

Chapter-15

WORKERS EDUCATION

15.1 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.
- 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

15.2 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, 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 to 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 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

15.4 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 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 Unorganised Sector Workers and (iii) Women and Child Labour have been established in the Institute. During the period from April, 2004 to September, 2004, the details of the programmes conducted at the Institute are given in **Table-15.1**.

PROGRAMMES AT REGIONAL LEVEL

15.5 Details of training programmes conducted by the Regional Directorates during the period April, 2004 to September, 2005 including Unit Level Classes, Special programmes for rural workers and workers belonging to unorganised sectors and weaker sections are indicated in the **Table-15.2**.

ORGANISATION OF UNORGANISED LABOUR AND TRAINING OF RURAL VOLUNTEERS

15.6 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 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.

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.

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

During 2004-2005, the Board has conducted 3321 programmes of various durations against the targeted 6897 programmes and trained 1,09,188 workers of various sectors from April 2004 to September, 2004. The details are indicated in **Table-15.3**.

MAJOR ACHIEVEMENTS CONSCIENTIZATION CAMPS

15.7 In pursuance of the recommendations to the Committee on Rural Camps, the Board has introduced 4-day Conscientisation Camps from the financial year 2003-04. During the period from April, 2004 to September, 2004; 6905 workers have been benefited in 175 Conscientisation Camps.

Labour Welfare and Development Programmes

15.8 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 49 Regional Directorates. During the period from April 2004 to Sept., 2004 the Board has organized 402 awareness generation programmes for 15,714 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 finalisation during the year under report.

Special SGF Programmes

15.9 For the first time a unique training programme under Special Self Generation of Funds for the middle / senior level executives and trade union leaders with a view to improve work culture, develop inter-personal relationship etc. has been introduced. During the period April, 2004 to September, 2004, 47 participants have been benefited in one Special Self Generation of Funds programmes.

LITERATURE AND AUDIO VISUAL AIDS

15.10 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 printed 3 titles of CBWE literature in the form of textual booklets in Kannada during April, 2004 to September, 2004. 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, Flip Charts etc. are also brought-out.

JOURNAL

15.11 The Quarterly Journal “Workers Education” i.e. June 2004 has been brought out during the period from April 2004 to Sept., 2004.

STUDY MATERIAL

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

CBWE NEWS AND SAMACHAR

15.13 Monthly issues of “CBWE News” in English and “Samachar” in Hindi have been brought out from April-September, 2004.

GRANTS-IN-AID

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 Organisations and National Federations.

During the period April, 2004 to October, 2004 the Board provided grants-in-aid amounting Rs.2,40,416/- to 31 Unions/Institutions which conducted 79 programmes for 3115 workers.

USE OF HINDI

15.15 During the period April, 2004 to October., 04; 5 employees of the Board were given incentives for doing typing work in Hindi. The Official Language Committee of the Board met thrice and reviewed the progress made in the use of Hindi at Head Office, Indian Institute of Workers Education and Regional Directorates.

During the period under report, two official language Hindi Workshops were conducted in which 15 Trainee Education Officers and 30 Group 'C' officials participated. All the participants of above workshops were imparted training for doing their official work in Rajbhasha Hindi.

Hindi day was celebrated on 14th September, 2004 while Hindi Fortnight from 1-14 September, 2004 by way conducting various competitions for Board's Officers and staff members. 12 competitors were awarded First, Second and Third prizes. Second Edition of Annual Hindi Magazine namely 'SHRAM KIRAN' (2003-2004) is under publication which containing articles and poems written by officials of the Board.

OBSERVANCE / CELEBRATION OF VARIOUS DAYS

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

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

IMPACT

15.17 A feedback 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 to savings. In Rural camps the participants realized the importance of Rural Worker Organisation, small savings, health, hygiene, literacy, etc. and undertook to carry on messages of awareness to those who are not aware.

UPGRADATION OF CBWE

15.18 In the inaugural address of Indian Labour Conference held in April 2000, the Hon'ble Prime Minister emphasized the need for continuous Workers Education in view of the revolution in Information Technology in the emerging knowledge-based economy and said that there is need for upgradation of CBWE into an institution of excellence. In pursuance of this and also as per the recommendations of the Governing Body, 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 30.05.2003.

47th FOUNDATION DAY OF CBWE

15.19 The Central Board for Workers Education celebrated its 47th Foundation Day as 'Workers Education Day' on 16th September, 2004. The function held at Delhi was inaugurated by Shri Baleswar Rai, Additional Secretary, Ministry of Labour & Employment, New Delhi. Major

General Samay Ram, UYSM, AVSM, VSM (Retd.), Chairman CBWE presided over the function. The day was also celebrated throughout the country. On the occasion the Indian Institute of Workers Education Mumbai organized various functions and programmes.

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

15.20 As a part of the Project on 'Prevention of HIV/AIDS in the World of Work: 'A Tripartite Response,' during the period under report i.e. from April, 2004 to October, 2004; 2 Training programmes for Trainers were organized in collaboration with ILO-CBWE on prevention of HIV/AIDS in which 56 Education Officers participated.

15.21 The Board 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 Refresher Course was organised for trained trainers (TOTs) in which 18 Education Officers participated. One draft booklet for organized sector workers and one flip-book for unorganized sector workers were under finalisation.

PERFORMANCE AWARDS TO CBWE EMPLOYEES

15.22 For the first time, in the history of the Board, the Performance Awards were distributed to the Regional Directorates, Education Officers and Staff Members for their best performance. The awards were presented by the Hon'ble Union Labour & Employment Minister Shri Sisram Ola, in New Delhi on 22nd September, 2004.

Details of Programmes conducted during April-September, 2004		
Title of the programme	Number of programmes	Number of participants
Advanced training programmes for activities of Trade Union Organisations like Western Railway Employees Union, INTUC, CTUO, CRMS, HMS, INTUC and BMS.	12	305
Self Generation of Fund programme for management and trade union officials (three-day)	1	15
Training programme for Group "C" and "D" employees of Board.	2	36
Refresher Course for EO of the CBWE	4	77
Total	19	433

Table-15.2

COURSES ORGANISED UNDER WORKERS EDUCATION SCHEME

Sl. No	National Level	Regional Level	Unit Level	Specific Categories
1	Education Officers Training and Retraining Course	Training of Trainers	Unit Level Classes	Functional Adult Literacy Classes
2	Training Programme for Group 'C' & 'D' officials of CBWE	Personality Development Programmes	Need Based Special Programmes	Conscientization Camp for Un-organised Workers (4 days)
3	Training Programme for Trade Union Activists	Joint Education Programmes (3-days)	Joint Education Programmes (2-days)	Conscientization Camp for Weaker Section (4-days)
4	Workers Participation in Management entrusted by MoL, GoI.	Programmes under Self Generation of Funds	Plant Level Programme for Trained Workers (1 days)	Conscientization Camp for Rural Workers (4-days)
5	Leadership Development and Harminals Industrial Relation	Need Based Seminars		Rural Awareness Camps (2 days)
6	Good workmanship for Canteen Employees of BARC	Quality of Life for Workers and their Spouses (4/2 days)		Special Seminars (2 days) for:-
7	Capacity Enrichment.			i) Unorganised workers
8	Plantation workers			ii) Women Workers
9	Achieving Outstanding performance and competitive leadership			iii) SC/ST Workers
10	Recent changes and challenges in the field of Industrial Relations and Trade Union Movement.			iv) Parents of Child Labour / Child Labour.
11	Empowerment & Leadership - Effective Utilization of A.V. Aids			v) Labour Welfare and Development
12	Making Industrial Relation Effective			
13	Labour Relations			
14	Emerging Scenario in Industrial Relations			

Table-15.3			
Activities of Central Board for Workers Education for the period 2004-2005			
Activity	Target 2004-2005	Achievement from 1.4.2004 to 30-9-2004	
		Programmes	Participants
REGIONAL LEVEL			
Training of Trainers (1 ½ month)	11	6	145
Personality Development Programme (21- days)	74	52	1223
Refresher Course for Trainers (1 week)	18	5	83
Joint Education Programme on Participative Management (3 days)	123	57	1385
Self Generation of Funds Scheme (3 days)	50	51	963
Self Generation of Funds scheme (1/2 days)	583	420	8294
Need Based Seminars (2 days)	412	195	4766
Quality of Life for Workers and their spouses (4 days)	148	46	1784
Quality of Life for Workers and their spouses (2 days)	351	144	5428
Seminar at Plant Level (1 day)	69	35	1071
UNIT LEVEL			
Part Time Unit Level Classes (3 months / 3 weeks / 1 month / 1 ½ months)	416	133	3283
Joint Education Programmes for New Members of Joint Councils at Enterprise Level (2 days)	427	259	5840
Need Based Special Programmes (1 week)	5	8	191
Functional Adult Literacy Classes	174	4	92
UNORGANISED SECTOR			
Conscientization Camps for Unorganised Workers / Weaker Section (4 days)	415	175	6905
Special Seminar for Unorganized Sector (2 days)	277	198	7785
Special Seminar for Women Workers (2 days)	270	187	7378
Special Seminar for Parents of Child Labour / Child Labour (2 days)	274	91	3598
Special Seminar for SC/ST (2 days)	268	160	6232
Labour Welfare & Development Programme (2 days)	719	402	15714
RURAL SECTOR			
Rural Awareness Camps (2 days)	1631	658	25723
Conscientization Camps for Rural workers (4 days)	176	35	1305
Total	6897	3321	109188
