

## **WORKERS EDUCATION**

15.1 The Central Board for Workers Education (CBWE), Nagpur, Ministry of Labour, 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 Organizations 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 organized by the Board for workers in organized, unorganized, rural and informal sectors.
- Board's programmes reflect the new orientation, direction and dimensions for meeting the wider educational needs of the workers, trade unions and managements keeping in view the changed scenario.

### **STRUCTURE**

15.2 Central Board for Workers Education with headquarter at Nagpur is headed by a Chairman. The Chief Executive of the Board is the Director, who is assisted by an Additional Director, Deputy Directors, Financial Advisor etc. The Board operates through 49 Regional Directorates and 9 Sub-Regional Directorates. The four Zonal Directorates at Delhi, Mumbai, Kolkata and Chennai monitor the activities of the Regional Directorates in their respective zones. Tripartite Regional Advisory Committees constituted for each Regional Directorate 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**

15.3 Training programmes of the Board for workers in organized 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**

15.4 Programmes for representatives from Central Trade Union Organizations / Federations and Voluntary Organizations on different subjects are conducted by the IIWE in addition to giving pre-employment training to Education Officers and reorientation to Regional Director 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 Unorganized Sector Workers and (iii) Women and Child Labour have been established in the Institute. During the period from April, 2003 to March, 2004 the following programmes were conducted at the Institute:-

<b>Title of the programme</b>	<b>Numbers of Programmes</b>	<b>Numbers of Participants</b>
1. Advanced training programmes for activists of Trade Union Organizations Like Western Railway Employees Union, INTUC, CTUO, CRMS, HMS, AITUC, and BMS.	20	551
2. Self Generation of Fund programme for management and trade union officials (one week)	7	147
3. Refresher Course for EO of the CBWE	6	93
4. Workers Participation in Management	2	57
5. Training Programme for Group 'C' and 'D' employees	2	86
6. Others – Village Extension Officers	1	27
<b>Total</b>	<b>40</b>	<b>961</b>

## **PROGRAMMES AT REGIONAL LEVEL**

15.5 Details of training programmes conducted by the Regional Directorates during the period April, 2003 to March, 2004 including Unit Level Classes, Special programmes for rural workers and workers belonging to unorganized sector and weaker sections are indicated in **Table 15.2**.

## **TRAINING OF UNORGANISED / RURAL LABOUR AND RURAL VOLUNTEERS**

15.6 Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to rural sector since 1977 – 78 on the recommendations of Workers Education Review Committee. Initially started with 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 motivate for family welfare planning and to combat social evils.
- 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;

## **LABOUR WELFARE AND DEVELOPMENT PROGRAMMES**

15.7 The Ministry of Labour has assigned to the CBWE the task of generating awareness among the Rural/Unorganized sector workers about the various labour welfare schemes of the Government for their socio – economic development. Keeping in view, the Board has designed and introduced from this year i.e. 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 49 Regional Directorates. The Board has organized 1312 awareness generation programmes for 48,482 workers of rural and unorganized sectors during the year 2003-2004. 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.

15.8 Rural Volunteers are given one week 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.

15.9 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 organized by the Board.

15.10 In pursuance of the recommendations to the Committee on Rural Camps, the Board has introduced 4-day Conscientization Camps from the current financial year i.e. 2003-04. During the period from April 2003 to March 2004; 24,986 workers have been benefited in 599 Conscientization Camps.

15.11 During 2003-2004, the Board has conducted 9049 programmes of varied durations as against the targeted 8479 programmes and trained 2, 92,879 workers of various sectors.

15.12 A feed back is obtained from the 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. The programmes have brought changes in their attitude and they have developed their identification with the interest of the organization. Democratic process and 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 and

indebtedness and instead switched over 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.

#### **SELF GENERATION OF FUNDS AND GRANTS – IN – AID PROGRAMMES**

15.13 For the first time a unique training programme under Special Self Generation of Funds (SGF) for the middle / senior level executives and trade union leaders has been introduced with a view to improve work culture, develop inter-personal relationship etc. During the period April 2003 to March 2004, 360 participants have been benefited in 12 Special SGF programmes.

15.14 The Board provides grants-in-aid to registered Trade Unions and other Institutions for conducting their own Workers Education Programmes. The Board also sanctions grants-in-aid for National Level Courses to the Central Trade Union Organizations and National Federations. During the period April, 2003 to March, 2004, the Board provided grants-in-aid amounting Rs.3,15,306/- to 72 Unions / Institutions which conducted 185 programmes for 7,539 workers.

#### **LITERATURE AND AUDIO VISUAL AIDS**

15.15 Simple literatures in the form of textual and pictorial booklets in Indian Languages are brought out. The Board has printed 46 booklets on various titles in Telugu (8), Tamil (19), Kannada (8), Marathi (2) and Punjabi (9) during 2003-2004. These are made available to workers at a subsidized price of Rs.3/- per booklet. To sustain the interest of the 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, and Flip Charts etc. are also brought out. Study materials 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.

15.16 As part of the Project on 'Prevention of HIV/AIDS in the World of Work: A Tripartite Response' the CBWE has organized three Training Programmes during the year in which 79 Education Officers participated. The Board has prepared and printed two leaflets on HIV/AIDS in English, Hindi and all regional languages. Besides posters were also translated and printed in twelve regional languages. One draft booklet for organized sector workers and one flip book for unorganized sector workers have also been brought out.

15.17 Three issues of Quarterly Journal "Workers Education" i.e. June 2003, September & December 2003 (combined) and March 2004 have been brought out. Monthly issues of "CBWE News" in English and "Samachar" in Hindi have been brought out during 2003 – 2004.

## **OTHER IMPORTANT ACTIVITIES**

15.18 The Official Language Committee of the Board had regularly reviewed the progress made in the use of Hindi at Head Office, Indian Institute of Workers Education and Regional Directorates. Four Rajbhasha Workshops were conducted in which 48 Education Officers and 16 Group 'C' officials participated. Hindi day/Fortnight was celebrated during the month of Sept., 2003 by way of conducting various competitions for Board's Officers and staff members. During the period, 12 employees of the Board were given incentives for doing excellent typing work in Hindi. First edition of Annual Hindi Magazine namely '**SHRAM KIRAN**' was released, which contained articles and poems written by officials of the Board.

15.19 The Head Office, IIWE, Mumbai all the Zonal and Regional offices of Central Board for Workers Education observed Anti-Terrorism Day, World Population Day, Independence Day, Sadbhavana Day and Quami Ekta Week to mark the occasions. Seminars, symposia, special lectures, film shows, competitions etc. were organized. Pledges wherever required were administered to the trainees and members of staff.

15.20 In pursuance of emphasis by the Hon'ble Prime Minister in his inaugural address of Indian Labour Conference held in April, 2000 and also as per the recommendations of the Governing Body of Central Board for Workers Education, a Committee was constituted to study the Upgradation/restructuring of CBWE in May, 2001. The Committee has submitted its report to the Hon'ble Union Labour Minister on 30.5.2003.

15.21 Further Dr. Sahib Singh, the Hon'ble Labour Minister took active interest in various activities of CBWE during the year as stated below:

- (i) Laying the foundation stone of the proposed office building of the Zonal Directorate (East Zone), Kolkata, and Regional Directorates of Kolkata and Barrackpore on 18<sup>th</sup> May 2003. While concluding his speech, Dr. Sahib Singh declared that the name of the proposed building would be "Swami Vivekananda Shram Shiksha Bhavan."
- (ii) Launching of a newly conceptualized project called "Gram Vikas Abhiyan" being undertaken in 49 villages by each of the 49 Regional Directorates at Nagpur on 20<sup>th</sup> February, 2004.
- (iii) Inauguration of a 5-days programme on "Reform Process and Social Dialogue" organized by the Indian Institute of Workers Education (IIWE), Mumbai on 15<sup>th</sup> February, 2004 for the BMS activists of Eastern region.
- (iv) Graced the occasion as Chief Guest at the 46<sup>th</sup> Foundation day as Workers Education Day on 16<sup>th</sup> September, 2003 at the function organized by the Zonal / Regional Directorate, CBWE, Delhi.

15.22 The meeting of the Consultative Committee to discuss 'Functioning of Central Board for Workers Education' under the Chairmanship Dr. Sahib Singh, Hon'ble Union Labour Minister was held at New Delhi on 25<sup>th</sup> September 2002. The members of the Committee present in the meeting were S / Shri Sanjay Paswan,

Smt. Santosh Chowdhary, Ramchandra Khuntia, P. Rajendran, K. Malaisamy, Prabodh Panda, Shri Jibon Roy and Abdul Hamid. After an introductory speech by Shri Keshevbhai J. Thakkar, Chairman, CBWE, Shri V. Parameswaran, Director, CBWE made a power point presentation explaining the formation of the Board, its structure, activities, programmes organized by the Board, new initiatives and vision. All the Members appreciated the performance of the Board and emphasized on education of unorganized workers.

15.23 Dr. P. D. Shenoy, Union Labour Secretary and Shri K. Chandramouli, Joint Secretary paid a visit to the Central Board for Workers Education, Nagpur on 12<sup>th</sup> and 31<sup>st</sup> March, 2004 respectively and reviewed the activities of the Board and addressed the officers and staff. Dr. Shenoy inaugurated the Exhibition Gallery which depicts the entire functioning and activities of the Board. Shri K. Chandramouli, Joint Secretary released the educational CDs developed by the Board and also addressed the participants of 2-day Seminar for Parents of Child Labour organized by the Regional Directorate, Nagpur.

**Table 15.1: Courses organized under Workers Education Scheme**

<b>National Level</b>	<b>Regional Level</b>	<b>Unit Level</b>	<b>Specific Categories</b>
1. Education Officers Training / Retraining Course 2. Refresher Course for Education Officers 3. Training programmes for Trade Union Activists	1. Training of Trainers 2. Refresher Course for Trainers. 3. Personality Development Programmes	1. Unit Level Classes 2. Need Based Special Programmes 3. Joint Educational Programmes (2-days)	1. Functional Adult Literacy Classes 2. Conscientization Camp (4days) for Workers in (a) Un-organized Sector (b) Weaker Section (c) Rural Areas 3 Rural Awareness Camps (2 days)
4. Workers Participants in Management 5. Training Programmes for Group 'C' and 'D' officials	4. Joint Education Programmes (3-days) 5. Refresher Course for Trainers. 6. Programmes under Self Generation of Funds 7. Need Based Seminars	4. Plant Level Programme for Trained Workers (1 days)	4. Special Seminars (2 days) for :- (a) Unorganized workers (b) Women Workers (c) SC/ST Workers (d) Parents of Child Labour /Child Labour. (e) Labour Welfare and Development
	8. Quality of Life for Workers and their Spouses (4/2 days) 9. Workers Participation in Management		

**Table 15.2: Activities of Central Board for Workers Education during 2003-04**

Activity	Target 2003-04	Achievement from 1.4.2003 to 31.3.2004	
		Programmes	Participants
<b><u>REGIONAL LEVEL</u></b>			
Training of Trainers (1 ½ month)	22	19	385
Personality Development Programme (21- days)	92	90	1959
Refresher Course for Trainers ( 1 week)	23	14	229
Joint Educational Programme on Participative Management (3 days)	189	201	4163
Self Generation of Funds Scheme ( 3 days)	109	155	3100
Self Generation of Funds Scheme (1/2 days)	709	803	16650
Need Based Seminars (2 days)	524	634	12984
Quality of Life for Workers and their Spouses (4 days)	220	184	6587
Quality of Life for Workers and their Spouses (2 days)	485	546	20057
Seminar at Plant Level (1 day)	77	115	2828
<b><u>UNIT LEVEL</u></b>			
Part Time Unit Level Classes (3 months/ 3 weeks/ 1 month/ 1 ½ months)	387	179	6642
Joint Education Programmes for New Members of Joint Councils at Enterprise Level ( 2 days)	514	672	15256
Need Based Special Programmes (1 week)	37	24	494
Functional Adult Literacy Classes	219	12	305
<b><u>UNORGANISED SECTOR</u></b>			
Conscientization Camps for Unorganized Workers/ Weaker Section (4 days)	460	423	18317
Special Seminar for Unorganized Sector (2 days)	325	533	20928
Special Seminar for Women Workers ( 2 days)	313	262	9165
Special Seminar for Parents of Child Labour/ Child Labour ( 2 days)	331	342	12027
Special Seminar for SC/ST ( 2 days)	287	251	8737
Labour Welfare and Development Programme ( 2 days)	1120	1312	48482
<b><u>RURAL SECTOR</u></b>			
Rural Awareness Camps ( 2 days)	1951	2102	78182
Conscientization Camps for Rural Workers ( 4 days)	85	176	6669
<b>Total</b>	<b>8479</b>	<b>9049</b>	<b>292879</b>

