

## Chapter-14

### WORKERS EDUCATION

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

- Tripartite in character, the Board consists of representatives from Central Organisations of Workers, Employers, Central/State Governments and Educational Institutions.
- Awareness is sought to be created among the working class about their rights and obligations for their effective participation in socio-economic development of the country.
- Different types of training programmes are organised by the Board for workers in organised, unorganised, rural and informal sectors as indicated in **Table 14.2**
- 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, 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 (ii) Education for Rural and

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

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 week orientation / Refresher Courses at

Unorganised Sector Workers; and (iii) Women and Child Labour have been established in the Institute. During the period from April, 2005 to September, 2005, the details of the programmes conducted at the Institute are given in **Table-14.1**.

### **PROGRAMMES AT REGIONAL LEVEL**

14.5 Details of training programmes conducted by the Regional Directorates during the period April, 2005 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-14.2**.

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

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

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

14.7 Rural Volunteers are given one week orientation /Refresher Courses at Regional Directorates to assist Education Officers in conducting Rural Awareness Camps. 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, 2005 to September, 2005, the Board has conducted 3858 programmes of various durations and trained 1,28,568 workers of various sectors. The details are indicated in **Table-14.3**.

### **MAJOR ACHIEVEMENTS CONSCIENTIZATION CAMPS**

14.10 In pursuance of the recommendations to the Committee on Rural Camps, the Board has introduced 4-day Conscienti-sation Camps from the financial year 2003-04. During the period from April, 2005 to September, 2005; 9300 workers have been benefited in 237 Conscientisation Rural Camps (inclusively Unorganized, Weaker and Rural Sector)

### **Labour Welfare and Development Programmes**

14.11 The Ministry of Labour and Employment has assigned to the CBWE the task of Generating Awareness among the Rural/Unorganised sector workers about

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 2005 to Sept., 2005, the Board has organized 482 awareness generation programmes for 18,892 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**

14.12 For the first time a unique training programme under Special Self Generation of Funds for the middle / senior level executives and trade union leaders with a view to improve work culture, develop inter-personal relationship etc. has been introduced. During the period April, 2005 to September, 2005, 132 participants have been benefited in one Special Self Generation of Funds programmes.

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

14.13 Simple literature in the form of textual and pictorial booklets in Indian Language are brought out. These are made available to workers at a subsidized price of Rs.5/- per booklets. Revision and reprinting of the booklets is also undertaken. The Board has brought out 49 titles in the form of textual booklets in Hindi, Telugu and Urdu during April, 2005 to September, 2005. To sustain the interest of the participants in the class and to make teaching-learning process more interesting and meaningful, A.V.

the various welfare schemes of the AIDS in the form of Posters, Flip Book, Pictorial Booklets, Flip Charts etc. are also brought-out. Two flip books on social security aspects were finalized.

### **JOURNAL**

14.14 Two issues of the Quarterly Journal “Workers Education” for June 2005 and September, 2005 were brought out during the period from April 2005 to September, 2005 .

### **STUDY MATERIAL**

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

### **CBWE NEWS AND SAMACHAR**

14.16 Monthly issues of “CBWE News” in English and “Samachar” in Hindi have been brought out from April-September, 2005.

### **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 Board also sanctions grants-in-aid for National Level Courses to the Central Trade Union Organisations and National Federations.

14.18 During the period April, 2005 to September, 2005 the Board provided grants-in-aid amounting Rs.3,05,930/- to 47 Unions/ Institutions which conducted 106 programmes for 4247 workers.

### **USE OF HINDI**

14.19 During the period April, 2005 to September, 2005; Six (6) employees of the Board were given incentives for doing

Language Committee of the Board met thrice and reviewed the progress made in the use of Hindi at Head Office, Indian Institute of Workers Education and Regional Directorates.

14.20 During the period under report, two official language Hindi Workshops were conducted in which 17 Stenographers and 21 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 15<sup>th</sup> September, 2005 while Hindi Fortnight from 1-15 September, 2005 by way conducting various competitions for Board’s Officers and staff members. 12 competitors were awarded First, Second and Third prizes. First Special Edition of Annual Hindi Magazine namely ‘SHRAM KIRAN - 2005’ which contains articles and poems written by officials of the Board in the workshops was under print.

#### **OBSERVANCE / CELEBRATION OF VARIOUS DAYS**

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

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

#### **CELEBRATION OF FOUNDATION DAY**

14.22 The 48<sup>th</sup> Foundation Day of the Central Board for Workers Education was celebrated as Workers Education

typing work in Hindi. The Official Day by the Head Office, Central Board for Workers Education, Nagpur, Indian Institute of Workers Education, Mumbai and all the 49 Regional Directorates with great enthusiasm and fervour on 16<sup>th</sup> September, 2005 by way of organizing various programmes/events.

14.23 The Message of the Hon’ble Chairman, Central Board for Workers Education was read in the functions held at Headquarters, IIWE and all Regional Directorates. Eminent personalities from various walks of life inaugurated/valedicted the functions organized on [the occasion](#).

14.24 At Delhi, Shri J.P. Singh, Additional Secretary, Ministry of Labour and Employment, inaugurated the Workers Education Day function.

#### **RELEASE OF IMPACT STUDY REPORTS**

14.25 The Board had carried out several evaluations of its programmes in the past. But those were based exclusively on the information/opinions elicited from trade unions, managements, government and participants. However, for the first time, a scientific study was carried out in collaboration with Indian Statistical Institute, Kolkata in Ambica Multifibres Co. Ltd., Belur, Howrah, to assess the impact of Workers Education Programmes in terms of increase in efficiency of workers, decrease in absenteeism, increase in productivity and so on. The findings of the study revealed significant improvement in the trained employees as compared to untrained employees.

14.26 The Board also brought out the Impact Report in respect of training programmes in the unorganized/rural sector in Jabalpur (Madhya Pradesh). Both the above Impact Reports were released at the hands of Shri A.D. Patil, Chairman, Central Board for Workers Education at

## IMPACT

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

14.28 The programmes have brought changes in their attitude and they have developed their identification with the interest of the organization. Democratic process and attitude and their developed practices have strengthened the Trade Unions and the workers have approached managements for creation of common forum to discuss problems.

14.29 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 Organisation, small savings, health, hygiene, literacy, etc. and undertook to carry on messages of awareness to those who are not aware.

## NATIONAL SHRAMIK SHIKSHAN AWARD SCHEME

14.30 During the year under report, Best Performance Awards called as “National Shramik Shikshan Awards” were presented by Shri J.P.Singh, Additional Secretary (L&E), Ministry of Labour and Employment for the year 2004-2005 to 15 officials of the Board on Workers Education Day – 16<sup>th</sup> September, 2005, at [a function held at New Delhi](#).

Tirupati on 23<sup>rd</sup> June, 2005.

## CBWE Opens New Zonal Directorate at Guwahati

14.31 The Zonal Directorate, CBWE, Kolkata was monitoring and supervising the training activities of all the Regional Directorates falling under East and North-East. However, with the expansion of the ambit of Workers Education Scheme and the thrust to be given for the development of North-East region, a need was felt to have a separate Zonal Directorate for North-East Region for supervising and monitoring effectively the workers education activities through these Regional Directorates.

14.32 Accordingly, the proposal to open new Zonal Directorate at Guwahati was approved by the Govt. of India in the month of January, 2005 and the Zonal Directorate started functioning in the month of February, 2005. The Zonal Directorate (N/E Zone) has been allotted targets of 880 programmes for the year 2005-2006. Out of the total targets allotted to the North-East Zone, it conducted 257 programmes for 9344 workers during April, 2005 to September, 2005.

## INDUS CHILD LABOR PROJECT

14.33 During 2004-2005 (from 30.10.2005), ILO – CBWE Project on INDUS Child Labour was started, under which an Action Programme was formulated for raising awareness amongst the Child Labour in the NCLPs districts of the states i.e. Madhya Pradesh, Maharashtra, Tamil Nadu [and Uttar Pradesh](#). Although CBWE integrated the subjects on Child Labour in some of its training programmes in 1995, under this Project, it will incorporate the issues to cover various aspects of child labour in greater detail in its ongoing training programmes keeping in view the level and nature of participants in different training programmes. The activity will be intensified through its 49 Regional Directorates at district, state and national level. In addition,

exchange of experiences amongst the project districts, undertake the training of project staff and disseminate success stories on Elimination of Child Labour.

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

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

- (i) Training programmes for Data Entry Operators on 08-09 November, 2004.
- (ii) Training Programme for Accountants of 4 State Resource Cells (SRCs) and National Child Labour Project (NCLP) societies of 20 Project Districts from 30<sup>th</sup> November, 2004 to 3<sup>rd</sup> December, 2004
- (iii) Two Workshops for implementing partners of the INDUS Project districts to facilitate exchange of views and experiences on 16<sup>th</sup> & 17<sup>th</sup> Feb., 2005 and from 14<sup>th</sup> to 18<sup>th</sup> February, 2005.
- (iv) Orientation Workshop for Project Directors and Staff for INDUS Districts on 3<sup>rd</sup> & 4<sup>th</sup> August, 2005 at CBWE Headquarters, Nagpur.

the CBWE will facilitate dialogue and

- (v) Writers Workshop to develop Educational Material on Child Labour from 1<sup>st</sup> to 5<sup>th</sup> August, 2005 at CBWE Headquarters, Nagpur. The material prepared in the Writers' Workshop is under vetting
- (vi) The Board will conduct two Training of Trainers programmes; one for the Education Officers Incharge of INDUS Project States and the other for the Education Officers of NCLP Districts of other than INDUS States in the months' of January and February, 2006 respectively

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

14.36 As part of the Project on 'Prevention of HIV/AIDS in the World of Work: 'A Tripartite Response,' two Orientation Workshops for 47 Zonal/Regional Directors and four refresher courses for 90 Education Officers were organized during April, 2005 to September, 2005 in CBWE under the Project in collaboration with ILO with a view to equip them with requisite knowledge on the subject for further sensitizing the working class about the repercussion of this dreaded disease.

14.37 The Information, Education and Communication (IEC) material on HIV/AIDS brought out by the CBWE under the Project in collaboration with International Labour Organisation, in the form of Leaflets, Flip Books, Posters and Booklet were released by Shri J.P. Singh, Additional Secretary, Ministry of Labour and Employment, Govt. of India at a function organized at New Delhi on 16-17 May, 2005



<b>Table-14.1</b>		
<b>Details of Programmes conducted during April-September, 2004</b>		
<b>Title of the programme</b>	<b>Number of programmes</b>	<b>Number of participants</b>
Advanced training programmes for activities of Trade Union Organisations like Western Railway Employees Union, INTUC, CTUO, CRMS, HMS, INTUC and BMS.	10	279
Self Generation of Fund programme for management and trade union officials (three-day)	1	18
Training programme for Group “C” and “D” employees of Board.	3	85
Refresher Course for EO of the CBWE	8	170
<b>Total</b>	<b>22</b>	<b>552</b>

<b>Table-14.2</b>				
<b>COURSES ORGANISED UNDER WORKERS EDUCATION SCHEME</b>				
<b>Sl. No</b>	<b>National Level</b>	<b>Regional Level</b>	<b>Unit Level</b>	<b>Specific Categories</b>
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 Ministry of Labour and Employment Government of India	Programmes under Self Generation of Funds (1/2/3-days)	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 (2 days)		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 ii) Women Workers iii) SC/ST Workers iv) Parents of Child Labour / Child Labour. v) Labour Welfare and Development
8	Plantation workers			
9	Achieving Outstanding performance and competitive leadership			
10	Recent changes and challenges in the field of Industrial Relations and Trade Union Movement.			
11	Empowerment & Leadership - Effective Utilization of A.V. Aids			
12	Making Industrial Relation Effective			
13	Labour Relations			
14	Emerging Scenario in Industrial Relations			

Activity	Target 2005-2006	Achievement from 1.4.2005 to 30-9-05	
		Progs.	Participants
<b>REGIONAL LEVEL</b>			
Training of Trainers (1 ½ month)	13	3	50
Personality Development Programme (21- days)	87	50	1,215
Refresher Course for Trainers (1 week)	18	5	73
Joint Education Programme on Participative Management (3 days)	116	46	1,035
Self Generation of Funds Programme (3 days)	39	23	430
Self Generation of Funds Programme (2 days)	582	387	7,539
Self Generation of Funds Programme (1 days)	123	136	2,615
Special Self Generation of Funds Programme	10	7	132
Need Based Seminars (2 days)	488	244	5,976
Quality of Life for Workers and their spouses (4 days)	90	11	376
Quality of Life for Workers and their spouses (2 days)	196	25	878

Seminar at Plant Level (1 day)	90	33	858
<b>UNIT LEVEL</b>			
Part Time Unit Level Classes (3-months/3-weeks/1-month/1 ½ months)	263	89	2,163
Joint Education Programmes for New Members of Joint Councils at Enterprise Level (2 days)	464	255	6,083
Need Based Special Programmes (1-week)	22	4	100
Functional Adult Literacy Classes	122	4	85
<b>UNORGANISED SECTOR</b>			
Conscientization Camps for Unorganised Workers/Weaker Section (4 days)	553	192	7,546
Special Seminar for Unorganized Sector (2 days)	475	291	11,358
Special Seminar for Women Workers (2 days)	504	302	11,786
Special Seminar for Parents of Child Labour / Child Labour (2 days)	217	76	2,992
Special Seminar for Child Labour (2 days)	172	53	2,072
Special Seminar for SC/ST (2 days)	441	219	8,579
Special Seminar for Stone Quarry Workers (2 day)	10	5	200
Labour Welfare & Development Programme (2 days)	853	482	18,892
Quality of Life for Workers and their spouses (4 days)	115	42	1,640
Quality of Life for Workers and their spouses (2-days)	220	92	3,478
<b>RURAL SECTOR</b>			
Rural Awareness Camps (2 days)	2,185	737	28,663
Conscientization Camps for Rural workers (4-days)	262	45	1,754
<b>Total</b>	<b>8,730</b>	<b>3,858</b>	<b>1,28,568</b>

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