

## Introduction

**D**uring the Second Five - Year Plan it was felt by the Planners that democratic society like ours had required an active and intelligent participation of workers in the affairs of their trade unions and of the country for its speedy socio-economic development. A strong, free, responsible and democratic trade union movement would make significant contribution to the realization of better life for workers. Workers should be trained to play their role effectively for the attainment of socio-economic development of the country. It was envisaged that Workers Education could help in preparing the workers and their trade unions to play their role effectively in the task of nation building. It necessitated the Government of India in the year 1957 to secure an expert advice in formulating "Workers Education Scheme". As such the Government of India in collaboration with the FORD Foundation had appointed an International Team of Experts to suggest Workers Education Scheme. The Team of Experts had submitted its report in March, 1957. The recommendations of the Team of Experts were endorsed by the Indian Labour Conference in its 15<sup>th</sup> session held in July, 1957. The Indian Labour Conference had

recommended setting up of a semi-autonomous Board for administering the Workers Education Scheme. Consequent upon the recommendation, the Central Board for Workers Education was established on 16<sup>th</sup> September, 1958 and was registered under the Societies Registration Act XXI of 1860. The Board is tripartite in character.

### Organisational Set-up

The Board has its headquarters at Nagpur. It operates through a network of 49 Regional Directorates and 9 Sub-Regional Directorates located in various parts of the country. There are five Zonal Directorates at Delhi, Guwahati, Kolkata, Mumbai and Chennai to monitor and supervise the training activities of the Regional Directorates in their respective Zone.

The Board carries out its activities at three levels viz. national, regional and unit, and conducts various training programmes. The national level programmes are conducted by the Board's apex Training Institute called Indian Institute of Workers Education established in 1970 in Mumbai.

The primary aim of establishing the Indian Institute of

Workers Education is to enable the Board to conduct national level training programmes for achieving its objectives, to develop stronger and more responsible trade unions, to promote the growth of democratic processes in trade union administration, to equip labour to take its place in a democratic society, to inculcate in them 'nation first' approach based on commonality of interests.

The Institute serves as information centre and offers special training and education programmes for labour. It also serves as a clearing-house of information for Regional and Sub-Regional Directorates of the Board. It has a research wing for developing and perfecting methods and tools of teaching for workers. It conducts in House Training programmes for its officials.

### Board and Governing Body

The Board is headed by a non-official Chairman, who is nominated by the Government of India. Major General Samay Ram, UYSM, AVSM, VSM (Retd.) was the Chairman of the Board upto 12<sup>th</sup> April, 2005 and Shri Ajeenkya Dyandeo Patil, has been nominated by the Govt. of India as the Chairman of the Board from

13<sup>th</sup> April, 2005. The Director of the Board is Administrative Head of the Board. Shri V. Parameswaran is currently the Director.

The Board comprises representatives of Central Organisations of Workers, Central Organisations of Employers, Central and State Governments, and Educational Bodies. The affairs of the Board are managed by Governing Body elected from amongst the members of the Board.

At the Regional Directorate level, Regional Advisory Committees have been set up to review the progress of the scheme, to recommend measures for proper implementation of the programmes and generally to guide the work of Regional Directorates. The Regional Advisory Committees are also tripartite in nature.

### Coverage

The training programmes of the Board cater to workers of organised, unorganised, rural and informal sectors. Supervisory and managerial cadres are also covered through Joint Education Programmes. During the year 2005-06, 9,670 programmes for organised, unorganised, rural and informal sectors were organized for 3,37,352 workers as against 9,440

programmes and 3,27,954 workers registering an increase of 2.43% in the programmes and 2.86% in participants over the corresponding period of the previous year. The figures include the programmes and workers trained under Grants-in-Aid Scheme of the Board.

### Evaluations

Evaluations of the programmes of CBWE have also been done from time to time since inception of the Board. Further the Board assesses its programmes internally by way of getting feedback from the workers as well as employees' and employers' organizations and accordingly the required changes are planned and implemented.

During the year 2005-06 under report, the Board has evaluated its training programmes through Regional Directorate, Kolkata in collaboration with Psychology Research Unit of Indian Statistical Institute, Kolkata on the "Effectiveness of Training Programmes of CBWE" at Ambica Multifibres Company Limited, Belur, Howrah, West Bengal.

Subjective and objective data were collected and analyzed using some statistical and psychological tools. The study revealed that as an

impact of CBWE's training programmes, there has been a significant improvement in the areas of productivity, quality, waste control and reduction in absenteeism and rate of accidents. Further, significant difference in attitudinal levels, motivation, etc. was found between trained and non-trained workers, supervisors and managers of the factory. The report of the impact assessment has been published by the Board, which has been widely appreciated.

An impact study on "Effects of Training Programmes of the CBWE in the Unorganised and Rural Sectors" was also conducted by the Regional Directorate, Jabalpur (MP).

The Study revealed that more than 70 Self-Help Groups were formed by the participants. As a follow up of the training programmes, the Jabalpur Regional Directorate with the help of voluntary organizations arranged the vocational training programmes for 650 workers, who underwent the CBWE training programmes for acquiring skill in some trade to start their own occupation. Besides, the CBWE's role in associating with Vocational Training Institutes, NGOs, etc. has resulted in self-employment generation.

### Thrust Areas

Looking to the vast magnitude of the workers of rural, unorganized and informal sectors, the Board's thrust was on educating Rural, Unorganized Workers in general and Tribal Labour, Child Labour and Women Workers in particular.

### Special Component for North-East Region

The Central Board for Workers Education focuses special attention to the workers of North-East region for the development of the region. This region of the country is covered by the CBWE through its four Regional

Directorates situated at Guwahati, Imphal, Tinsukia and Siliguri.

Besides regular training programmes, special programmes on topic such as HIV/AIDS, Human Rights, National Integrity and Communal Harmony etc. are also conducted for developing awareness among different categories of workers including tea garden workers.

A Zonal Directorate to monitor exclusively the workers education activities of the North-East Region has been established by the Board at Guwahati. A special package of Rs. 1.00 crore was also sanctioned by Govt. of India to

CBWE during the year under report to undertake the activities in the North-East region.

During the year under report, the Board organized 750 programmes for 28,488 workers from North - East region.

### Training of Women Workers

In tune with the Government of India's stress on empowering the women workers, special efforts were made to have more participation of women workers in Board's various training programmes. During the year 2005-06, 2,14,562 women participated in Board's various training programmes as against 2,04,320 in the previous year.

### Performance

Performance of Board's activities during the year under report as against the previous year is as under :

Sr.	Name of Activity No. of Progs.	2004-05	2005-06	No.	
		No. of Parti.	No. of Progs.	No. of Parti.	
<b>National Level</b>					
1	Education Officers Training Course	1	15	-	-
2	Courses for Trade Unions	34	885	26	658
3	Refresher Courses for Regional Directors/Education Officers	6	185	6	155
4	Course on Library Management	1	11	-	-
5	Courses for Representatives of Management & Workers of Pvt./Pub. Sector (SGF)	3	59	2	25
6	Training of Trainers Courses for Education Officers on HIV / AIDS	1	18	5	112

Sr. No.	Name of Activity	2004-05		2005-06	
		No.of Progs.	No.of Parti.	No.of Progs.	No.of Parti.
7	Training of Trainers for Activists of HMS from Railway on HIV/AIDS	1	20	-	-
8	Courses on Office Management and Public Relations for Organizational Process for Group C&D employees of Board	2	36	2	42
9	Programmes on Workers Participation in Management	2	62	2	41
10	Activists from Jammu & Kashmir	-	-	4	102
11	Central Trade Unions of North-Eastern Region	-	-	5	134
12	Others	-	-	9	224
<b>ORGANISED SECTOR</b>					
<b>Regional Level</b>					
13	Training of Trainers	11	264	11	258
14	Personality Development Programmes	78	1793	85	1969
15	Refresher Courses for Trainers (5-day)	15	289	15	211
16	Joint Education Programmes (3-day)	112	2672	94	2166
17	Need Based Seminars (2 days)	432	10413	449	10938
18	Self Generation of Funds Programmes (1/2/3-Days)	930	18180	945	18259
19	Special Self Generation of Funds Programmes	6	219	12	360
20	Programmes on Workers Participation in Management (3 days)	31	859	31	951
<b>UNIT LEVEL</b>					
21	Part Time/Full Time Unit Level Classes	283	6920	190	4232
22	Joint Educational Programmes (2-day)	467	10780	456	10862
23	Need Based Special Seminars (1 Week)	25	531	9	203
24	Functional Adult Literacy Classes (6 months)	24	538	13	310

Sr. No.	Name of Activity	2004-05		2005-06	
		No.of Progs.	No.of Parti.	No.of Progs.	No.of Parti.
25	Quality of Life Programmes (4-day)	146	5708	45	1650
26	Quality of Life Programmes (2-day)	420	15877	136	4982
27	Plant Level Programmes (1-day)	82	2508	94	3289
<b>UNORGANISED SECTOR</b>					
28	Camps for Unorganized/Weaker Sections Workers (4-day)	523	20595	555	21810
29	Quality of Life Programmes (4-day)	-	-	128	4992
30	Quality of Life Programmes (2-day)	-	-	254	9762
31	Special Seminars for Unorganized Sector Workers (2-day)	462	18026	635	24790
32	Special Seminars for Women Workers (2-day)	464	18328	652	25632
33	Special Seminars for Parents of Child Labour/ Child Labour (2-day)	339	13302	623	24436
34	Special Seminars for SC/ST Workers (2-day)	353	13781	486	19050
35	Special Programmes on Labour Welfare and Development (2-day)	895	35080	973	38292
36	Stone Quarry Workers	-	-	11	435
<b>RURAL SECTOR</b>					
37	Rural Awareness Camps (2-day)	2925	115630	2249	87846
38	Conscientization Camps for Rural Workers (4-day)	213	8246	276	10875
39	Grants-in-Aid Programmes	153	6124	182	7299
<b>TOTAL</b>		<b>9440</b>	<b>327954</b>	<b>9670</b>	<b>337352</b>

#### National Shramik Shikshan Award Scheme

The CBWE has introduced Best Performance Awards Scheme called "National Shramik Shikshan Awards" for the best Regional Directorate, best Education Officers and best Staff Members of the Board. The objective of instituting

the awards is to motivate the staff and select such personnel who are shining examples of discipline, dedication and devotion to duty and to effect improvement in the overall work efficiency, productivity and work culture in them. The other objective of Awards Scheme is to expect from those officials, who receive the award, to inspire

confidence among their colleagues for emulating their standards of efficiency at their work place.

During the year 2005-06, the following Regional Directorate, Education Officers and Staff Members (Group C & D) received the Performance Awards for the year 2004-05:

<b>I. Best Regional Directorate</b>		
North Zone	Regional Directorate, Chandigarh	Award received by Shri D. R. Prashar, Regional Director, Chandigarh
<b>II. Best Education Officers</b>		
North Zone	Regional Directorate, Delhi	Shri Puneet Gautam
East Zone	Regional Directorate, Kolkata	Shri S. K. Roy
North - East Zone	Regional Directorate, Tinsukia	Shri W. I. Singh
West Zone	Regional Directorate, Vadodara	Smt. M. P. Chitnis
South Zone	Regional Directorate, Vijayawada	Shri Sayeed Basheer Ahmed
<b>III. Best Group "C" Employees</b>		
Category 1		
North Zone	Regional Directorate, Parwanoo	Shri Ramesh Kumar, Sr. Clerk
National Hqrs.	Head Office, Nagpur	Shri Chinmoy Kar, Sr. Clerk
South Zone	Regional Directorate, Visakhapatnam	Shri K. Lakshman Rao, U.D.C.
Category 2		
National Hqrs.	Head Office, Nagpur	Shri H. G. Purohit, Steno Gr.I
South Zone	Regional Directorate, Kozhikode	Smt. E. N. Leela, Steno Gr. II
South Zone	Regional Directorate, Mangalore	Smt. Mohini K., L.D.C.
<b>IV. Best Group "D" Employees</b>		
West Zone	Regional Directorate, Mumbai	Shri S. M. Bhoir
South Zone	Regional Directorate, Coimbatore	Shri C. Palani Chamy
South Zone	Regional Directorate, Hyderabad	Shri M. Narasimha

The awards were given at the hands of Shri J. P. Singh, Additional Secretary, Ministry of Labour and Employment, Govt. of India at a function organised in Delhi on 16<sup>th</sup> September, 2005.

### ILO-CBWE PROJECT ON HIV/AIDS

As a part of the Project on 'Prevention of HIV/AIDS in the World of Work: A Tripartite Response', the following two Review Workshops for Zonal/Regional Directors and five Refresher Courses for Education Officers in collaboration with ILO on HIV/AIDS were conducted during April, 2005 to March, 2006.

Place	Date	Participants
<b>Review Workshop</b>		
New Delhi	16 <sup>th</sup> to 17 <sup>th</sup> May, 2005	24
Chennai	20 <sup>th</sup> to 21 <sup>st</sup> September, 2005	22
<b>Refresher Courses</b>		
IWE, Mumbai	14 <sup>th</sup> April, 2005	28
IWE, Mumbai	11 <sup>th</sup> May, 2005	15
IWE, Mumbai	15 <sup>th</sup> June, 2005	21
IWE, Mumbai	28 <sup>th</sup> September, 2005	26
IWE, Mumbai	30 <sup>th</sup> November, 2005	22
<b>Total</b>		<b>158</b>

During the inaugural session of the first Review Workshop, which was held at New Delhi, a communication package on HIV/AIDS brought out by CBWE in collaboration with ILO was launched by Shri J. P. Singh, Additional Secretary, Ministry of Labour and Employment, Government of India on 16<sup>th</sup> May, 2005. Shri A. D. Patil, Chairman, CBWE, Shri V. Parameswaran, Director, CBWE and Shri S. M. Afsar, National Project Co-ordinator, ILO, were

present on this occasion besides a host of dignitaries.

#### INDUS Child Labour Project

The ILO has entrusted the CBWE with an Action Programme towards "Effective Mainstreaming of Child Labour into Workers Education Programmes in India" under the INDUS Child Labour Project, which is a technical co-operation project of the Government of India, Ministry of Labour and Employment, Department of

Education and United States Department of Labour (USDOL). The ILO is the implementing agency. The Action Programme is for a period of 22 months and has commenced from 30<sup>th</sup> October, 2004.

Under the Project, the CBWE will review the contents of its various training programmes and systematically include Child Labour 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 the CBWE will facilitate dialogue and exchange of experiences amongst the project districts, undertake the training project of staff and disseminate success stories on Elimination of Child Labour.

The Ministry of Labour and Employment, Government of India has designated CBWE as National Resource Cell (NRC) on 26<sup>th</sup> May, 2005. The CBWE in its capacity as NRC will co-ordinate the activities of the State Resource Cells (SRCs) of Delhi, Madhya Pradesh, Maharashtra, Tamil Nadu and Uttar Pradesh. It will also act as a Data Bank and will disseminate the success stories on Elimination of Child Labour to all the INDUS Project Districts.

As part of the Action Programme, the following activities were organized during the year 2005-06:

- (i) Orientation Workshop for Project Directors and Staff of INDUS Project Districts on 3<sup>rd</sup> and 4<sup>th</sup> August, 2005 at CBWE, Nagpur
- (ii) Writers' Workshop for development of Educational Materials on Child Labour from 1<sup>st</sup> to 5<sup>th</sup> August, 2005
- (iii) Training of Trainers Programme for the Education Officer Incharge of INDUS Child Labour Project States from 23<sup>rd</sup> to 27<sup>th</sup> January, 2006 at Madurai
- (iv) Training of Trainers Programme for the Education Officer Incharge of National Child Labour Project Districts (other than INDUS Child Labour Project States) from 15<sup>th</sup> to 17<sup>th</sup> February, 2006 at Goa
- (v) Conducted 572 Sensitisation programmes for 22,446 Parents of Child Labour/Child Labour from 1<sup>st</sup> July, 2005 to 31<sup>st</sup> March, 2006.

#### **4<sup>th</sup> Indian Congress on Workers Education**

The Board in collaboration with Centre for Quality Management Systems, Jadavpur University,

Kolkata organized 4<sup>th</sup> Indian Congress at New Delhi on the theme "Role of Worker Education in Achieving Organizational Excellence through Quality, Environment, Energy and Safety Management Systems". Delegates from various industries belonging to private and public sectors, educational and research institutions participated in the Congress.

Representatives of Industrial units from different parts of the country participated in the Congress along with representatives of Chamber of Commerce, Central Trade Unions, Govt. agencies and Educational bodies. The two days Congress proved to be ground for self-exploration, deep engagement, symbiosis of experience and exposition to the stakeholders in industry.

In order to make the Congress informative and educative, various Academicians, Professors, Lecturers and Research scholars presented their papers on the various facets of the theme of the Congress.





## The Board

The Board comprises representatives of Central Organizations of Workers, Central Organizations of Employers, Central and State Governments, University Grants Commission and Educational Bodies.

During the year 2005-06, Major General Samay Ram, UYSM, AVSM, VSM (Retd.) was the Chairman of Central Board for Workers Education till 12<sup>th</sup> April, 2005. Shri A. D. Patil, who was appointed by the Government of

India on 13<sup>th</sup> April, 2005, continued as the Chairman, Central Board for Workers Education and Shri V. Parameswaran, Director continued to be the Ex-Officio Secretary of the Board.

During the year under report the following personalities were continued as members of the Board:

### MEMBERS

1. Shri K. Chandramouli	Joint Secretary, Ministry of Labour & Employment, Govt. of India
2. Mrs. Rama Murali	Financial Adviser, Ministry of Labour & Employment, Govt. of India
3. Dr. V. Mohankumar	Director, Directorate of Adult Education, Ministry of Human Resource Development
4. Shri Jagadananda Panda	Commissioner-cum-Secretary, Labour & Employment Department, Govt. of Orissa
5. Shri R. Sella Muthu	Secretary, Labour & Employment Department, Govt. of Tamil Nadu
6. Shri P. S. Thangkhiew	Commissioner & Secretary, Labour Department, Government of Meghalaya
7. Mrs. Promilla Issar	Financial Commissioner & Principal Secretary, Labour & Employment Department, Govt. of Harayana
8. Shri Amar Nath Dogra	Deputy Resident Secretary, Bharatiya Mazdoor Sangh
9. Shri Krishan Chander Mishra	Organizing Secretary (Orissa State), Bharatiya Mazdoor Sangh
10.. Shri S. S. Chauhan	National Secretary, Indian National Trade Union Congress
11. Shri Shiva Gopal Mishra	President (UP State), Hind Mazdoor Sabha
12. Shri S. S. Thyagarajan	Vice -President, All India Trade Union Congress
13. Shri B. P. Pant	Secretary, All India Organization of Employers
14. Shri Sharad S. Patil	Secretary General, Employers' Federation of India
15. Dr. Mohan Singh	Organizing Secretary, Laghu Udyog Bharati
16. Dr. S. M. Dewan	Director General, Standing Conference of Public Enterprises
17. Shri Babulal Todi	President, All India Manufacturers' Organization
18. Dr. S. R. Chandak	Deputy Director General, Confederation of Indian Industry
19. Dr. D. S. Mishra	Educational Institution
20. Dr. N. K. Jain	University Grants Commission

### Change of Membership

Shri Babulal Todi was nominated by the Ministry as member of the Board in place of Shri Suresh Deora.

### BOARD MEETING

58<sup>TH</sup> Annual Meeting of the CBWE was held at Navi Mumbai on 26<sup>th</sup> October, 2005 under the Chairmanship of Shri Ajeenkya D. Patil, Chairman, CBWE. The Board approved the 46<sup>th</sup> Annual Report and Audited Statements of Accounts for 2004-2005 of CBWE. The meeting also approved the Revised Estimates of the Board for the year 2005-2006 and Budget Estimates for 2006-2007.

### MEETINGS OF THE GOVERNING BODY

The Governing Body held two meetings during the year 2005-06.

1. 144<sup>th</sup> Meeting at New Delhi on 15<sup>th</sup> September, 2005
2. 145<sup>th</sup> Meeting at Mumbai on 25<sup>th</sup> October, 2005

### Important Decisions

The Governing Body in its two meetings approved the following proposals:

- Enhancement in food expenses from Rs.45/- to Rs.80/- per day to be incurred on the trade union activists attending national level training programmes at IWE.
- Enhancement in Fee Structure of Self-Generation of Funds programmes.
- Re-designation of the post of Hindi Officer in the Central Board for Workers Education as Assistant Director (Official Language).

- Draft guidelines for utilization of corpus fund.
- Draft of 46<sup>th</sup> Annual Report and Audited Statements of Accounts for the year 2004-2005 of Central Board for Workers Education.

### Regional Advisory Committees

The Regional Advisory Committees for the Regional Directorates of CBWE constituted to help the Workers Education Scheme to forge ahead, continued to review and guide the functioning of the respective Regional Directorates.

During the year under report, there had been changes in the Chairmanship of Regional Advisory Committees of the following Regional Directorates.

Sr. No.	Name & Address of the Chairman, Regional Advisory Committee	Name of Regional Directorate	Date of Nomination
1.	Shri N. R. Suryabanshi, General Manager, Zila Vyapaar Avam Udyog Kendra, Govt. of M. P., City Centre, Gwalior (MP).	Gwalior	04.07.2005
2.	Shri K. V. Rajendran, Vice- President (HR), Hindustan Zinc Ltd., Yasad Bhawan, Udaipur-313004.	Udaipur	04.07.2005
3.	Shri V. K. Sharma, Regional Labour Commissioner (Central), Govt. of India, Shram Bhawan, New Colony, Dhanbad.	Dhanbad	18.07.2005

Sr. No.	Name & Address of the Chairman, Regional Advisory Committee	Name of Regional Directorate	Date of Nomination
4.	Shri P. P. Shetty, General Manager (P), BASF India Ltd., Bala-village, Mangalore.	Mangalore	18.07.2005
5	Shri R. D. Tripathi, Secretary, INTUC, MP Branch, M57-3/4 ,Saket Nagar, Habibganj, Bhopal.	Bhopal	18.07.2005
6	Shri S. C. Tiwari, Labour Commissioner, Govt. of West Bengal, Kolkata.	Kolkata	18.08.2005
7	Shri Chakradhar Prasad Singh, General Secretary, AITUC, Kedar Bhavan, Patna.	Muzaffarpur	18.08.2005
8	Shri P. K. Bhattacharjee, Secretary, Doors Branch, Indian Tea Association, P.O. Binnaguri, Dt. Jalpaiguri (WB).	Siliguri	18.08.2005
9	Shri G. P. Pansare, Working President, AITUC, Red Flag Building, Kolhapur (Maharashtra).	Pune	18.08. 2005
10	Dr. Sebastian Paul, Member of Parliament (Lok Sabha), No.20, Dr. Rajendra Prasad Road, New Delhi-110001.	Cochin	26.09.2005
11	Shri Narendra Kumar, Labour Commissioner, Govt. of NCT, New Delhi.	New Delhi	13.10.2005

#### FINANCE COMMITTEE

Finance Committee meeting of the Board was held at Mumbai on 25.10.2005 to finalize the Revised Estimates for 2005-06 and Budget Estimates for 2006-07.

The Revised Estimates for 2005-06 and Budget Estimates for 2006-07 were finally approved by the Government of India as shown below:

Sr. No.	Head	Budget Estimates for 2005-2006 (Rs. in Crores)	Revised Estimates for 2005-2006 (Rs. in Crores)	Budget Estimates for 2006-2007 (Rs. in Crores)
1.	Non-Plan	18.00	16.20	19.70
2.	Plan	9.14	9.14	9.14
				(including North-East Region)

#### Finance and Accounts

A grant of Rs. 25.34 crores was received by the Board from the Ministry of Labour & Employment, Govt. of India during the year 2005-06. This includes the grant for

conducting the programmes on Workers Participation in Management and Training Programmes for development of the North-East Region.

Similarly, under the ILO-

CBWE INDUS Child Labour Project, the Board received Rs.13,05,355.62 from ILO and Rs.14,35,905/- from the Ministry for undertaking various activities in the Project.



## Indian Institute of Workers Education

The Indian Institute of Workers Education, Mumbai was established in the year 1970 by the Central Board for Workers Education. Indian Institute of Workers Education, being the apex training institute organizes a variety of training programmes such as pre-employment training, orientation programmes for Board's Officers, specialized courses and seminars for the representatives of Central Trade Union Organizations/ Federations and their affiliated Associations working in the field.

The activities of the Institute are directed by the Managing Committee constituted for the purpose by

Governing Body of the Board. The present Managing Committee consists the following Members:

### Chairman

Shri A. D. Patil

### Vice-Chairmen

Shri S. S. Chauhan

Dr. S. M. Dewan

### Representative of Employers

Dr. S. R. Chandak

### Representatives of Workers

Shri A. N. Dogra

Shri S. G. Mishra

### Representatives of Govt. of India

Shri A. V. Singh

Shri Satish Loomba

Shri U. D. N. Sidhwani

### Representative of University Grants Commission

Dr. N. K. Jain

### Representative of Educational Body

Shri Ravi Raman

### Director, Central Board for Workers Education

Shri V. Parameswaran

### Member Secretary

Shri Mathew George,

Deputy Director (Training)

### Training Programmes

There has been substantial increase in the training programmes organized during the year as compared to the position during 2004-05. During the year 2005-06, the Institute conducted 61 training programmes for the officials of CBWE as well as activists of Central Trade Union Organizations, National Federations and Management representatives as against 51 during 2004-05 registering an increase of 19.60% and the number of participants registered an increase of 15.64%.

Duration, number of participants, classification of training programmes etc. are given in the following table:

Sr. No.	Name of the Programme	Theme	Duration	Workers Trained		
				Male	Female	Total
1.	Education Officers of Central Board for Workers Education	Techniques of Journalism and Research Methodology	11.04.05 to 15.04.05	24	04	28
2.	Education Officers of Central Board for Workers Education	HIV/AIDS	14.04.05	24	04	28
3.	Group 'C' Employees of Central Board for Workers Education	Better Performance for Organizational Effectiveness	18.04.05 to 21.04.05	12	05	17

Sr. No.	Name of the Programme	Theme	Duration	Workers Trained		
				Male	Female	Total
4.	Education Officers of Central Board for Workers Education	Re-training	25.04.05 to 24.05.05	12	03	15
5.	Indian National Cement Workers Federation (INTUC)	Team Building & Problem Solving	02.05.05 to 06.05.05	43	-	43
6.	Activists of Jammu & Kashmir	Human Empowerment	09.05.05 to 13.05.05	25	-	25
7.	Education Officers of Central Board for Workers Education	Refresher Course on HIV/AIDS	11.05.05	12	03	15
8.	Activists of AITUC	Organizing the Unorganized	16.05.05 to 20.05.05	14	04	18
9.	Group 'D' Employees of Central Board for Workers Education	Public Relations & Responsive Behaviour	24.05.05 to 27.05.05	25	-	25
10.	Refresher Course for Education Officers of North & West Zones	Knowledge Management	13.06.05 to 17.06.05	19	02	21
11.	Refresher Course for Education Officers of North & West Zones	HIV/AIDS Prevention	15.06.05	19	02	21
12.	Activists of North Eastern States	Human Empowerment, Creativity & National Progress	20.06.05 to 24.06.05	18	05	23
13.	Activists of Bharatiya Pratiraksha Mazdoor Sangh ((BMS)	Capacity Enrichment	04.07.05 to 08.07.05	18	-	18
14.	Activists of All India Beedi & Leaf Mazdoor Federation (HMS)	Organizing the Unorganized	11.07.05 to 15.07.05	12	06	18
15.	Activists of Baratiya Kamgar Sena (BKS)	Organizing the Unorganized	18.07.05 to 22.07.05	28	-	28
16.	National Workshop for Regional Directors & Education Officers of Central Board for Workers Education	Leadership Competency Development for Organizational Effectiveness	25.07.05 to 26.07.05	37	06	43
17.	SGF Programme for Employees of Bhabha Atomic Research Centre	Good Workmanship for Customer Satisfaction	17.08.05 to 19.08.05	15	03	18

Sr. No	Name of the Programme	Theme	Duration	Workers Trained		
				Male	Female	Total
18.	Women Trade Union Activists of North-Eastern States	Human Empowerment, Creativity & National Progress	22.08.05 to 26.08.05	-	35	35
19.	National Workshop for Self Generation of Funds	Goal Setting & Power of Mind	29.08.05 to 31.08.05	07	-	07
20.	Activists of Akhil Bhartiya Vidyut Mazdoor Mahasangh (BMS)	Administrative Leadership	12.09.05 to 16.09.05	33	-	33
21.	All India Sugar Workers Federation (HMS)	New Economic Policy & Rural Industries	19.09.05 to 23.09.05	38	-	38
22.	Refresher Course for Education Officers of North & West Zones	Organizational Change	26.09.05 to 30.09.05	22	04	26
23.	Refresher Course for Education Officers of North & West Zones	HIV/AIDS Prevention	28.09.05	22	04	26
24.	Activists of National Labour Organisation	Decent Jobs & Better Services	03.10.05 to 07.10.05	28	01	29
25.	Trade Union Activists from Jammu & Kashmir	Human Empowerment, Creativity & National Progress	17.10.05 to 21.10.05	25	02	27
26.	Trade Union Activists of Young Workers Councils (INTUC)	Leadership Skill	24.10.05 to 28.10.05	17	01	18
27.	Representatives of Management & Trade Union Activists of Public/Private Sector Undertakings	Workers Participation in Management	07.11.05 to 11.11.05	27	01	28
28.	Women Activists of HMS (NRMU)	Women Empowerment	16.11.05 to 18.11.05	-	22	22
29.	Activists of HMS	Leadership Development	21.11.05 to 25.11.05	43	-	43
30.	Refresher Course for Education Officers of South & East Zones	Organizational Change	28.11.05 to 02.12.05	17	05	22
31.	Refresher Course for Education Officers of South & East Zones	HIV-AIDS Prevention	30.11.05	17	05	22

Sr. No	Name of the Programme	Theme	Duration	Workers Trained		
				Male	Female	Total
32.	Activists of Central Railway Mazdoor Sangh (CRMS)	Human Empowerment & Organizational Change	05.12.05 to 09.12.05	21	--	21
33.	Activists of Central Railway Mazdoor Sangh (CRMS)	International HIV/AIDS Day	06.12.05	21	--	21
34.	Activists of North-East Region	Human Empowerment, Creativity & National Progress	12.12.05 to 16.12.05	15	04	19
35.	Representatives of Management & Trade Union Activists of Public / Private Sector Undertakings	Workers Participation in Management	19.12.05 to 23.12.05	08	05	13
36.	Activists of Western Railway Mazdoor Sangh (WRMS)	Leadership Skills	26.12.05 to 30.12.05	21	02	23
37.	Activists of Bhartiya Port & Shipyard Mazdoor Sangh	Better Performance for National Development	2.1.06 to 6.1.06	23	02	25
38.	Activists of AITUC	Social Security	9.01.06 to 13.01.06	19	03	22
39.	Employees of Indo-Burma Petroleum (IBP)	Better Performance through Employees Participation	09.01.06 to 11.01.06	18	06	24
40.	Women Activists of INTUC	Women Empowerment	09.01.06 to 13.01.06	-	17	17
41.	Activists of Indian Confederation of Labour	Organizing the Unorganized	16.01.06 to 20.01.06	12	04	16
42.	Activists of Indian National Electric Workers Federation (INTUC)	Public Relations	23.01.06 to 27.01.06	20	-	20
43.	Activists of HMS	Organizing the Unorganized	23.01.06 to 25.01.06	28	-	28
44.	Union Leaders of Department of Atomic Energy (DAE)	Leadership Development	01.02.06 to 03.02.06	40	-	40



Sr. No	Name of the Programme	Theme	Duration	Workers Trained		
				Male	Female	Total
45.	Activists of Bharatiya Kamgar Sena (BKS)	Organizational Change in Present Economic Scenario	30.01.06 to 03.02.06	28	-	28
46.	Activists of North-East Region	Human Empowerment, Creativity & National Progress	30.01.06 to 03.02.06	14	12	26
47.	Employees of Indo-Burma Petroleum (IBP)	Better Performance through Employees Participation	06.02.06 to 08.02.06	11	07	18
48.	Activists of Bharatiya Swayatta Sahakari Karmachari Mahasangh (BMS)	Emerging Scenario in Industrial Relations	06.02.06 to 10.02.06	25	01	26
49.	Activists of Transport Workers Federation (BMS)	Leadership Skills	13.02.06 to 17.02.06	21	-	21
50.	Activists of Construction Workers Federation (HMS)	Problems of Unorganized Workers	13.02.06 to 17.02.06	14	06	20
51.	Activists of National Municipal & Local Bodies Workers Federation (INTUC)	Public Relations for Better Performance	20.02.06 to 24.02.06	31	-	31
52.	Employees of Department of Atomic Energy (DAE)	Leadership Development	22.02.06 to 24.02.06	31	06	37
53.	Activists of Jammu & Kashmir	Human Empowerment, Creativity and National Progress	27.02.06 to 03.03.06	25	-	25
54.	Activists of Jammu & Kashmir	Safety Day/Safety Week	03.03.06	25	-	25
55.	Employees of Indo-Burma Petroleum (IBP)	Better Performance through Employees Participation	06.03.06 to 08.03.06	15	07	22
56.	Activists of BMS	Organizing the Unorganized	06.03.06 to 10.03.06	25	-	25
57.	Activists of Indian National Plantation Workers Federation (INTUC)	Leadership Skills	03.03.06 to 07.03.06	21	-	21
58.	Activists of HMS	Problems of Unorganized Workers	20.03.06 to 24.03.06	30	-	30

Sr. No	Name of the Programme	Theme	Duration	Workers Trained		
				Male	Female	Total
59.	Activists of North-East Region	Human Empowerment, Creativity and National Progress	20.03.06 to 24.03.06	15	16	31
60.	Employees of Indo-Burma Petroleum (IBP)	Better Performance through Employees Participation	22.03.06 to 24.03.06	16	03	19
61.	Participants of different Training Programmes	Performance Appraisal	27.03.06 to 31.03.06	09	10	19
<b>Grand Total</b>				<b>1255</b>	<b>238</b>	<b>1493</b>

#### Organisation-wise distribution

The Institute always accommodates the needs and the demands of the Unions and Learners. No wonder, there is heavy demand for programmes of IIWE throughout the country. Most of the Central Trade Union Organisations nominated their activists for the training programmes. The organization-wise distribution of the participants is as follows :

Sr. No.	Name of Organisation	No. of Progs.	Participants		
			Male	Female	Total
1	INTUC	09	195	20	215
2	BMS	06	145	03	148
3	AITUC	02	33	07	40
4	H.M.S.	07	165	34	199
5	B.K.S.	02	56	-	56
6	BARC	01	15	03	18
7	CBWE Officers	11	225	42	267
8	CBWE Group C & D	02	37	05	42
9	Workers Participation in Management (Ministry)	02	35	06	41
10	National Workshop	01	07	-	07
11	Activists of Jammu & Kashmir	04	100	02	102
12	Central Trade Unions of North-Eastern Region	05	62	72	134
13	D.A.E.	02	71	06	77

Sr. No.	Name of Organisation	No. of Progs.	Participants		
			Male	Female	Total
14	IBP	04	60	23	83
15	NLO	01	28	01	29
16	ICL	01	12	04	16
17	Performance Appraisal	01	09	10	19
<b>Total</b>		<b>61</b>	<b>1255</b>	<b>238</b>	<b>1493</b>

#### Position-wise distribution

In the programmes not only members of the Central Trade Unions / Federations are participating but their Office Bearers and Executive Committee Members also showed their keen interest in the programmes. Similarly, Management Representatives and Government Officials also participated during the year under report.

The position-wise distribution of the participants is as below:

Sr. No.	Position	Participants		
		Male	Female	Total
1	Chairman/ President	80	16	96
2	Vice-President	48	11	59
3	General Secretary	78	14	92
4	Secretary / Organizing Secretary	42	27	69
5	Treasurer	20	2	22
6	Joint Secretary	34	16	50
7	Members	325	28	353
8	Branch Secretary	36	7	43
9	Working Committee Member	74	13	87
10	Group 'C' & 'D' Employees	37	5	42
11	District President	8	1	9
12	Education Officers	225	42	267
13	Publicity Officers	2	1	3
14	Adviser	2	-	2

Sr. No.	Position	Participants		
		Male	Female	Total
15	Office Bearer	17	6	23
16	Skilled Workers	180	35	215
17	Supervisor / Staff	2	-	2
18	Section Officer	3	-	3
19	Sr. Asstt. / Asstt.	31	9	40
20	Sr. Stenographer	6	5	11
21	Accountant	2	-	2
22	Organizer	1	-	1
23	Inspector	2	-	2
<b>Total</b>		<b>1255</b>	<b>238</b>	<b>1493</b>

#### State-wise distribution of the participants

The trainees who participated in different programmes were from 25 States (excluding CBWE officials). The State-wise distribution is as follows :-

Sr. No	Name of States	Participants		
		Male	Female	Total
1	Arunachal Pradesh	1	1	2
2	Assam	29	15	44
3	Andhra Pradesh	60	32	92
4	Bihar	36	4	40
5	Chhattisgarh	17	1	18
6	Delhi	25	6	31
7	Gujarat	66	20	86
8	Goa	7	1	8
9	Haryana	12	-	12

Sr. No	Name of States	Participants		
		Male	Female	Total
10	Himachal Pradesh	6	-	6
11	Jammu & Kashmir	110	4	114
12	Jharkhand	22	1	23
13	Kerala	28	7	35
14	Karnataka	34	9	43
15	Madhya Pradesh	64	10	74
16	Maharashtra	307	36	343
17	Manipur	60	50	110
18	Orissa	40	2	42
19	Punjab	27	2	29
20	Rajasthan	73	3	76
21	Tripura	1	1	2
22	Tamil Nadu	54	9	63
23	Uttar Pradesh	121	17	138
24	Uttaranchal	10	1	11
25	West Bengal	45	6	51
<b>Total</b>		<b>1255</b>	<b>238</b>	<b>1493</b>

During the year 2005-2006, adequate care was taken to cover Scheduled Caste and Scheduled Tribe employees of the country in large number in various training programmes organized by the IIWE.

Sr. No	Category	Participants		
		Male	Female	Total
1.	SC	174	19	193
2.	ST	36	28	64
3.	Other	1045	191	1236
<b>Total</b>		<b>1255</b>	<b>238</b>	<b>1493</b>

### **Chairman Inaugurates Programme on “Public Relations and Responsive Behaviour”**

**IIWE :** Shri Ajeenkya Dnyandeo Patil, Chairman, Central Board for Workers Education inaugurated the 4-day Training Programme organized by the Indian Institute of Workers Education, Mumbai, for Group “D” officials of the Central Board for Workers Education from 24<sup>th</sup> to 27<sup>th</sup> May, 2005, on “Public Relations and Responsive Behaviour”.

In his inaugural address, Shri Patil said that he felt very happy to head the organization which represents entire country and added that he would make all possible efforts to take the organization to the greatest height. He, however, appealed the participants to contribute their mite in this endeavour.

### **Learn Good Things from Others: Nair**

**IIWE:** The 5-day Training Programme organized for the Indian National Cement Workers Federation (INCWF) by the Indian Institute of Workers Education, Mumbai, from 2<sup>nd</sup> to 6<sup>th</sup> May, 2005, was inaugurated by Shri K. K. Nair, Treasurer, INTUC. Shri N. Nanjappan, General Secretary,

INCWF presided over the programme.

Shri Nair in his address appealed the participants to be good leaders and try to learn better things from others. Shri Nanjappan in his presidential address stressed on developing the skills of problem-solving and grievance-handling for better Industrial Relations.

The programme was valedicted by Shri V. Parameswaran, Director, Central Board for Workers Education, on 6<sup>th</sup> May, 2005. Shri Parameswaran told that multi-skill was a key word for the survival of workers and employment generation had become the need of the hour and hence while entering into any agreement, unions should give more emphasis on these issues.

### **Use IT to Benefit All : Ravi Raman**

**IIWE :** The 5-day Training Programme on 'Knowledge Management' organized for Education Officers of North and West Zones of CBWE by Indian Institute of Workers Education, Mumbai from 13<sup>th</sup> to 17<sup>th</sup> June, 2005 was inaugurated by Shri Ravi Raman, National Secretary, BMS and Member, Managing Committee for Indian Institute of Workers

Education. In his inaugural address, Shri Ravi Raman, while highlighting the importance and need of Information Technology, said that because of IT only we would be getting knowledge of different fields on various aspects instantly. Hence it was upto us to acquire and manage the knowledge for the benefit of organization and also for ourselves.

### **Programme for BKS Activists Held**

**IIWE :** The 5-day Training Programme organised for the activists of Bharatiya Kamgar Sena on 'Organising the Unorganised' from 18<sup>th</sup> to 22<sup>nd</sup> July, 2005 was inaugurated by Shri Deoram Bhosale, Vice-President, Bharatiya Kamgar Sena.

Shri Bhosale in his address said that due to globalisation, organized workers were also becoming unorganized and unprotected, and hence, it was the duty of each activist of every union to make his union more strong.

Shri Suryakant Mahadik, President, Bharatiya Kamgar Sena, while valedicting the programme, said that in the changing scenario organized workers should help the unorganized workers or else the Trade Union Movement would collapse.

### **IIWE Programmes Enlighten Activists of Trade Unions : Gupte**

**IIWE** : Shri Vasant Gupte, Secretary, All India Hind Mazdoor Sabha, inaugurated the 5-day Training Programme organized for the activists of HMS by the Indian Institute of Workers Education, Mumbai on 11<sup>th</sup> July, 2005.

Shri Gupte, in his inaugural address, said that IIWE was the only Institute in the country which enlightens the activists of all shades of trade unions who come from different States and as such appealed the participating activists to take maximum benefit of this apex training institute.

### **IIWE Organises National Workshop**

**IIWE** : The 2-day National Workshop organised by the Indian Institute of Workers Education, Mumbai from 25<sup>th</sup> to 26<sup>th</sup> July, 2005, on "Leadership Competency Development for Organisational Effectiveness" was concluded with the valedictory address by Shri V. Parameswaran, Director, Central Board for Workers Education. Shri Parameswaran in his address said that for the betterment of organization, there was a need of competent leaders in all the sections, as they could give new

directions and dimensions to the organization.

### **BMS President Inaugurates Programme on Emerging Scenario in Industrial Relations**

**IIWE** : A 5-day training programme organized for the activists of Bharatiya Swayata Sahakari Karmachari Mahasangh (BMS) on "Emerging Scenario in Industrial Relations" from 6<sup>th</sup> to 10<sup>th</sup> February, 2006 was inaugurated by Shri Ramanbhai Shah, President, BMS.

Shri Shah in his inaugural speech stated that in the present economic scenario "Survival of the Fittest" is important and for fitness, better quality and better industrial relations are the prerequisites.

### **Notable Features: 2005-06**

- ◆ Mrs. B. R. Vij, Under Secretary, Ministry of Labour and Employment, Govt. of India visited the Library and Photogallery. She described photogallery as "One of its unique and efforts to maintain it are commendable. It is simply stupendous".
- ◆ Dr. D. S. Mishra, Governing Body Member of CBWE visited the institute and photogallery and described, "I am deeply impressed with institute, Library and photogallery."

- ◆ "Facts For You" brought out on 22 topics of current usage i.e. Management Case Studies, Statistics etc. with an aim to enrich knowledge and help Board's officers in collecting current information on training.
- ◆ Special reference service was offered to 193 users countrywide on 289 topic. Users list includes dignitaries like Labour Researchers and Trade Union Leaders etc.
- ◆ M. Lib. Sc. student from Mumbai University and B. Lib. Sc. student from SNDT University, Mumbai undergone Library Management Training at IIWE Library.
- ◆ Maniben Kara Institute in collaboration with ILO organized two-day national seminar from 27<sup>th</sup> to 28<sup>th</sup> March, 2006. Librarian, IIWE, Mumbai attended the seminar and presented paper on the theme, "Localization of Labour Databases".

### **Library and Documentation Centre**

The Library and Documentation Centre of IIWE continued its efforts with the sole intention to provide information and knowledge resources on labour

matters to its users to acquire, to disseminate specific and up-to-date Directorates of CBWE and the users process, to organize and to information on labour to Regional from all over the country.

### STATISTICAL OUTLINE OF IIWE LIBRARY

Sr.No.	Library Activity	2005-2006
1.	Number of library users	1885
2.	Books issued and referred	12650
3.	Selective Dissemination of Information (SDI)	
	a) Users	193
	b) Topics	286
4.	Number of Journal articles preserved	283
5.	Number of Newspaper articles preserved	227
6.	Visitors in Photogallery	1645
7.	Total Number of Library Books	13949
8.	Number of Library Books added during the year	401
9.	Number of Ph. D. Theses	39

#### Audio Visual Aids

During the year 2005-06, extensive use of Audio Visual Aids was made in various training programmes. Tools such as O.H.P., Computer L.C.D, Computer Plazma and Laptop/LCD Projector were utilized in 22, 237, 146 and 8 sessions respectively, while 22 Vedio Cassettes on relevant topics were shown in the various training programmes organized at the Institute.

#### Labour Education Service

The IIWE brought out 2 quarterly publications of Labour

Education Services for the use of Officers of the Board especially Education Officers to update their knowledge which can be disseminated among the participants in the organised, unorganized and rural sectors.

#### Performance Appraisal - A New Beginning

The performance of any training programme largely depends upon the impact it creates and unless otherwise it is evaluated, it can not be assessed.

Keeping in view, it was decided in the 27<sup>th</sup> meeting of the

Managing Committee for Indian Institute of Workers Education held at Mumbai on 27<sup>th</sup> March, 2004 to hold a Performance Appraisal Training Programme at the fag end of the financial year by enrolling one candidate each from all the preceding training programmes to know the feedback of the training programmes. Accordingly, one such programme was held from 21<sup>st</sup> to 24<sup>th</sup> March, 2005.

#### Thrust on Development of the North-East Region

The IIWE conducts various need based training programmes



for the trade union activists on various themes of importance to them on an all India basis and as such the participation of the trade unions from the North-East region was limited. With a view to accommodate more trade union activists of the North-East region in the training programmes to enlighten them about the various facets of trade unionism as well as the importance and need of development of the region for mainstreaming in the national

development, the IIWE conducted 5 programmes on “Human Empowerment, Creativity & National Progress” exclusively for Trade Union Activists of North Eastern States during the year 2005-06 in which 134 activists participated.

#### **Impact of the Programmes**

During the year under report the Institute conducted an all time record of 61 Training Programmes for the benefit of Central Trade

Union Organizations and Board's officials. Almost all the participants of various training programmes appreciated the course contents, teaching methodology and facilities extended by the institute.

#### **Managing Committee Meeting**

During the year 2005-06, one meeting of the Managing Committee was held on 8.6.2005 at IIWE, Mumbai to review the activities of the Institute.



## Programmes at Regional, Unit and Village Levels

### TRAINING OF WORKERS IN ORGANISED SECTOR

The Central Board for Workers Education continued to organize the below mentioned training programmes for the workers in organized sector at Regional and Unit Levels through the 49 Regional and 9 Sub-Regional Directorates spread throughout the country.

1	Training of Trainers	45 days
2	Refresher Courses for Trainers	1 week
3	Personality Development Programmes	3 weeks
4	Joint Education Programmes	2/3 days
5	Need Based Seminars	2 days
6	Self-Generation of Funds Programmes	1/2/3 days
7	Programmes on Quality of Life for Workers and their Spouses	2/4 days
8	Part-time Unit Level Classes (One hour per day)	45 days
9	Part-time Unit Level Classes (One hour per day)	1 month

10	Week-end Unit Level Classes	3 months
11	Full-time Unit Level Classes	3 weeks
12	Need Based Special Seminars (Part-time)	5 days
13	Functional Adult Literacy Classes (Part-time)	6 months
14	Special Seminars for Trained Workers at Plant Level	1 day

As in the previous year, stress was continued to be on coverage of workers from new and uncovered industries. The reports received from the Regional Directorates revealed that more and more active workers and trade union officials evinced keen interest in Workers Education Programmes.

### Training of Trainers

The workers who are selected and trained at the Regional Directorates as Trainers, are the front liners in conducting training activities at the enterprise level. Their potentiality, effectiveness, teaching skills, interest and motivation contribute to the quality of training.

During the year 2005-06, 258 Trainers were trained in the 11 full-time one and half month courses. Out of them 218 were from public

sector and 40 from the private sector.

Union-wise break up of Trainers trained during the year is as follows :

1	INTUC	43
2	BMS	23
3	HMS	10
4	IRUC	16
5	CFTU	13
6	All India Federations	74
7	Others	79
<b>Total</b>		<b>258</b>

Remarkable change in the quality of nominees sponsored by trade unions for the Training of Trainers courses has been noticed. The persons holding positions in the Trade Unions were nominated for the courses. Their classification is as follows:

1	Presidents	8
2	Vice-Presidents	14
3	Secretaries	26
4	Treasurers	9
5	Executive Committee Members	48
6	Representatives	145
7	Other Positions	8
<b>Total</b>		<b>258</b>

### Study Tours

Study tour is conducted during the 1 ½ months Training of Trainers Course with a view to facilitate the trainees to have first hand information of trade unions, industrial relations, productivity

techniques, safety, work environment etc. at different places of the country.

The employers paid full TA/DA to the Trainer Trainees as per rules of their respective organizations for the study tours conducted during the year under report.

#### **Local Excursions**

As part of the training course local excursions are organised by Regional Directorates to the major Trade Union Offices, Industrial Establishments and Labour Departments to facilitate the Trainer Trainees to know their working and hold discussions with concerned officials on matters of practical importance. During the year, 24 local excursions were organised for the Trainer Trainees.

#### **Refresher Courses for Trainers**

Trainers engaged in conducting unit level classes are given orientation by the Regional Directorates, to update their knowledge on subjects covered in the Unit Level Classes and also to develop their skills of imparting training to the workers effectively, with reference to the latest trends of teaching methodology. During the year under report 15 Refresher Courses were organised in which 211 Trainers were given orientation.

#### **Personality Development Programmes**

One of the popular training programmes of the Board appreciated by the trade unions is the Personality Development Programme of 21 days duration, as it has provided them to depute their active workers for equipping leadership, communication and negotiating skills. During the year 85 courses were organised for 1,969 participants.

#### **Joint Education Programmes**

Short-term Joint Education Programmes of two/three days are organised by the Board to provide an opportunity to the representatives of trade unions and managements on a common platform to discuss matters on Participative Management, Productivity, Industrial Health and Safety, Work Culture, Participation in Bi-partite Committees.

The feed-back received from the organizations where these programmes have been conducted revealed that the Joint Education Programmes have helped managements and trade unions too in a big way in developing mutual understanding, team spirit and group dynamics at work place. The demand for these courses has been constantly on increase.

During the year under report 550 Joint Education Programmes were conducted for 13,028 representatives of managements and trade unions.

#### **Need Based Seminars**

Subject Based or Need Based Seminars of two-day duration at regional level are conducted with a view to provide indepth and updated knowledge on topics of importance to trade union office bearers and other workers. During the year 10,938 workers participated in 449 such programmes.

#### **Programmes for Self Generation of Funds**

The Board has been conducting the Self Generation of Funds programmes of 5-day duration at national level and 1/2/3-day durations at regional level by charging a nominal fee of Rs. 500/-, Rs. 350/-, Rs. 400/- and Rs. 450/- respectively per participant from managements. However, no fee is charged for the programmes organized exclusively for trade union representatives. These programmes are on Productivity, Quality, Work Culture & Participative Management.

During the year under report 957 such programmes were organized for 18,619 workers.

### **Special Self Generation of Funds Programmes**

The Board continued to conduct Special Self - Generation of Funds Programmes during the year under report also because of its popularity and greater demand from industries/trade unions. These programmes aimed at improving work culture, developing inter-personal relationship, organizational excellence etc.

During the year 2005-2006, twelve such programmes were organized by the Regional Directorates, Kozhikode, Cochin, Vijayawada, Rajkot, Faridabad, Ahmedabad and Mumbai. In these twelve programmes, 360 representatives from Managements and Trade Unions participated.

The programmes were organized on the following themes :

- Personal Excellence for Executive Effectiveness
- Supervisory Skills
- Excelling Human Potential Eminence - Confronting Challenges of Globalisation
- Role of Human Resource Development in Present Scenario
- Leadership Resonance for Optimal Performance

- Organizational Development through Organizational Personality
- Managing for Higher Performance
- Employees Empowerment

### **Programmes on Quality of Life for Workers and their Spouses**

The Central Board for Workers Education has been conducting the programme on "Quality of Life for Workers and their Spouses" of 2-day/4-day duration since 9<sup>th</sup> Five Year Plan with a view to mould the attitudes, to develop motivation, to build-up personality, to raise family status, to maintain good neighbourhood relations, to develop awareness about environment, cleanliness, to develop a spirit of team work, human relations, productivity consciousness, commitment to work, discipline, mutual trust, health and hygiene etc. of the workers and their spouses. Since its introduction, this has become one of the popular programmes of the Board.

During 2005-06, the Board organised 563 such programmes in which 21,386 workers/spouses were trained.

### **Special Seminars for Trainer Workers at Plant Level**

The workers who were trained long back are unaware about the latest developments that

have taken place since the introduction of the New Economic and Industrial Policy of the Government of India.

In view of the changing scenario in the industrial field, it is imperative to keep the workers who were trained long back in the Unit Level Classes, in touch with the latest developments in the labour field to improve their functional efficiency.

The Board, therefore, started since 1997 one day Special Seminar at Plant Level for those employees who have been trained before 1992 in the Unit Level Classes.

During the year under report, 94 such programmes were organised for 3,289 workers.

### **Unit Level Classes**

Trained Trainers conduct unit level classes for the rank and file of workers in their respective enterprises. The Board continued to conduct one month unit level classes on themes of Trade Unionism, Labour Economics, Industrial Relations, Social Security and Labour Welfare introduced during 1991-92. The Board also continued to conduct week-end classes during the year under report. During the year 4,232 workers were trained in 190 sessions of unit level classes.

### **Study Tours and Local Excursions**

Study tours and local excursions were also arranged for the participants of unit level classes with the cooperation of respective management, besides, class room teaching. During the year 83 study tours of unit level classes were organised. The employers paid TA/DA towards the study tours as per the rules of their organizations. The worker trainees undertook 190 local excursions during the year.

### **Need Based Special Programmes**

Need Based Special Programmes of one week duration conducted by the Trainers are yet another type of training activity at the unit level. These programmes are conducted on the basis of functional needs of the workers. During the year, 9 sessions were organised for 203 workers.

### **Functional Adult Literacy Classes**

Functional Adult Literacy Classes are conducted by the Regional Directorates of the Board with a view to help minimize the illiteracy among the workers. The main thrust of these programmes was in the areas of mines as well as Transport, Sugar and Electricity, where percentage of illiteracy is

high. Functional Literacy Classes are conducted for a period of six months.

The Trainers trained at Regional Directorates conduct these classes for one hour a day for five days in a week. The syllabus of unit level classes and literacy components are covered in these classes. The Regional Directorates made use of learning material produced by State Resource Centres and other agencies in their respective regions. This was supplemented with the mimeographed materials prepared by the Board's Regional Directorates.

During the year 13 Functional Adult Literacy Classes were organized for 310 workers.

### **Programmes on Workers Participation in Management**

The Ministry of Labour & Employment, Government of India considered the CBWE an appropriate medium to propagate the concept of "Workers Participation in Management" and accordingly Central Board for Workers Education was entrusted with organizing 31 such programmes at Plant Level and two at National Level during the year 2005-06.

The Board has successfully conducted these programmes after

identifying such establishments where Workers Participation Scheme is in operation and trained 951 representatives of workers and managements.

### **TRAINING OF WORKERS IN UNORGANISED SECTOR**

The workers engaged in unorganised sector and small scale industries are worst exploited and are unaware about their rights and entitlements under the various laws. Since these workers are divided in small industrial units, their organizations have weak collective bargaining strength. With a view to develop awareness about their problems, difficulties and protective labour laws at work place and help them in finding solutions as well as equip them in developing their own organizations, the CBWE has been organizing four-day camps for education of these workers since 1979. However the role of the Board is mainly educational and motivational.

The workers of the unorganised and small scale sectors belong to the industries such as Handloom, Powerloom, Khadi and Rural Industries, Small Scale Industries, Industrial Estates, Handicrafts, Sericulture, Coir Industries, Beedi Industries, Glass, Brass and Slate making Industries

and so on. The Board has also been conducting 2-day camps for the workers in the unorganised sector so as to cover more number of workers as they may find it difficult to attend a four-day duration camp.

During the year under report, the Board conducted 916 camps in which 35,829 workers participated as against 733 camps for 28,797 workers in the previous year. These camps were conducted at Regional, Sub-Regional and Semi Urban Places, by identifying the functional needs of the target group.

The category-wise break up of the workers trained in these camps is given at Table-V.

#### Programmes for Workers of Weaker Sections

The Board conducts four days camps for workers belonging to weaker sections who are normally head-load workers, casual workers, civic and sanitation workers, construction workers, domestic servants, handicapped workers, rickshaw pullers and others with a view to enlighten them about their rights and obligations, importance of organization,

avoidance of wasteful expenditure, schemes for betterment including welfare legislations, family budget, adoption of small family norms, combating social evils etc.

During 2005-06, the Board conducted 274 four - day camps for 10,771 workers as against 252 camps for 9,824 workers in the previous year. Each camp was formulated on the functional needs of the particular group after assessing its needs by the Education Officers. To make teaching more interesting and meaningful informal and extension methods were followed.

The category-wise break up of the workers trained in these camps is given below:

Sr. No.	Category	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth.	Total	SC	ST	Oth.	Total	
1.	Women Workers	112	105	17	64	186	1,453	335	2,480	4,268	4,454
2.	Child Labour	10	53	36	98	187	49	32	128	206	393
3.	Young Workers	18	78	14	75	167	185	24	337	546	713
4.	Handicapped Workers	10	50	16	144	210	33	88	52	173	383
5.	Civic & Sanitation Workers	12	176	19	21	216	118	24	88	230	446
6.	Construction Workers	35	177	49	262	488	404	63	432	899	1387
7.	Head Load Workers	27	210	29	232	471	205	67	315	587	1058
8.	Rickshaw Drivers	21	258	103	435	796	4	-	-	4	800
9.	Stone Quarry Workers	9	21	58	13	92	117	66	77	260	352
10.	Others	20	60	96	139	295	62	97	331	490	785
<b>Total</b>		<b>274</b>	<b>1188</b>	<b>437</b>	<b>1,483</b>	<b>3,108</b>	<b>2,630</b>	<b>796</b>	<b>4,240</b>	<b>7,663</b>	<b>10,771</b>

### Special Seminars

Special Seminars of 2-day duration for Unorganised Workers, Women Workers, Scheduled Castes/Scheduled Tribes Workers and Parents of Child Labour/Child Labour are also organized. During the year, the Board conducted 3,369 seminars in which 1,32,200 workers participated.

### Programmes for Workers in Stone Quarries

In one of the judgements in 1984, the Supreme Court of India had directed the CBWE to organize

periodic camps for workers in Stone Quarries and Stone Crushers in Faridabad District to enlighten them about their rights and entitlements. In accordance with the directives of the Supreme Court of India, the Board has been conducting two-day awareness camps for these workers in Faridabad District since 1984. The camps are conducted at work sites or at places convenient to the workers in collaboration with trade unions functioning in the quarries.

The thrust was on creating awareness among these workers

about their rights and entitlements, protective and welfare provisions under various laws such as The Bonded Labour System (Abolition) Act, 1976, The Contract Labour (Regulation and Abolition) Act, 1976, The Maternity Benefit Act, 1961, The Equal Remuneration Act, 1976, The Minimum Wages Act, 1948, The Mines Act, 1952 The Factories Act, 1948, The Employees Provident Fund Act, 1952, The Employees State Insurance Act, 1948, The Inter State Migrant Workmen Act, 1979, etc.

During the year 2005-06, 400 workers participated in 10 Camps of two-day duration :-

Sr. No.	Place	Duration	No. of Participants		Total
			Male	Female	
1.	Bandhua Mukti Morcha Primary School, Dhruwa Ka Dera, Sarai, Faridabad	24-25.04.2005	11	29	40
2.	Regional Directorate, CBWE, Faridabad	17-18.08.2005	20	20	40
3.	Bandhua Mukti Morcha Primary School, Dhruwa Ka Dera, Sarai, Faridabad	21-22.09.2005	07	33	40
4.	Nagar Nigam Primary School, Mahetaru Ka Dera, Faridabad	23-24.09.2005	08	32	40
5.	Babulal Ka Dera, Block- Faridabad, Dist. Faridabad	17-18.10.2005	12	28	40
6.	Mohan Dera, Faridabad	08-09.11.2005	05	35	40
7.	Near Pali Crusher Zone Water Tank, Faridabad	17-18.01.2006	07	33	40
8.	Angad Ka Dera, Pali Crusher Zone, Faridabad	26-27.02.2006	12	28	40
9.	Prem Nagar Dera, Pali Crusher Zone, Faridabad	25-26.03.2006	11	29	40
10.	Mahalaxmi Dera, Faridabad	29-30.03.2006	-	40	40
<b>Total</b>			<b>93</b>	<b>307</b>	<b>400</b>

Besides, one programme was conducted by the Regional Directorate, Hubli in which 35 participants were trained.

### **TRAINING OF WORKERS IN RURAL SECTOR**

Rural Workers Education Programmes are being conducted since 1977-78 with a view to equip the rural workers to appreciate and analyse their socio-economic problems and to enable them to find solutions to these problems. The main thrust of the Board is to help rural workers in developing and strengthening their own organizations and in shaping their personality. However, the role of the CBWE is mainly educational and motivational. The Board's Rural Workers Education Programmes cover Landless Labour, Agricultural Workers, Tribal Labour, Marginal Farmers, Fisheries Labour, Rural Artisans, Forest Labour and Educated Unemployed Youth in rural areas.

#### **Rural Awareness Camps**

The Rural Awareness Camps of 2 - days duration are introductory courses where the trainees, besides awareness of family budget, health & hygiene, minimum wages, social evils etc., are exposed to new ideas and to avail of the benefits of welfare schemes. These are organised with a view to focus the attention on the

specific needs and to discuss current socio - economic problems in which the participants are interested.

During the year under report 87,846 rural workers participated in 2,249 two-day Awareness Camps. The category-wise break up of these workers trained in 2-day Rural Awareness Camps and 4-day Conscientization Camps for Rural Workers is given in Table-II.

#### **Conscientization Camps for Rural Workers**

In pursuance of the recommendations of the Committee on Rural Camps, the Board has introduced 4-day Conscientization Camps for Rural Workers from the financial year 2003-04. The conscientization camps aim at promoting self-confidence, self-help, team-work to create an atmosphere of congenial relationship.

During the year 2005-06, 10,875 workers participated in 276 Conscientization Camps.

#### **Orientation Programmes for Rural Volunteers**

To update the knowledge of the Rural Volunteers on the subjects covered in the Rural Awareness Camps and also to develop their skills to convince the rural workers to join the training programmes, one week Orientation Programmes for Rural

Volunteers engaged in organizing Rural Awareness Camps are organised by the Regional Directorates.

#### **Thrust on Child Labour**

The CBWE has been endeavouring to contribute its mite in the noble cause of elimination of Child Labour practice in India by generating awareness among the child labour as well as their parents in all the sectors of the economy by conducting special awareness generation programmes. Besides, Board is conducting special seminar for Child Labour and Parents of Child Labour in collaboration with International Labour Organisation (ILO) and Government of India. It has also incorporated special modules on child labour in its various training programmes to make aware a large number of parents of child labour about the severity of the prevailing child labour practice and the adverse consequences upon the child, family and the nation.

The Board has trained 24,436 Parents of Child Labour/ Child Labours in 623 camps conducted during the year 2005-06 as against 13,302 participants and 339 camps conducted during the year 2004-05 registering an increase of 83.77% in the



programmes and 83.70% in participants over the corresponding period of the previous year.

#### **INDUS Child Labour Project**

The ILO has entrusted the CBWE with an Action Programme towards “Effective Mainstreaming of Child Labour into Workers Education Programme in India” under the INDUS Child Labour Project, which is a technical co-operation project of the Government of India, Ministry of Labour and Employment, Department of Education (DoE) and United States Department of Labour (USDOL). The ILO is the implementing agency.

The Action Programme is for a period of 22 months and has commenced from 30<sup>th</sup> October, 2004.

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

The Ministry of Labour & 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 of India for their socio-economic development.

Keeping in view, the Board has designed and introduced from the financial year 2003-04, 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 year 2005-06, the Board has organized 973 Labour Welfare and Development programmes for 38,292 workers of rural and unorganized sectors as against 895 programmes for 35,080 participants conducted during the year 2004-05 registering an increase of 8.71% in the programmes and 9.15% in participants over the corresponding period of the previous year.



## Grants-In-Aid

The Central Board for Workers Education through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organisations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

The Grants-in-Aid Scheme of the Board was introduced in the year 1960 and developed considerably since then. It was modified and improved from time to time after taking into consideration the suggestions and demands from the Trade Unions. The Rules and Procedure of the Grants-in-Aid Scheme have been simplified accordingly to meet the Trade Union needs.

Recently, on the recommendation of the Sub-Committee constituted by the Governing Body of the Board, and thereafter approved it in its 143<sup>rd</sup>

Meeting held at New Delhi on 9<sup>th</sup> November, 2004, the Board revised the Grants-in-Aid Scheme and its pattern of expenditure with a view to induce the trade unions to avail this faculty on a wider scale. The revised scheme came into effect from 1.4.2005.

Grants-in-aid is available for conducting full-time Residential and Non-residential Programmes of 3 to 7 days duration according to the local requirement of the Trade Union Organisations. The grantees are allowed flexibility regarding subjects to be covered and number of participants. The Grants-in-Aid Scheme has also been extended to the Rural Workers.

By the end of March, 2006, 1,348 Trade Union Organisations availed grants-in-aid amounting to Rs. 1,90,66,661.62 from the Board

and trained 6,45,307 workers. The details of the Grants-in-Aid paid and workers trained are given in Table-XV.

During 2005-06, an amount of Rs. 6,56,771 was paid to 63 Trade Union Organizations as grants-in-aid for conducting their own programmes in which 7,299 workers were trained. The subjects covered under these programmes were Trade Unionism, Productivity, Relations between Trade Union and Management, Wages, Bonus, Minimum Wages for Rural Workers, Industrial Safety and Hygiene, Labour Legislation, Population and Family Welfare etc.

The Regional Directors/Education Officers of the Board inspected the grants-in-aid programmes and provided necessary guidance to grantees in organizing grants-in-aid programmes.

Details of Grants-in-Aid to the Trade Union Organisations during the year 2004-05 and 2005 - 06 are as under:

Sr. No.	Organisation	No. of Trade Unions/Institutions to whom Grant was paid during		Amount of grant paid (in Rupees)	
		2004-05	2005-06	2004-05	2005-06
	CENTRAL ORGANISATIONS/ NATIONAL FEDERATIONS				
1	Bharatiya Mazdoor Sangh	6	6	64,253	62,299
2	Indian National Trade Union Congress	6	6	67,770	1,09,219
3	All India Trade Union Congress	4	6	12,789	60,922
4	Hind Mazdoor Sabha	6	6	76,415	2,03,013
5	National Labour Organisation	-	1	-	4,950
6	Independent Trade Unions	2	12	11,970	1,03,004
7	Other Bodies Registered under Societies Registration Act XXI of 1860	28	26	1,68,638	1,13,364
	<b>Total</b>	<b>52</b>	<b>63</b>	<b>4,01,835</b>	<b>6,56,771</b>



## Publications and Educational Material

The CBWE being an educational institute brings out suitable educational material in the form of textual booklets in a simple and lucid style for workers of organized, unorganized and rural sectors. Similarly, to sustain the interest of the participants in the class and to make teaching more interesting and meaningful, A.V. Aid in the form of pictorial booklets, posters, C. Ds., films etc. are also brought out.

Before bringing out the educational material and A.V. Aid in printed form they are discussed by the officers of the Board in the workshops organized from time to time after assessing the needs of the workers, trade unions and managements. The booklets are sold at a subsidized price of Rs. 5/- per copy. By the end of March, 2006; 1186 titles were published and 704 booklets were revised and reprinted due to demand from workers and managements too.

During the year under report 35 booklets on various topics were brought out in Hindi, Urdu and Telugu languages while 21 were revised and reprinted in Telugu and Urdu languages.

### Leaflets on HIV/AIDS

Since there was a great demand for the leaflets on HIV/AIDS from the Regional Directorates, the following two leaflets were reprinted

in English, Hindi and nine regional languages viz. Marathi, Bengali, Gujarati, Tamil, Telugu, Kannada, Oriya, Assamese, Punjabi during the period under report.

- 1 Leaflets for Unorganized Sector Workers
- 2 Leaflets for Rural Sector Workers

### Workers Education Journal

The Board continued to publish the quarterly journal "Workers Education" which contained standard articles on Trade Unionism, Industrial Relations, Labour Economics, Tools and Techniques of Education, Productivity, Participative Management etc., in English and Hindi.

During the year, the following issues of Workers Education Journal were brought out:

- June, 2005
- September, 2005
- December, 2005
- March, 2006

### CBWE News and Samachar

The Board continued to bring out CBWE News in English and CBWE Samachar in Hindi with a view to disseminate information on visits of dignitaries, progress of various activities of the Board etc. 12 monthly issues each of CBWE

News in English and CBWE Samachar in Hindi were brought out during the year 2005-2006.

### Labour Education Service

The Board brings out the "Labour Education Service", a quarterly publication with a view to widen the horizon of knowledge of Board's field officers on current important topics with specific reference to labour management. Three issues of the Labour Education Service were brought out during the year 2005-06.

### Impact Study Reports

During the year 2005-06 under report a study was conducted by the Regional Directorate, Central Board for Workers Education, Kolkata in collaboration with Psychology Research Unit, Indian Statistical Institute, Kolkata on "Effectiveness of Training Programmes of CBWE" at Ambica Multifibres Company Limited, Belur Howrah, West Bengal. Besides, an impact study was also conducted towards "Effects of Training Programmes of Central Board for Workers Education in the Unorganised and Rural Sectors in Jabalpur (M.P.)".

Both the Study Reports were launched by Shri Ajeenkya D. Patil, Chairman, CBWE at a function held at Tirupati on 23<sup>rd</sup> June, 2005.

### **Stress on Quality Improvement**

Stress was given on the overall qualitative improvement in the contents and general layout of the Workers Education Journal, Labour Education Service and other publications of the Board.

### **Audio Visual Aids**

The following multi-colour bilingual Posters in Hindi/English were also brought out during the year 2005-06:

1 Self-Employment Prospers the Nation.

2 Desire for Education - A Way to Progress.

3 Workers Education in the Forefront of National Development.

4 Save for Future

5 Small Family- Glow of Happiness

6 We Guide Right Paths for Harmonious Industrial Relations.

7 Workers and Management - Two Wings of Industry.

8 Religion should lead to peace of mind.

9 She is going to be your life partner- Why Dowry?

10 Self-Employment - A Path to Self Reliance.

11 Stop Child Labour - Let them Blossom.

### **Production of Films**

The following two films in Hindi and English separately were also produced:

1 Total Quality Management

2 Chandu Se Chandan Singh (Quality of Life)



## Other Activities

### Staff Empowerment

The Board has given a considerable thrust on development and empowerment of officers

through a variety of training programmes, which would widen their knowledge and skills and to enhance and upgrade the functional

competency. During the year 2005-06, the Board deputed 316 officers and staff members for the following courses:

Sr.No.	Name of Organisation	Name of Training Programme	No. of Participants
1	Institute of Secretariat Training and Management, Delhi.	a. Direct Trainer Skills (DTS)	1
		b. Communication Skills	2
		c. MS Word & Windows	1
		d. Introduction to MS Excel	1
		e. Establishment Rules	1
		f. MS Power Point	2
		g. Total Quality Management	5
		h. Organizational Methods	1
		i. Team Building & Leadership	1
2	Indian Institute of Management, Kolkata	a. Self Development for Global Manager	2
		b. Management of Stress	3
3	Creative Communication and Management Centre, Mumbai	Neuro Linguistic Training Programme	1
4	Indian Society Health Administrators (ISHA), Bangalore	Managing Stress Related Disorder	1

Sr.No.	Name of Organisation	Name of Training Programme	No. of Participants
5	Indian Institute of Workers Education, Mumbai	a. Journalism Techniques & Research Methodology for Education Officers	28
		b. Public Relations and Responsive Behaviour for Group "D" employees of the Board	17
		c. Better Performance for Organizational Change for Group "C" employees of the Board	37
		d. Retraining Programme for Education Officers	15
		e. Knowledge Management for Education Officers	21
		f. Organizational Change for Education Officers of North and West Zone	26
		g. Organizational Change for Education Officers of South and East Zone	22
6	Zonal Directorate (North-East Zone), CBWE, Guwahati	Workshop on Administrative/Accounts matter for Regional Directors, Education Officers (SG) and Cashiers	5
7	Zonal Directorate (East Zone), CBWE, Kolkata	Workshop on Administrative/Accounts matter for Regional Directors, Education Officers (SG) and Cashiers	29
8	Zonal Directorate (West Zone), CBWE, Mumbai	Workshop on Administrative/Accounts matter for Regional Directors, Education Officers (SG) and Cashiers	32
9	Zonal Directorate (South Zone), CBWE, Chennai	Workshop on Administrative/Accounts matter for Regional Directors, Education Officers (SG) and Cashiers	27
10	Zonal Directorate (North Zone), CBWE, New Delhi	Workshop on Administrative/Accounts matter for Regional Directors, Education Officers (SG) and Cashiers	35
<b>Total</b>			<b>316</b>

### Public Grievances

The Board has set up a Vigilance Cell at its Headquarters, Nagpur functioning w.e.f. 28<sup>th</sup> September, 1993 which is headed by Dy. Director (Admn.), as Chief Vigilance Officer and assisted by Assistant Director, Education Officer and Upper Division Clerk to look into the welfare measures and grievances of the officers and staff of the Board.

During the year 2005-06, the Vigilance Cell of the Board has administered 31 cases on various service matters as well as grievances of the Board's officials. 19 cases were disposed off. 27 cases, including 15 new cases ensued during the year under report were under prosecution.

### Staff Welfare

As a welfare measure, the officials of the Board were granted various advances admissible to them under rules, during the year 2005-06, as listed below:

Conveyance Advances	2,74,950/-
Computer Advances	50,000/-
Fan Advances	2,000/-

### Staff Position

The sanctioned strength of Group A, B, C & D employees as on 31/03/2006 was as under:

Sr.No.	Name of Office	Group "A"	Group "B"	Group "C"	Group "D"	Total
1	Head Office, Nagpur	6	12	41	8	67
2	IIWE, Mumbai	1	5	9	7	22
3	Zonal Directorates	5	5	14	4	27
4	Regional Directorates	Nil	291	207	143	642
<b>Total:</b>		<b>12</b>	<b>313</b>	<b>271</b>	<b>162</b>	<b>758</b>

### IMPLEMENTATION OF OFFICIAL LANGUAGE HINDI

During the year 2005-2006, 2 officers and 17 Group "C" employees of the Board were given awards and incentives for passing Hindi Examination under Hindi

Teaching Scheme of Govt. of India, Deptt. of Official Language, Ministry of Home Affairs and for doing their official work in Hindi.

During the year under report, 4 quarterly meetings of the Official Language Implementation

Committee of the Board were held at CBWE Headquarters, Nagpur in which the progress made in the use of Hindi at Head Office, Indian Institute of Workers Education, Mumbai and all Zonal/Regional Directorates of the Board was reviewed.

### Official Language Hindi Workshop

During the year 2005-2006, the Board organized four workshops on Official Language "Hindi" as detailed below:

Sr.No.	Workshop	Date	Place	Participants
1	63 <sup>rd</sup> Hindi Workshop	18.04.2005 to 20.04.2005	Regional Directorate, Madurai	17
2	64 <sup>th</sup> Hindi Workshop	20.09.2005 to 22.09.2005	Regional Directorate, Vijaywada	21
3	65 <sup>th</sup> Hindi Workshop	14.12.2005 to 16.12.2005	Regional Directorate, Bareilly	18
4	66 <sup>th</sup> Hindi Workshop	06.03.2006 to 08.03.2006	Regional Directorate, Kozhikode	17

All the participants of the above Workshops were imparted training for doing their day-to-day official work in Rajbhasha Hindi.

### **Hindi Day/Fortnight Celebrated**

The Board celebrated "Hindi Day" on 15<sup>th</sup> September, 2005 while "Hindi Fortnight" was celebrated from 1<sup>st</sup> September, 2005 to 15<sup>th</sup> September, 2005 at Head Office, Nagpur. Various types of Competitions like Hindi Essay, Simple Translation, Dictation and General Knowledge etc., were organized during the fortnight in which Group 'B' officers and Group 'C' & 'D' employees of the Head Office participated.

The "Hindi Day" and "Hindi Fortnight" was also observed by Board's 49 Regional Directorates and IIWE, Mumbai.

### **Contribution Towards TOLIC**

During the year 2005-2006, the CBWE has sanctioned Rs.6,500/- (Rupees Six Thousand Five Hundred only) to all the Regional Directorates as a contribution to their respective Town Official Language Implementation Committees for organizing Half Yearly meetings, Town Official Language Implementation Committee activities, Competitions, publication of Hindi magazines etc.

### **CBWE Organizes Hindi Workshop at Madurai**

**Madurai :** A 3-day Hindi Workshop was organized for Stenographers

from 18<sup>th</sup> to 20<sup>th</sup> April, 2005 at the Regional Directorate, Madurai. The workshop was inaugurated by Shri S. Ramchandran, Sr. Managar, UTI, Madurai. Shri Ramchandran in his inaugural address urged the participants to do their official work in Hindi. The workshop was concluded with valedictory address by Shri Sahadeo Singh Purti, Sr. Hindi Officer, Divisional Office, South Railway, Madurai, exhorted to the participating stenographers of the Board to take keen interest in noting drafting in Hindi during their official work.

### **Director, CBWE Inaugurates Hindi Fortnight**

**CBWE H.Q. :** "Hindi is a common man's language as civilization and culture of our country are closely associated with it. One should not forget his own language and culture for the sake of other languages" said Shri V. Parameswaran, Director, Central Board for Workers Education, while inaugurating Hindi Fortnight by lighting the traditional lamp on 1<sup>st</sup> September, 2005.

Shri Parameswaran further said that during the time of freedom struggle, Hindi language played a vital role to unite the countrymen to fight against the British rule. Today the multinational companies have

also recognized the importance of Hindi for reaching to the masses living in the remote areas of the country, he added.

### **CBWE Organizes Hindi Workshop at Vijayawada**

**Vijayawada :** "One should be proud to do his work in Hindi as it is the language of the country", said Shri K.V.V. Satyanarayan Rao, Additional Divisional Railway Manager, South Central Railway, Vijayawada. Shri Rao was delivering the valedictory address at the concluding function of the Hindi Workshop on 22<sup>nd</sup> September, 2005 organized by the Central Board for Workers Education at Vijayawada for its Group 'C' employees of North and East Zones.

Earlier, the Workshop was inaugurated by Shri Mohd. Khalil, Official Language Officer, South Central Railway, Vijayawada on 20<sup>th</sup> September, 2005. He also gave information about official language policy and Noting Drafting in Hindi to the participants in his address.

Shri P. Ambedkar, Regional Director, CBWE, Vijayawada and Shri B. V. Ramesh Babu, Hindi Officer, CBWE, Nagpur also addressed the participants at the inaugural session.



### **Shrikanthan Inaugurates Hindi Workshop**

**Bareilly** : A 3-day workshop was organized by the Headquarters of the Central Board for Workers Education for its Regional Directors drawn from West and South Zones at Rishikesh from 14<sup>th</sup> to 16<sup>th</sup> December, 2005.

Shri S. Shrikanthan, General Manager (HRD), Tehri Hydro Development Corporation inaugurated the workshop while Shri Budhinath Mishra, Chief Hindi Officer, Oil and Natural Gas Corporation presided over. Speaking on the occasion, Shri Shrikanthan said that Hindi is the soul of our country and as such the development of the nation to a great extent depends on the progress and promotion of Hindi. He, therefore, appealed the participating Regional Directors to make use of Hindi in their routine work.

Shri Budhinath Mishra in his presidential address highlighted the need and importance of Hindi in the day-to-day work of each and everyone.

### **Hindi Workshop for LDCs Held at Kozhikode**

**Kozhikode** : "The Government of India has initiated Hindi as Official Language so that each government office should do maximum of its daily routine work in Hindi", said Shri K. Ravindra Kumar, Deputy Manager (Official Language), State Bank of Travancore.

Shri Kumar was inaugurating the 3-day workshop organized by the Headquarters of the Central Board for Workers Education for its Lower Division Clerks from North and East Zones at Kozhikode from 6<sup>th</sup> to 8<sup>th</sup> March, 2006.

Earlier, Shri George Samuel, Regional Director, Central Board for Workers Education, Kozhikode, welcomed the guests as well as participants and thanked Director, Central Board for Workers Education, for selecting his office for the Hindi Workshop.

On the last day of the workshop, a competition was organized for the participants in which Shri Sushant Basak from Regional Directorate, Allahabad got

the first prize, Shri Yogesh Kumar from Regional Directorate, Udaipur received the second prize, while Shri Deepak Shrivastav from Regional Directorate, Ghaziabad bagged the third prize.

### **Shram Kiran Karyashala Visheshank**

To promote Official Language Hindi further and to bring out the hidden creative talents of the Officers and Staff working in various offices of the Board, a special issue of the magazine namely '**Shram Kiran Karyashala Visheshank**', was published by the Board, during the year 2005-06. In this issue, the articles, poems, slogan written/composed by the employees of the Board, who participated in the Hindi Workshops conducted during the year 2004-05, besides other articles were published.

The third issue of the 'Shram Kiran' for the year 2005-06 is under print.

### **Observance/Celebration of Various Days**

The Head Office, CBWE, Nagpur, IWE, Mumbai, all the Zonal and Regional Directorates of the Board observed the following days.

- \* Anti-Terrorism Day 21<sup>st</sup> May, 2005
- \* World Population Day 11<sup>th</sup> July, 2005
- \* World Day Against Child Labour 12<sup>th</sup> & 13<sup>th</sup> June, 2005
- \* Sadbhavana Day 20<sup>th</sup> August, 2005
- \* Workers Education Day 16<sup>th</sup> September, 2005
- \* Hindi Day & Fortnight 1<sup>st</sup> to 14<sup>th</sup> September, 2005
- \* Anti-Corruption Day and Vigilance Awareness Week 7<sup>th</sup> to 11<sup>th</sup> November, 2005
- \* Martyrs Day 30<sup>th</sup> January, 2006

To mark the occasion, seminars, symposia, special lectures, film shows, competitions were organized. Pledges wherever required were administered to the trainees and members of staff.

#### Inspections

During the year 2005-06, the Director of the Board visited the Regional Directorates, Mangalore, Hubli, Jabalpur, Goa, Coimbatore, Madurai, Kolkata, Hyderabad,

Ranchi, Muzaffarpur, Siliguri, Gorakhpur, Kozhikode and Cochin.

Similarly, other senior officers like Financial Adviser, Dy. Directors and Zonal Directors also visited and inspected various Regional Directorates.



## Highlights of Selected Programmes of the Board

The Central Board for Workers Education has widened its coverage and brought under its umbrella various other categories of workers during the year 2005-06. Similarly, it has achieved other milestones during the year under report. They are :

### Union Additional Secretary (L & E) Distributes National Shramik Shiksha Awards

**New Delhi :** 'Our prosperity is not possible without the craftsmanship of workers and as such 'Work is Worship' should be the motto of all', said Shri. J. P. Singh, Additional Secretary, Ministry of Labour and Employment, Govt. of India, while speaking at a joint function organised to celebrate Workers Education Day, to valedict Hindi Fortnight and to distribute the National Shramik Shiksha Awards as well as Hindi Prizes to the officers and staff of the Central Board for Workers Education at New Delhi on 16th September 2005.

Shri Singh also gave the prizes to the Best Regional Directorate, Best Education Officer in each Zone and nine awards to other categories of groups of C & D Staff for the year 2004-2005 and congratulated all awardees for their best performance.

Shri. A. D. Patil, Chairman, Central Board for Workers Education laid stress on utilizing the talents for the development of the country to take it to the pinnacle of glory and stated that the CBWE has been doing a commendable work in this direction.

Earlier, Shri. V. Parameswaran, Director, Central Board for Workers Education welcomed the guests and the dignitaries and gave a brief account of the CBWE activities.

### CBWE Celebrates Workers Education Day

Workers Education Day was celebrated 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 organizing various programmes/events.

The message of the Hon'ble Chairman, Central Board for Workers Education, was read at the functions held at Headquarters, IWE, and all Regional Directorates.

Eminent personalities from various walks of life inaugurated /valedicted the functions organized on the occasion.

Here are some selected reports received from the Regional

Directorates regarding celebration of Workers Education Day:

**Head Office, Nagpur :** Shri C.V. Kumaran, Director and Treasurer, Akhil Bharatiya Gurudev Seva Mandal, while inaugurating the celebration function quoted several citations from Rashtrasant Tukdoji Maharaj's preachings and said that survival of the working class was important in the economic revolution, as they are creators of wealth.

Shri Dilip Modak, Head, Mahindra & Mahindra, Nagpur in his address, citing the examples of China and Japan's dominance in the world market for their low cost and speed respectively, appealed the working class to emulate these qualities to become as world-class producers.

Shri D. J. Joshi, Chairman, Regional Advisory Committee, Regional Directorate, Central Board for Workers Education, Nagpur also addressed the gathering.

**Hubli :** Shri Pralhad Joshi, Member of Parliament (Lok Sabha), Hubli, while addressing the gathering, said Economic Liberalization has not only opened opportunities but also brought challenges with it and these challenges could be faced effectively only when Labour and Management work together and

added that in today's business world, Unions should change their mind set and learn to walk with the time.

Presiding over the function, Shri Mahendra Ladhada, Honorary Secretary, KCCI, concurred with Shri. Joshi and underlined the need for producing Quality Products and making them available to consumers at affordable prices.

**Pune :** The Workers Education Day Programme was inaugurated by Smt. Rajanitai Tribhuvan, Mayor of Pune City. Smt. Rajanitai said Central Board for Workers Education programmes are excellent and convey the real message to the workers. These programmes not only improve the economic condition and quality of life of the workers but also disseminate the social message of communal harmony.

Shri Ramesh Deokar, Additional Commissioner, Pune and Shri D.K. Abhyankar, Director General, Maharashtra Chamber of Commerce, Industries & Agriculture, Pune also addressed the gathering.

**Rourkela :** Shri Satyajit Mohanty, DIG (Western Range), inaugurated the celebration of Workers Education Day. While addressing the gathering Shri Mohanty said that education is

the only tool for the welfare of working group and Central Board for Workers Education has been doing a noble job for upliftment of working mass.

**Jabalpur :** Shri Aloke Johari, Divisional Railway Manager, W.C. Rly., Jabalpur was the chief guest of Workers Education Day celebration at Regional Directorate, CBWE, Jabalpur. Shri Johari in his address said Workers Education has brought a meaningful change in the socio-economic development of the employees, which in turn helped in achieving organizational goals. Shri B. D. Bajpayee, Ex-Chairman, Regional Advisory Committee, and a noted press reporter, also addressed the gathering.

**Kolkata :** Shri Mohammed Amin, Minister In-charge of Labour, Govt. of West Bengal, inaugurated the Workers Education Day function organised by the Regional Directorate, Central Board for Workers Education, Kolkata. Shri Mohammed Amin expressed his complete satisfaction with the Central Board for Workers Education activities, which the officials of Regional Directorate are pursuing with zeal to the grass root level of workers.

Justice Shyamal Kumar Sen, Chairman, State Human Rights

Commission in his address stated that the rural and unorganised sector workers who belong to the semi-literate group are unaware about their legitimate rights and as such, they emerge as the commonly exploited group. Workers Education through its manifold diversified programmes could easily extend the concept of human rights, so that it creates awareness in the minds of participants.

**Madurai :** Shri N. Nanmaran, MLA, Madurai, while inaugurating the Workers Education Day function at Madurai, appreciated the publications brought out by the CBWE in a language understandable to the workers, at a cheaper price. Quoting the Chinese proverb "Don't give him fish, teach fishing", Shri Nanmaran said education and technical knowledge should go together to keep pace with the changing times and for the prosperity of the nation.

**Asansol :** Shri Tapas Kumar Ray, Mayor, Asansol Municipal Corporation, Asansol while inaugurating the Workers Education Day function appreciated the considerable efforts of Central Board for Workers Education towards creating a positive and sustainable impact upon the organized and unorganized sector workers.

Shri B. Achari, Managing Director, Oxide India (P) Ltd and Ex-Chairman, Regional Advisory Committee, Central Board for Workers Education, Asansol, also spoke on the occasion.

**Parwanoo** : The Workers Education Day celebration function organized by the Regional Directorate, Central Board for Workers Education, Parwanoo, was inaugurated by Shri Kuldip Kumar, Minister of Industries, Himachal Pradesh. Shri Kuldip Kumar appreciated the programmes conducted by Central Board for Workers Education and said these programmes were really helpful for the betterment of the organizations as well as for the society and added that sound relationship between the employer and the workers of the organization would help in achieving the organizational goal.

#### **CBWE & CQMS Organize 4<sup>th</sup> Indian Congress**

**New Delhi** : “We are Indians and should grow as Indians and this could be possible only when we lay stress on the empowerment of women and upliftment of weaker sections of the society, along with the working class”, said Shri K. Chandrasekhar Rao, Union Minister of Labour and Employment, while inaugurating the 4<sup>th</sup> Indian

Congress on the theme “Role of Workers Education in Achieving Organizational Excellence through Quality, Environment, Energy and Safety Management System”, organized jointly by the Central Board for Workers Education (CBWE) and Centre for Quality Management Systems (CQMS), Jadavpur University, Kolkata, in New Delhi on 15<sup>th</sup> December, 2005.

Dr. Bhalchandra Mungekar, Member, Planning Commission of India, Shri K. M. Sahni, Secretary, Ministry of Labour & Employment, Govt. of India, Shri J. P. Singh, Additional Secretary, Ministry of Labour & Employment, Govt. of India, Shri Ajeenkya D. Patil, Chairman, Central Board for Workers Education, Prof. A.N Basu, Vice Chancellor, Jadavpur University, Shri V. Parameswaran, Director, Central Board for Workers Education, Dr. Sadhan K. Ghosh, Founder & Executive President, Centre for Quality Management Systems, Jadavpur University, besides a host of dignitaries and delegates drawn from various industries, trade unions and the government, were present on the occasion.

Shri Rao appreciated the efforts of Central Board for Workers Education in bringing a positive

change in the attitudes of the society towards the weaker sections and assured his full support. He also released a book containing the proceedings of the 4<sup>th</sup> Indian Congress on the occasion.

Shri Mungekar, Member, Planning Commission, in his keynote address referred to his participation in one of the programmes of Central Board for Workers Education and said that the Central Board for Workers Education is rendering yeomen's service in the process of transformation of the society towards development, and appealed the delegates to adapt to the changes.

Shri K.M. Sahni, Secretary (Labour), in his address exhorted the need to design training programmes, which would suit the functional needs' of various categories of workers as it would help to improve the quality of our human resources which is the need of the hour.

Shri Sahni appreciated the role of Central Board for Workers Education in enlightening the various sections of the society with its limited resources, and added that the Government of India would make all out efforts to make a good number of skilled workers to the nation.

Shri J. P. Singh, Additional Secretary (Labour), said we should be proud that the country has enormous rich human resources in all sectors of economy, which, if channelised properly, could bring a remarkable development.

Shri Ajeenkya Patil, Chairman, in his address, while highlighting India's leadership in cultural and spiritual knowledge during ancient days, said that in the present changing scenario we should not aim only in achieving the benchmark of developed countries, but should exceed it. Shri Patil further said that the Board with its very limited resources is engaged in a very noble cause of generating awareness among workers, and preparing them to face the challenges of the time, and added that a good number of Indian talent is occupying high positions in developed countries.

Prof. A. N. Basu laid stress on developing and spreading indigenous technology for development to the nook and corner of the country, rather than adoption or borrowing from abroad.

Earlier, Shri V. Parameswaran, Director, Central Board for Workers Education, welcomed the delegates and dignitaries and apprised the

gathering about the various activities of the Board.

The Congress concluded on 16<sup>th</sup> December, 2005 with the valedictory address by Shri Pranab Mukherjee, Union Defence Minister.

Shri Mukherjee in his address said, "Energy and Environment are the key factors which play a pivotal role in achieving sustained growth, and as such, our industries should adopt the best standards in this regard to compete globally."

Appreciating the role of Central Board for Workers Education in empowering the workers who are the backbone of our country, Shri Mukherjee asserted that we should continuously evaluate our achievement and growth as this would help to rectify our weaknesses, and added that the Board had been doing remarkably well in enlightening the workers on Quality, Waste Control, Productivity and Safety Management.

Shri Keshubhai Thakkar of BMS, Dr. M.K. Pandhe of CITU, Shri Ashok Singh of INTUC and Prof. S. K. Ghosh, Executive President, Centre for Quality Management Systems, Jadavpur University also addressed the gathering.

Representatives of Industrial units from different parts of the country participated in the Congress along with representatives of Chamber of Commerce, Central Trade Unions, Govt. agencies and Educational bodies. The two days Congress proved to be ground for self-exploration, deep engagement, symbiosis of experience and exposition to the stakeholders in industry.

In order to make the Congress informative and educative, various Academicians, Professors, Lecturers and Research Scholars presented their papers on the various facets of the theme of the Congress.

#### **CBWE Chairman Visits Nagpur Office**

**Nagpur :** Shri Ajeenkya D. Patil, Chairman, Central Board for Workers Education during his visit to the Regional Directorate, Central Board for Workers Education, Nagpur, on 11<sup>th</sup> May, 2005, discussed with the Regional Director, Education Officers and Staff members, the progress of Workers Education Scheme in the region and appealed to put in their best for achieving new milestones. The Chairman also interacted with participants of the 2-day Special Seminar, which was in session.

### **Make India as Benchmark for Development : Chairman, CBWE**

**Vijayawada :** The 2-day Special Self-Generation of Funds Programme organised for Executives on 'Excelling Human Potential for Organisational Eminence Confronting Challenges of Globalisation' at Hotel Bliss, Tirupathi on 23<sup>rd</sup> and 24<sup>th</sup> June, 2005 by the Regional Directorate, Central Board for Workers Education, Vijayawada, was inaugurated by Shri Ajeenkya D. Patil, Chairman, Central Board for Workers Education.

Shri Patil in his inaugural address stressed on the need for India to become a developed nation, not by imitating other developed countries, but in its own way, as it has the world's longest surviving Cultural Heritage and best Value System. Hence, our people should rise to that level where other developed countries would look to India as a benchmark for development.

Shri V. Parameswaran, Director, Central Board for Workers Education, who was also present on the occasion, said that attitudinal change and professional excellence should be the goal of all top management people. He further

said that to withstand global competition, the workforce should be developed towards multi-skilling, besides inculcating the qualities of team spirit and positive thinking.

On this occasion, two Impact Studies one pertaining to organised sector training programmes, and the other to unorganised/rural training programmes, besides a CD on "Impact of CBWE Vijayawada Training Programmes" were released by Shri A. D. Patil, Chairman, Central Board for Workers Education.

Shri K. S. Arumugam, Dy. Director (Edn) guided the programme and delivered a talk on 'Mind Management'. Shri P. Ambedkar, Regional Director, Central Board for Workers Education, Vijayawada, proposed a vote of thanks.

### **CBWE Chairman Stresses Skill Development**

**Mumbai :** Shri A. D. Patil, Chairman, Central Board for Workers Education, inaugurated the 2-day Programme on Labour Welfare & Development organised exclusively for Beedi Workers by the Regional Directorate, Central Board for Workers Education, Mumbai on 24<sup>th</sup> May, 2005 in collaboration with AITUC, Mumbai.

Shri Patil in his address emphasized the need for skill-development training alongwith awareness generation through CBWE programmes to help participants to start their own avocation.

### **PDP for Public & Defence Units Held**

**Pune :** The Personality Development Programme organised exclusively for Public and Defence Units by the Regional Directorate, Central Board for Workers Education, Pune concluded on 27<sup>th</sup> June, 2005 with the valedictory address by Shri D. K. Abhyankar, Director General, Mahratta Chamber of Commerce, Industries & Agriculture, Pune. In his address Shri Abhyankar said that he himself started his career as a worker and rose to the position of General Manager only because of his hardwork, dedication and commitment. He, therefore, appealed the participants to give priority to quality and cost reduction while working, and added that, to the success of every organization, involvement of everyone was necessary and there must be a combination of rights and duties. He also admired the work done by CBWE and said, workers education would perhaps be the permanent necessity in this country.

### **CBWE Programmes Need to be Employment-Oriented, says Ajeenkya Patil,**

**Indore :** There is a need to make the Central Board for Workers Education training programmes employment-oriented and therefore close and effective association with the Governmental & Non - Governmental Organisations is necessary, said Shri Ajeenkya D. Patil, Chairman, Central Board for Workers Education, while addressing the officers and staff of the Regional Directorate, Indore, during his visit on 7<sup>th</sup> June, 2005. Shri J. K. Jain, Ex-MP and Shri S. Sankaranarayan, Management Adviser to D.Y. Patil Group, also accompanied the Chairman. Shri Patil also desired that these training programmes be sponsored by organized sector industries for unorganized sectors and poor sections of the society as their social responsibility.

Shri Patil said we should have close ties with those Ministries which are engaged in self-employment and social welfare tasks for imparting vocational-oriented training for self-employment.

While concluding his address Shri Patil emphasized the need to form a Task Group to identify the

sources from where the Board could mobilize the funds to run its activities smoothly.

### **CBWE Chairman Inaugurates Rural Awareness Camp**

**Thane :** Shri Ajeenkya D. Patil, Chairman, Central Board for Workers Education, inaugurated the 2 - day Rural Awareness Camp (RAC) organized by the Regional Directorate, Central Board for Workers Education, Thane, on 16<sup>th</sup> & 17<sup>th</sup> November, 2005, at Village Navghar, Dist. Raigad, in association with the Jawaharlal Nehru Port Trust (JNPT), Uran. In his inaugural speech Shri Patil said that all welfare schemes of the government needed to reach at the grassroot level of each and every village of the country, and added that the Central Board for Workers Education is playing a vital role in awakening the masses in this direction through organizing such camps. He further appealed the participants to get themselves enlightened by acquiring more information and knowledge.

### **CBWE Chairman Visits Hyderabad Office**

**Hyderabad :** Shri Ajeenkya D. Patil, Chairman, Central Board for Workers Education during his visit to the Regional Directorate,

Central Board for Workers Education, Hyderabad, on 22<sup>nd</sup> June, 2005, addressed Education Officers and Staff members. He appreciated the upkeep of the office and solicited suggestions from both Education Officers and Staff for further improvement of the Scheme. Shri Patil concurred with the opinion of the Officers that skill development programme be included in the Board's Unorganised Sector programmes.

### **Senior Ministry Officer's Visit to Offices of CBWE**

**Pune :** Shri U. D. N. Sidhwani, Deputy Secretary, Ministry of Labour and Employment, Government of India, New Delhi, visited the Regional Directorate, Central Board for Workers Education, Pune, on 21<sup>st</sup> May, 2005 and addressed the officers and staff of the Regional Directorate.

During his visit Shri Sidhwani also addressed the participants of the 2-day Special Seminar for Women Workers, which was in session.

**Hyderabad :** Shri H. N. Gupta, Labour & Employment Adviser, and Chairman, Central Level Monitoring Committee, Dr. Ashok Sahu, Economic Adviser, and Shri Mukhopadhyay, Chief Labour



Commissioner, all from the Ministry of Labour and Employment, New Delhi visited the Regional Directorate, Central Board for Workers Education, Hyderabad on 6<sup>th</sup> January, 2006.

They were appraised of the various activities of the Regional Directorate by the Regional Director. They were very much impressed with the Performance Chart exhibited in the office, indicating the achievement of targets as against the allotted target.

**Delhi :** Smt Bina Rani Vij, Under Secretary, Ministry of Labour & Employment Government of India, New Delhi visited the 2-day Self Generation of Funds Programme (SGF) organized by Regional Directorate, Central Board for Workers Education, New Delhi on 27<sup>th</sup> & 28<sup>th</sup> March, 2006 at Senpeed.

Smt. Vij while appreciating the programme said that learning and struggle are continuous and never ending process and as such they are to be kept alive till the last breath.

She further said that even though women have to perform dual responsibility in life, they do their work diligently with happiness and added that men normally get

attracted to liquor when some problem is erupted or when they get disturbed while a woman when landed in any problem tries to get rid of the problem by finding a solution to it. Smt. Vij urged that women and men should work together for the development of their life and nation.

**Imphal :** Shri B. M. Hembrom, Joint Director (Rajbhasha), Ministry of Labour & Employment, Government of India, visited the 4-day Special Camp for Weaker Sections organized for Young Workers by the Regional Directorate, Central Board for Workers Education, Imphal, from 20<sup>th</sup> to 23<sup>rd</sup> January, 2006, at Solar Union, Imphal West. Shri Hembrom in his address exhorted the participants to take keen interest in whatever profession they were at present and develop themselves for the betterment of their life, instead of running after government jobs. He was also happy to see the products prepared by the participants.

#### **Director, CBWE Inaugurates JEP**

**Hyderabad :** Shri Parameswaran, Director, Central Board for Workers Education, inaugurated the 2-day Joint Education Programme organized for the Engineers of A.P.

GENCO by the Regional Directorate, Central Board for Workers Education, Hyderabad, on 7<sup>th</sup> & 8<sup>th</sup> January, 2006, while Shri Samuel, Chief Engineer, A. P. GENCO presided over.

Shri Parameswaran in his inaugural address said that the CBWE has the mandate to design and conduct result-oriented Training Programmes for workmen who work in organized, unorganized and rural sectors. He further said that tremendous changes have taken place during the last ten years, which have changed the total industrial scenario. This change calls for a change in attitude of workers and management, and the CBWE, through such training programmes, attempts to mould their attitude, said Shri Parameswaran.

Shri Samuel in his presidential address expressed his gratitude to CBWE for organizing excellent programmes. He requested CBWE to conduct a Quality of Life Programme for engineers and their spouses in the month of April, 2006.

#### **Director, CBWE Inaugurates PDP**

**Coimbatore :** Shri V. Parameswaran, Director, Central Board for Workers Education, inaugurated the 21 days Personality Development

Programme organized for the Railway Employees of Palakkad Railway Division, by the Regional Directorate, Central Board for Workers Education, Coimbatore, on 24<sup>th</sup> January, 2006. Speaking on the occasion, Shri Parameswaran highlighted the role played by CBWE in moulding the individuals through its various training programmes and stated that continuous training makes a person to perform his work effectively, promotes and sustains harmonious industrial relations at the work place. In present changing scenario, it is inevitable for everyone to accept and adopt the changes in order to meet the competitive environment.

#### **Women Should Prove their Existence: Parameswaran**

**Jabalpur :** Shri V. Parameswaran, Director, Central Board for Workers Education, inaugurated a 2-day camp organized for women workers working in Beedi Industries by the Regional Directorate, Central Board for Workers Education, Jabalpur, in association with Swikriti Women Welfare Society, Maihar, Satna, on 12<sup>th</sup> & 13<sup>th</sup> March, 2006 at Maihar.

Shri Parameswaran in his inaugural address, while appreciating the articles exhibited

in the class, said that they demonstrate the hard work done by women workers in preparing them, and appealed them to come forward to prove their existence in the society, and this should begin from the villages and unorganized sectors. He also appreciated the dual responsibility played by women towards the development of their family and the nation through self-employment.

#### **Director, CBWE Inaugurates 2-Day Special Seminar**

**Nagpur:** A 2-day Special Seminar for Women Workers was organized at Anganwadi Center, Narayanpur village, Tah. Achalpur District Amaravati on 11<sup>th</sup> and 12<sup>th</sup> May, 2005 with the association of Gram Panchayat, Narayanpur. The Seminar was inaugurated by Shri V. Parameswaran, Director, Central Board for Workers Education. While inaugurating the seminar, Shri Parameswaran recalled the ability of women is up above all activities. He also deeply stressed on the empowerment of women and opined that their Self-Help Group formation would be the best authority to fight poverty. Shri Raju Jadhav, Workers Teacher actively associated in the seminar.

Shri K.S. Arumugam, Dy. Director, (Edn.) and Shri T.C. Das, Dy, Director, (Admn.) also addressed the participants.

#### **MLA Stresses on Self-Employment Scheme**

**Siliguri:** The 2-day Rural Awareness Camp organized at Community Centre, Galgaon, on 17<sup>th</sup> & 18<sup>th</sup> Feb., 2006, concluded with the valedictory address by Mr. K.Z. Bhutia, MLA. of Assam Lingzay Constituency of East Sikkim. Speaking on the occasion, Mr. Bhutia exhorted the participants to be proactive and take help of various self-employment schemes of the State/Central Government. He also appreciated the efforts of the CBWE such training programmes, which are very much required for rural youth.

#### **Workers Participation in Management Programmes Held**

**Thane :** Shri A. N. Ingle, General Manager, Currency Note Press, Nashik, inaugurated the 3-day programme on Workers Participation in Management, organized exclusively for the representatives of management and workers of India Security Press by the Regional Directorate, Central Board for Workers Education, Thane, from 26<sup>th</sup> to 28<sup>th</sup> December

2005. Shri Ingle, stated that the programmes on “Workers Participation in Management” has become the need of the hour in Government Sector for industrial growth and development.

**Parwanoo :** Shri A. K. Mittal, General Manager, Electrical and Plant Automation, Ambuja Cement Ltd., Darlaghat, Dist. Solan, inaugurated the programme on 23<sup>rd</sup> January, 2006 organized by the Regional Directorate, Central Board for Workers Education, Parwanoo, at Gujarat Ambuja Cements Ltd., Darlaghat, Dist. Solan. Shri Mittal in his address said every employee was required to contribute towards enhancing the productivity and quality and this could be possible only through their positive involvement at various levels of management.

**New Delhi:** Shri A. S. Lakra, Chief General Manager, Delhi Transport Corporation (DTC) (HQ), New Delhi, was the Chief Guest at the inaugural function of Workers Participation in Management Programme, organized by the Regional Directorate, Central Board for Workers Education, Delhi, at DTC, Central Workshop Training Centre, Okhla, New Delhi, on 23<sup>rd</sup> November, 2005.

Shri Lakra in his address stressed the need of punctuality and good public relations to achieve the goal.

#### **Dubey Inaugurates SGF**

**Gorakhpur:** The Self-Generation of Funds Programme of 3-day duration organized from 15<sup>th</sup> to 17<sup>th</sup> February, 2006 at NTPC, Tanda, Ambedkar Nagar, was inaugurated by Shri Mushafir Dubey, Dy. General Manager (NTPC), Tanda, Ambedkar Nagar. Speaking on the occasion, Shri Dubey said that Workers Education Programmes not only develop the self-esteem of the workers but also bring a perceptible development of the organization in which they work.

#### **Kanpur Office Celebrates World Day Against Child Labour**

**Kanpur :** “ Child Labour has been recognized as a social evil and it is necessary to make aware the people/parents concerned so that they can develop their children as good citizens of society and definitely not as Child Labour,”said Shri H. S. Yadav, Regional Labour Commissioner (Central), Kanpur.

Shri Yadav was speaking as the Chief Guest at the inaugural session of the 2-day Seminar organized by the Regional Directorate, CBWE, Kanpur on the

occasion of the celebration of World Day against Child Labour, under ILO-CBWE-INDUS Child Labour Project on 12<sup>th</sup> June, 2005 at DLC Office, Kanpur. Shri Madhur Singh, Project Director, INDUS Child Labour Project, Kanpur, Shri Chandramani Lal Maurya, Additional Labour Commissioner, Kanpur Region and Shri M.S. Mohanat, General Manager (Personnel), Lohia Star Linger Ltd. and Vice President, Indian Industries Association, Kanpur were also present on the occasion.

Shri Madhur Singh informed that the survey of Child Labour conducted in Kanpur Region showed that the attitude of the parents/guardians of child labour was indifferent towards their educational development, and therefore, emphasized the need to sensitize the parents of child labour about the severity of the child labour problem and create awareness among them. He also appreciated the effectiveness of the programmes conducted by CBWE, Kanpur for parents of child labour/child labour.

Shri Chandramani Lal Maurya in his address stated that to make India a developed nation we would have to lay more stress on the physical as well as mental development of future generations

and added that the problem of child labour abolition could not be solved by mere making legal provisions but concerted efforts of all concerned were necessary in this direction.

Shri M. S. Mohanat, General Manager (Personnel) in his address said that special awareness programmes of Central Board for Workers Education for child labour and their parents across the country would not only help children to drag themselves out from the labour market but would also give them the opportunity to live in a systematic way in the society. He was also of the opinion that it would be appropriate to use the term 'Child Labour Development', instead of Child Labour Abolition.

Shri Mohanat on this occasion announced that Lohia Group would bear the educational expenditure of 10 Child Labourers while the medical expenditure of 5 ill children would be borne by Indian Industries Association.

#### **Col. Ramesh Appeals for Developing Self-Esteem**

**Barrackpore** : A 2-day training programme on 'Quality of Life, Leadership and Team Building', conducted under Self-Generation of Funds Scheme by the Regional Directorate, Central Board for

Workers Education, Barrackpore at ESD, Kankinara, North 24 Parganas District on 28<sup>th</sup> and 29<sup>th</sup> June, 2005, was inaugurated by Col. Ramesh, Commandant, ESD.

In his inaugural address, Col. Ramesh said that in the changing scenario, the role of employees had undergone a drastic change, and as such, requested the participants to sit with open mind in the programme to gain knowledge that would be imparted for developing their self-esteem. Col. H. K. Arora, Deputy Commandant, was also present on the occasion.

#### **Conscientization Camp for Rag Pickers Held**

**Hyderabad**: The Regional Directorate, Central Board for Workers Education, Hyderabad, conducted a 4-day Conscientization Camp for Rag Pickers in collaboration with Hyderabad Council of Human Welfare, Hyderabad, at Ambedkar Community Hall, Ambedkar Nagar, Bapughat, Langer House, Hyderabad from 25<sup>th</sup> to 28<sup>th</sup> May, 2005. Shri Arvind Kumar, Collector, Hyderabad District inaugurated the programme.

In his address Shri Arvind Kumar said that the rag pickers were the vulnerable sections of the

society. Though they put in hard work, they were not being paid the amount due to them. He, therefore, appealed the participating rag pickers to get themselves organized to fight for their rights and also to solve their problems. He further said that the rag pickers would be issued Identity Cards, Ration Cards and would also be allotted houses under Urban Housing Scheme.

Shri Md. Rafiuddin, Director, Hyderabad Council of Human Welfare, also addressed the participants. In his address, Shri Rafiuddin said that majority of street children were involved in rag picking and of late, women were also taking to it. He emphasized the need to educate them on the dangers to which they are exposed.

#### **SPECIAL ACHIEVEMENTS**

##### **Police Personnel Appreciate CBWE Programme**

**Guwahati** : The Police Inspectors, Sub-Inspectors and Constables of Meghalaya State who attended the 2-day Need Based Seminar organized by the Regional Directorate, Central Board for Workers Education, Guwahati at Police Training School, Shillong on 17<sup>th</sup> and 18<sup>th</sup> May, 2005 expressed at the concluding session of the programme that it was very

informative and would be helpful to them in discharging their duties as police officers. They further stated that through the different forms of discussions in the programme they could know their lapses as well as the ways and means to improve them. They also expressed that such kind of programme need to be conducted more often in their department to improve the image of police department.

#### **Director, CBWE Visits the Child Labour Special School**

**Madurai :** Shri V. Parameswaran, Director, Central Board for Workers Education accompanied by Shri M. Thangapandian, Block Development Officer, Ottanchathiram visited the Child Labour Special School, Ottanchathiram run by NCLP in Dindugul District.

Shri Parameswaran was happy to see that the children rescued by the NCLP authorities were working in different trades. He also appreciated the efforts of the Teacher of the Special School as the children were seen very keen in learning. However, the Director advised the teacher to concentrate much on the health and cleanliness of the children beside regular payment of stipend to children, provision of basic infra structural

facilities like chairs and tables, and supply of study kits to the children with some play material.

Shri Ponnaian, Head Master of the Govt. Elementary School where the Special School is running, expressed his whole hearted cooperation in running the Special School in the same premises and assured that he would not make differentiation between the rescued child labour and the regular school children.

**Jabalpur:** A 2-day Child Labour programme under INDUS Child Labour Project organized on 12<sup>th</sup> & 13<sup>th</sup> March, 2006 at Sethus Shiksha Kendra, Roshan Nagar, Behind Tilak College, Katani (M.P.) was inaugurated by Shri V. Parameswaran, Director, Central Board for Workers Education. In his inaugural address, Shri Parameswaran appealed the participants to send their wards to school and educate them to eliminate illiteracy and poverty. Smt. Ritu Tiwari, Project Director, INDUS Bal Shram Pariyojana, Katni and Shri Anupam Rajan, District Collector were also present on the occasion.

#### **Director, CBWE Inaugurates ToT on Child Labour at Madurai**

**Madurai:** The practice of Child Labour, a social problem, is

prevalent in one form or the other throughout the country for various reasons, despite existence of appropriate laws and enforcement machinery, said Shri V. Parameswaran, Director, Central Board for Workers Education, while inaugurating the 5-day Training of Trainers Course, organized by the Central Board for Workers Education at Madurai on 23<sup>rd</sup> January, 2006.

Shri Parameswaran further stated that the evil of child labour practice could be eliminated to the extent possible by compulsory elementary education for children, besides involving the parents of child labours in the income generating activities through Self-Help Groups to maintain their families.

Shri M. Joseph, Zonal Director (South Zone), Central Board for Workers Education, Chennai, Shri K.S. Arumugam, Deputy Director (Edn.), Central Board for Workers Education and Shri Niranjana, Regional Director, Central Board for Workers Education, Madurai were also present on the occasion and addressed the participants.

#### **JEP conducted for Jail Staff**

**Coimbatore:** A 2-day Joint Education Programme for Jail Staff

organized on 27<sup>th</sup> & 28<sup>th</sup> October, 2005 at Central Prison Auditorium was inaugurated by Shri B.M. Esra, Deputy Inspector General of Prisons, Coimbatore. While inaugurating the programme, Shri Esra appreciated the Board and said that it is a Pandora's Box which contains information suitable to mould organizations and men tuning to the present challenges that were looming large on the organization's front. He added that the programme has made the ordinary to do extraordinary by infusing confidence among the participants, which is visible from the participant's appearance and maturity. He further desired for such programmes for the employees of Salem Central Prison also.

#### **Orientation Workshop for Project Directors Held**

**CBWE HQ :** The 2-day Orientation Workshop organised for Project Directors and Staff of Indus Districts at Central Board for Workers Education Headquarters, Nagpur from 3<sup>rd</sup> to 4<sup>th</sup> August, 2005 was inaugurated by Shri V. Parameswaran, Director, Central Board for Workers Education. Smt. Harjot Kaur, Deputy Secretary and Smt. Rajalakshmi, Section Officer, Ministry of Labour & Employment, Govt. of India were also present on

the occasion. Thirty-nine Project Directors and Accountants drawn from various NCLP districts of the Project States of Maharashtra, Madhya Pradesh, Tamil Nadu, Uttar Pradesh and Delhi attended the workshop.

Shri Parameswaran in his inaugural address stressed the need to safeguard the interests of child labour and play a proactive role in the eradication of child labour practice.

Smt. Harjot Kaur, Ministry of Labour & Employment, in her address apprised the participating Project Directors and Accountants about the accounting procedures for preparing the accounts of the Project besides to review and analyse the work done so far by Indus Staff in their respective district.

Smt. Rajalaxmi, Section Officer, Shri K.S. Arumugam, Deputy Director (Edn.), Central Board for Workers Education, Nagpur and Smt. Rupinder Kaur, Auditor of ILO Area Office, New Delhi also addressed the participants.

#### **Special Programme on "Industrial Harmony" Held**

**Visakhapatnam:** Shri Malladi Krishna Rao, Member of Legislative

Assembly (Pondicherry State) inaugurated the one-day Special Programme on "Industrial Harmony" organized by the Regional Directorate, Central Board for Workers Education, Visakhapatnam on 29<sup>th</sup> November, 2005 at Yanam in collaboration with Labour Department (Conciliation), Pondicherry. Shri Rao appreciated the role of the of Central Board for Workers Education in educating the workers and the employers about their rights, duties and obligations, which were necessary in current changing scenario.

Among others, Shri R.B. Janardhana Rao, Labour Officer, Andhra Pradesh Government, Kakinada, Shri Venkatesh, Labour Department (Conciliation), Government of Pondicherry and the Regional Administrative Officer, Yanam, were present on the occasion.

#### **Girl Child Labour are Safe in Open: Shanta Sinha**

**Goa:** An honest work even in small amount will yield results if rehabilitation of child labour is attempted sincerely, said Dr. Shanta Sinha, Director, M. V. Foundation, Hyderabad. Prof. Shanta Sinha was delivering the valedictory address at the 3-day Training of Trainers organized by the CBWE for its

Education Officers at Goa from 15<sup>th</sup> to 17<sup>th</sup> February, 2006. Shri V. Parameswaran, Director, Central Board for Workers Education presided over the function.

Explaining the pathetic condition of child labour, particularly girls, Dr. Sinha said that Girl Child Labour are safe when they are brought to open from hidden places.

Shri Parameswaran in his presidential address stated that the CBWE had undertaken a number of workshops for stakeholders and has developed a communication package containing pamphlets, booklets and other educational material on child labour for use of all the stakeholders.

Shri K. S. Arumugam, Dy. Director (Edn.), Shri Vishram Ram, Zonal Director (West Zone), Shri R. K. Pant, Zonal Director (North Zone), Shri V. S. Nadigar, Regional Director, Goa were also present on the occasion.

#### **Programme for Beedi Workers Held**

**Mangalore:** The 2-day Labour Welfare and Development Programme was organized for 40 Beedi Workers at Belthangadi, Dakshina Kannada District from 22<sup>nd</sup> to 23<sup>rd</sup> February, 2006. Smt. Sakku Bai, Branch Manager, SCDCC Bank Ltd., Belthangadi

inaugurated the programme. In her address, Smt. Sakku Bai exhorted the participants to be more organized and united which would help them to excel in all spheres of life.

Shri K.S. Arumugam, Dy. Director (Edn ), CBWE, Nagpur visited the programme and addressed the participants. Shri Arumugam said that economic liberation was the real liberation for women and they should make all-out efforts to reduce their dependence on men for fulfilling their economic needs.

#### **GOI Approves Revised Objectives of CBWE**

The Government of India, Ministry of Labour & Employment has approved the revised objectives of the Central Board for Workers Education (CBWE) as recommended by the Committee on Upgradation/ Restructuring of Central Board for Workers Education. The revised objectives are as follow :

1. To strengthen among all sections of the working class, including rural workers, a sense of patriotism, national integrity, unity, amity, communal harmony, secularism and pride in being an Indian;

2. To equip all sections of workers, including rural workers and women workers, for their intelligent participation in social and economic development of the nation in accordance with its declared objectives;
3. To develop amongst the workers a greater understanding of the problems of their social and economic environment, their responsibilities towards family members, and their rights and obligations as citizens, as workers in industry and as members and officials of their trade union;
4. To develop capacity of workers in all aspects to meet the challenges of the country from time to time;
5. To develop strong, united and more responsible trade unions and to strengthen democratic processes and traditions in the trade union movement through more enlightened members and better trained officials;
6. To empower workers as employees of the organization and to develop sense of belongingness as effective instruments of amicable industrial relations and maintaining industrial peace;

7. To meet the needs of workers to have access to ways of acquiring and continuous upgradation of knowledge and skills that they require to find and hold a job.

#### **CBWE Participates in Melas and Exhibitions**

- The Central Board for Workers Education participated in India International Trade Fair organized by India Trade Promotion Organization from 14<sup>th</sup> to 27<sup>th</sup> November 2005 held at New Delhi. About 7500 Indian Companies and 350 companies from 33 overseas countries participated in the trade fair. The Board put up an exhibition stall in the fair to have a wide publicity of its publications like Booklets, Posters, A.V.Aid and other relevant information to create mass awareness about the CBWE amongst all sections of the National as well as International level. The stall was visited by several national and international visitors. They appreciated the work of CBWE and also purchased its publications.
- In order to give wider publicity to

the Board's activities and the publications, it has brought out, the CBWE participated in Melas organized by Naihati Rajiv Gandhi Memorial Society, Netaji Subha More, Atragami Handicapped Samity, at Krishi Mela Prangan, P.S. Nandigram, District Purba Mednipur (W.B.), Contai Palpara Saradadevi Mahila Mondal at Baruipur Science Fair Campus, District Purba Mednipura, Kultani Milon Tirtha Society, South 4-Parganas, West Bengal and put stall of Board's Priced Publications, Posters, A.V. Aid etc.

A number of visitors, including dignitaries visited the Board's Stall and got the information about CBWE's activities. The Board also sold a good number of its priced publications and posters in the Melas during the year 2005-06.

#### **Inhouse Softwares Developed**

As a step towards enhancing e-governance, six softwares have been developed by the CBWE to meet its requirements as under:

- For compilation and generation of reports as per requirement based on Monthly Progress Reports (MPR) being received from all the Regional Directorates.
- For maintaining leave account of officers/staff of Head Office, which shows the balance leave of an official and also the number and type of leave availed by the official in a year(s) on the basis of nature of leave.
- For maintaining account particulars of Regional Directorates, which give details about the Bank Account like account number, branch name etc. and also fund remittance under Plan and Non-plan category.
- For monitoring remittances to the Regional Directorates to ensure proper flow of funds to them after evaluating their actual requirement.
- For maintaining personnel data of CBWE officials.
- For preparation of identity cards for pensioners with photos.





## Impact at a Glance

Some of the important events regarding impact of Workers Education Programmes as reported by Regional Directorates are given below :

### Participants Appreciate Vocational Guidance in the Programme

**Mangalore :** The 4-day Conscientization Camp organized for 40 Women Beedi Workers from in and around Mangalore from 24<sup>th</sup> to 27<sup>th</sup> May, 2005 by the Regional Directorate, Central Board for Workers Education, Mangalore was unique as in this programme Vocational Guidance on various items of household goods like Phenyl making, Vessel washing powder, Soap, Soap Powder, Liquid Soap making etc. was given by the Education Officers with the help of experts in the field. Guidance was also given to start various Small Scale Industries through SHGs. All the participants expressed their gratitude for organizing such type of Technical Training for promoting self-employment.

### Rural Camp Motivates Self Employment

**Allahabad :** The Rural Volunteers who associated with the Education Officer of Regional Directorate, Central Board for Workers

Education, Allahabad in conducting the Rural Awareness Camp at Village Agaronha, Block Manikpur, Dist. Chitrakoot in August, 2003, reported that Smt. Chunki Devi one of the participants who got motivated by the self-employment scheme discussed in the programme started her own small business out of the per diem allowance of Rs. 150/- received by her in the camp. She gave credit to CBWE for her development and financial independence. Inspired with Smt. Chunki Devi's spectacular development, other women of the area have also started their own business for their self-reliance.

### CBWE Programme Helps RDCMPUL to Get ISO Certificate

**Rajkot :** A two-day programme on 'Positive Attitude, ISO-9000 and GMP was organised for the employees of Rajkot District Co-operative Milk Producer's Union Ltd. (RDCMPUL), Rajkot by Regional Directorate, Central Board for Workers Education, Rajkot from 4<sup>th</sup> to 5<sup>th</sup> July, 2005, under Self-Generation of Funds Scheme.

The management of the RDCMPUL informed that the programme has immensely benefited the employees who participated in it. It has also helped

the company in getting a certificate from M/s Sai Globalm, Australia for ISO 9001:2000, CODES HACCP 9000 and GMP and thus requested the CBWE to continue its support to keep their employees abreast with latest development taking place in the industrial world, not only at the national level but also at the international level.

### CBWE Programmes Bring Change in Employees' Attitude

**Jamshedpur:** Hindustan Copper Limited, Ghatsila, was running in loss for the last ten years for a number of reasons. The management thought that the CBWE training programme would be useful in changing the mindset of workers and accordingly it contacted the Regional Directorate, Central Board for Workers Education, Jamshedpur and requested to conduct suitable training programmes to enlighten their employees about various developments that were taking place. Accordingly, the Regional Directorate conducted a series of programmes in the company. The Workers Education Programmes proved very useful in enlightening the employees about the ground realities of the changing scenario and developing a positive change in their attitude. Shri B. K. Mendiratta,

Acting General Manager, informed that there had been a cognizable improvement on the front of production and productivity and the Smelter Plant of ICC was functioning more than its rated capacity besides the tendency to curtail various wastages among the employees has been noticed

#### **SHG Improves Economic Condition**

**Guwahati** : Inspired with the classes conducted on the importance and need of Self-Help Groups for the socio-economic development in the 2-Day Special Seminar organised for Scheduled Tribe Workers of adjacent villages of Doimukh Development Block in the District of Papumpare of Arunachal Pradesh from 19<sup>th</sup> to 20<sup>th</sup> March, 2005 by the Regional Directorate, Central Board for Workers Education, Guwahati, the participants of the training programme started a Self-Help Group. They admitted that prior to joining the programme, they were not aware of the concept of Self-Help Group. The Self-Help Group so formed has undertaken viable economic activities like piggeries, poultry and handlooms and through these activities, the economic condition of the members of SHG has been improved.

#### **Quality of Life Programme Held**

**Visakhapatnam** : A 4-day Quality of Life programme for the Workers and their Spouses from Unorganized Sector was organized by the Regional Directorate, Central Board for Workers Education, Visakhapatnam, in association with Guide Welfare Society, Araku Valley, from 18<sup>th</sup> January, 2006 to 21<sup>st</sup> January, 2006 at the office campus of Guide Welfare Society, Araku Valley.

The programme was highly appreciated and the following feedback/impact was received:

1. In the programme, three sex workers participated. They were really impressed by the talk on AIDS awareness and Quality of Life, and said that only they has realized the importance of family life and vowed to give up their profession.
2. Three couples were afraid of family planning. But the classes on family planning motivated them to go to the hospital and get the family planning operation performed on them.
3. Sadhu and G. Ramachandra were the two participants, who told that they were habitual country liquor drinkers and had spoiled their own as well as family's life. However, the discussion on the topic "Consequences of

Drinking Liquor" helped them understand its evil effects and as such declared that they would not touch liquor anymore, and requested the CBWE, Visakhapatnam to conduct more such programmes, so that other people might also get benefit of the same.

4. One participant named V. B. Ravikumar revealed in the last session of the programme that he is an HIV positive. He told that the topic on AIDS awareness gave him a lot of information about AIDS and he promised to make other people of his area aware about AIDS.
5. One lady participant named Chandamma said that she did not know the benefits of saving and hence was spending money recklessly. But in the programme she came to know about the importance of saving and on the last day of the programme she went to post office and opened a saving account.

#### **CBWE Programme Brings Attitudinal Change**

**Barrackpore**: Motivated by the deliberations of 2-day seminar on Quality of Life for Workers and their Spouses held at Vill. Chak Kalitala, Raninagari Block, Murshidabad District from 5<sup>th</sup> to 6<sup>th</sup> September, 2005, some female participants informed that they have found very noteworthy behavioural changes in

their husband's attitude as they were very arrogant prior to attending the programme.

### **CBWE Programmes Help Improve Work Culture**

**Barrackpore :** Shri J. K. Mondal, Superintending Engineer, West Bengal State Electricity Board (WBSEB), Kolkata was the Chief Guest at the inaugural function of the Joint Education Programme on "Work Culture, Productivity and Team Building" organized by the Regional Directorate, Central Board for Workers Education, Barrackpore from 23<sup>rd</sup> to 25<sup>th</sup> November, 2005. In his address Shri Mondal said that the training programmes conducted by the CBWE had not only improved the work culture of WBSEB but also a remarkable change in the attitude of their employees was noticed. He, therefore, assured all cooperation to CBWE in future.

### **RACs Bring Perceptible Impact**

**Mangalore:** The Rural Awareness Camps (RACs) organized by the Regional Directorate, Central Board for Workers Education, Mangalore in the month of November had a great impact on the participants. The participants expressed their happiness for having acquired requisite knowledge on various sociological, economical and health

issues affecting rural masses and assured to follow the learning diligently. They further said that the camps have helped them to build their confidence in running the Self-Help Groups, taking active part in social development and in improving their quality of life by reaping the benefits of Welfare Schemes of the government. They assured to send their children to school instead of sending to work.

### **Conscientization Camp Motivates Self-Employment**

**Jamshedpur:** Smt. Israt Parveen, one of the participants of the 4-day Conscientization Camp organized for the Weaker Section Workers by the Regional Directorate, Central Board for Workers Education, Jamshedpur from 19<sup>th</sup> to 22<sup>nd</sup> May, 2005 got motivated for self-employment and started "Israt Silai & Bunai Kendra" (an Institution of Tailoring & Stitching) at Makdampur, Dist. Singhbhum (E). She gave the credit to CBWE, Jamshedpur for making her career bright.

### **CBWE Programme to Help Improve Standard of Life**

**Dhanbad:** The participants of the 2-day Special Seminar organized for Unorganized Workers by the Regional Directorate, Central Board for Workers Education, Dhanbad

from 19<sup>th</sup> to 20<sup>th</sup> December, 2005 at Thakurtand Village, Dist. Bokaro, expressed a view that the training programme had given them the basic knowledge for improving their standard of life. They further said that they could understand the importance of organization, small saving, family welfare in general, and Self-Help Group in particular, for their own benefits as well as for the benefit of village. Their participation in the programme motivated them to form seven Self-Help Groups.

### **Participants Receive Vocational Training**

**Hubli:** In the 4-day Conscientization Camp organized for Beedi Workers from 25<sup>th</sup> to 28<sup>th</sup> February, 2006 by the Regional Directorate, Hubli, the participants were imparted training on "Jardoshi Work" on Sarees & Dress Material and preparation of School Bags & Vanity Bags for improving their socio-economic condition. The participants were also sensitized on the issue of HIV/AIDS by the Education Officer of the Board as well as the experts from ICHAP, Dharwad, while the faculty from Indian Red Cross Society also highlighted the importance and need of Family Welfare and Immunization.

All the participants were very happy to know about various welfare schemes of the Central/State Governments, which they did not know before joining the programme.

Motivated by the programme, the participants formed two 'Self-Help Groups' to reap the benefits of the various schemes run by the Central/ State Governments.

#### RAC Makes Participants Literate

**Barrackpore :** Impressed with the deliberations in the 2-day Rural Awareness Camp (RAC) organized by the Regional Directorate, Central Board for Workers Education, Kolkata from 12<sup>th</sup> to 13<sup>th</sup> January, 2006 at Vill. Chandigarh, North 24 Pgs. District, the participants who were illiterate before joining the camp, became literate and learnt to

put their signature on the acquittance roll. They also stated that they developed the confidence to write their name, and assured to continue the practice of writing so that in future nobody could point out their weakness.

#### Trade Union Formed

**Imphal:** Motivated by the classes on "Importance and Need of Trade Unions for the welfare of the workforce", the participants of the 2-day Special Seminar organized for Unorganised workers by the Regional Directorate, Central Board for Workers Education, Imphal from 14<sup>th</sup> to 15<sup>th</sup> June 2004 at Rural Social Upliftment Welfare Association, Nongada, Imphal East district, Manipur, formed a Trade Union named "The All Moirangpurel Labour Association".

#### Formation of Self Help Groups

During the year 2005-06, the Board has conducted various training programmes for organized, unorganized, rural and informal workers. The classes on Importance and Need of Self-Help Group motivated the workers who participated in these programmes to form Self Help-Groups to reap the benefits of the Central/State Government schemes for their socio-economic upliftment. Some of the Self-Help Groups formed by the participants are given below:

Name of Village Imphal	Name of Programme	Name of Self-Help Group
Charangpat Mamang Leikal Block & District Thoubai, Manipur	2-Day Special Seminar for Unorganised Workers 26 <sup>th</sup> & 27 <sup>th</sup> June, 2002	Yeninghunbi Self-Help Group
L. P. School, Manipur	2-day Special Seminar organized for Unorganized Sector Workers 26 <sup>th</sup> & 27 <sup>th</sup> June, 2002	Educated Unemployed Self-Help Group

#### Rickshaw Pullers Become Owners

**Kanpur:** The participating rickshaw pullers of the 4-day Conscientization Camp organized for them by the Regional Directorate, Central Board for Workers Education, Kanpur on 27<sup>th</sup> to 30<sup>th</sup> March, 2006 at Orai, Jallaun were paying a rent of Rs. 30/- per day to the owner of the rickshaw which amounted to about Rs. 900/- per month. During the Camp all the participants were provided new rickshaws under the scheme declared by the Chief Minister of Uttar Pradesh. Now the Rickshaw Pullers who were pulling rickshaw on rent basis became owner of their own rickshaw. They thanked CBWE, Kanpur for helping them to live a better life ahead.

Name of Village Imphal	Name of Programme	Name of Self-Help Group
Laikhong, Moirang CD Block, Bishnupur District	2-day Rural Awareness Camp 12 <sup>th</sup> & 13 <sup>th</sup> August, 2004	Laihong Mayai Laikai Nupe Khunai Chaokhart Thourang Lup
Wangoo Salbal, Moirang, CD Block, Bishnupur District	Rural Awareness Camps 19 <sup>th</sup> & 20 <sup>th</sup> Nov., 2004	Self-Help Groups
Ithai Khunou, Moirang, CD Block, Bishnupur District	Rural Awareness Camps 20 <sup>th</sup> & 21 <sup>st</sup> Oct., 2004	Self-Help Groups.
Sanjenbam Khullen & Khunou, Sawombung Block, Imphal East, District Manipur	2-day Special Seminar for Women Workers Education 9 <sup>th</sup> to 10 <sup>th</sup> June, 2005	Two Self-Help Groups.
Leirongthel Pitra, Block & Dist. Thoubal	2-day Rural Awareness Camp 22 <sup>nd</sup> & 23 <sup>rd</sup> July, 2005	Panthoibi Self-Help Group.
Takhel Village, Sawombung Block, Imphal East	2-day Rural Awareness Camp 8 <sup>th</sup> & 9 <sup>th</sup> August, 2005	Panthoibi Apunba Nupi Marup Takhel Mayai Leikai
	2-day Special Seminar conducted for	
	a) Unorganized Sector Workers	1 Women Self-Help Group, Sekmajjin Mamang Leikai
	b) Parents of Child Labour	2 The Lairenbi Self-Help Group, Kholdum
	c) Rural Awareness Camp	3 The Khoikum Mayai Leikai Ima Leimarol Group 4 The Ideal Women Self-Help Group, Uyal Makha Leikai
<b>Guwahati</b> Prafullya Nagar Village, Darrang Dist., Assam	4-day Conscientization Camp organized for Weaker Section Workers 6 <sup>th</sup> to 9 <sup>th</sup> Nov., 2005	1 Kalyani Mahila Self-Help Group 2 Lakshmi Self-Help Group.
Latakata, Basistha, Guwahati	2-day Special Seminar organized for Women Workers 12 <sup>th</sup> & 13 <sup>th</sup> Dec.05	Mili-Juli Shramik Mahila Group
<b>Faridabad</b> Argaon, Jalon	2- Day Rural Awareness Programme 26 <sup>th</sup> & 27 <sup>th</sup> Sept., 2005	1 Jai Bajrangbali Self-Help Group 2 Jai Ambe Self-Help Group
<b>Dhanbad</b> Thakurtand Village, Dist. Bokaro	2-day Special Seminar organized for Unorganized Workers 19 <sup>th</sup> to 20 <sup>th</sup> December, 2005	Seven Self-Help Groups.
<b>Muzaffarpur</b> Begampur Tatma Tola, Muzaffarpur	2-day Rural Awareness Camp 17 <sup>th</sup> to 18 <sup>th</sup> Nov., 2005	Hind Khet Mazdoor Panchayat Self-Help Group



### Targets Allotted To The Regional Directorates For 2006-2007

Sr. No.	Name of Regional Directorate	E.Os	TTC	FIB	RCT	JEP	MES	JEP		MES	JEP	NBSP	Prog on Quality of LTR				Trak-FALC (long term)	Weaker RAC	LKO	Work-overs	Womans	PCL	DL	SOSBT	L.W.D.	S.L.C.F.T.			Cons. camp	Stone Quarry	Total
								days	days				days	days	days	days										days	days	days			
<b>NORTH ZONE</b>																															
1	Ghaziabad	5	1	1	1	-	15	5	10	-	2	3	3	12	2	3	5	5	50	10	10	8	12	5	15	-	15	-	5	-	198
2	Allahabad	6	-	3	-	6	12	6	6	-	1	3	2	4	-	-	12	12	54	6	12	11	10	6	12	6	12	6	12	-	214
3	Bareilly	8	-	3	-	2	10	2	-	-	1	2	8	5	-	5	5	50	5	10	8	12	10	20	5	25	5	10	-	203	
4	Chandigarh	3	-	1	-	-	6	-	6	-	1	1	3	5	-	3	4	24	6	10	5	10	6	9	-	18	-	4	-	122	
5	Delhi	7	1	3	-	-	7	7	14	-	2	5	2	6	2	-	7	63	12	12	8	14	18	18	7	28	-	18	-	260	
5	Ferozabad	4	-	2	-	1	5	-	4	-	2	2	4	4	20	4	4	30	8	6	5	10	8	16	20	4	-	4	10	177	
7	Jaipur	4	-	1	1	1	12	-	10	-	1	3	4	8	-	2	4	40	8	8	5	10	8	16	-	12	-	4	-	162	
8	Kanpur	6	1	2	1	6	6	12	9	-	2	4	4	8	6	6	6	60	12	12	6	14	12	24	6	15	-	6	-	246	
9	Parwanoo	3	1	1	-	-	2	3	1	-	-	-	2	4	4	-	3	33	9	9	4	8	5	9	6	10	-	3	-	120	
10	Jammu	3	-	2	-	2	7	-	5	-	1	2	3	3	-	-	3	24	9	9	3	7	4	15	2	7	-	3	-	114	
11	Gorakhpur	3	-	2	-	2	8	-	8	-	1	2	2	3	1	2	3	21	7	7	8	13	7	9	-	8	-	3	-	114	
12	Udaipur	2	-	1	-	-	3	2	4	-	1	1	4	8	-	-	2	10	2	2	6	14	2	8	-	6	-	2	-	80	
13	Gwalior	4	-	1	-	6	8	2	8	-	2	3	2	4	-	-	4	44	6	6	5	15	10	16	2	12	2	4	-	166	
<b>Total</b>		<b>56</b>	<b>4</b>	<b>23</b>	<b>3</b>	<b>26</b>	<b>99</b>	<b>39</b>	<b>83</b>	<b>0</b>	<b>16</b>	<b>30</b>	<b>37</b>	<b>76</b>	<b>40</b>	<b>17</b>	<b>61</b>	<b>62</b>	<b>503</b>	<b>100</b>	<b>113</b>	<b>82</b>	<b>149</b>	<b>101</b>	<b>187</b>	<b>54</b>	<b>170</b>	<b>13</b>	<b>78</b>	<b>10</b>	<b>2176</b>



Sr. No.	Name of Regional Directorate	E.Os	ITC	RDP	RCT	JEP	NDS	ULOA	JEP	NDSIP	Prog. on Quality of Life				Trk. P.M.C. Unit rad. Wk. Sec. 4 days (4 days)	Weather Rpt. Sec.	Special Services 2 days			L.W.D.	S.I.S.F.P.			Cons. camp R.L. 2 days	Stone Quarry 2 days						
											1	2	3	4			1	2	3		1	2	3			1	2	3			
		3	days	days	days	days	days	days	days	days	days	days	days	days	days	days	days	days	days	days	days	days	days	days							
<b>WEST ZONE</b>																															
1	Ahmedabad	3	-	2	-	-	6	3	3	-	1	1	3	3	-	5	5	24	6	6	6	9	6	9	-	12	-	3	-	113	
2	Rajpur	4	-	2	-	-	12	-	12	-	2	2	4	4	-	4	4	32	8	8	10	9	8	11	-	20	-	4	-	156	
3	Mumbai	3	-	3	-	-	6	-	6	-	1	2	5	2	6	-	7	5	-	6	9	5	10	5	15	-	9	-	-	102	
4	Vadodara	6	-	2	1	3	24	15	12	-	2	4	6	6	-	6	6	72	10	8	3	3	8	24	12	12	2	6	-	247	
5	Goa	4	-	2	-	-	8	-	8	-	1	2	3	4	4	-	4	4	44	12	12	5	5	12	20	8	4	-	4	-	166
6	Indore	5	-	2	1	-	15	5	15	-	2	3	5	5	5	-	5	5	40	10	10	10	10	8	15	-	10	-	10	-	191
7	Jabalpur	6	-	2	-	-	10	5	15	-	5	5	5	5	-	5	8	7	40	10	10	10	10	10	10	-	15	5	5	-	187
8	Nagpur	5	-	3	1	-	15	5	5	-	-	5	5	10	2	-	10	10	40	5	10	10	10	5	10	-	15	-	5	-	181
9	Pune	4	-	3	6	-	-	4	9	-	-	4	4	6	2	-	4	4	32	8	6	12	8	10	12	-	8	-	4	-	152
10	Rajkot	2	-	1	-	-	4	-	4	-	1	2	2	2	-	-	2	2	16	6	6	5	5	4	4	-	10	-	2	-	76
11	Thane	6	-	2	-	-	12	6	15	-	2	6	6	12	1	1	4	10	60	12	10	12	10	10	24	-	20	-	8	-	241
12	Bhopal	4	-	2	-	8	12	-	8	-	2	2	4	4	-	-	4	4	28	8	8	8	10	6	12	-	16	-	4	-	150
<b>Total</b>		<b>51</b>	<b>-</b>	<b>26</b>	<b>11</b>	<b>11</b>	<b>124</b>	<b>43</b>	<b>112</b>	<b>-</b>	<b>19</b>	<b>36</b>	<b>52</b>	<b>65</b>	<b>20</b>	<b>6</b>	<b>63</b>	<b>66</b>	<b>428</b>	<b>101</b>	<b>105</b>	<b>98</b>	<b>62</b>	<b>92</b>	<b>166</b>	<b>20</b>	<b>151</b>	<b>7</b>	<b>53</b>	<b>-</b>	<b>1974</b>





Sr. No.	Name of Regional Directorate	E.Os	TTC	PDF	RCT	JEP 3 days	NBS 2 days	ULC's 2 days	JEP 1 days	NBSF 1 days	Prog. on Quality of LRs	Total need at Plant (Crg. (No. (Comp.)/No. level Sec.) (Sec.) (Sec.) (Sec.)	Weather PAC Sec. (4 days)	ULC Workers	Special Seminars 2 days	L.W.D.	S.O.F.P.	Cont. camp R.L.	Stone Quarry 2 Boys	Total											
																					4	3	2	1	4	1	1	1	1	1	1
<b>ZONE WISE TARGET FOR THE YEAR 2006-2007</b>																															
1	North Zone	56	4	23	3	26	99	39	53	-	16	30	37	76	40	17	61	62	503	100	113	62	148	104	187	54	170	13	78	10	2176
2	East Zone	36	3	15	2	28	72	46	80	-	12	23	30	51	6	19	43	40	382	68	76	55	71	88	126	6	84	4	36	-	1420
3	West Zone	51	-	26	11	11	124	45	112	-	19	38	52	85	20	6	63	66	425	101	105	96	62	92	166	20	151	7	53	-	1974
4	South Zone	53	4	17	3	30	126	74	119	2	4	23	42	84	27	2	64	73	474	109	96	93	102	112	181	16	128	8	57	-	2060
5	North-East Zone	17	-	8	-	-	96	-	38	-	3	12	9	37	-	-	24	24	170	60	69	11	9	47	65	-	23	-	18	-	643
<b>Total</b>		<b>213</b>	<b>11</b>	<b>87</b>	<b>19</b>	<b>95</b>	<b>457</b>	<b>282</b>	<b>432</b>	<b>2</b>	<b>54</b>	<b>126</b>	<b>170</b>	<b>283</b>	<b>93</b>	<b>44</b>	<b>255</b>	<b>265</b>	<b>1937</b>	<b>436</b>	<b>449</b>	<b>337</b>	<b>393</b>	<b>416</b>	<b>725</b>	<b>96</b>	<b>556</b>	<b>32</b>	<b>242</b>	<b>10</b>	<b>8273</b>