospitals and Annexes	186	190	190
6	No. of beds :			
	a) No. of beds including beds reserved in Govt. And other recognised hospitals	27,668	27,813	28,344
	b) No. of beds in hospitals under construction	560	610	610
7	No. of dispensaries	1,388	1,390	1,393
8	No. of Panel Clinics	1,942	2,039	2,080
9	No. of patients treated :			
	a) No. of cases admitted in hospitals (in lakhs)	3.99	4.46	5.10
	b) Attendance at dispensaries (both insured Persons and family members)			
	i) New cases	187.36	197.86	206.95
	ii) Old cases	204.00	212.70	222.09
10	No. of dependants in receipt of Pension (i.e. No. of beneficiaries for Dependantsø Benefit)	71367	73320	75035
11	No. of beneficiaries in receipt of Permanent Disablement Benefit	174179	181494	188809
12	Staff strength (staff employed on the Scheme in the State)			
	1 Medical Personnel	19304	20269	20776
	2. Others	18236	19148	19627

ALYAN YOJNA :

The ESI Corporation has introduced a scheme known as Rajiv Gandhi Shramik Kalyan Yojna (Unemployment Allowance Scheme) with effect from 01.04.2005 for the workers who have been in insurable employment for not less than 5 years and lose their job involuntarily due to retrenchment, closure of factories/establishments and permanent disability. The maximum period for which an insured person would be entitled to draw unemployment allowance during his entire insurable employment shall be six months. The Insured Persons who are eligible for Unemployment Allowance are also eligible for Medical Benefit for the same period. The actual expenditure between the period from April, 2007 to September, 2007 is Rs. 62.25 lakhs.

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 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 Addl. Commissioner (Actuarial) under the control of I.C.

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

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.

3. EMPLOYEES' PROVIDENT FUND ORGANISATION

I. Employees' Provident Fund Scheme:

Employees' Provident Funds & Miscellaneous Provisions Act, 1952 is at present applicable to 181 industries/classes of establishments employing 20 or more persons. It is also open to other establishments to come voluntarily under the purview of the Act with the mutual consent of the employer and the majority of the employees. The coverage under the three schemes is restricted to employees drawing wages not exceeding Rs. 6500/- per month.

P.F. Scheme, 1952

S. No	Nature of Information	Actual for 2006-07	Estimates for 2007-08	Estimates for 2008-09
1	No. of Industries/Classes of Estts. to which the Act applies	182	182	182
2.	Subscribers (in lakhs)			
	1) Exempted	40.01	42.00	45.00
	2) Unexempted	404.03	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	14283.71	16911.05	18848.86
5.	Settlement of P.F. Claims in respect of unexempted estts.			
a)	No. of claims settled (in lakhs)	25.76	30.00	35.00
	b) Amount Paid (Rs in crores)	7046.81	7100.00	7500.00
6.	Non-refundable advances (unexempted establishments)			
	a) No. of advances sanctioned (in lakhs)	3.59	4.00	4.25
	b) Amount paid (Rs in crores)	1479.23	2000.00	2500.00
7.	Amount paid from Special Reserve Fund (Recoverable) to members in respect of defaulting establishments (in lakh)	559.42	565.00	570.00
8.	Arrears of (unexempted estts.) Provident Fund			
	a) No. of cases-RRC issued during the year	22132	22000	23000
	b) Total amount of arrears at the end of the year (in crores)	1144.73	1100.00	1200.00
	c) Amount recovered/likely to be recovered as a result of above (in crores)	284.93	300.00	320.00
	d) Prosecution launched under Section 406/409/IPC	657	700	750

	accumulation (exempted and unexempted estts.) including redemption and interest (in crores)			
	a) Unexempted	13399.00	14000.00	15000.00
	b) Exempted	8574.33	9000.00	9500.00
10.	No. of statements of accounts issued (in lakhs)	524.59	550.00	600.00

(B) Employees' Pension Scheme 95

Sl. No.	Description	Actual for 2006-07	Estimates for 2007-08	Estimates for 2008-09
1.	Contributions Received			
	a. Employers Share (in crores)	6710.66	7380.00	8120.00
	b. Govt.'s Share (in crores)	1340.00	*1492.78	1130.75
2.	Amount Paid to the Beneficiaries			
	a. No. of claims settled (in lakhs)	19.29	20.00	22.00
	b. Amount paid (in crores)	3532.68	4302.50	4903.00

* includes Estimated Current Year Contribution of : Rs. 1027.71 &
Arrears as on 31.03.2007 : Rs. 465.07

(C) Employees' Deposit Linked Insurance Scheme 1976

Sl. No.	Description	Actual for 2006-07	Estimates for 2007-08	Estimates for 2008-09
1.	Contributions Received			
	a. Employers Share (in crores)	250.65	290.36	310.38
	b. Govt.'s Share (in crores)	--	--	--
2.	Amount Paid to the Beneficiaries			
	a. No. of claims settled (in lakhs)	0.20	0.22	0.25
	b. Amount paid (in crores)	47.96	50.00	55.00

FINANCIAL REVIEW

The expenditure on the administration of the Employees Provident Fund Scheme 1952 is met from the administrative charges and inspection charges payable by the

cost of the administration of the Employees' Pension Scheme 1995 is met entirely from the Pension Fund. 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 2006-07	Estimates for 2007-08	Estimates for 2008-09
1.	Income (Revenue Receipts)	1229.91	1508.21	1515.93
2.	Expenditure			
	i. Revenue Expenditure	975.95	728.38	837.58
	ii. Capital Expenditure	25.56	106.92	113.21
	TOTAL (i + ii)	1001.51	835.30	950.79

EDLI Scheme, 1976

(Rs in Crore)

Sl. No.	Description	Actual for 2006-07	Estimates for 2007-08	Estimates for 2008-09
1.	Income (Revenue Receipts)	92.38	102.45	110.65
2.	Expenditure			
	Revenue Expenditure	9.86	7.36	8.46

A. V.V. GIRI NATIONAL LABOUR INSTITUTE

The General Council, the apex governing body of the Institute, with Union Labour Minister as its President lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour) as Chairman, monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consists of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director of the Institute is the Principal Executive and is responsible for management and administration. Director is aided in the day to day functioning by a faculty consisting of 14 professionals representing a wide range of disciplines and support by administrative staff.

RESEARCH

The Memorandum of Association of the VVG NLI, inter-alia, mandates the Institute to undertake, 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 labour 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

ds 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 121 in 2006-2007. During 2007-2008, 127 training programmes are likely to be undertaken. Till December 2007, 94 training programmes have already been conducted. New areas were added into the training agenda such as: HIV/AIDS, Social Security, Challenges on Organising the Unorganised. 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 2007-2008 the Institute has taken following initiatives:

- **International Training Programmes**

The Institute organizes International Training Programmes also sponsored by Ministry of External Affairs, Govt. of India under ITEC/SCAAP programmes of the Ministry. This year the Institute has organized the following programmes:

1. Prevention of HIV/AIDS at the Workplace from September 10-28, 2007
2. Leadership Development for Administrators from October 8-26, 2007

Employment Relations in a Global Economy under
ITEC/SCAAP from November 12-30, 2007 at Institute's campus

**Details of Training Programmes organised by the Institute during April 2007
December 2007.**

S.No	Name of the Programme	No. of Progs.	No. of Days	No. of participants
1	LABOUR ADMINISTRATION PROGRAMMES	09	41	187
2	INDUSTRIAL RELATIONS PROGRAMMES	10	36	322
3	CAPACITY BUILDING PROGRAMMES	32	146	997
4	CHILD LABOUR PROGRAMMES	27	92	818
5	RESEARCH METHODS PROGRAMMES	02	29	40
6	HEALTH ISSUE PROGRAMMES	04	20	81
7	INTERNATIONAL PROGRAMMES	03	59	57
8	COLLABORATIVE PROGRAMMES	07	23	244
	TOTAL	94	446	2746

Training Programmes proposed during January, 2008 to March 2008

S.No	Name of the Programme	No. of Progs.	No. of Days
1	LABOUR ADMINISTRATION PROGRAMMES	02	10
2	INDUSTRIAL RELATIONS PROGRAMMES	04	16
3	CAPACITY BUILDING PROGRAMMES	14	36
4	CHILD LABOUR PROGRAMMES	07	26
5	RESEARCH METHODS PROGRAMMES	02	31
6	HEALTH ISSUE PROGRAMMES	01	06
7	INTERNATIONAL PROGRAMMES	01	03
8	COLLABORATIVE PROGRAMMES	02	08
	TOTAL	33	136



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 booklets 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 brings out the same contents as given in Awards Digest.

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 2007 to December 2007 include:

- 073/2007 Migrant Women and Wage Employment: Exploring Issues of Work and Identity Among Health Care Professional - Sumangala Damodaran, Krishna Menon
- 074/2007 Impact of Technological Change on the Demand for Child Labour in Brassware Industry of Moradabad - Helen R.Sekar
- 075/2007 Rural Non-Farm Employment in Arunachal Pradesh - Growth, Composition and Determinants - Deepak K. Mishra
- 076/2007 Employment and Earning in Urban Informal Sector : A Study on Arunachal Pradesh - Vandana Upadhyay

Labour Welfare Fund for Beedi Workers in Madhya Pradesh - M.

M. Rehman

- 078/2007 A Study of Janshree Bima Yojana - M.M.Rehman
- 079/2007 Changing Rural Landscape : A Study of Village Bujhawar - Poonam S. Chauhan, Shashi Tomar
- 080/2007 Fishery Sector and Fish Workers in India : An Overview - K. Manjit Singh, M.M. Rehman, Poonam S. Chauhan
- 081/2007 Construction Workers of Guwahati City : Employment, Employability and Social Security - Kalyan Das
- 082/2007 Operation of the Limestone and Dolomite Mines Labour Welfare Fund in Madhya Pradesh : A Study - M.M. Rehman, Shashi Tomer
- 083/2007 Migration, Remittances and Development Lessons from India - S.K. Sasikumar & Zakir Hussain

Other Publications

- 1 Glossary of Labour Laws: An Analysis of Legal Terms
2. Train the Trainer: A Manual of Child Labour - English & Hindi
3. Handbook of Women Labour India - English & Hindi
4. Child Labour at Health Risk - English & Hindi
5. Child Labour : Situation and Evolving Strategies for Elimination - English & Hindi
6. Child Labour Legislation in Select Countries of South Asia - English & Hindi
7. Annual Report 2005- 2006 - English & Hindi
8. Training Calendar 2007 -2008 - English & Hindi

Regular Publications

Awards Digest

5 Issues

March -April, 2007

May-June, 2007

July -August, 2007

September - October, 2007

November - December, 2007



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3 Issues

March-April, 2007

May - June, 2007

July - August, 2007

Labour & Development

Vol. 12-13

July 2006 to June 2007

Publications on behalf of the Ministry of Labour & Employment

The Institute has also brought out the publication namely, Shram Samachar - for and on behalf of Ministry of Labour & Employment as In-house Journal of Ministry of Labour & Employment. The first issue of Shram Samachar was published on 31st October, 2007. It is a bi-annual journal. The next issue will be published in April 2008.

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

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

Services:

- Selective Dissemination of Information (SDI)
- Current Awareness Service
- Bibliographical Service
- On-line Search
- Article-Indexing of Journals
- Newspaper Article Clippings
- Reprographic Service
- CD-ROM Search
- Audio/Visual Service



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- Article Alert Service
- Lending Service
- Inter - 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 daily newspaper.
- Article Alert. Weekly publication providing bibliographical information of important articles in select Journals/magazines.
- Current Content Service ó Monthly Publications. It is the compilation of content pages of subscribed journals.
- The NRDRCLI also houses a separate Documentation Centre on Child Labour.

During April 2007 to December 2007, the NRDRCLI has acquired 413 book/reports, thereby enlarging the stock of books/reports etc. to 56826. In addition to these, the documentation centre regularly subscribes to 238 professional journals/magazines in printed and electronic form.

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.

Budget Activity Classification (2007-2008	B.E. 2007-2008 (Rs. in lakh)	R.E. 2007-2008
Plan		
Research &. Other Education Projects	257	257
Civil Works and Infrastructure Development	163	163
Augmentation Books and Journal	80	80
Total	500	500
Non-Plan		
Grants-in-aid by Govt. of India	285	285
Institute's earnings	126	126
Total :	411	411
Budget Activity	R.E. 2007-2008 (Rs. in lakh)	B.E. 2008-2009
Non-Plan		
Govt. Grant-in-aid	285	300
Institute's earning	126	135
Total :	411	435
Estimates 2008-09	R.E. 2007-2008	B.E. 2008-2009
Plan Outlay from Govt. of India	285	300
Institute's Earning	126	135
Total	411	435
Plan		
Civil Works and infrastructure Development	163	225*
Education Research and Training Project	257	317*
Augmentation of Books and Journal	80	100*
Total	500	642*

*Proposed



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Education Projects includes Rs. 50.00 lakhs for North-East States.

TARGET FOR 2007-2008

Major activities of the Institute planned for 2007-2008 falls under Research, Training & Education and Publications. Details pertaining to the various activities planned under each of them are given below:

Research

The research projects to be undertaken falls under the major research centres of the Institute:

Centre for Labour Market Studies

The research studies proposed to be undertaken by the Centre relates to themes like: Internal Migration: Plantation Labour. Economic Restructuring and Labour, Gender Issues in Labour Market; Informal Sector; Wages; Labour in Export Processing Zones; Employment; and Dynamics of Labour Market.

Centre for Employment Relations and Regulations

The research studies proposed to be undertaken by the Centre relates to themes like: Workplace Industrial Relations Survey; Labour Markets Institutions; Social Dialogue; Labour Legislations; Contract Labour; and Social Security.

Centre for Agrarian Relations and Rural Labour

The research studies proposed to be undertaken by the Centre relates to themes like: Organising Rural Labour; Structure of Rural Labour Markets; and Conditions of Marginalised Segments of Labour force like Landless Agricultural Labour, Bonded Labour etc..

National Resource Centre on Child Labour

The NRCCL's research activities will focus on areas like: Child Labour in Selected Industries; Evolving Tools for Convergence; Child Labour in Domestic Service and Evaluation Studies.

Centre for Gender and Labour

This Centre has been established recently with the objective of addressing and strengthening the understanding of gender issues in the labour market.

Education & Training

The Institute proposes to organise training programme; in the following areas:

grammes

- Industrial Relations Programmes
- Trade Union Leaders Programmes
- Child Labour Programmes
- North East Programmes
- Research Programmes
- International Programmes

Other important activities planned in the area of Education & Training include: Standardisation of Reading Materials; Preparation of Training Manuals; Organising Customised in-house programmes; Collaboration between the Institute and the Leading National and International Institutions.

Publications

The Institute will continue to bring out both Regular Publications as well as Occasional Publications.

The Regular Publications of the Institute are: *Labour & Development; Awards Digest; Shram Vidhan.*

The Institute will also bring out Occasional Publications on important labour related themes. The Institute will also continue to disseminate the findings of the Institute's research studies through the publication, NLI Research Studies Series.

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

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.

Similarly the workers belonging to Unorganised Sector, Small Scale industrial units as well as those from stone quarries and weaker sections, Women and Child Labour are also covered in the training programmes conducted by the CBWE.

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 7 programmes for 156 officials of CBWE and also conducted 30 programmes of one-week duration for

Organisations and National Industrial Federations

during April 2007 to December, 2007 of Workers in which 639 activists participated, of whom 185 were women.

The Regional Directorates of the Board undertook the following activities during the year 2007-2008.

Training of Trainers

During the period under report (April, 2007 to December, 2008) the Board has trained 180 Trainers (through its various Regional and Sub-Regional Directorates) in 8 courses of one and half months duration.

Refresher Courses

During the period under report, 4 refresher courses were organised for Trainers in which 56 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, 68 Personality Development Programmes were conducted in which 1618 activists of trade unions participated.

Unit Level

During the period 2007-2008 (by December 2007), 2371 workers were trained in 93 sessions of unit level classes. 25 workers participated in FALCs 1 sessions of subject-based courses at unit level.

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 2007 to December 2007 under report 36 quality of life programmes were conducted and 2782 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

d the work culture within the industry. During the period April 2007 to December 2007 the board has conducted 421 Need Based Seminars and trained 11027 workers.

Self Generation of Funds Programmes

During the period under report (April, 2007 to December 2007) the Board has trained 14988 workers in 765 courses of one / two / three days duration at regional level.

Programmes for Small Scale/Unorganised Sector / Weaker Sections Workers (2/4 days)

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 camps 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 and to equip them in developing their own organizations.

During the year 2007-2008 (By December 2007) 619 camps were conducted in which 23950 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 :-

Organised Sector During 2007-2008 (By December, 2007)

Sr. No.	Category	No. of prog	Male				Female				Grand Total
			SC	ST	Others	Total	SC	ST	Others	Total	
1	Handloom	103	275	70	568	913	933	195	2027	3155	4068
2	Khadi & Rural Industries	22	45	2	51	98	288	77	406	771	869
3	Small Scale Industries	10		2	17	19	72	14	291	377	396
4	Industrial Estate	5	7	0	4	11	44	6	139	189	200
5	Handicraft	2	4	0	13	17	12	0	51	63	80
6	Sericulture	1		6	10	16	0	7	17	24	40
7	Coir Industries	1	0	0	0	0	0	0	38	38	38
8	Beedi Industries	7			2	2	88	59	124	271	273
9	Health Workers	2	1		2	3	11	0	66	77	80
10	Rag Pickers	3	7	0	31	38	14	23	38	75	113
11	Others 4- days	10	8		23	31	84	0	273	357	388
12	2 days	453	914	557	2509	3980	4108	1009	8308	13425	17405
	TOTAL	619	1261	637	3230	5128	5654	1390	13168	18822	23950

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, 2007 to December, 2008, 7 such camps were organized for 279 workers.

Courses for Workers of Weaker Section

The Board conducted 171 courses for 6837 workers belonging to weaker sections during April to December, 2007. 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.

is as under from April 2007 to December,

2007 :-

Sr. No.	Category	No.of Camps	Male				Female				Grand Total
			SC	ST	Other	Total	SC	ST	Other	Total	
1	Women Workers	101	0	0	0	0	1290	572	2241	4103	4103
2	Young Workers	5	53	8	84	145	41	2	9	52	197
3	Civic & Sanitation	4	3	0	53	56	61	1	30	92	148
4	Construction workers	34	196	143	393	735	179	178	221	578	1313
5	Head Load Workers	2	40	0	0	40	2	0	38	40	80
6	Rickshaw Drivers	5	50	0	150	200	0	0	0	0	200
7	Stone Quarry Workers 4 days	2		0	0	0	0	0	80	80	80
	2 days	7	56	5	29	90	89	3	97	189	279
8	Other	11	4	0	108	112	32	72	221	325	437
	TOTAL	171	402	159	817	1378	1694	828	2937	5459	6837

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 brought 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 2007 to December 2007 under report 264 quality of life programmes were conducted and 10213 workers were trained in unorganized sector.

Empowerment Programme

During the period from "April 2007 to December 2007, a total of 3991 workers have been benefited through 101 Empowerment Programmes.

Labour Welfare and Development Programme

During the period from April 2007 to December 2007, the Board has organized 570

benefited through the 2 days Labour Welfare and Development Programmes.

Special Seminars

Special Seminar of a 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 2007 to December 2007 the board has conducted 1283 programmes for 50095 workers through Rural Awareness Camps of 2 days duration and Empowerment Camp of 4 days duration.

Workers Participation in Management

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

During the period April 2007 to December 2007 under report, 26 Workers Participation in Management programmes were conducted in which 757 workers trained.

Women Workers

During the period under report 127564 Women Workers have been trained in different training programmes of the Board.

Literature & Visual Aids

During the year 2007-2008 by December 2007 the Board has brought out 3 booklets in Bengali Language as per the details below :

1. Environment Pollution and Control.
2. Vocational Guidance.
3. Work Ethics.

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

Workers Education Journal

The Board continued to publish the Quarterly Journal "Workers Education" which contained standard articles on Trade Unionism, Industrial Relations, Labour Economics,

n, Productivity, etc. in English and Hindi.

During the year 2007-08 by December, 2007 three issues of Workers Education Journal were brought out:

- 1) June, 2007
- 2) September, 2007
- 3) December 2007

(Remaining March -2008 issue will be brought out in due course.)

CBWE News and Samachar

During the year 9 monthly issues form April to December 2007 each of CBWE News in English and CBWE Samachar in Hindi were brought out 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 December 2007, an amount of Rs. 2,16,70,745.62 was paid by the Board to 1357 unions/institutions which trained 6,56,985 workers. During the period under report (By December 2007) the Board paid Rs. 10,64,032.00 as grant and the grantee organizations trained 6173 workers.

Financial requirements : (Rupees in Crores)

	Actual Expenditure 2006-2007	Budget Estimates 2007-2008	Revised Estimates 2007-2008	Budget Estimates 2008-2009
Plan	9.27	*9.30	9.30	* 9.50
Non-Plan	20.52	24.21	24.21	24.00

- Include - Rs. **2.00** Crores for conducting Labour Welfare Development Programmes.
- Rs. **10** Lakhs for Competence Building of Enforcement Agencies for Development of Enforcement Strategies and Guidances in Seven Segaments of Unorganised Sector
- Rs. **04** Lakh for the Scheme of Workers Participation in Management.

s of the Organisation.

Programmes		Actual 2006-07	Estimated 2007-08	Likely Achievements 2007-2008		Proposed 2008-09
				April 07 to Dec.- 07	Jan. 08 to March-08	
Plan						
1	Training of Rural Workers In 2-day Programmes and Conscientisation Camp 4 days	74968	164750	50095	114655	164750
2	Special Programmes on Quality of life for Workers and their Spouses (4/2days)	20696	20000	12995	7005	20000
3	Need Based (2 days) Seminar	11801	10000	10921	0	10000
4	Programme under Self Generation of Funds (1/2/3 days)	19196	17500	13855	3645	17500
5	Need Based Special Programmes (3-5 days)	85	1000	106	894	1000
6	Training of Workers in 4/2 days Camps Small Scale/Unorganised Sector) including Special Seminars for 2 days.	133893	55000	93138	0	55000
7	Opening of Regional Directorate	Matter in Process	2			2
8	Training of Trainers 1½ Months	176	500	180	320	500
9	Refresher Courses for Trainers	177	300	56	244	300
10	Personality Development Programme.	2161	2200	1618	582	2200
11	Joint Educational Programme on Participative Management (3 days)	2446	4000	1604	2396	4000
12	Joint Educational Programme for New Members of Joint Councils (2 days)	11493	12800	8798	4002	12800
13	Unit Level Classes (1 1/2 months) Part-time and full time (3 weeks)	3495	7000	2371	4629	7000
14	Training of Workers in Fun- ctional Adult Literacy Classes.	240	2000	25	1975	2000
15	Special Seminars at Plant Level (1 day)	4183	2000	2205	0	2000
16	Workers Participation in Management	868	950	757	193	950