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WORKERS EDUCATION

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

STRUCTURE

15.2 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 Adviser etc. The Board operates through 49 Regional Centres and 10 Sub-Regional Centres. The four Zonal Directorates at Delhi, Mumbai, Calcutta 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 centers 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 Worker-Teacher.
- At the third level, the worker-teacher 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 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 (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, 2001 to October, 2001 the following programmes were conducted at the Institute:—

<u>Title of the Programme</u>	<u>No. of programmes</u>	<u>No. of participants</u>
Advanced training programmes for activists of Trade Union Organisations Like INCWF, HMS, BMS, AIYUC, HMKP And NLO (One week) .	7	212
Self Generation of Fund for management And trade union officials(one week)	2	57
Programmes on the theme “Human Rights” for Group ‘C’ employees of the Board	4	96

PROGRAMMES AT REGIONAL LEVEL

15.5 Details of training programmes conducted by the Regional Directorates during the period April to October, 2001 including Unit Level Classes, Special programmes for rural workers and workers belonging to unorganized sectors and weaker sections together with the projections up to 31.3.2002 are indicated in Table 15.2

ORGANISATION OF UNORGANISED LABOUR AND TRAINING OF RURAL EDUCATORS.

15.6 Initially the Board concentrated its activities in the organised sector. The Board shifted as 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 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 Educators are imparted one month training at Regional Centres and the trained Rural Educators assist Education Officers in conducting of Rural Awareness Camps. These camps are attended by landless labour, tribal labour, rural artisans, forest workers and educated unemployed.

Tailor made programmes, 5-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, constructions workers, civic and sanitation workers are also organised by the Board.

LITERATURE AND AUDIO VISUAL AIDS :

15.7 Simple literature in the form of Textual and Pictorial Booklets in Indian languages has been brought out. These are made available to workers at a subsidized price of Rs.3/- per booklet. Revision and reprint of the booklets is also undertaken. The Board also publishes Continuing Education Literature with a view to provide learning material to workers trained in various courses. During the Year 2001-2002, i.e. from April to October, 2001, the Board has brought out 7 Booklets. The Board has also produced five multi-colour posters on “Workers Education and Awareness”, “Rural Workers Education for Awareness”, “Workers and Management – Two wings of Industry”, “WE Stand against Terrorism” and “Remove clouds of Terrorism for Joyous Universe” in

bilingual, one sticker on “Shram Eva Jayate” in Hindi and one “CBWE – A Profile”.

JOURNAL

15.8 One combined issue of Quarterly Journal “Workers Education” i.e. June, 2001 and September, 2001 have been brought out during the period from April to October, 2001.

STUDY MATERIAL

15.9 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 NEW AND SAMACHAR

15.10 Monthly issues of “CBWE News” in English and “Samachar” in Hindi have been brought out from April, 2001 to October, 2001.

GRANTS IN AID

15.11 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 to October, 2001, the Board provided grants-in-aid amounting Rs. 2,75,536/- to 48 Unions/ Institutions which conducted 106 programmes for 4,236 workers.

USE OF HINDI

15.12 During the period April, 2001 to October, 2001, 15 employees of the Board were given incentives for doing the official work in Hindi. The Official Language Committee of the Board met twice and reviewed the progress made in the use of Hindi at Head Office, Indian Institute of Workers Education and Regional Directorates.

During the year under report, two Rajbhasha Workshop was conducted at Head Quarters, Nagpur exclusively for Group ‘C’ employees of Head Office and other for Regional Directors of “C” Region in which 10 and 15 employees and Regional Directors respectively were imparted training for doing their official work in Hindi.

OBSERVANCE/CELEBRATION OF VARIOUS DAYS

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

- Anti-Terrorism Day
- World Population Day
- Sadbhavana Day
- Hindi Diwas and Hindi Month
- Workers Education Day
- National Solidarity Day
- Anti-Corruption Day and Vigilance Awareness Week

IMPACT

15.14 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 with stand 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 organisation. 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, indebtedness and instead switched to savings. In Rural camps the participants realized the importance of Rural Worker Organisation, small savings, health, hygiene and literacy etc. and undertook to carry on message of awareness to those who are not aware.

UPGRADATION OF CBWE

15.15 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. He mentioned about the need for upgradation of CBWE into an institution of excellence. In pursuance of this and also in recommendation 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 to study the status of labour education in the country and to suggest ways

and means to enrich it; to redefine the concept of Workers' Education need to widen its scope, dimension and coverage and to assess need-based programmes so as to encompass capacity building of workers in all respects to meet the challenges of the country on account of globalization and intense competition from the MNCs by the workforce and industries. The Committee will submit the report very soon.

Table 15.1

COURSES ORGANISED UNDER WORKERS EDUCATION SCHEME			
Sr. No.	National Level	Regional Level	Unit Level Specific Categories
1	Leadership Development	1 Training of Trainers	1 Unit Level Classes 1 Functional Adult Literacy Classes
2	Industrial Health, Safety and Environment	2 Refresher Courses for Trainers	2 Need Based Special Programmes 2 Education of Un-organised Workers (5 days)
3	Industrial Relations and Trade Unionism	3 Personality Development Programmes	3 Joint Educational Programmes (2-days) 3 Training of Weaker Section (5-days)
4	Organising the Unorganised and Rural Workers	4 Joint Educational Programmes (3-days)	4 Rural Awareness Camps (2 days)
5	Programmes under Self Generation of Funds Scheme	5 Programmes under Self Generation of Funds	5 Special Seminars (2 days)
6	Orientation Courses for Education Officers on "Research Methodology" and "Induction to New Syllabi"	6 Need Based Seminars	a. Unorganised Weaker Sections b. Seminars for Women Workers
7	Library Management	7 Quality of Life for Workers and their Spouses (5/2 days) 8 Seminars at Plant Level (1 day)	c Seminars for SC/ST Workers d Seminars for Parents of Child Labour/

Table 15.2					
Activities of Central Board for Workers Education for the period 2000-2001.					
Activity	Targets 2001-2002 Programmes	Achievements		Projected	
		Progs.	Workers	Progs.	Workers
<u>REGIONAL LEVEL</u>					
Training of Trainers (1—1/2 months)	18	15	377	3	75
Personality Development Programme (Three Weeks)	140	65	1703	75	1875
Refresher Courses for Trainers (1 week)	28	10	187	18	270
Joint Educational Programme on Participative Management (3 Days)	219	170	4505	49	1225
Self Generation of Funds Scheme (3 Days)	198	201	4376	Target	exceeded
Self Generation of Funds Scheme (2 Days)	689	398	8526	291	5820
Need Based Seminars (2 days)	399	245	6417	154	3850
Quality of Life for Workers and their Spouses (5 Days)	202	56	2250	146	5110
Quality of Life for Workers and their Spouses (2 Days)	464	138	5261	326	11410
One Day Seminar at Plant Level (1 Day)	158	55	1669	103	3090
<u>UNIT LEVEL</u>					
Part Time Unit Level Classes (3months/ 3weeks/ 1 month/ 1—1/2 months)	296	172	4116	124	3100
Joint Educational Programmes for New Members of Joint Councils at Enterprise Level (2 Days)	470	412	9125	58	1450
Need Based Special Programmes (1 week)	85	43	1197	42	1050
Functional Adult Literacy Classes (6 Months)	13	11	274	2	40
<u>UNORGANISED SECTOR</u>					
Camps for Unorganised Workers (5 days) Weaker Section	428	39	1811	389	13615
Special Seminar for Unorganised Sector (2 Days)	191	70	2657	121	4235
Special Seminar for Women Workers (2 Days)	229	73	2861	156	5460
Special Seminar for Parents of Child Labour/Child Labour (2 Days)	126	22	846	104	3640
Special Seminar for SC/ST Workers (2 Days)	184	53	2121	131	4585
<u>RURAL SECTOR</u>					
Two Day Rural Awareness Camps	2536	1035	40402	1501	52535

Photo 13

