

51<sup>st</sup> ANNUAL REPORT  
AND ACCOUNTS  
2009-2010



**CENTRAL BOARD FOR WORKERS EDUCATION**



# CENTRAL BOARD FOR WORKERS EDUCATION

(Registered under the Societies Registration Act, XXI of 1860 on 16th September, 1958)

## Members of CBWE as on 31st March, 2010

### ◆ Chairman

Shri Ashok Singh

### ◆ Representatives of Government of India

Shri S. K. Dev Verman, Joint Secretary, Ministry of Labour & Employment, Govt. of India

Shri Chaman Kumar, Additional Secretary & Financial Adviser, Ministry of Labour & Employment, Govt. of India

Shri Jagmohan Singh Raju, Joint Secretary & Director General, National Literacy Mission,  
Ministry of Human Resource Development, Govt. of India

### ◆ Representatives of State Governments

Shri C. K. Viswanathan, Secretary, Labour & Rehabilitation Department, Govt. of Kerala

Shri K. K. Mittal, Principal Secretary, Labour & Employment Department, Govt. of Assam

### ◆ Representatives of Workers' Organisations

Shri K. Lakshma Reddy, General Secretary, Bharatiya Mazdoor Sangh

Shri Vasant Pimplapure, All India Finance Secretary, Bharatiya Mazdoor Sangh

Shri R. Chandrasekheran, President, Indian National Trade Union Congress, Kerala

Shri G. L. Dhar, Secretary, All India Trade Union Congress

Shri Krushna Chandra Patra, Hind Mazdoor Sabha

### ◆ Representatives of Employers' Organisations

Shri Harendra Kumar, Member, Confederation of Indian Industry

Shri Shriram Agarwal, General Secretary, Laghu Udyog Bharati

Shri B. P. Pant, Secretary, All India Organisation of Employers

Shri Meghnath Mukherjee, Professor (OB& HR), International Management Institute

Dr. U. D. Choubey, Director General, Standing Conference of Public Enterprises

### ◆ Representative of Educational Institution

Shri Chalawadi Narayana Swamy, Spokesperson, Congress Party, Bangalore

### ◆ Ex-Officio Member Secretary

Prof. Dr. Sadhan K. Ghosh, Director, Central Board for Workers Education

# CENTRAL BOARD FOR WORKERS EDUCATION

## Members of Governing Body as on 31st March, 2010

### ◆ **President**

Shri Ashok Singh, Chairman, Central Board for Workers Education

### ◆ **Vice-Presidents**

Shri S. K. Dev Verman, Joint Secretary, Ministry of Labour & Employment, Govt. of India

Shri K. L. Reddy, General Secretary, Bharatiya Mazdoor Sangh

Shri Shriram Agarwal, General Secretary, Laghu Udyog Bharati

### ◆ **Members**

Shri Chaman Kumar, Additional Secretary & Financial Adviser,  
Ministry of Labour & Employment, Govt. of India

Shri C. K. Viswanathan, Secretary, Labour & Rehabilitation Department, Govt. of Kerala

Shri K. K. Mittal, Principal Secretary, Labour & Employment Department, Govt. of Assam

Shri Vasant Pimplapure, All India Finance Secretary, Bharatiya Mazdoor Sangh

Shri R. Chandrasekheran, President, Indian National Trade Union Congress, Kerala

Shri Krushna Chandra Patra, Hind Mazdoor Sabha

Shri Harendra Kumar, Member, Confederation of Indian Industry

Dr. U. D. Choubey, Director General, Standing Conference of Public Enterprises

### ◆ **Ex-Officio Member Secretary**

Prof. Dr. Sadhan K. Ghosh, Director, Central Board for Workers Education

# CENTRAL BOARD FOR WORKERS EDUCATION

## Members of Finance Committee as on 31st March, 2010

### ◆ Chairman

Shri Ashok Singh, Chairman, Central Board for Workers Education

### ◆ Members

Shri Ranbir Singh, Director, Ministry of Labour & Employment, Govt. of India  
(representing Joint Secretary, Ministry of Labour & Employment, Govt. of India)

Shri Goutam Roy, Director (Finance), Ministry of Labour & Employment, Govt. of India  
(representing Financial Adviser, Ministry of Labour & Employment, Govt. of India)

Shri R. Chandrasekheran, President, Indian National Trade Union Congress, Kerala

Dr. U. D. Choubey, Director General, Standing Conference of Public Enterprises

Prof. Dr. Sadhan K. Ghosh, Director, Central Board for Workers Education

# CENTRAL BOARD FOR WORKERS EDUCATION

## Members of Managing Committee for IIWE, Mumbai as on 31st March, 2010

### ◆ Chairman

Shri Ashok Singh, Chairman, Central Board for Workers Education

### ◆ Vice-Chairmen

Shri K. L.Reddy, General Secretary, Bharatiya Mazdoor Sangh

Shri Shriram Agarwal, General Secretary, Laghu Udyog Bharati

### ◆ Members

Shri Ranbir Singh, Director, Ministry of Labour & Employment, Govt. of India

(representing Joint Secretary, Ministry of Labour & Employment, Govt. of India)

Shri Goutam Roy, Director (Finance), Ministry of Labour & Employment, Govt. of India

(representing Financial Adviser, Ministry of Labour & Employment, Govt. of India)

Shri Jagmohan Singh Raju, Joint Secretary & Director General, National Literacy Mission,

Ministry of Human Resource Development, Govt. of India

Shri Vasant Pimplapure, All India Finance Secretary, Bharatiya Mazdoor Sangh

Shri Harendra Kumar, Member, Confederation of Indian Industry

Shri R. Chandrasekheran, President, Indian National Trade Union Congress, Kerala

Shri Chalawadi Narayana Swamy, Spokesperson, Congress Party, Bangalore

Prof. V. N. Rajasekharan Pillai, Chairman & Vice-Chancellor, IGNOU

Dr. N. R. Shetty, President, Indian Society for Technical Education, Bangalore

Prof. Dr. Sadhan K. Ghosh, Director, Central Board for Workers Education

### ◆ Ex-Officio Member Secretary

Shri N. H. Bhadre, Dy. Director (Trg.), Indian Institute of Workers Education



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## OUR OBJECTIVES

- ◆ 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;
- ◆ 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;
- ◆ 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;
- ◆ To develop capacity of workers in all aspects to meet the challenges of the country from time to time;
- ◆ 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;
- ◆ To empower the workers as employees of the organization and to develop sense of belongingness as effective instruments of amicable industrial relations and maintaining industrial peace;
- ◆ 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.



# Introduction

During the Second Five Year Plan it was felt by the Planners that democratic society like ours requires 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 15th 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 16th 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 headquarter at Nagpur. It operates through a network of 50 Regional Directorates and 9

Sub-Regional Directorates located in various parts of the country. There are six Zonal Directorates at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal 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 at 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 process 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 an information centre and offers specialised training 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 also conducts in-house training programmes for the officials of the Board.

## Board and Governing Body

The Board is headed by a part-time non-official Chairman, who is nominated by the Government of India. Presently Shri Ashok Singh is the Chairman of

the Board. The Director of the Board is Administrative Head of the Board. Prof. Dr. Sadhan K. Ghosh is currently the Director.

The Board comprises representatives of Central Organizations of Workers, Central Organizations 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 the training needs of the workers of organized, unorganized, rural and informal sectors. Supervisory and managerial cadres are also covered through Joint Education Programmes. During the year 2009-10, 8,478 programmes for organized, unorganized, rural and informal sectors were organized for 2,94,894 workers. The figures include the programmes and workers trained by the trade unions under the 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.

The impact of the CBWE's training programmes in unorganized/rural sector was so encouraging that the number of Self Help Groups formed has increased from 500 to nearly 2600 during 2009-10 which helped in generation of self employment among the members of these Self Help Groups.

### **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 topics 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. 1.80 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 595 programmes for 21,421 workers from North-East region which includes 39 special programmes conducted for 1155 union activists.

## 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 2009-10, 1,84,905 women participated in Board's various training programmes.

## Performance in Terms of Training Activities

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

Sr. No.	Name of Activity	2008-09		2009-10	
		No. of Progs.	No. of Participants	No. of Progs.	No. of Participants
<b>National Level</b>					
1	Courses for Trade Unions	34	675	24	470
2	Refresher Courses for Regional Directors/ Education Officers	10	154	2	46
3	Courses for Representatives of Management and Workers of Pvt. / Pub. Sectors (SGF)	1	20	–	–
4	Training of Trainers Courses for Education Officers on HIV/AIDS	3	41	–	–
5	Courses for Group C & D Employees of Board	3	47	3	61
6	Programmes on Workers Participation in Management	2	72	2	24
7	Activists from Jammu & Kashmir	3	68	2	62
8	Activists of Central Trade Unions of North-East Region	3	52	5	110
<b>Organised Sector</b>					
<b>Regional Level</b>					
9	Special Programme for North-East Region ( 5 days)	12	327	11	330

Sr. No.	Name of Activity	2008-09		2009-10	
		No. of Progs.	No. of Participants	No. of Progs.	No. of Participants
10	Golden Jubilee Academic Seminar (National Level) 2 days	9	1847	–	–
11	Training of Trainers (45 days)	14	383	12	293
12	Personality Development Programmes (21 days)	62	1380	71	1678
13	Refresher Courses for Trainers (5 days)	7	173	10	148
14	Joint Education Programmes (3 days)	21	485	3	52
15	Need Based Seminars (2 days)	383	10011	420	11703
16	Self Generation of Funds Programmes (1/2/3 days)	901	17819	708	13830
17	Programmes on Workers Participation in Management (3 days)	29	796	30	883
18	Special Programme on HIV/AIDS (1 day)	3	70	–	–
19	Special Self Generation of Funds Programmes (2 days)	6	108	1	60
20	Joint Education Programmes (1 day)	372	9705	941	25070
21	Interactive Workshops for Journalists/non-Journalists	29	902	–	–
22	Special Self Generation of Funds Programmes (5 days)	5	79	–	–
23	Golden Jubilee Academic Seminar (Org.) (2 days)	20	3923	–	–
24	Special Programmes for VRS opted Employees (2 days)	–	–	1	24
25	Special Programmes for ITI Trainees (5 days)	–	–	27	1784

Sr. No.	Name of Activity	2008-09		2009-10	
		No. of Progs.	No. of Participants	No. of Progs.	No. of Participants
26	Training of Facilitators from Informal Sector (5 days)	–	–	18	450
	<b>Unit Level</b>				
27	Part Time/Full Time Unit Level Classes	101	2634	136	3573
28	Joint Education Programmes (2 days)	363	8741	416	10516
29	Functional Adult Literacy Classes (6 months)	1	24	5	134
30	Quality of Life Programmes (4 days)	11	432	13	508
31	Quality of Life Programmes (2 days)	61	2146	81	2880
32	Plant Level Programmes (1 Day)	98	2874	182	5029
	<b>Unorganised Sector</b>				
33	Empowerment Programmes for Unorganized/Weaker Sections Workers (4 days)	333	13132	349	13684
34	Quality of Life Programmes (4-days)	83	3234	83	3176
35	Quality of Life Programmes (2-days)	187	6926	210	8070
36	Retraining Programmes (1 day)	132	8571	180	10121
37	State Level Programmes on Skill Development for North-East Region (3 days)	26	836	28	825
38	Golden Jubilee Academic Seminars (2 days)	27	5699	–	–
39	Personality Development Programmes (10 days)	4	122	7	210
40	Programmes for Stone Quarry Workers (2 days)	8	319	30	1152
41	Programmes for Unorganized Sector Workers (2-days)	425	16797	547	21757

Sr. No.	Name of Activity	2008-09		2009-10	
		No. of Progs.	No. of Participants	No. of Progs.	No. of Participants
42	Programmes for Women Workers (2-days)	419	16464	535	21114
43	Programmes for Parents of Child Labour/ Child Labour (2 days)	265	10253	270	10800
44	Programmes for SC/ST Workers (2-days)	354	13737	436	16896
45	Programmes on Labour Welfare and Development (2 Days)	485	18916	619	23601
46	Programmes for Panchayati Raj Functionaries (2 days)	47	1589	67	2193
<b>Rural Sector</b>					
47	Rural Awareness Camps (2 days)	1316	49542	1596	63271
48	Empowerment Programmes for Rural Workers (4 days)	114	4447	114	4444
49	Retraining Programmes (1 day)	124	6599	147	8493
50	Grants-in-aid Programmes	212	8399	136	5369
<b>Total</b>		<b>7128</b>	<b>251570</b>	<b>8478</b>	<b>294894</b>

### **National Shramik Shikshan Awards Scheme**

The CBWE introduced in the year 2003-04 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 2009-10, the following Regional Directorate, Education Officers and Staff Members (Group C & D) received Performance Awards for the year 2008-09:

**Best Regional Directorate**

Regional Directorate, Bangalore

**Best Education Officers of the Zones**

<b>North Zone</b>	Shri A. N. Tiwari	Regional Directorate, Allahabad
<b>East Zone</b>	Shri C. Bhattacharjee	Regional Directorate, Kolkata
<b>North-East Zone</b>	Dr. K. R. Sharma	Regional Directorate, Siliguri
<b>Central Zone</b>	Smt. K. M. Khatri	Regional Directorate, Nagpur
<b>West Zone</b>	Shri S. P. More	Regional Directorate, Mumbai
<b>South Zone</b>	Dr. S. M. Nasir	Regional Directorate, Vijayawada

**Best Group "C" Employees : Category A**

<b>1st</b>	Shri S. A. Katdare, Senior Clerk	Regional Directorate, Jaipur
<b>2nd</b>	Shri R. P. Deo, UDC	Regional Directorate, New Delhi
<b>3rd</b>	Shri Dharam Pal, A.V. Asstt.-cum-Librarian	Regional Directorate, Faridabad

**Best Group "C" Employees : Category B**

<b>1st</b>	Shri L. Resemlar Kom, Steno Grade II	Regional Directorate, Imphal
<b>2nd</b>	Shri Bhagirathi K., Steno Grade II	Regional Directorate, Mangalore
<b>3rd</b>	Shri M. Vijayan, LDC	Regional Directorate, Coimbatore

**Best Group "D" Employees**

<b>1st</b>	Shri B. B. Kamble, Peon	Head Office, Nagpur
<b>2nd</b>	Shri Abdul Gaffar, Chowkidar	Regional Directorate, Allahabad
<b>3rd</b>	Shri Suren Singh, Peon	Regional Directorate, Barrackpore

The awardees received the award at the hands of Shri Ranjit S. Mooshahary, the Governor of Meghalaya and Shri S. K. Dev Verman, Joint Secretary, Ministry of Labour and Employment, Govt. of India in a function organized at Guwahati on 16th September, 2009.

## **ILO-CBWE Block Level Intervention Project**

The CBWE has been implementing a pilot project on “HIV/AIDS Prevention at Workplace” entrusted by ILO from July, 2007 for the unorganized sector workers in four identified blocks viz. Sehore Distt. Sehore (Madhya Pradesh), Kudu Distt. Lohardaga (Jharkhand), Mehrauli Distt. South Delhi (Delhi) and Ariyankuppam (Puducherry) for the Tribal/Forest, Agricultural, Construction/Handicraft and Agricultural workers respectively. The objective was to provide HIV prevention education including addressing stigma and discrimination through Rural Volunteers and Peer Educators using locally appropriate methods, to promote usage of condoms and to establish referral linkages with agencies for HIV/AIDS/STI services. The Project was initially for a period of one year and commenced from 1st March, 2007 which was further extended for a period of seven months i.e. upto 30th September, 2008. Again the project was extended for 12 months i.e. from 1st October, 2008 to 30th September, 2009.

### **New Initiatives**

The CBWE adopted the following new initiatives during the year 2009-10:

#### **Development of Customized Management Tool “GMRM”**

With a view to enhance the effectiveness and performance of the Board, a new system named Good Morning Review Meeting (GMRM) has been introduced since 9th December, 2009. The objective of introducing the GMRM was to have a picture about the tasks assigned and performed besides aiming to develop interpersonal relations. At every Regional Directorate, the Regional Director alongwith Education Officers and staff members have held GMRM from 9.45 a.m. to 10.00 a.m. and reviewed the tasks to be performed so also took stock of the pending work and

forwarded the report through e-mail to the respective Zonal Directors for onward transmission to the Headquarter. Similar GMRMs were also held in the Headquarter.

### **Stakeholders Meet**

Keeping in view the changing scenario and needs of the clientele, the Board decided to revamp the syllabi of its various training programmes and as such to elicit the views and suggestions of the stakeholders, the Board organized ten meetings of the Stakeholders by inviting officials of Central Government, State Governments, Public and Private Sector Management Executives, Educationists and other eminent persons before finalizing the syllabi of the various training programmes of the Board. The programmes were organized at Kolkata, New Delhi, Mumbai, Guwahati Vadodara, Nagpur, Jaipur, Bhubaneshwar, Goa and Chennai during the period under report.

### **Implementation of TQM Philosophy**

CBWE initiated the implementation of Total Quality Management (TQM) Philosophy from 9th December, 2009 through formation of teams. This concept, which includes process of training, communication and implementation, has yielded encouraging results.

### **Revised Scheme of Rural and Unorganised Workers Education**

The Board introduced the Revised Scheme of Rural Workers Education and Unorganised Workers Education. Under the revised scheme Trade Unions/Panchayats/NGOs will be involved in planning and organizing the rural / unorganized sector programmes of the Board while the Facilitators, who will be trained by the Education Officers of the Board, will assist the Education Officers in conducting programmes. Similarly, the pattern of expenditure for conducting the rural / unorganised programmes has also been revised to a considerable extent.

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## The Board

The Board comprises representatives of Central Organizations of Workers, Central Organizations of Employers, Central and State Governments and Workers' Representative Working in the field of Workers Education.

During the year under report till 29th October, 2009, Dr. Ajeenkya D. Patil was the Chairman of Central Board for Workers Education. Shri Ashok Singh took over the charge of Chairmanship of Central Board for Workers Education with effect from 30th October, 2009 consequent upon his appointment by

the Govt. of India. Similarly Prof. Dr. Sadhan Kumar Ghosh on being appointed as Director and Ex-Officio Secretary of the Central Board for Workers Education took over the charge with effect from 11th November, 2009 from Dr. Ashok Sahu, Labour & Employment Adviser, Ministry of Labour & Employment, Govt. of India, who was holding the additional charge of Directorship of the CBWE.

During the year under report, the following personalities were continued as Members of the Board.

### CHAIRMAN

Shri Ashok Singh Chairman, Central Board for Workers Education

### MEMBERS

Shri S. K. Dev Verman Joint Secretary, Ministry of Labour & Employment, Govt. of India

Shri Chaman Kumar Additional Secretary & Financial Adviser,  
Ministry of Labour & Employment, Govt. of India

Shri Jagmohan Singh Raju Joint Secretary & Director General, National Literacy Mission,  
Ministry of Human Resource Development, Govt. of India

Shri C. K. Viswanathan Secretary, Labour & Rehabilitation Department,  
Govt. of Kerala

Shri K. K. Mittal Principal Secretary, Labour & Employment Department,  
Govt. of Assam

Shri K. Lakshma Reddy General Secretary, Bharatiya Mazdoor Sangh

Shri Vasant M. Pimplapure All India Finance Secretary, Bharatiya Mazdoor Sangh

Shri R. Chandrasekheran	President, Indian National Trade Union Congress, Kerala
Shri G. L. Dhar	Secretary, All India Trade Union Congress
Shri Krushna Chandra Patra	Hind Mazdoor Sabha
Shri Harendra Kumar	Member, Confederation of Indian Industry
Shri Shriram Agarwal	General Secretary, Laghu Udyog Bharati
Shri B. P. Pant	Secretary, All India Organisation of Employers
Shri Meghnath Mukherjee	Professor (OB & HR), International Management Institute
Dr. U. D. Choubey	Director General, Standing Conference of Public Enterprises
Shri Chalawadi Narayana Swamy	Spokesperson, Congress Party, Bangalore

### Board Meeting

The 63rd Board Meeting of the reconstituted Board was held at New Delhi on 18th November, 2009. Similarly the 64th and 65th Extraordinary Annual General Meetings of the Board were held at New Delhi on 29th January, 2010 and 18th February, 2010 respectively under the Chairmanship of Shri Ashok Singh, Chairman, CBWE. The Board approved the 50th Annual Report and Audited Statements of Accounts for 2008-2009 of the CBWE. The meeting also approved the Revised Estimates for the year 2009-2010 and Budget Estimates for 2010-2011 of CBWE and Audit Note on the Accounts of CBWE for the year 2008-09.

### Meetings of the Governing Body

The Governing Body held three meetings during the year 2009-2010.

1. 153rd Meeting at Mumbai on 15th July, 2009.
2. 154th Meeting at Delhi on 29th January, 2010.
3. 155th Meeting at Delhi on 18th February, 2010.

### Important Decisions

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

- ▶ Enhancement in fee structure of Self Generation of Funds programme conducted by the Board.
- ▶ Performance based promotion for Officers and Non-Officers for enhancing organizational competence.
- ▶ Draft 50th Annual Report for the year 2008-09.
- ▶ Revised Estimates for the year 2009-10 and Budget Estimates for the year 2010 -11.
- ▶ Enhancement in the honorarium of Chairman, CBWE.
- ▶ Delegation of Financial Powers to the Dy. Director (HQ)/Zonal Directors/ Dy. Director (Trg.), Regional Directors and Accounts Officer.
- ▶ Revised Scheme of Intensive Rural/Unorganised Education Programmes and Creating NGO/TU

Trainees/Facilitators for CBWE's Programmes to assist Education Officers.

- ▶ Deputation of Awardees of National Shramik Shiksha Awards and Senior Officers to International Institutes/ Organizations of repute in different countries for enhancing their competence level in training and research.
- ▶ Establishment of Research Cell at Zonal and Head Office level for evaluation and impact of the Workers Education and contemporary issues.

## 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, the following persons were nominated as the Chairmen of the Regional Advisory Committees (RACs) of the Regional Directorates mentioned below :

Sr. No.	Name & Address of the Regional Advisory Committee Chairman	Name of the Regional Directorate	Date of Nomination
1.	Shri R.A. Singh, HOD (Training), NTPC, Vindhyachal, Dist.- Singrauli, Jabalpur.	Jabalpur	21.04.2009
2	Smt. Satwanti Ahlawat, IAS, Labour Commissioner, Labour Department Haryana, 30, Bays Building, Sector-17-C, Chandigarh.	Faridabad	15.05.2009
3	Shri S. Raghunathan, Joint Chief Inspector of Factories, Office of the Joint Inspector of Factories, 525, Cross Cut Road, Coimbatore -12.	Coimbatore	15.05.2009
4	Shri Balkrushna Sahoo, IAS, Labour Commissioner, Govt. of Orissa, Bhubaneswar.	Bhubaneswar	16.11.2009
5	Shri Shyam Sunder Yadav, General Secretary, INTUC, Indore.	Indore	16.11.2009
6	Shri Rakeshwar Pandey, Qrt. No. H-6, 108, O. C. Road, Bistupur, Jamshedpur.	Jamshedpur	02.12.2009
7	Shri Jagdish Raj Shrimali, Matru Chhaya Shanti Niketan Colony, Badgaon, Udaipur.	Udaipur	02.12.2009

Sr. No.	Name & Address of the Regional Advisory Committee Chairman	Name of the Regional Directorate	Date of Nomination
8.	Shri Rajendra Singh Nathi, Shram Shivir, Tan Sen Marg, Gwalior.	Gwalior	02.12.2009
9.	Shri Garib Sahu, Labour Commissioner, Govt. of Bihar, New Secretariat, Patna.	Muzaffarpur	05.01.2010
10	Shri Babu Lal Sharma, General Secretary, INTUC, A-13, Tulsi Nagar, Shastri Nagar, Jaipur.	Jaipur	18.01.2010
11	Shri B. S. Hegde, Advisor, Employers Federation of India, Mumbai.	Thane	15.03.2010

### Meeting of Finance Sub-Committee

The 48th Finance Sub-Committee Meeting of the Board held at New Delhi on 18th February, 2010 to finalize the Revised Estimates for 2009-10 and Budget

Estimates for 2010-11 and to approve the Audited Accounts of CBWE for the year 2008-09.

The Revised Estimates for 2009-10 and Budget Estimates for 2010-11, finally approved by the Governing Body, were as follows :

Sr. No.	Head	Budget Estimates for 2009-2010 (Rs. in Crores)	Revised Estimates for 2009-2010 (Rs. in Crores)	Budget Estimates for 2010-2011 (Rs. in Crores)
1.	Non-Plan*	36.40	53.68	43.69
2.	Plan **	9.00	15.95	29.83
	* including working balance			
	** including North-East Region component			

### Finance and Accounts

A grant of Rs.45.40 crores was received from the Ministry of Labour & Employment, Govt. of India by the Board during the year 2009-10. This includes the grant

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

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# Indian Institute of Workers Education

The Indian Institute of Workers Education (IIWE), Mumbai was established in the year 1970 by the Central Board for Workers Education (CBWE). The IIWE, being the apex training institute, organizes a variety of training programmes such as in-house training programmes for Board's Officials, 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 the Governing Body of the Board. During the year under report, the Managing Committee was reconstituted by the Governing Body in its 154th meeting held on 29th January, 2010. The following persons were elected as Members of the Managing Committee for IIWE.

<b>Chairman</b>	
Shri Ashok Singh	Chairman, Central Board for Workers Education
<b>Vice-Chairmen</b>	
Shri K.L.Reddy	General Secretary, Bharatiya Mazdoor Sangh
Shri Shriram Agarwal	General Secretary, Laghu Udyog Bharati
<b>Representative of Employers</b>	
Shri Harendra Kumar	Member, Confederation of Indian Industry
<b>Representatives of Workers</b>	
Shri Vasant Pimplapure	All India Finance Secretary, Bharatiya Mazdoor Sangh
Shri R. Chandrasekheran	President, Indian National Trade Union Congress, Kerala
<b>Representatives of Govt. of India</b>	
Shri Ranbir Singh	Director, Ministry of Labour & Employment (representing Joint Secretary, Ministry of Labour & Employment, Govt. of India)
Shri Goutam Roy	Director (Finance), Ministry of Labour & Employment (representing Financial Adviser, Ministry of Labour & Employment, Govt. of India)
Shri Jagmohan Singh Raju	Joint Secretary & Director General, National Literacy Mission, Ministry of Human Resource Development
<b>Representatives of Educational Bodies</b>	
Shri Chalawadi Narayana Swamy	Spokesperson, Congress Party, Bangalore
Prof. V.N. Rajasekharan Pillai	Chairman & Vice-Chancellor, IGNOU
Dr. N.R. Shetty	President, Indian Society for Technical Education, Bangalore
Prof. Dr. Sadhan K. Ghosh	Director, Central Board for Workers Education
<b>Member Secretary</b>	
Shri N. H. Bhadre	Deputy Director (Trg.), Indian Institute of Workers Education

## Training Programmes

During the year 2009-10, the Institute conducted 38 training programmes for the officials of CBWE as well as activists of Central Trade Union Organizations, National Federations and Management representatives.

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

Sr. No.	Name of the Programme	Theme	Duration	Sex-wise Distribution		Total
				Male	Female	
1.	Activists of CRMS	Changing Role of Trade Unions in the Changing Scenario	13.04.09 to 17.04.09	21	03	24
2.	Activists of NRMU	Total Quality Management & Customer Relations	20.04.09 to 24.04.09	22	-	22
3.	Activists of Jammu & Kashmir	Role of Trade Unions in Present Changing Scenario	27.04.09 to 01.05.09	26	05	31
4.	Officials of CBWE (Group 'C')	Quality, Work Culture & Organizational Development	04.05.09 to 08.05.09	14	04	18
5.	Activists of BMS	Wage Structure, Small, Middle & Large – Pub./ Pvt. Sec. Industries	11.05.09 to 15.05.09	29	02	31
6.	Activists of NLO	Trade Union Management	18.05.09 to 22.05.09	19	-	19
7.	Lady Officers of CBWE	How to Success in Career	25.05.09 to 27.05.09	-	23	23
8.	Lady Officers of CBWE	Computer Awareness	28.05.09 to 29.05.09	-	23	23
9.	Activists of AITUC (Domestic Workers)	Leadership Development	08.06.09 to 12.06.09	08	14	22
10.	Activists of North-East Region	Role of Trade Unions in Present Changing Scenario	15.06.09 to 19.06.09	27	02	29

Sr. No.	Name of the Programme	Theme	Duration	Sex-wise Distribution		Total
				Male	Female	
11.	Officials of CBWE (Group 'C')	Quality, Work Culture for Organizational Development	22.06.09 to 26.06.09	17	03	20
12.	Activists of BMS	Computer Awareness Programme	29.06.09 to 03.07.09	11	01	12
13.	Activists of TUCC	Emerging Challenges before Trade Unions	13.07.09 to 17.07.09	17	01	18
14.	Activists of HMS	Trade Union Management	20.07.09 to 24.07.09	05	03	08
15.	Activists of AITUC	Special Computer Awareness Programme	27.07.09 to 31.07.09	29	02	31
16.	Activists of Indian National Cement Workers Federation (INTUC)	Trade Union Management	10.08.09 to 13.08.09	20	-	20
17.	Activists of Indian National Cement Workers Federation (INTUC)	Trade Union Management	10.08.09 to 13.08.09	19	-	19
18.	Activists of BMS	Industry & Market	17.08.09 to 21.08.09	17	-	17
19.	Representatives of Management & Trade Unions of Public/ Private Sector Undertakings	Workers Participation in Management	31.08.09 to 04.09.09	09	-	09
20.	Activists of INTUC	Computer Awareness Programme	14.09.09 to 18.09.09	13	01	14
21.	Activists of BKSM	Contract Labour & Role of Trade Unions	29.09.09 to 01.10.09	14	02	16
22.	Activists of BMS	Improvement of Service Condition & Wage Structure	12.10.09 to 14.10.09	-	23	23

Sr. No.	Name of the Programme	Theme	Duration	Sex-wise Distribution		Total
				Male	Female	
23.	Activists of BKSM	Introduction of Labour Laws	03.11.09 to 06.11.09	37	-	37
24.	Activists of North-East Region	Role of Trade Unions in Present Changing Scenario	09.11.09 to 13.11.09	16	03	19
25.	Activists of HMS	Growth of Informal Sector – Challenges & Opportunities before Trade Union Movement	16.11.09 to 20.11.09	08	01	09
26.	Representatives of Management & Trade Unions of Public/ Private Sector Undertakings	Workers Participation in Management	07.12.09 to 11.12.09	14	01	15
27.	Activists of HMS	Computer Awareness Programme	14.12.09 to 18.12.09	18	-	18
28.	Activists of North-East Region	Role of Trade Unions in Present Changing Scenario	21.12.09 to 24.12.09	22	12	34
29.	Women Activists of INTUC	Leadership Development	28.12.09 to 01.01.10	-	07	07
30.	Akhil Bharatiya Construction Mazdoor Mahasangh (BMS)	Social Security & Wages	04.01.10 to 08.01.10	21	01	22
31.	Activists of HMS	Safety Measures in Factory & Industry	18.01.10 to 22.01.10	28	-	28
32.	Non-Matriculate Group 'D' Employees of CBWE (West & Central Zones)	Multi Skill Training for up- gradation of pay scale	27.01.10 to 29.01.10	22	01	23
33.	Activists of North-East Region	Trade Union Management	01.02.10 to 05.02.10	06	08	14



Sr. No.	Name of the Programme	Theme	Duration	Sex-wise Distribution		Total
				Male	Female	
34.	Activists of Jammu & Kashmir	Dynamics of Leadership	08.02.10 to 12.02.10	31	-	31
35.	Activists of UTUC	Computer Awareness Programme	02.03.10 to 05.03.10	21	01	22
36.	Activists of North-East Region	Trade Union Management	15.03.10 to 19.03.10	04	10	14
37.	Activists of AITUC Anganwadi Workers	Leadership Development	22.03.10 to 26.03.10	01	23	24
38.	Participants of different training programmes	Performance Appraisal	29.03.10 to 31.03.10	07	-	07
<b>Total</b>				<b>593</b>	<b>180</b>	<b>773</b>

### Theme-wise Distribution

During the year 2009-10, 38 programmes were conducted by the institute on different themes as per the details given under :

Sr. No.	Theme	Sex-wise Distribution		Total	No. of Programmes
		Male	Female		
1.	Changing Role of Trade Unions in the Changing Scenario	21	03	24	01
2.	Total Quality Management & Customer Relations	22	-	22	01
3.	Role of Trade Unions in Present Changing Scenario	91	22	113	04
4.	Quality, Work Culture & Organizational Development	31	07	38	02

Sr. No.	Theme	Sex-wise Distribution		Total	No. of Programmes
		Male	Female		
5.	Wage Structure, Small, Middle & Large – Pub./Pvt. Sector Industries	29	02	31	01
6.	Trade Union Management	73	21	94	06
7.	How to Success in Career	-	23	23	01
8.	Computer Awareness	92	28	120	06
9.	Leadership Development	09	44	53	03
10.	Emerging Challenges before Trade Unions	27	02	29	01
11.	Industry & Market	17	-	17	01
12.	Workers Participation in Management	23	01	24	02
13.	Contract Labour & Role of Trade Unions	14	02	16	01
14.	Improvement of Service Condition & Wage Structure	-	23	23	01
15.	Introduction of Labour Laws	37	-	37	01
16.	Growth of Informal Sector for Challenges & Opportunities before Trade Union Movement	08	01	09	01
17.	Social Security & Wages	21	01	22	01
18.	Safety Measures in Factory & Industry	28	-	28	01
19.	Non-Matriculate Group 'D' Employees of CBWE (West & Central Zones)	22	01	23	01
20.	Dynamics of Leadership	31	-	31	01
21.	Performance Appraisal	07	-	07	01
<b>Total</b>		<b>593</b>	<b>180</b>	<b>773</b>	<b>38</b>

## Organisation-wise Distribution

The Institute always accommodated the needs and 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 Organizations nominated their activists for the training programmes. The organization-wise distribution of the participants is as follows :

Sr. No.	Name of Organisation	No. of Programmes	Sex-wise Distribution		Total
			Male	Female	
1	INTUC	04	52	08	60
2	BMS	05	78	27	105
3.	H.M.S.	04	59	04	63
4.	B.K.S.M.	02	51	02	53
5.	CBWE Officers	02	-	46	46
6.	CBWE Group C & D	03	53	08	61
7.	Public/Private Sector Undertakings (Workers Participation in Management)	02	23	01	24
8.	UTUC	01	21	01	22
9.	Activists of Jammu & Kashmir	02	57	05	62
10.	Central Trade Unions of North-East Region	05	75	35	110
11.	AITUC	03	38	39	77
12.	NLO	01	19	-	19
13.	Railways	02	43	03	46
14.	Trade Union Coordination Committees	01	17	01	18
15.	Performance Appraisal	01	07	-	07
<b>Total</b>		<b>38</b>	<b>593</b>	<b>180</b>	<b>773</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 are also showing their keen interest in the programmes. Similarly, Management Representatives also participated during the year under report.

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

Sr. No.	Position	Participants		Total
		Male	Female	
1.	Vice-Chairman	06	-	06
2.	President	47	25	72
3.	Vice-President	28	06	34
4.	General Secretary	35	08	43
5.	Secretary	66	14	80
6.	Organizing Secretary	38	02	40
7.	Treasurer	15	02	17
8.	Joint Secretary	42	03	45
9.	Assistant Secretary	08	-	08
10.	Executive Committee Members	35	10	45
11.	Members	183	75	258
12.	In-house Participants	52	31	83
13.	Office Bearers	02	-	02
14.	Coordinator	02	-	02
15.	Adviser	02	-	02
16.	Organizer	07	01	08
17.	Deputy Secretary	01	-	01
18.	Deputy General Secretary	03	-	03
19.	District Secretary	11	-	11
20.	District Vice-President	07	02	09
21.	Regional / State Secretary	03	01	04
<b>Total</b>		<b>593</b>	<b>180</b>	<b>773</b>

### State-wise Distribution of the Participants

The trainees who participated in different programmes during the year 2009-2010 were from 28 States as shown in the below mentioned Table.

Sr. No.	Name of State	Participants		Total
		Male	Female	
1.	Andhra Pradesh	41	10	51
2.	Assam	29	08	37
3.	Bihar	33	04	37
4.	Chhattisgarh	18	02	20
5.	Delhi	18	05	23
6.	Goa	03	02	05
7.	Gujarat	19	05	24
8.	Haryana	31	02	33
9.	Himachal Pradesh	06	01	07
10	Jammu & Kashmir	57	05	62
11.	Jharkhand	18	-	18
12.	Karnataka	08	02	10
13.	Kerala	06	02	08
14.	Madhya Pradesh (M.P.)	29	02	31
15.	Maharashtra	114	76	190
16.	Manipur	35	15	50

Sr. No.	Name of State	Participants		Total
		Male	Female	
17.	Meghalaya	05	05	10
18.	Mizoram	06	07	13
19.	Orissa	04	03	07
20.	Punjab	11	02	13
21.	Rajasthan	32	03	35
22.	Tamil Nadu	09	03	12
23.	Uttar Pradesh	28	08	36
24.	Uttaranchal	05	-	05
25.	West Bengal	28	08	36
<b>Total</b>		<b>593</b>	<b>180</b>	<b>773</b>

During the year 2009-2010, adequate care was taken to cover Scheduled Castes and Scheduled Tribes employees of the country in large number in various training programmes organized by the IIWE. The category-wise break-up is given in the following Table:

Sr. No.	Category	Participants		Total
		Male	Female	
1.	SC	72	26	98
2.	ST	31	48	79
3.	OBC	24	08	32
4.	Others	466	98	564
<b>Total</b>		<b>593</b>	<b>180</b>	<b>773</b>

### Notable Features of the Year

- ▶ Library provided Special Reference Service (SDI) at all India level to 140 users on 230 topics of current importance.
- ▶ During the Library assignments, Special Reference Service on 99 topics was offered to 618 course participants.
- ▶ Prepared 'Facts For You' on 21 topics, which focused on the training activities of Central Board for Workers Education.

- ▶ Theme-based displays were arranged through 'Current Awareness Service' for IIWE course participants.

### Library and Documentation Centre

IIWE Library and Documentation Centre during the year continued to acquire, process, organize and disseminate specific and up-to-date information on labour to Regional Directorates of CBWE and the users from all over India.

### Statistical Outline of the IIWE Library

Sr. No.	Library Activity	2009-2010
1.	Number of Library Users	884
2.	Books Issued and Referred	7696
3.	Selective Dissemination of Information (SDI)	
	(a) Services to the users	140
	(b) Topics	230
4.	Visitors in Photogallery	1090
5.	Total Number of Library Books	14423
6.	Number of Library Books added during the Year	298
7.	Assignment Topics	99
8.	Selective Dissemination of Information (SDI) Services to the Course Participants	618
9.	'Facts For You' Topics	21

### **Audio Visual Aids**

During the year 2009-2010, extensive use of Audio Visual Aids was made in various training programmes. Tools such as Computer/LCD, O.H.P., were utilized in 312 and 119 sessions respectively, while 15 Video CDs on relevant topics were shown in the various training programmes organized at the Institute.

### **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, However 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 and 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 05 programmes on different themes exclusively for the trade unions of North-East region during the year 2009-10, in which 110 activists participated.

In all the programmes, the participation of the activists was impressive which enabled the Institute to create awareness about the present economic situation of India and the role of North-East region therein among them.

### **Impact of the Programmes**

During the year under report, the Institute conducted 38 programmes for the benefit of 773 officials of Central Trade Union Organizations / National Federations on topics desired by the sponsoring organizations. Almost all the participants of the training programmes appreciated the course contents, teaching methodology and facilities extended by the institute.

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# 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 50 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	1/2/3 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	5 days (Part-time)
13.	Functional Adult Literacy Classes	6 months (Part-Time)
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 2009-10, 293 Trainers were trained in the 12 full time one and half month courses. Out of them 233 were from public sector and 60 from the private sector.

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

1. INTUC	51
2. AITUC	15
3. BMS	37
4. HMS	22
5. CFTU	21
6. UTUC	12
6. All India Federations	46
7. Others	89
<b>Total</b>	<b>293</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	12
2. Vice-Presidents	09
3. Secretaries	23
4. Treasurers	09
5. Executive Members	96
6. Representatives	102
7. Others	42
<b>Total</b>	<b>293</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 19 study tours conducted during the year under report.

## Local Excursions

As part of the training course local excursions are organized 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 organized 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 10 Refresher Courses were organized in which 148 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 71 courses were organized for 1678 participants.

## **Joint Education Programmes**

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

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 1360 Joint Education Programmes were conducted for 35,638 representatives of managements and trade unions.

## **Need Based Seminars**

Subject Based or Need Based Seminars of two days duration at regional level are conducted with a view to provide in-depth and updated knowledge on topics of importance to trade union office bearers and other workers. During the year 11,703 workers participated in 420 such programmes.

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

The Board has been conducting the self-generation of funds programmes of 5 days 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 708 such programmes were organized for 13,830 workers.

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

The Board continued to conduct Special Self Generation of Funds Programmes during the year under report 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 2009-10, only one such programme was organized in which 60 representatives of Management and Trade Union participated.

## **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 days/4 days duration since 9th 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 2009-10, the Board organized 387 such programmes in which 14,634 workers and their spouses were trained. Of the 387 programmes for 14,634 participants, 94 programmes for 3,388 workers and their spouses were from organized sector while 293 programmes for 11,246 workers and their spouses were from unorganized sector.

### **Special Seminars for Trained 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, 182 such programmes were organized for 5,029 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 3,573 workers were trained in 136 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 classroom teaching. During the year 33 study tours of unit level classes were organized. The employers paid TA/DA towards the study tours as per the rules of their organizations. The worker trainees undertook 79 local excursions during the year.

### **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 Defence, Railway, Textiles, Mines etc. where percentage of illiteracy was high. Functional Adult 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 5 Functional Adult Literacy Classes were organized for 134 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 the responsibility of organizing 30 such programmes at Plant Level and two at National Level during the year 2009-10.

The Board has successfully conducted these programmes after identifying such establishments where Workers Participation Scheme is in operation and trained 883 representatives of workers and managements at Plant Level and 24 at National Level.

## Training of Workers in Unorganised Sector

The workers engaged in unorganized 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 empowerment programmes for these workers since 1979. However, the role of the Board is mainly educational and motivational.

The workers of the unorganized 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 programmes for the workers in the unorganized sector so as to cover more number of workers as they may find it difficult to attend a four days duration programme.

During the year under report, the Board conducted 739 programmes of 2/4 days duration in which 29,341

workers participated. These programmes 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 programmes is given at Table-V.

### Programmes for Workers of Weaker Sections

The Board conducts four-day empowerment programmes 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 2009-10, the Board conducted 157 four-day empowerment programmes for 6,100 workers. Each programme 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 programmes is given below :

Sr. No.	Category	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
1.	Women Workers	114	31	40	62	133	1220	383	2704	4307	4440
2.	Child Labour	1	6	–	5	11	10	–	10	20	31
3.	Young Workers	17	36	60	216	312	101	53	163	317	629
4.	Handicapped Workers	2	17	–	32	49	14	–	17	31	80

Sr. No.	Category	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
5.	Civic & Sanitation Workers	1	–	–	1	1	19	–	20	39	40
6.	Construction Workers	9	30	16	29	75	20	112	153	285	360
7.	Headload Workers	2	–	40	–	40	37	–	3	40	80
8.	Rickshaw Drivers	1	–	24	16	40	–	–	–	–	40
9.	Stone Quarry Workers	2	–	–	–	–	45	15	20	80	80
10.	Others	8	12	–	5	17	108	43	152	303	320
<b>Total</b>		<b>157</b>	<b>132</b>	<b>180</b>	<b>366</b>	<b>678</b>	<b>1574</b>	<b>606</b>	<b>3242</b>	<b>5422</b>	<b>6100</b>

### Labour Welfare and Development Programmes

The Board has been conducting these programmes since 2003-04 with a view to generate awareness among the Rural/Unorganized sector workers about the various welfare schemes of the Government of India for their socio-economic development.

During the year 2009-10, the Board has organized 619 Labour Welfare and Development Programmes for 23,601 workers of rural and unorganized sectors.

### Special Programmes

Besides 2-day programmes for Unorganised Workers, Special Programmes of same duration are also organized for Women Workers, SC/ST Workers and Parents of Child Labour/Child Labour. During the year, the Board conducted 1,241 programmes in which 48,810 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 2009-10, 360 workers participated in 9 camps of two days duration.

Sr. No.	Venue	Duration	No. of Progs.	Number of Participants		Total
				Male	Female	
1.	Mehtru Ka Dera, Gurukul, Block & Dist. Faridabad	18th to 19th June, 2009	01	13	27	40
2.	Dhruba Ka Dera, Surajkund Road, Faridabad	18th to 19th June, 2009	01	0	40	40
3.	Malik Dera – Gurukul, Indraprastha, Faridabad	9th to 10th July, 2009	01	0	40	40
4.	Babulal Dera, Sarai, Faridabad	13th to 14th July, 2009	01	7	33	40
5.	Mehtru Ka Dera, Faridabad	6th to 7th August, 2009	01	28	12	40
6.	Goda Khor Block, Faridabad	16th to 17th September, 2009	01	21	19	40
7.	Mehtru Ka Dera, Surajkund, Faridabad	24th to 25th September, 2009	01	14	26	40
8.	Goda Khor Block, Faridabad	12th to 13th November, 2009	01	2	38	40
9.	Dhruba Ka Dera, Sarai Block, Faridabad	2nd to 3rd March, 2010	01	34	6	40
<b>Total</b>			<b>9</b>	<b>119</b>	<b>241</b>	<b>360</b>

During the year under report, the Regional Directorates of Bhubaneshwar, Rourkela, Ahmedabad Vadodara, Pune, Hubli, Madurai, Vijayawada, Imphal and Gwalior conducted 21 similar training programmes for 792 stone quarry workers.

### Personality Development Programmes

The Board introduced during the year 2007-08 a new programme of ten days duration on pilot basis, called Personality Development Programmes for the workers of unorganized sector with a view to develop all sorts of

skills among the unorganised workers besides equipping them to develop their own organizations and run them smoothly and effectively.

The programme will be organized on All India basis and the participants will be selected in consultation with the trade union organizations.

During the period under report 7 such programmes were conducted for 210 unorganised workers.

### **Retraining Programme for Trained Workers**

During the year 2007-08, the Board also introduced a new one-day programme called Retraining Programme for those Trained Workers, who were trained before five years, to update their knowledge and also to make them aware about the various schemes launched by the Central/State Governments after their initial training.

During the period under report 180 such retraining programmes were conducted for 10,121 unorganised workers.

### **Special Programmes for Panchayati Raj Institutions**

The Panchayati Raj Institutions have been entrusted with the responsibility of preparing plans and implementation of various programmes of rural infrastructure development and poverty alleviation which calls for necessary knowledge and skills among the elected members of Panchayati Raj. For the success of Panchayati Raj, its members need to be educated and trained to shoulder the responsibilities in a best manner. Owing to the increasing thrust of the Govt. of India for educating the elected members of Panchayati Raj Institutions, the Board has started, during the year 2007-08, exclusive training programmes of 2 days duration for the elected members of the Panchayati Raj Institutions.

During the year 2009-10, the Board conducted 67 programmes for 2,193 elected members of the Panchayati Raj Institutions.

### **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 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 organized 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 63,271 rural workers participated in 1,596 two-day awareness camps. The category-wise break up of these workers and the workers trained in 4-day Empowerment Programmes for Rural Workers is given in table-II.

### **Empowerment Programmes for Rural Workers**

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



During the year 2009-10, 114 Empowerment Programmes were organized in which 4,444 workers participated.

### **Retraining of Trained Rural Workers**

Like unorganised sector workers, the Board also introduced the Retraining Programmes of one-day duration for Rural Workers during the year 2007-08 with the same objective.

During the period under report, 147 such programmes were conducted for 8,493 participants.

### **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 Programme for Rural Volunteers engaged in organizing Rural Awareness Camps are organized by the Regional Directorates.

### **Training of TFIS**

The Governing Body in its 154th meeting held at New Delhi on 29th January, 2010, revised the scheme of Rural and Unorganised Sector Workers. One of the components of the revised scheme was Training of Facilitators from Informal Sector (TFIS) to assist the Education Officers of the CBWE in conducting the training programmes for rural and unorganized sector.

During the year under report, the Board conducted 18 training programmes in which 450 Facilitators were trained.

### **ILO-CBWE Block Level Intervention Project**

The CBWE has been implementing a pilot project on "HIV/AIDS Prevention at Workplace" entrusted by ILO from July, 2007 for the unorganized sector workers in four identified blocks viz. Sehore, Distt. Sehore (Madhya Pradesh), Kudu, Distt. Lohardaga (Jharkhand), Mehrauli, Distt. South Delhi (Delhi) and Ariyankuppam (Puducherry) for the Tribal/Forest, Agricultural, Construction/Handicraft and Agricultural workers respectively. The objective was to provide HIV prevention education including addressing stigma and discrimination through Rural Volunteers and Peer Educators using locally appropriate methods, to promote usage of condoms and to establish referral linkages with agencies for HIV/AIDS/STI services. The Project was initially for a period of one year and commenced from 1st March, 2007 which was extended for a period of seven months i.e. upto 30th September, 2008. Again the project was further extended for 12 months i.e. from 1st October, 2008 to 30th September, 2009.

### **ILO-CBWE Project on Capacity Building of EOs and TU Activists**

The CBWE signed a Memorandum of Understanding (MoU) with the ILO for conducting five programmes for strengthening the capacity of the Education Officers (EOs) of the Board and five capacity building programmes for the Trade Union (TU) Activists. As per the MoU, the Board conducted one 2-day Training Programme for 28 Education Officers for effective implementation of HIV/AIDS programme during the year under report.

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## Grants-In-Aid

The Central Board for Workers Education through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations 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.

Grants-in-aid is available for conducting four types of training programmes according to the local requirements of the Trade Union Organizations as under :

1. Full time residential programmes	3 days to 7 days
2. Full time non-residential programmes	3 days to 7 days
3. Part time non-residential programmes	2 days to 4 days

4. State Level Full time residential programmes	3 days to 7 days
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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, 2010, 1415 Trade Union Organisations availed grants-in-aid amounting to Rs.2,43,22,441.62 from the Board and trained 6,72,813 workers. The details of the Grants-in-Aid paid and workers trained are given in Table XV.

During 2009-2010, an amount of Rs.6,33,762/- was paid to the 26 Trade Union Organizations as grants for conducting their own programmes in which 5,369 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 Legislations, 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 paid to the Trade Union Organisations during the year 2008-09 and 2009-10 are as under :

Sr. No.	Organisation	No. of Trade Unions / Institutions to whom Grant was paid during		Amount of grant Paid (in Rupees)	
		2008-09	2009-10	2008-09	2009-10
<b>CENTRAL ORGANISATIONS / NATIONAL FEDERATIONS</b>					
1	Bharatiya Mazdoor Sangh	8	1	2,73,307	7,965
2	Indian National Trade Union Congress	3	1	95,314	39,600
3	All India Trade Union Congress	5	3	97,029	47,790
4	Hind Mazdoor Sabha	4	–	95,580	–
5	Independent Trade Unions	8	8	1,72,611	2,36,097
6	Other Bodies Registered under Societies Registration Act XXI of 1860	25	13	7,85,228	3,02,310
7	All India Defence Employees Federation	1	–	14,715	–
<b>Total</b>		<b>54</b>	<b>26</b>	<b>15,33,784</b>	<b>6,33,762</b>

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## 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 these 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 textual booklets are sold at a subsidized price of Re. 5/- per copy. However, the Pictorial Booklets are priced for Re.1/- per copy since they are sold to the workers of rural/unorganized sector. By the end of March, 2010, 1263 titles were published in English, Hindi and regional languages, of which 832 titles were reprinted due to demand from workers and managements.

### Pictorial Booklets

The Board published the following bilingual Pictorial Booklets during the year under report in English/Hindi and regional languages:

- 1 Why Safety? (in English/Hindi bilingual).

- 2 Minimum Wages (in Assamese, Bengali, Gujarati, Tamil, Telugu and Manipuri languages)

### Workers Education Journal

The Board publishes the quarterly journal "Workers Education" which contains standard articles on Trade Unionism, Industrial Relations, Labour Economics, Tools and Techniques of Education, Productivity, Participative Management etc. in English and Hindi. However, due to financial crunch, no issue of Workers Education Journal was brought out during the year under report.

### CBWE News and Samachar

The Board brings 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.

Due to financial crunch, the monthly issues of CBWE News for the period from April, 2009 to November, 2009 were not brought out. However the issues of the monthly CBWE News from December, 2009 to March, 2010 were uploaded on the website of CBWE ([www.cbwe.gov.in](http://www.cbwe.gov.in)).

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## Other Activities

### Staff Empowerment

The Board has given a considerable thrust on development and empowerment of its officers through a variety of training programmes, which

would widen their knowledge and skills and help to enhance and upgrade their functional competency. During the year 2009-10, the Board deputed 214 officers and staff members for the following courses :

Sr. No.	Name of Organisation	Name of Training Programme	No. of Participants
1.	V. V. Giri National Labour Institute, Noida.	Trade Unionism in a Globalising Economy	35
2.	Central Board for Workers Education in collaboration with Ministry of Labour and Employment, Govt. of India, New Delhi.	Master Trainers Training Course on the following two schemes : 1. Rashtriya Swasthya Bima Yojana (RSBY) 2. Skill Development Initiative Scheme (SDIS)	24
3.	Cabinet Secretariat, Ministry of Labour and Employment, Govt. of India, New Delhi.	Workshop on "Performance Management in Government"	1
4.	Regional Training Centre, Institute of Government Accounts and Finance, Ministry of Finance, Govt. of India, Chennai.	General Financial Rules	3
5.	Regional Training Centre, Institute of Government Accounts and Finance, Ministry of Finance, Govt. of India, Chennai.	Pay Fixation	3
6.	Regional Training Centre, Institute of Government Accounts and Finance, Ministry of Finance, Govt. of India, Chennai.	Administration and Establishment Rules	3
7.	Indian Institute of Workers Education, Mumbai.	Quality, Work Culture for Organisational Development	50
8.	Regional Directorate, CBWE, Siliguri.	Administrative and Accounts Matter	54
9.	Regional Directorate, CBWE, Guwahati.	Accounts and Administration	31

Sr. No.	Name of Organisation	Name of Training Programme	No. of Participants
10.	ISTM, New Delhi.	Administrative Vigilance-2 (Code (AV-2))	1
11.	ISTM, New Delhi.	Right to Information Act, 2005	1
12.	ISTM, New Delhi.	Stress Management	1
13.	ISTM, New Delhi.	Direct Trainer Skills	5
14.	V. V. Giri National Labour Institute, Noida.	Workshop on "Developing Strategies and Techniques for Improvement of Conditions of Unorganised Workers in India"	2

### Public Grievances

A separate Vigilance Cell became functional at the national Headquarters of the Central Board for Workers Education with effect from 28/09/1993. The Vigilance Cell is primarily entrusted with the work related to Departmental Inquiries and Court Cases. The section is being taken care of by Education Officer (Vigilance) and a UDC under the supervision of Additional Director who functions as the Chief

Vigilance Officer of the Board, in addition to his routine duties.

During the year 2009-10, the Vigilance Cell of the Board has administered 31 court cases pertaining to the Board in respect of service and civil matters relating to rent and accommodation in various courts. During the year under report 10 cases have been disposed off and 13 new cases were enrolled. At the end of the year under report i.e. on 31st March, 2010, 29 cases were ensued.

### Staff Position

The sanctioned strength of Group A, B, C & D employees as on 31/3/2010 was as under :

Sr. No.	Name of office	Group "A"	Group "B"	Group "C"	Group "D"	Total
1	Head Office, Nagpur	06	11	37	10	64
2	Indian Institute of Workers Education, Mumbai	05	01	08	07	21
3	Zonal Directorates (6)	06	05	24	06	41
4	Regional Directorates (50)	265	0	203	121	589
<b>Total</b>		<b>282</b>	<b>17</b>	<b>272</b>	<b>144</b>	<b>715</b>

## Information Provided Under Right to Information Act

Under The Right to Information Act, 2005, the Board has provided relevant information to 91 applicants on their request during the year 2009-10 and received an amount of Rs.490/- on this account.

## Implementation of Official Language - Hindi

During the year 2009-2010, 08 Officers and 24 Group "C" employees of the Board were given awards and

incentives for passing Hindi Examination under Hindi Teaching Scheme of the Govt. of India, Department of Official Language, Ministry of Home Affairs, for giving dictation in Hindi and for doing their official work in Official Language Hindi in addition to English.

During the year under report, Official Language Implementation Committee of the Board held 4 meetings at Head Office, Nagpur and reviewed 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.

## Official Language Hindi Workshop

During the year 2009-10, four Official Language Hindi Workshops were organized as detailed below :

Sr. No.	Workshop	Date	Place	Participants
1	79th Hindi Workshop	24.06.2009 to 27.06.2009	Regional Directorate, Indore	21 Education Officers of 19th Batch
2	80th Hindi Workshop	27.07.2009 to 30.07.2009	Regional Directorate, Shimla	19 Education Officers of 20th & 21st Batch
3	81st Hindi Workshop	11.12.2009	Head Office, Nagpur	13 Group "C" Employees
4	82nd Hindi Workshop	10.03.2010	Head Office, Nagpur	15 Group-"C" Employees

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

## Hindi Day Celebrated

Hindi Day was celebrated on 14th September, 2009 by CBWE, Head Office, Nagpur, all Zonal/Regional Directorates and Indian Institute of Workers Education, Mumbai.

## Contribution Paid to TOLIC

During the year 2009-10, the CBWE Head Office, Nagpur has accorded sanction of Rs.10,000/- (Rupees

ten thousand only) to its subordinate Regional Directorates as contribution to their respective Town Official Language Implementation Committees (TOLICs) for organizing Half Yearly meetings, Competitions, Activities of TOLICs, Publication of Hindi magazines etc.

## CBWE Bags Hindi Awards

**H.O., Nagpur** : The National Headquarter of the Central Board for Workers Education (CBWE) was

awarded a consolation prize for effective implementation of official language policy of Govt. of India by the Town Official Language Implementation Committee, Nagpur on 28th January, 2010.

### **Publication of Shram Kiran Hindi Patrika**

To promote Official Language Hindi further and to bring out the hidden creative talents of the Officers and Staff working in various offices of Board, a magazine in Official Language Hindi named Shram Kiran 2007-08 was published by the Board during the year under report in which articles and poems written by them were included.

### **Hindi Workshop Held at Indore**

**Indore** : Dr. Ajit Singh Sherawat, Vice-Chancellor, Ahilya University inaugurated the 79th Hindi Workshop organized by CBWE, HQ, Nagpur at Indore from 24th to 26th June, 2009. Shri Singh in his address stated that a country having a single language takes less time to progress and as such Hindi language needed to be spoken by maximum people.

Shri L. K. Gaur, Dy. Director (Edn.), HQ, Nagpur, who was also present on the occasion, said that the CBWE was playing a vital role in propagating Hindi. He appealed all the officers to adapt Hindi as a National Language.

### **AIR Director Inaugurates Hindi Workshop**

**Shimla** : "We are recognized by Official Language Hindi and as such for its promotion and development all the Government, Non-Government and Common Citizens have to play an important role", said Shri T. K. Rawal, Director, All India Radio (AIR) while inaugurating the 4-day Hindi Workshop organized for

Board's Education Officers at Shimla on 27th July, 2009.

Shri T. C. Das, Additional Director, Shri D. R. Prashar, Zonal Director I/c(North Zone) and Shri Malkit Ram, Regional Director, Parwanoo were also present and addressed the participants.

### **Additional Director Inaugurates Hindi Workshop**

**Nagpur** : "Hindi is the only powerful medium for our National Integration", said Shri T. C. Das, Additional Director while inaugurating the one-day Official Language Hindi Workshop on 11th December, 2009 organized at CBWE, HQ, Nagpur for Group 'C' employees of HQ and Regional Directorate, Nagpur.

Shri Ramesh Arya, Assistant Director (OL), AGMARK Office, Nagpur in his address spoke on Official Language Policy and Noting and Drafting.

Earlier Shri B. V. Ramesh Babu, Assistant Director (OL) welcomed all participants and the guests.

### **Hindi Workshop Held at Nagpur**

**Nagpur** : "Hindi is a link language and we have to adopt Official Language in our day-to-day Official Work", said Shri Ramesh Babu, Assistant Director (OL), CBWE, Nagpur while addressing the participants of the Hindi Workshop, organized for employees of CBWE, HQ, Nagpur and Regional Directorate, Nagpur on 10th March, 2010. Shri Babu further stressed the need to reach the targets fixed as per the Official Language Policy of Government of India.

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

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



- ▶ Anti-Terrorism Day 21st May, 2009
- ▶ Independence Day 15th August, 2009
- ▶ Sadbhavana Day 20th August, 2009
- ▶ Hindi Day 14th September, 2009
- ▶ Workers Education Day 16th September, 2009
- ▶ Vigilance Awareness Week 31st October to 06th November, 2009
- ▶ Quami Ekta Week 19th to 25th November, 2009
- ▶ Republic Day 26th January, 2010

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 2009-10, the Director of the Board visited New Delhi, Kolkata, Barrackpore, Guwahati, Mumbai, Vadodara, Ahmedabad, Bhubaneswar, Chennai and Goa .

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

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## 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 2009-10. Similarly, it has achieved other milestones during the year under report. They are :

### CBWE Celebrates its Foundation Day

The Foundation Day of the CBWE was celebrated as Workers Education Day by the Head Office, Central Board for Workers Education (CBWE), Nagpur, Indian Institute of Workers Education, Mumbai and all the 50 Regional Directorates with great enthusiasm and fervour on 16th September, 2009 by way of organizing various programmes / events.

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

Here are some reports received from the Regional Directorates regarding celebration of Workers Education Day.

### Meghalaya Governor Inaugurates WE Day Mega Event

**Guwahati :** The mega event organized at Guwahati on 16th September, 2009 was inaugurated by His Excellency the Governor of Meghalaya Shri Ranjit S. Mooshahary while Shri S. K. Dev Verman, Joint Secretary, Ministry of Labour & Employment, Govt. of India, New Delhi presided over. Dr. Ashok Sahu, Labour & Employment Adviser, Ministry of Labour & Employment, Govt. of India & Director, CBWE delivered the Key-note address while Shri K. K. Mittal,

Principal Secretary, Ministry of Labour & Employment, Govt. of Assam was the Guest of Honour.

### Workers Education Day Celebrated at NLC

**Chennai :** The Regional Directorate, CBWE, Chennai celebrated Workers Education Day at Neyveli Lignite Corporation (NLC), Neyveli, on 16th September, 2009. The function was coincided with the opening of the 201st Unit Level Class (ULC). The management of NLC appreciated the efforts of Central Board for Workers Education in moulding the attitude of the workers towards right direction and in inculcating in them a spirit of belongingness. The programme was presided over by Shri Ansari, Chief Executive of the company. Besides other dignitaries, nearly 350 participants attended the programme. The participants of ten ULCs were awarded certificates on the occasion.

### CBWE Honoured

**Delhi :** The ILO presented to Central Board for Workers Education (CBWE) a memento as a token of Appreciation in recognition of the leadership shown by CBWE in mainstreaming HIV/AIDS in its training programmes by the hands of Hon'ble Union Labour & Employment Minister Shri M. Kharge at a grand function held at New Delhi on 9th September, 2009. Similarly the ILO felicitated the four Education Officers Incharge of the HIV/AIDS Block-Level Intervention Project in the four selected blocks one each in M. P., Jharkhand, Delhi and Puducherry. The ILO also felicitated the Deputy Director (Edn.) and Editor of CBWE for their contribution in the HIV/AIDS Project. The Officers received the Appreciation Certificate at

the hands of Shri P. C. Chaturvedi, Secretary, Ministry of Labour and Employment, Govt. of India on 10th September, 2009.

### **CBWE Participates in Icon SWM**

**Kolkata** : Central Board for Workers Education participated in the International Conference on Solid Waste Management (Icon SWM) held at Khudiram Anushilan Kendra and Netaji Indoor Stadium, Kolkata organized by Centre for Quality Management System, Jadavpur University in collaboration with various Central and State Govt. Departments and organizations of repute from foreign countries from 4th to 6th November, 2009. The main objective of Icon SWM and Exhibition was to share the international platform to implement customized measures for Solid Waste Management. More than three hundred delegates from various National and International Institutes of repute, Municipal Corporations, Urban Local Bodies have participated in the Conference.

The selected officers of CBWE presented the technical papers in the conference and a Stall was staged in the exhibition which drew the attention of more than 500 delegates. The Stall was formally inaugurated by Shri F Samukawa, Consulate General of Japan in Kolkata on 4th November, 2009. Shri Klaus Tesch, Dy. Consulate General of Federal Republic of Germany visited the stall. The visitors have appreciated the publications, posters of the Board and a good number of publications were sold at the exhibition. Chairmen and administrative heads of various Urban Local Bodies expressed their desire to educate their workers through CBWE during their visit to the stall.

The conference was concluded with the valedictory address by Prof. Saugata Roy, Hon'ble Minister of State for Urban Development, Govt. of India while Prof. Dr. Sadhan K. Ghosh, Chairman, Icon SWM briefed the three-day session and delivered vote of thanks.

### **NREGA an Important Tool for Rural Development, says Chairman, CBWE**

**Udaipur** : "National Development is impossible without rural development. The Central Government has launched a number of welfare schemes for the rural poor for their socio-economic upliftment. The National Rural Employment Guarantee Scheme under NREGA is a very important scheme of Rural Development which gives the Rural Workers a guaranty of 100 days work to one eligible person of a family for fulfilling their basic needs", said Shri Ashok Singh, Chairman, Central Board for Workers Education (CBWE) while delivering the valedictory address at the 2-day special programme organized by the Regional Directorate, CBWE, Udaipur for Mate Workers under NREGA at Badgoan on 19th February, 2010.

Shri Ashok Singh further said that in the changing scenario the woman as well as mate workers should learn different skills to become self reliant. Advising the Regional Director, Udaipur to take maximum support of the State Government officials for arranging awareness programmes for Rural Workers, Shri Singh appealed the Panchayat Officials to implement Government Schemes such as housing, roads, electricity, water and food for Rural Development.

Shri Rajendra Singh Shekhawat, Chief Executive Officer of Udaipur District, who was the special guest on the occasion, in his address spelt out the role and responsibilities of Mate Workers towards uplifting economic status of rural workers and appealed the Mate Workers to appraise the Rural Workers about NREGA so that they would also be benefited by it.

Among others, Shri Jagdishraj Shrimali, Chairman, Regional Advisory Committee of CBWE, Udaipur, Smt. Gunmala Chelawat, President of Manu Sewa Sanstha and Shri Kishan Lal, Sr. Leader of INTUC were also present on the occasion.

## **CBWE Programmes are of Missionary Nature, says J & K Ex-Minister**

**Jammu :** The Empowerment Programme of Unorganized Sector conducted at village Pindi Sarochan, Block Bishnah, Distt. Jammu from 26th to 29th December, 2009 was concluded by Shri Choudhary Gharu Ram, Ex-Minister & District Congress President. In his concluding speech Shri Gharu Ram said that CBWE Awareness Programmes were of missionary nature to involve working class for developing a positive attitude and also making them aware about the various welfare schemes of the Central/State Governments.

### **M. L. A. Valedicts Empowerment Programme**

**Jammu :** The 4-day Empowerment Camp for Rural Labour conducted at Village Malhar, Block & Distt. Udhampur from 15th to 18th February, 2010 was valedicted by Shri Balwant Singh Mankotia, Hon'ble MLA, Udhampur. In his valedictory address Shri Mankotia said that "knowledge is power and time is money" and we have to see both sides of the coin and added that all of us should know our duties and responsibilities as citizen of India besides our contribution to the society.

### **A. P. Law University Vice-Chancellor Concludes Child Labour Programme**

**Visakhapatnam :** The 2-day Special Programme on Child Labour conducted at N.C.L.P. School, Omkar Nagar, Visakhapatnam was concluded with the valedictory address by Shri Y. Satyanarayana, Vice-Chancellor, A.P. Law University on 3rd March, 2010.

Shri Satyanarayana in his address stated that the CBWE has been laying greater emphasis on education and awareness creation among the illiterates and poverty stricken masses in general and

on eradication of Child Labour System from the country in particular, which no other institution has been doing.

Among others, Shri G. Pulla Rao, Professor, Department of Economics, Andhra University, Vizag, Shri R. Ravi Kumar, National Award Winner in Social Service were present on the occasion.

The child workers who attended the programme promised that they would join the school and would continue their education without any break till they get a suitable employment for their livelihood.

### **Programme for Informal Sector Facilitators Held at Jammu**

**Jammu :** The 5-day Training Programme organized for Facilitators in Informal Sector by Regional Directorate, CBWE, Jammu at its Training Hall was concluded on 30th March, 2010 with the valedictory address by Jenab Abdul Rashid Shaheen, Former Member of Parliament. Jenab Shaheen in his valedictory address said that NGOs should **adopt** such a culture that they develop their own resources and become self reliant. Shri V. K. Mahajan, Assistant Director, Ministry of Textile, Shri Madan Sharma, Veteran Trade Unionist, Dr. Puri, Incharge Tameera-e-Mashira (NGO), Shri Sona-Ullah, Chairman Tameera-e-Mashira also spoke on the occasion.

### **Provide Leadership, Appeals Mahurkar to Women Activists**

**Ahmedabad :** The Regional Directorate, CBWE, Ahmedabad conducted the 3-day Special Programme from 29th to 31st March, 2010 for female trade union activists working in various divisions of Western Railway. Twenty five active female representatives of Western Railway Mazdoor Sangh (WRMS) from Mumbai, Vadodara, Rajkot, Ahmedabad, Bhavnagar and Ratlam Divisions participated in the programme. The programme focused on enhancing the leadership

qualities among females in railway industry and their active participation in trade union activities.

Shri J. G. Mahurkar, General Secretary, WRMS, Mumbai and Chairman, Regional Advisory Committee, CBWE, Ahmedabad inaugurated the programme and appreciated the CBWE, Ahmedabad for organizing such a unique and most essential programme. He narrated the participants about his long association with CBWE and appealed them to actively participate in this programme and come forward to provide the leadership in trade union activities being carried out by Western Railway Mazdoor Sangh in general and for the female employees of Railway in particular.

### **CBWE Holds Stakeholders' Meets**

The Central Board for Workers Education (CBWE) organized Stakeholders Meets with an objective to know the present requirements/needs of the organizations to whom the CBWE has been providing training and in-turn update the knowledge base of CBWE officials on the same for achieving organizational excellence and providing the need based services to its stakeholders.

During the period under report, ten meetings of the Stakeholders were organized. A brief report of these meetings is produced below.

**Kolkata :** The 1st Stakeholders' Meet to review the syllabus was held at Kolkata on 14th December, 2009. The meeting was well attended by representatives from industries, academic institutes of repute, trade unions and State Govt. departments.

The programme was inaugurated by Prof. Dr. Sadhan K. Ghosh, Director, CBWE. Shri L. K. Gaur, Dy. Director (Edn.), CBWE and Shri S. K. Roy, Zonal Director I/c (EZ) also shared the inaugural desk.

The valedictory session was chaired by Dr. R. C. Tiwari, Chairman-cum-Managing Director of Jute

Corporation of India. He appreciated the efforts of the Board and said that these meets would lead to more acceptability and open up new areas for the Board.

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**Guwahati :** The 2nd Stakeholders' Meet was held at Guwahati on 15th December, 2009 in which representatives from industries, Trade Unions, Govt. of Assam, and Govt. of India participated.

The meeting was inaugurated by Prof. Dr. Sadhan K. Ghosh, Director, CBWE.

Shri Mittal, Principal Secretary, Labour Department, Govt. of Assam, Shri S. S. Choudhary, DDG, Assam, Shri D. N. Boro, Zonal Director, North-East Zone also attended the inaugural session.

The Director, CBWE while elaborating the objectives of the programme mentioned that in the process of reshaping, most valued inputs could be gained from the stakeholders, who actually receive the services of the Board.

Shri D.N. Boro, Zonal Director, North-East Zone expressed his gratefulness to the stakeholders for their contribution and suggestions, which would be very useful for developing the syllabus of CBWE.

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**Delhi :** The 3rd Stakeholders' Meet was held at Delhi on 21st December, 2009. The meeting was inaugurated by Prof. Dr. S. K. Ghosh, Director, CBWE. In his inaugural address Dr. Ghosh said that the CBWE has been organizing such type of stakeholders meetings throughout the country to take the views and suggestions for developing the syllabus as per the needs of the customers.

During the concluding session of the meeting the Director, CBWE thanked the stakeholders for their valuable feedback and suggestions and said that the

stakeholders meetings would help CBWE to make syllabi more effective and user friendly.

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**Mumbai** : The 4th Stakeholders' Meet was held at Mumbai on 4th January, 2010. 56 Stakeholders belonged to senior management cadre from different industries, senior state level trade union leaders from different trade unions and NGOs participated in the Meet. Representatives from Maharashtra Institute of Labour Studies and Brihanmumbai Mahanagar Palika were also present.

The programme was inaugurated by Prof. Dr. Sadhan K. Ghosh, Director, CBWE.

Dr. Ghosh in his inaugural address expressed his belief that training and education can only survive and sustain if it undergoes a continuous research and emphasized the need of competence development in the present competitive era.

Shri S. A. Ghadge, General Manager, Gharda Chemicals Ltd., Shri K.V. Vichare, General Secretary, Central Railway Mazdoor Sangh, Shri Suryakant Bagal from HMS and Shri Baraskar highlighted the impact of the CBWE programmes in their respective organization in the panel discussion and put forth their suggestions for improvement of the syllabus of the CBWE.

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**Vadodara** : The 5th Stakeholders Meet was held at Vadodara on 05th January, 2010. The meet was well attended by around 80 representatives from Managements, Trade Unions, Government Officials, NGOs, Public Sector and various Academic Institutions.

The programme was inaugurated by Shri Sanat Mehta, Ex-Finance and Labour Minister, Govt. of Gujarat and Ex-Chairman CBWE.

Prof. Dr. Sadhan K. Ghosh, Director CBWE, Smt. Malti Baad, Executive Director, Gujarat Employers Association and Former CBWE Member, Shri A. P. Singh, Sr. Vice-President, Reliance Industries Ltd. and Chairman, Regional Advisory Committee, CBWE, Vadodara and Shri L. K. Gaur, Deputy Director (Edn.), CBWE were also present.

Dr. Ghosh during the inaugural session mentioned about the recent economic recession and suggested that there should be a process of continuous improvement which could be achieved through enhancing the competence level of the employees.

The inaugural session was followed by Panel Discussion.

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**Nagpur** : The 6th Stakeholders' Meet was held at Nagpur on 8th January, 2010. The Meet was attended by around 70 representatives from Industries, Trade Unions, NGOs and Educational Institutions in and around Nagpur.

The Chief Guest of inaugural function was Shri K.J. Singh, Chairman-cum-Managing Director, Manganese Ore India Ltd. Shri Arvind Jain, Vice-President, Indorama, Shri R. Singal, SP (IPS), Railway Police were the Guest of Honour. Shri L. K. Gaur, Deputy Director (Edn.), CBWE presided over the meet.

Prof. Dr. Sadhan K. Ghosh, Director, CBWE, through his message, requested everyone to give their valuable suggestions in order to make the syllabus well-tuned and consistent with the demands and priorities of time.

Shri Arvind Jain, Vice-President, Indorama expressed that CBWE has been rendering yeoman's service to the society but opined that the training programmes needed to be changed in accordance to the time.

The inaugural session was followed by Panel Discussion.

The Meet was concluded with the valedictory address by Dr. Tapan Chakrabarti, Director, NEERI. Shri S. Q. Zama, General Secretary, Rashtriya Koyla Khadan Mazdoor Sangh and MLC were the Guest of Honour and presided over by L. K. Gaur, Deputy Director (Edn.), CBWE Nagpur.

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**Chennai :** The 7th Stakeholders' Meet organised at Lucas TVS Ltd, Chennai was inaugurated by Dr. N. Ravichandran, Chief Executive Officer, LUCAS TVS Ltd., Padi, Chennai. In his inaugural address Dr. Ravichandran praised the yeoman services rendered by CBWE in imparting and disseminating knowledge to the employees working in various sectors across the nation.

Prof. Dr. Sadhan K. Ghosh, Director, CBWE in his presidential address, briefed the participants about the objective of the meet and the need to review the syllabus to make it in tune with the requirement of the hour.

Shri P. Babu Rao, RAC-Chairman, Regional Directorate, CBWE, Chennai and Director (P), Neyveli Lignite Corporation appreciated that the syllabus of the CBWE was exhaustive and covers almost all the subjects which were very much in need and fulfills the requirement of its clientele.

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**Jaipur :** The 8th meeting of stakeholders at regional level was held on 11th January, 2010 at Jaipur. In the meeting, the representatives of management, trade unions, office bearers of various voluntary organizations, worker teachers/trainers and senior rural educators were present and discussed on various topics and modules needed to be covered in the

programmes of the CBWE. The programme was inaugurated by Shri Neeraj Saxena, Deputy General Manager (HR), M/s Rajasthan Electronics & Instruments Ltd., Kanakpura, Jaipur and was concluded by Shri D. K. Changani, General Secretary, All India Trade Union Congress, Rajasthan State, Jaipur and Member, Regional Advisory Committee, CBWE, Jaipur.

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**Bhubaneswar :** The 9th Stakeholders' Meet was organized at Bhubaneswar on 15th February, 2010.

Shri Sapan Kumar Dasgupta, CEO, Central Electricity Supply and Utility (CESU), Bhubaneswar inaugurated the meeting. In his inaugural address Shri Dasgupta discussed on the importance of five "P" (Product, People, Process, Perception and Perfection) in an industrial organization as well as in service sector. Out of these five "P"s, people is the most important factor for organizational development and excellence. He praised the role of CBWE in the process of nation building.

In this meeting Shri M. D. Verma, Associate Vice-President, Jindal Stainless Steel, Shri Tapas Panda, Assistant Labour Commissioner (Central), Shri S. K. Mahapatra, Sr. General Manager and Head (HR), POSCO India, Shri D. Behera, General Manager, Tata Refractories, Belpahar, Shri Ajit Kumar Dehury, Environment Officer, Utkal Asbestos Ltd., Shri B. P. Beura, Manager (Mining), Indian Rare Earth, Shri A. K. Dubey, Representative of Gulf Oil Corporation Ltd., Rourkela, Shri G. R. Das, Manager (Training), Orissa Hydro Power Corporation, Bhubaneswar, Shri D. Das, Dy. General Manager (T&D), CESU, Shri K. R. K. Acharya, LWO, BSL Co. Ltd., Biramitrapur, Shri D. Samal, Sr. Deputy Manager (HRD), IDCOL Ferro Chrome and Alloys Ltd., Jajpur Road, Shri S. C. Tripathy, Jr. Manager (P&A), Orissa State Milk

Federation, Bhubaneswar, Shri B. P. Lenka, Sr. Manager (HR), Hindustan Aeronautics Ltd., Sunabeda were also present and discussed about the various topics needed to be included in the syllabi.

Prof. Dr. Sadhan Kumar Ghosh, Director, CBWE valedicted the above meeting.

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**Goa :** The 10th meeting of Stakeholders was organized at Goa on 15th March, 2010. Fifty participants from managements, trade unions and NGOs were present in the meeting. The objective of the meeting was to elicit valuable suggestions from the stakeholders with regard to new topics to be incorporated in the syllabus of the various training programmes of CBWE keeping in view the changes that were taking place in the socio-economic scenario.

The programme was inaugurated by Shri Micky Pacheco, Hon'ble Minister for Tourism & Housing, Govt. of Goa. In his inaugural address, Shri Pacheco said that education was the biggest asset in human life and said he was very happy to know that CBWE has been imparting education to working class of our country and improving their quality of life by making them aware of their social responsibilities. He extended his good wishes to CBWE and assured all co-operation from his Ministry in the future projects of CBWE.

Prof. Dr. Sadhan Kumar Ghosh, Director, CBWE delivered the key-note address. In his key-note address, Dr. Ghosh appreciated the efforts of the Tourism Ministry for introducing imaginative projects to attract tourists to Goa and requested the Minister to utilize the services of CBWE for developing training programmes for tourists, employees of the Tourism Department and Hotel Industry. Since multiskilled

workers is the need of the hour, CBWE could play an important role in this area added Dr. Ghosh.

Shri Nitin Kunkolienkar speaking as Chief Guest said that India has been doing well even in economic recession. Shri Kunkolienkar further stated that liberalization was good but it should be used with specific policies and added that it has become inevitable to develop skills of decision making for the development of our nation. He appreciated the CBWE for its work in this direction.

The inaugural function was followed by Group Discussion and Plenary Session.

### **Regional Directorates Organise WPM Programmes**

The Central Board for Workers Education organized 31 programmes on Workers Participation in Management (WPM) at enterprise level and two at national level during the year 2009-2010. Here are some selected reports received from the Regional Directorates.

**Ahmedabad :** Shri J. G. Mahurkar, General Secretary, WRMS and Joint General Secretary, NFIR, Mumbai and also the Chairman, Regional Advisory Committee, CBWE, Ahmedabad valedicted the 3-day programme on "Workers Participation in Management" (WPM) on 13th November, 2009 organised by the Regional Directorate, CBWE, Ahmedabad. In his concluding address Shri Mahurkar stressed on industrial harmony, enhancement of employees productivity and cost effectiveness in the present changing scenario. Shri Mahurkar further said that through this platform the workers and management could understand each others' problems and difficulties and would try to resolve them for the betterment of their organisation. Shri P. K. Gor and Shri Bansibhai Shah, both RAC-Members were also present on the occasion.

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**Chandigarh** : The Regional Directorate, Chandigarh organized the programme on “Workers Participation in Management” at PACL, Nangal (Punjab) from 11th to 13th November, 2009 which was inaugurated by Shri T. S. Mann, Deputy General Manager, Unit Head of PACL. In his inaugural address Shri Mann urged the participants to take keen interest in the programme to make Workers Participation more effective for increasing productivity and maintaining cordial relations for the development of the organization.

Shri C. S. Garg, Chief Technical Advisor, PACL, Nangal valedicted the programme on 13th November, 2009. In his valedictory address Shri Garg thanked the CBWE for conducting the programme and said that it would certainly improve the productivity of their organization by maintaining harmonious industrial relations, motivation and positive attitude.

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**Chennai** : The programme on “Workers Participation in Management” organized at Tamil Nadu State Transport Corporation, Villupuram from 15th to 17th December, 2009 for 32 employees representing from different categories and bipartite committees was inaugurated by Shri N. Prem Kumar, General Manager. Shri Prem Kumar in his address thanked the CBWE for organizing such innovative programme to cope with the changing environment in the present industrial scenario. Shri C. Paramasivam, Managing Director valedicted the programme.

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**Dhanbad** : The programme on “Workers Participation in Management” was organized at Bharat Coking Coal Limited, Jagjivan Nagar, Dhanbad from 7th to 9th December, 2009. Total 36 participants representing Middle Level Managers, Supervisors, Workers and Union Representatives actively participated in the

programme.

Shri P. E. Kachhap, Director (Personnel), Bharat Coking Coal Ltd. inaugurated the programme. In his inaugural address Shri Kachhap stressed on “Participative Culture in the Indian Industries”.

Shri A. K. Hazare, General Manager (HRD), BCCL valedicted the programme. In his valedictory address he expressed his gratitude to the CBWE for conducting such meaningful and beneficial training programme in BCCL.

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### **Dasgupta Valedicts SGF**

**Tinsukia** : Shri S. Dasgupta, Managing Director I/C of Assam Petrochemicals Limited, Namrup, Dibrugarh, who graced the valedictory function of the 2-day Self Generation of Funds Programme (SGF) organized by the Regional Directorate, CBWE, Tinsukia from 25th to 26th August, 2009 on perusing the feedback forms of the participants remarked that the CBWE should conduct different kinds of programmes for other employees also so that they would also get enlightened on positive work culture, team building and relations between management and employees.

### **Sharma Emphasises on EPP**

**Ghaziabad** : The 2-day Joint Education Programme organized from 15th to 16th May, 2009 at Ginny Filament Ltd., Chata, Kosi Unit, Dist. Mathura for the representatives of Management/Workers was inaugurated by Shri S. N. Sharma, General Manager. In his inaugural address Shri Sharma said that in the present competitive scenario there was a need to make Emergency Preparedness Plan (EPP) to face challenges and crises and added that the programmes

of CBWE would be useful to both the management and workers.

### **Santosh Kumar Inaugurates JEP**

**Gorakhpur** : Shri Santosh Kumar, Assistant Regional Manager, UPSRTC, Faizabad Depot inaugurated the 2 days Joint Education Programme (JEP) on 26th May, 2009. In his inaugural speech, Shri Santosh Kumar praised the role played by CBWE in the field of training and added that the sustained efforts of the Management and CBWE would yield better results in working environment and efficiency of the workforce.

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

**Hyderabad** : The 2-day Quality of Life Programme under Self Generation of Funds organized for the workers and their spouses of NTPC, Ramagundam, Karimnagar (D) was concluded on 12th January, 2010. Shri Gopala Rao, Additional General Manager and Shri Nanda Kishore, Dy. General Manager attended the concluding function of the programme.

Addressing the participants, Shri Gopala Rao said that the programme would create understanding among the families for fulfilling the goals of organization and the family as well. Shri Nanda Kishore appreciated the programme and said that it would create an impact on the Quality of Life of participants.

### **Rungta Lauds CBWE Programme**

**Gorakhpur** : Shri Mahesh Rungta, Director, Balaji Bakers Pvt. Ltd. Gida, Sahjanwa Gorakhpur inaugurated the one-day Joint Education Programme on 28th April, 2009. Shri Rungta in his inaugural address stated that the CBWE has been playing a vital role in developing the personalities of the workers through their training programmes and highlighted the

role of training and its importance for the development of the organization as it develops positive attitude and efficiency.

### **Look to Work with New Vision – Ramesh**

**Cochin** : Shri V. Ramesh (CFO), AVT Mc Cormic, Vazhakkulam, Aluva inaugurated the 2 days Self Generation of Funds programme organized for AVT employees from 24th to 25th February, 2010 by the Regional Directorate, CBWE, Cochin. Shri Ramesh in his address appealed the workers to look to their work with new vision and positive attitude keeping in view the present economic scenario.

Shri Thomas Kadavan, General Manager (HR) presided over the function. In his presidential address Shri Thomas highlighted the need to maintain discipline in industry.

Shri David Wilson, Manager (HR) was also present at the inaugural function.

### **CBWE Organises Collaborative Programme with ILO for EOs**

**Nagpur** : Prof. Dr. Sadhan K. Ghosh, Director, CBWE and Chairman, PMT & GFATM Project Implementation Team at CBWE inaugurated the 2-day programme on HIV/AIDS organized by CBWE in collaboration with ILO for 28 Education Officers (EOs) of the Regional Directorates situated in Maharashtra during 23rd to 24th February, 2010 at Nagpur.

Dr. Ghosh, in his inaugural address briefed the participants about the objective of holding the programme. Expressing his concern over the growing trend of HIV infection, Dr. Ghosh emphasized the need to reduce the rate of HIV infections by all possible means since already about 4.5 million people are

living with HIV in India. While concluding his address, Dr. Ghosh thanked the ILO for considering the CBWE as its partner in the implementation of HIV/AIDS Project.

Smt. P. Joshila, Programme Officer, ILO AIDS Control Programme, New Delhi expressed her happiness to associate with CBWE in AIDS control programme and praised the Education Officers of CBWE for showing their keen interest in containing the global menace of HIV/AIDS. She also shared her experience about the pilot project run by CBWE.

Shri S. M. Afsar, Technical Specialist (HIV/AIDS), South Asia and National Programme Coordinator, ILO, New Delhi also addressed the participants. He appreciated the Officers of CBWE for their noble task in the field of HIV/AIDS. He also shared his experience about the project with the participants. Further, he highlighted the different aspects of HIV/AIDS and appealed the participating officers to work with missionary zeal to achieve the objective of prevention and control of HIV/AIDS in the world of work.

Smt. Indrani Gupta, Under Secretary, Ministry of Labour and Employment, Govt. of India, New Delhi, Shri L. K. Guar, Deputy Director (Edn.), CBWE and Shri D. N. Boro, Zonal Director (ADA), CBWE were also present on the occasion.

Shri R. S. Mathur, Regional Director, CBWE, New Delhi and Coordinator, PMT, CBWE proposed a vote of thanks.

### **Chairman, CBWE Meets Senior Officers at Head Office, Nagpur**

**Nagpur :** Shri Ashok Singh, Chairman, CBWE visited CBWE Headquarters on 21st January, 2010 and had detailed discussion with the senior officers of the Board on various aspects and the new initiatives to be

undertaken by the Board in the coming years, as well.

He specifically hinted at the challenges before the CBWE and appealed one and all to put in concrete and concerted efforts to tackle the situation.

He asserted the officers to explore the possibility of designing new programmes in accordance with changing industrial and economic scenario.

### **Director, CBWE Interacts with ToT Participants**

**Barrackpore :** Prof. Dr. Sadhan K. Ghosh, Director, CBWE visited the Training of Trainers (ToT) Course on 15th January, 2010 at Regional Directorate, CBWE, Barrackpore and appealed the participants to take full advantage of the course. While discussing on effectiveness of training, he stressed on the importance of waste management saying that every employee has to play a key role in reducing and eliminating waste in his organization.

### **Director Addresses Participants of SGF**

**Nagpur :** Prof. Dr. S. K. Ghosh, Director, CBWE visited the 2-day Self Generation of Funds (SGF) programme conducted for the employees of Indorama Synthetic (I) Ltd., Butibori, Nagpur by the Regional Directorate, CBWE, Nagpur on 27th January, 2010 and addressed the participants. In his address Dr. Ghosh said that each individual plays a vital role in the family and as such he/she could improve his/her quality of life by maintaining harmonious relationship among the family members. He also emphasized on the responsibility of both husband and wife on health and well being of their kids.

### **CBWE Programmes are Information Oriented : Tiwari**

**Gwalior :** The programme on Labour Welfare &

Development (LWD) organised from 26th to 27th October, 2009 at Dharmashala Chanderi, District Ashok Nagar (M. P.) was inaugurated by Shri Suresh Tiwari, SDM. In his inaugural address Shri Tiwari said that the unorganised workers being illiterate were not aware of various schemes launched by Central and State Govts. and as such through this programme they would get the required information about the schemes.

### **Singh Appeals for Change in Work and Life Style**

**Jabalpur** : The 2-day Rural Awareness Camp conducted at Village Richhai, Block-Panagar, District Jabalpur from 24th to 25th September, 2009 was inaugurated by Shri Kunwar Singh, Senior Leader of BMS, Jabalpur. Shri Singh in his address appealed the participants to change their work and life style in the present changing scenario. He further explained about the importance of union for protecting their rights.

### **IOC DGM Stresses Need of Behavioural Change**

**Muzaffarpur** : The Joint Educational Programme of 2-day duration organised at Indian Oil Corporation Ltd., Barauni Refinery, Barauni, Distt. Begusarai from 8th to 9th October, 2009 was inaugurated by Shri T. Balakrishna, Dy. General Manager (HR). In his inaugural address, Shri Balakrishna stressed on behavioural change at the workplace in the changing global scenario.

### **Workers Education Gives New Dimension, says Sharda Singh**

**Raipur** : The 2-day Self Generation of Funds Programme organized at Chhattisgarh Vidyut Vitaran Company Ltd., Janjgir during 12th to 13th October, 2009 was valedicted by Shri Sharda Singh, Engineer.

Shri Singh while giving information on positive attitude said that it gave a new dimension, success and co-operation to the personal relations as well as to group relations and added that it is also one of the media of overcoming the problems and difficulties.

### **Gurung Inaugurates Programme for P R Functionaries at Sikkim**

**Siliguri** : The 3-day special programme on "Panchayati Raj" (PR) organized by the Regional Directorate, CBWE, Siliguri was inaugurated by Shri R. C. Gurung, Adhakshya, Zilla Panchayat, South District, Sikkim on 24th March, 2010. Shri Gurung in his inaugural address stressed the need of continuous training of Panchayat Members to abreast them with latest developments so that the society could get maximum benefits through enlightened public representatives at the grass root level. Shri Gurung further opined that if all the Panchayat Members were covered under this training programme in a phased manner it would help them to tread the path of success in their life.

Dr. K. R. Sharma, Sr. Education Officer gave welcome address while Shri A. K. Chakraborty, Sr. Education Officer delivered the key-note address.

### **Programme for Unorganised Sector Workers Held**

**Kozhikode** : Shri K. Hyder, Advocate, inaugurated the 2-day programme organised for unorganized sector workers at Thamarassery, Kodalvally Block, Kozhikode from 2nd to 3rd March 2010. Speaking on the occasion, Shri Hyder appreciated the CBWE for conducting such type of programmes for this class of the society and opined that since the participants belong to the low economic strata of the society, needed regular encouragement, guidance and motivation.

## **Programmes on Accounts and Administrative Matters Held**

**Siliguri** : The Regional Directorate, CBWE, Siliguri organized a 3-day training programme for 30 Officers and Staff of CBWE (North and North-East Zones) on "Accounts and Administrative Matters" at Siliguri from 9th to 11th December, 2009.

Shri Sanjiv Ranjan, Director of Postal Services, North Bengal and Sikkim Division inaugurated the programme. Shri Ranjan urged the participants to implement the rules related to administration, accounts or on any matter in a positive sense. Shri L. K. Gaur, Deputy Director (Edn.), CBWE, Nagpur in his valedictory address remarked that such programmes are very much necessary for the smooth and effective functioning of the organization. Among others, Shri Ravinesh Kumar, Additional Controller of Defence Accounts and Shri R. V. Banubakode, Accountant, CBWE, Nagpur were also present on the occasion.

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**Guwahati** : Similar training programme was also organized by the Regional Directorate, CBWE, Guwahati for 31 Senior Education Officers and Staff of CBWE (Central and East Zones) during 16th to 18th December, 2009. The training programme was inaugurated by Prof. Dr. Sadhan Kumar Ghosh,

Director, Central Board for Workers Education.

Shri K. K. Mittal, Principal Secretary, Govt. of Assam, Shri S. Choudhury, Deputy Director General, National Sample Survey Organization (Field Operations Division) North-East Zone and Shri D. N. Boro, Zonal Director, North-East Zone, CBWE graced the inaugural function. Guest speakers from different Government departments discussed various topics related to Accounts and Administration with the participants.

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## **Retraining Programme Held**

**Jabalpur** : Shri D. P. Tiwari, Manager, MPEB Employees Credit Co-operative Society was the Chief Guest of the inaugural function of the one-day Retraining Programme organized for Unorganised Sector Workers at M. P. Janta Union Society Office, Chhapar, Jabalpur on 17th December, 2009. Shri Tiwari in his address appreciated the efforts of CBWE for conducting such innovative training programme for this neglected class of the society.

## **Literature on RSBY/SDIS Developed**

**Nagpur** : Two Workshops of selected Officers of the Board were organized one at Head Office of the Central Board for Workers Education at Nagpur from 1st to 5th June, 2009 and the other at Vadodara from 20th to 24th

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# Impact at a Glance

## Formation of Trade Union

**Imphal** : The trainees of the Labour Welfare & Development Programme organized by the Regional Directorate, CBWE, Imphal at Keirao, Sawombung Block, Imphal East District, Manipur on 22-23 August, 2007, formed a Trade Union named "The Nongmaijing Stone Workers Union" and registered it under the Trade Union Act, 1926.

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**Imphal** : Trainees of the different training programmes conducted at Kumbi Area under Moirang C. D. Block of Bishnupur District, Manipur formed a Trade Union named "The Agriculture Workers Union" and registered it.

## Formation of Mahila Mandal

**Jaipur** : The participants of the 4-day Empowerment Programme conducted by Regional Directorate, Jaipur took an initiative and formed a Mahila Mandal named "Chetna Mahila Mandal".

## Trainees Elected as Members of Legislative Assembly

### Siliguri :

1. Smt. Tilu Gurung, trained in IIWE, Mumbai in 2008, who was elected to the Sikkim Legislative Assembly, has become Minister of Social Justice and Empowerment, Govt. of Sikkim.
2. Shri Madan Sintury of Melli, South Sikkim, trained in Rural Workers Education Programme, has been elected as Member of Legislative Assembly, Govt. of Sikkim from Zoom Salgari Constituency in 2009.

Both the activists gave credit to Workers Education Programme for their splendid achievement.

## RAC Participant Elevated as Vice-President

**Siliguri** : Smt. Leela Rai, who was one of the participants of the 2 days Rural Awareness Camp (RAC) held from 11th to 12th July, 2009, has been elevated to the post of Vice-President of Cheli Morcha (South Sikkim), a Women's Organisation of Govt. of Sikkim. Prior to attending the programme, Smt. Leela Rai was an ordinary member of Cheli Morcha. She gives credit of her elevation to the CBWE programme.

## CBWE Programmes Reduce Absenteeism

**Tinsukia** : The management as well as the participants of the 2-day Self Generation of Funds Programme organized on "Employees Development" for employees of Hindustan Unilever Limited, Doomdooma from 7th to 8th September, 2009 while expressing their views about the programme on the concluding day stated that the training programmes conducted by Central Board for Workers Education during last two years have significantly reduced the rate of "Absenteeism" (2%) and assured that with further motivation and commitment they would try to bring it down to zero percent.

## SGF Programmes Impact Participants

**Tinsukia** : The participants and the management officials of the 2-day Self Generation of Funds Programme (SGF) organised at Regency Ceramics Limited, Yanam from 26th to 27th October, 2009 said,

on the concluding day of the programme, that the programme has helped them to know how to develop supervisory skills and improve human productivity.

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**Tinsukia** : The participants of the 2-day Self Generation of Funds Programme (SGF) organized for employees of Assam Gas Company Limited, Duliajan from 4th to 5th November, 2009 at Recreation Hall, Assam Gas Company Limited, Duliajan, District Dibrugarh, expressed that the programme has helped them to know about importance and way to build better interpersonal relationship, to work as a better team member, the need and importance of having better work culture and ethics in the organization. They further admitted that from now onwards they would be in a better position to manage their stress effectively.

### **Participants Consider CBWE Programme as an Eye Opener**

**Vijayawada** : The participants of the 2-day Labour Welfare and Development Programme organised from 16th to 17th November, 2009, opined that the programme organized by CBWE has really changed their mindset and forced them to think where they stand. They further said that if they continue their lapses knowingly or unknowingly, they would be no where in the global business market and as such this programme acted for them as an eye opener.

### **CBWE Programme Generates Awareness Amongst P R Functionaries**

**Tinsukia** : The participants, who attended the 3-day Special Training Programme organized for Panchayati Raj Functionaries (PR) from 8th to 10th January, 2010 said that they were not aware of the functions, concepts, working etc. of the Panchayati Raj Institution. They further stated that on attending the programme, they could gain the knowledge of various

Government Schemes like DRDA, NABARD, NRHM etc. which were being implemented in the rural areas and added that they would pursue for all these schemes in their respective Gram Panchayats to give the desired benefits to the rural masses.

### **Railway Workers to Go for Better Service**

**Kanpur** : The participants of the one-day Plant Level Seminar organized for Travel Ticket Examiners of North Central Railway of Kanpur and Allahabad on 18th January, 2010 stated in the concluding function of the seminar that after attending the programme they have realized that time has come to enhance their soft skills like leadership qualities, motivational and communication skills etc. so that they could serve the passengers in a better way.

### **Participants Construct Low Cost Latrines**

**Bhubaneswar** : The 2-day Rural Awareness Camp organized for Agricultural Workers at Birijanga under Rasulpur Block of Jajpur District from 12th to 13th January, 2010, could motivate agricultural workers to construct low cost latrines under Nirmal Gram Yojana. The participants also stated that they also came to know about the HIV/AIDS epidemic and hence would take all preventive measures to combat it. Similarly they also said that they could know the importance of Self Help Group for their socio-economic upliftment.

### **Domestic Workers Enlightened**

**Vijayawada** : The women domestic workers, who attended the 2-day Special Programme organized for them at MPP School, Vijayawada, Krishna District from 20th to 21st January, 2010, expressed that they could know about the various welfare and social security schemes of the Government only after joining the programme. The participants while appreciating

the CBWE training programme resolved to take the benefit of these schemes for improving their quality of life.

### **Trade Union Activists Appreciate CBWE Programme**

**Tinsukia** : The four 3-day State Level Training Programmes organized for Trade Union Activists by the Regional Directorate, CBWE, Tinsukia during March, 2010 revealed a good deal of impact. The trade union activists who attended the programmes highly appreciated them as they could get information on many new important subjects like Changing Role of Trade Unions, Work Ethics and Work Culture, Leadership Qualities, Skill Development, HIV/AIDS, Capacity Building etc. They further expressed that the knowledge they gained in the training programme would help them to solve their problems in a better manner besides participating more actively and effectively in their respective trade union.

### **CBWE Programme Enlightens Workers on Small Savings**

**Kolkata** : The Participants of the 4-day Empowerment Programme on 'Quality of Life of Workers and their Spouses' organized at Medinipur, Kolkata during the month of March, 2010 admitted that they could know about various small savings schemes which would be very much helpful to them for their future.

### **Formation of Self Help Group**

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. During the year 2009-10, nearly 2100 Self Help Groups were formed by the participants.

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# Statistical Tables

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Targets for the year 2010-2011													
Sr. No.	Name of the Regional Directorate	No. of E.Os	TOT 45 days	Refresher Course 5 days	P.D.P. 21 days	N.B.S. 2 days	J.E.P. 1 day	C.T.P./ S.G.F.	U.L.C. Part Time	J.E.P. 2 days	Q.O.L. 4 days (Org. Secr.)	Q.O.L. 2 days (Org. Secr.)	Plant Level Prog. 1 day
<b>NORTH ZONE</b>													
1	Allahabad	5	1	1	1	5	10	20	10	10	1	1	10
2	Bareilly	4	–	–	1	4	8	17	4	8	–	1	8
3	Chandigarh	2	–	–	1	2	4	7	2	4	1	1	4
4	Delhi	6	–	–	2	6	18	24	6	18	–	1	18
5	Faridabad	2	–	–	2	4	8	7	2	8	–	1	4
6	Ghaziabad	5	1	1	2	8	10	22	10	10	–	1	10
7	Gorakhpur	5	–	–	1	5	10	22	5	10	–	1	10
8	Jammu	2	–	–	1	2	4	7	2	4	–	1	4
9	Kanpur	5	1	1	1	4	10	22	10	10	–	1	10
10	Parwanoo	2	–	–	1	3	4	7	2	4	1	1	4
<b>Total</b>		<b>38</b>	<b>3</b>	<b>3</b>	<b>13</b>	<b>43</b>	<b>86</b>	<b>155</b>	<b>53</b>	<b>86</b>	<b>3</b>	<b>10</b>	<b>82</b>
<b>EAST ZONE</b>													
1	Asansol	3	–	–	1	3	6	12	3	6	–	1	6
2	Barrackpore	4	1	1	2	4	8	17	8	8	–	1	8
3	Berhampur	3	–	–	1	3	6	12	3	6	–	1	6
4	Bhubaneshwar	4	–	–	1	4	8	17	4	8	–	1	8
5	Dhanbad	2	–	–	–	2	4	7	2	4	–	1	4
6	Jamshedpur	3	–	–	1	3	6	12	3	6	–	1	6
7	Kolkotta	4	1	1	2	3	12	17	8	12	–	1	12
8	Muzaffarpur	2	–	–	–	2	4	7	2	4	–	1	4

<b>(Regional Directorate-wise)</b>																
Q.O.L. 4 days (Unorg. Secr.)	Q.O.L. 2 days (Unorg. Secr.)	Empt. Camp (Unorg. Secr.) 4 days	Re-tra- ining 1 day	Empt. Camp (Weaker Secn.) 4 days	Special Progs 2 days					LWD 2 days	Pancha- yati Raj 2 days	RAP 2 days	Empt. Camp Rural 4 days	Re-tra- ining Rural 1 day	Stone Quarry workers 2 days	Total Target (No. of Progs.)
					Unorg. Secr. workers	Women workers	Parents of Child Labour	Child Labour workers	SC/ST workers							
3	5	5	5	5	16	15	2	2	11	15	3	55	5	5	–	222
2	6	4	3	4	13	12	2	2	13	12	3	48	4	4	–	183
2	4	2	2	2	7	6	2	2	7	6	3	22	2	2	–	97
3	5	6	5	6	13	12	3	3	13	12	3	66	6	6	–	255
2	4	2	2	2	5	4	2	2	5	4	3	16	2	2	10	103
3	6	5	5	5	16	15	2	2	11	15	3	55	5	6	–	229
3	6	5	5	5	16	15	2	2	11	15	3	55	5	5	–	217
1	2	2	2	2	7	6	2	2	7	6	3	24	2	2	–	95
3	5	6	4	6	16	15	3	3	11	15	3	55	6	5	–	226
1	2	2	2	2	7	6	–	–	7	6	3	24	2	2	–	93
<b>23</b>	<b>45</b>	<b>39</b>	<b>35</b>	<b>39</b>	<b>116</b>	<b>106</b>	<b>20</b>	<b>20</b>	<b>96</b>	<b>106</b>	<b>30</b>	<b>420</b>	<b>39</b>	<b>39</b>	<b>10</b>	<b>1720</b>
2	4	3	2	3	10	9	2	2	10	9	3	33	3	3	–	136
2	4	5	3	5	13	12	2	2	13	12	3	48	5	4	–	191
2	4	4	2	4	10	9	2	2	10	9	3	36	4	3	–	142
2	4	4	3	4	13	12	2	2	13	12	3	44	4	4	–	177
1	3	3	2	3	7	6	2	2	7	6	3	24	3	2	–	98
2	4	3	2	3	10	9	2	2	10	9	3	36	3	3	–	139
2	4	4	3	4	9	8	2	2	9	8	3	44	4	6	–	181
1	2	2	2	2	7	6	2	2	7	6	3	24	2	2	–	94

Sr. No.	Name of the Regional Directorate	No. of E.Os	TOT 45 days	Refresher Course 5 days	P.D.P. 21 days	N.B.S. 2 days	J.E.P. 1 day	C.T.P./ S.G.F.	U.L.C. Part Time	J.E.P. 2 days	Q.O.L. 4 days (Org. Secr.)	Q.O.L. 2 days (Org. Secr.)	Plant Level Prog. 1 day
9	Ranchi	2	–	–	1	2	2	7	2	2	–	1	2
10	Rourkela	5	–	–	1	4	10	22	5	10	–	1	10
<b>Total</b>		<b>32</b>	<b>2</b>	<b>2</b>	<b>10</b>	<b>30</b>	<b>66</b>	<b>130</b>	<b>40</b>	<b>66</b>	<b>–</b>	<b>10</b>	<b>66</b>
<b>WEST ZONE</b>													
1	Ahmedabad	3	–	–	1	5	6	12	3	6	–	1	6
2	Goa	4	–	–	1	8	12	17	4	12	–	1	12
3	Mumbai	2	–	–	2	4	4	7	2	4	–	1	4
4	Pune	5	1	1	2	6	10	22	10	10	–	1	10
5	Rajkot	2	1	1	1	2	4	7	4	4	–	1	4
6	Thane	5	1	1	1	6	10	22	10	10	–	1	10
7	Vadodara	5	–	–	1	4	10	22	5	10	–	1	12
<b>Total</b>		<b>26</b>	<b>3</b>	<b>3</b>	<b>9</b>	<b>35</b>	<b>56</b>	<b>109</b>	<b>38</b>	<b>56</b>	<b>–</b>	<b>7</b>	<b>58</b>
<b>SOUTH ZONE</b>													
1	Bangalore	4	–	–	2	8	12	17	4	12	–	1	12
2	Chennai	6	1	1	2	10	15	24	12	15	–	1	15
3	Cochin	5	–	–	1	5	10	22	5	10	–	1	10
4	Coimbatore	5	–	–	1	5	10	20	5	10	–	1	10
5	Hubli	4	–	–	1	4	8	17	4	8	–	1	10
6	Kozhikode	2	–	–	1	2	4	7	2	4	–	1	4
7	Madurai	5	1	1	1	4	10	22	10	10	–	1	10
8	Mangalore	3	–	–	1	3	6	12	3	6	–	1	6

Q.O.L. 4 days (Unorg. Secr.)	Q.O.L. 2 days (Unorg. Secr.)	Empt. Camp (Unorg. Secr.) 4 days	Re-tra- ining Unorg. 1 day	Empt. Camp Weaker Secn.) 4 days	Special Progs 2 days					LWD 2 days	Pancha- yati Raj 2 days	RAP 2 days	Empt. Camp Rural 4 days	Re-tra- ining Rural 1 day	Stone Quarry workers 2 days	Total Target (No. of Progs.)
1	3	2	2	2	7	6	2	2	7	6	3	22	2	2	-	88
3	6	5	4	5	16	15	2	2	11	15	3	55	5	5	-	215
<b>18</b>	<b>38</b>	<b>35</b>	<b>25</b>	<b>35</b>	<b>102</b>	<b>92</b>	<b>20</b>	<b>20</b>	<b>97</b>	<b>92</b>	<b>30</b>	<b>366</b>	<b>35</b>	<b>34</b>	<b>-</b>	<b>1461</b>
1	2	3	2	3	10	9	2	2	10	9	3	33	3	3	-	135
2	4	4	3	4	9	8	-	-	13	8	3	44	4	4	-	177
1	4	2	2	2	5	4	3	3	7	4	3	22	2	2	-	94
3	4	5	4	5	13	12	2	2	11	10	3	55	5	5	-	212
1	2	2	2	2	5	4	2	2	7	4	3	22	2	2	-	91
2	4	5	4	5	16	15	3	3	11	15	3	55	5	5	-	223
3	5	5	4	5	12	11	2	2	13	13	4	60	5	5	-	214
<b>13</b>	<b>25</b>	<b>26</b>	<b>21</b>	<b>26</b>	<b>70</b>	<b>63</b>	<b>14</b>	<b>14</b>	<b>72</b>	<b>63</b>	<b>22</b>	<b>291</b>	<b>26</b>	<b>26</b>	<b>-</b>	<b>1146</b>
2	4	4	3	4	9	8	2	2	13	8	3	44	4	8	-	186
3	6	6	5	6	13	12	2	2	13	12	3	66	6	12	-	263
3	5	5	5	5	16	15	2	2	11	15	3	55	10	5	-	221
3	5	5	5	5	16	15	2	2	11	15	3	55	10	5	-	219
2	4	4	3	4	13	12	2	2	9	12	3	44	4	4	-	175
1	2	2	2	2	7	6	2	2	7	6	3	24	2	2	-	95
1	5	5	4	5	16	15	2	2	11	15	3	55	5	8	-	222
2	4	3	2	3	16	15	2	2	10	15	3	33	3	3	-	154

Sr. No.	Name of the Regional Directorate	No. of E.Os	TOT 45 days	Refresher Course 5 days	P.D.P. 21 days	N.B.S. 2 days	J.E.P. 1 day	C.T.P./ S.G.F.	U.L.C. Part Time	J.E.P. 2 days	Q.O.L. 4 days (Org. Secr.)	Q.O.L. 2 days (Org. Secr.)	Plant Level Prog. 1 day
9	Vijayawada	5	–	–	2	4	10	22	5	10	–	1	10
10	Visakhapatnam	2	–	–	1	2	4	7	2	4	–	1	6
<b>Total</b>		<b>41</b>	<b>2</b>	<b>2</b>	<b>13</b>	<b>47</b>	<b>89</b>	<b>170</b>	<b>52</b>	<b>89</b>	<b>–</b>	<b>10</b>	<b>93</b>
<b>NORTH-EAST ZONE</b>													
1	Guwahati	4	–	–	1	4	4	17	4	4	–	1	4
2	Imphal	5	–	–	1	5	5	20	5	5	–	1	5
3	Siliguri	3	–	–	1	3	6	12	3	6	–	1	6
4	Tinsukia	3	–	–	1	3	6	12	3	6	–	1	6
<b>Total</b>		<b>15</b>	<b>–</b>	<b>–</b>	<b>4</b>	<b>15</b>	<b>21</b>	<b>61</b>	<b>15</b>	<b>21</b>	<b>–</b>	<b>4</b>	<b>21</b>
<b>CENTRAL ZONE</b>													
1	Bhopal	4	–	–	1	4	8	17	4	8	1	1	8
2	Gwalior	2	–	–	1	4	4	7	2	4	–	1	4
3	Hyderabad	5	–	–	2	6	10	22	5	10	–	1	10
4	Indore	2	–	–	–	4	4	7	2	4	–	1	4
5	Jabalpur	2	–	–	1	2	4	7	2	4	–	1	4
6	Jaipur	3	–	–	1	3	6	12	3	6	–	1	6
7	Nagpur	4	1	1	2	3	8	17	8	8	1	1	8
8	Raipur	4	–	–	1	3	6	17	4	6	–	1	6
9	Udaipur	1	–	–	1	1	2	4	1	2	–	1	–
<b>Total</b>		<b>27</b>	<b>1</b>	<b>1</b>	<b>10</b>	<b>30</b>	<b>52</b>	<b>110</b>	<b>31</b>	<b>52</b>	<b>2</b>	<b>9</b>	<b>50</b>
<b>Grand Total</b>		<b>179</b>	<b>11</b>	<b>11</b>	<b>59</b>	<b>200</b>	<b>370</b>	<b>735</b>	<b>229</b>	<b>370</b>	<b>5</b>	<b>50</b>	<b>370</b>

Q.O.L. 4 days (Unorg. Secr.)	Q.O.L. 2 days (Unorg. Secr.)	Empt. Camp (Unorg. Secr.) 4 days	Re-tra- ining Unorg. 1 day	Empt. Camp Weaker Secn.) 4 days	Special Progs 2 days					LWD 2 days	Pancha- yati Raj 2 days	RAP 2 days	Empt. Camp Rural 4 days	Re-tra- ining Rural 1 day	Stone Quarry workers 2 days	Total Target (No. of Progs.)
3	5	5	4	5	16	15	2	2	11	15	3	55	5	5	–	215
1	2	2	2	2	7	6	2	2	7	6	3	22	2	2	–	95
<b>21</b>	<b>42</b>	<b>41</b>	<b>35</b>	<b>41</b>	<b>129</b>	<b>119</b>	<b>20</b>	<b>20</b>	<b>103</b>	<b>119</b>	<b>30</b>	<b>453</b>	<b>51</b>	<b>54</b>	<b>–</b>	<b>1845</b>
2	4	5	3	5	13	12	2	2	13	12	3	44	5	4	–	168
3	4	5	5	5	16	15	2	2	11	15	3	55	5	5	–	198
2	4	3	2	3	10	9	2	2	10	9	3	33	3	3	–	136
2	4	3	2	3	10	9	2	2	10	9	3	33	3	3	–	136
<b>9</b>	<b>16</b>	<b>16</b>	<b>12</b>	<b>16</b>	<b>49</b>	<b>45</b>	<b>8</b>	<b>8</b>	<b>44</b>	<b>45</b>	<b>12</b>	<b>165</b>	<b>16</b>	<b>15</b>	<b>–</b>	<b>638</b>
2	5	4	3	4	13	12	2	2	13	12	3	44	4	4	–	179
1	2	2	2	2	7	6	2	2	9	6	3	24	2	2	–	99
3	6	5	4	5	11	10	2	2	11	10	3	55	5	10	–	208
1	2	2	2	2	7	6	2	2	7	6	3	22	2	2	–	94
1	4	3	2	3	7	6	2	2	8	6	3	24	3	2	–	101
2	4	3	2	3	10	9	2	2	10	9	3	36	3	3	–	139
3	5	4	3	4	13	12	2	2	13	12	3	44	4	4	–	186
2	4	4	3	4	13	12	2	2	13	12	3	44	4	4	–	170
1	2	1	1	1	3	2	2	2	4	2	2	12	1	1	–	49
<b>16</b>	<b>34</b>	<b>28</b>	<b>22</b>	<b>28</b>	<b>84</b>	<b>75</b>	<b>18</b>	<b>18</b>	<b>88</b>	<b>75</b>	<b>26</b>	<b>305</b>	<b>28</b>	<b>32</b>	<b>–</b>	<b>1225</b>
<b>100</b>	<b>200</b>	<b>185</b>	<b>150</b>	<b>185</b>	<b>550</b>	<b>500</b>	<b>100</b>	<b>100</b>	<b>500</b>	<b>500</b>	<b>150</b>	<b>2000</b>	<b>195</b>	<b>200</b>	<b>10</b>	<b>8035</b>

### **Abbreviations**

E. Os.	Education Officers
T.O.T.	Training of Trainers Courses
P.D.P.	Personality Development Programmes
R.C.T.	Refresher Courses for Trainers
J.E.P.	Joint Education Programmes
N.B.S	Need Based Seminar
Q.O.L.	Unit Level Classes
F.A.L.C.	Functional Adult Literacy Classes
N.B.S.P.	Need Based Special Programmes
Unorg.	Unorganised
R.A.C.	Rural Awareness Camp
S.G.F.	Self Generation of Funds Programmes
L.W.D.	Labour Welfare & Development Programmes
Empt. Prog. R. L.	Empowerment Camps for Rural Labour
Secn.	Section
Secr.	Sector
V.R.S. Optees	
T.V.R.S./R.E.	
Org. Secr.	Organised Sector
Unorg. Secr.	Unorganised Sector



**Table I**  
**Category- wise break up of Workers Trained**  
**in Rural Awareness Camps**

Sr. No.	Category of Rural Workers	*Five days Camps		**Empowerment Camps (4 Days)				Two-Day Awareness Camps @			Participants		
		1977-1984		2003-2009		2009-2010		1977-2009	2009-2010	Total	1977-2009	2009-2010	Total
		Progs.	Partici-pants	Progs.	Partici-pants	Progs.	Partici-pants						
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Landless Labour	328	12846	571	22304	96	3733	14670	721	15391	573226	29743	602969
2	Agriculture Workers and Marginal Farmers	969	38520	469	18417	9	355	31373	631	32004	1233328	24566	1257894
3	Fisheries Labour	36	1479	2	76	-	-	730	25	755	28612	985	29597
4	Tribal Labour	91	3595	6	222	-	-	1067	36	1103	41671	1209	42880
5	Rural Artisans	57	2299	33	1267	3	116	1537	35	1572	58726	1329	60055
6	Forest Labour	17	683	3	120	-	-	367	9	376	13799	340	14139
7	Educated Unemployed	163	6291	50	1981	-	-	2208	64	2272	86654	2120	88774
8	Plantation Workers	-	-	9	398	-	-	111	6	117	4502	240	4742
9	Rural Workers (General)	290	11656	104	4004	6	240	10320	69	10389	406791	2739	409530
<b>Total</b>		<b>1951</b>	<b>77369</b>	<b>1247</b>	<b>48789</b>	<b>114</b>	<b>4444</b>	<b>62383</b>	<b>1596</b>	<b>63979</b>	<b>2447309</b>	<b>63271</b>	<b>2510580</b>

**Grand Total Col. 4+6+8+14 i.e. 77369+48789+4444+2510580 =2641182**

\*\* Conscientization Camps Started from 2003-04

\*\* Figures for 'One Day Retraining Programme for Rural Sector' not included in this table (No. of Prog. 147 & No. of Parti . 8493)

@ **1596+ 114+147=1857**

Parti. **63271+4444+8493=76208**

**Table II**  
**Rural Workers Education during 2009-2010**  
**Category-wise breakup of Workers Trained**

Sr. No.	Category	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
1	Landless Labour	817	1351	1314	2882	5547	8706	2935	16288	27929	33476
2	Agriculture Workers and Marginal Farmers	640	1023	755	2141	3919	4804	2786	13412	21002	24921
3	Fisheries Labour	25	126	–	110	236	112	118	519	749	985
4	Tribal Labour	36	15	155	16	186	225	630	168	1023	1209
5	Rural Artisans	38	54	7	193	254	275	154	762	1191	1445
6	Forest Labour	9	3	–	52	55	4	149	132	285	340
7	Educated Unemployed	64	141	68	578	787	306	143	884	1333	2120
8	Plantation Workers	6	–	–	40	40	6	4	190	200	240
9	Rural Workers (General)	75	19	33	53	105	877	117	1880	2874	2979
10	One Day Retraining Programme	147	319	451	783	1553	1795	654	4491	6940	8493
<b>Total</b>		<b>1857</b>	<b>3051</b>	<b>2783</b>	<b>6848</b>	<b>12682</b>	<b>17110</b>	<b>7690</b>	<b>38726</b>	<b>63526</b>	<b>76208</b>

**Table III**  
**Regional Directorate-wise Distribution of Workers Trained (Rural Sector)**  
**During April-2009 to March-2010**

Sr. No.	Regional Directorate	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
<b>NORTH ZONE</b>											
1	Allahabad	26	100	2	367	469	184	–	461	645	1114
2	Bareilly	28	–	125	15	140	149	325	513	987	1127
3	Chandigarh	29	79	–	47	126	398	–	695	1093	1219
4	Delhi	28	11	–	3	14	553	–	671	1224	1238
5	Faridabad	27	14	–	–	14	587	–	488	1075	1089
6	Ghaziabad	64	81	–	113	194	1004	–	1545	2549	2743
7	Gorakhpur	68	89	–	278	367	739	–	1520	2259	2626
8	Jammu	29	5	10	192	207	120	52	812	984	1191
9	Kanpur	51	223	–	615	838	478	29	766	1273	2111
10	Parwanoo	26	42	–	39	81	419	2	562	983	1064
<b>Total - N Z</b>		<b>376</b>	<b>644</b>	<b>137</b>	<b>1669</b>	<b>2450</b>	<b>4631</b>	<b>408</b>	<b>8033</b>	<b>13072</b>	<b>15522</b>
<b>EAST ZONE</b>											
11	Asansol	26	242	166	127	535	179	264	76	519	1054
12	Barrackpore	44	316	35	387	738	480	91	487	1058	1796
13	Berhampur	28	117	84	70	271	485	145	244	874	1145
14	Bhubaneshwar	41	34	–	180	214	309	155	955	1419	1633
15	Dhanbad	16	51	87	132	270	159	56	310	525	795
16	Jamshedpur	43	42	123	118	283	120	691	667	1478	1761
17	Kolkata	53	197	8	648	853	538	5	744	1287	2140
18	Muzaffarpur	27	100	–	66	166	542	–	412	954	1120
19	Ranchi	26	80	332	171	583	101	179	152	432	1015
20	Rourkela	29	144	193	185	522	196	213	203	612	1134
<b>Total - E Z</b>		<b>333</b>	<b>1323</b>	<b>1028</b>	<b>2084</b>	<b>4435</b>	<b>3109</b>	<b>1799</b>	<b>4250</b>	<b>9158</b>	<b>13593</b>
<b>WEST ZONE</b>											
21	Ahmedabad	25	43	177	238	458	155	17	368	540	998
22	Vadodara	60	38	–	–	38	420	1102	765	2287	2325
23	Goa	43	–	–	–	–	154	135	1380	1669	1669
24	Mumbai	14	–	–	–	–	200	70	324	594	594
25	Pune	44	–	–	–	–	345	43	1375	1763	1763
26	Rajkot	25	–	–	39	39	121	7	827	955	994
27	Thane	40	10	34	88	132	326	231	858	1415	1547
<b>Total - W Z</b>		<b>251</b>	<b>91</b>	<b>211</b>	<b>365</b>	<b>667</b>	<b>1721</b>	<b>1605</b>	<b>5897</b>	<b>9223</b>	<b>9890</b>

Sr. No.	Regional Directorate	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
<b>SOUTH ZONE</b>											
28	Bangalore	31	–	–	224	224	190	41	865	1096	1320
29	Chennai	52	–	–	–	–	1000	1	1171	2172	2172
30	Cochin	42	–	–	24	24	138	1	1499	1638	1662
31	Coimbatore	45	5	–	131	136	965	12	1693	2670	2806
32	Hubli	28	5	4	16	25	270	91	783	1144	1169
33	Kozhikode	14	–	–	91	91	53	40	395	488	579
34	Madurai	40	36	–	132	168	345	–	1112	1457	1625
35	Mangalore	36	–	–	1	1	211	64	1202	1477	1478
36	Vijayawada	33	8	–	–	8	490	392	470	1352	1360
37	Visakhapatnam	27	–	–	63	63	119	5	928	1052	1115
<b>Total - S Z</b>		<b>348</b>	<b>54</b>	<b>4</b>	<b>682</b>	<b>740</b>	<b>3781</b>	<b>647</b>	<b>10118</b>	<b>14546</b>	<b>15286</b>
<b>NORTH-EAST ZONE</b>											
38	Guwahati	37	–	324	133	457	25	559	424	1008	1465
39	Imphal	93	–	205	527	732	16	381	2228	2625	3357
40	Siliguri	42	379	145	253	777	345	243	370	958	1735
41	Tinsukia	37	65	–	125	190	167	258	931	1356	1546
<b>Total - N E</b>		<b>209</b>	<b>444</b>	<b>674</b>	<b>1038</b>	<b>2156</b>	<b>553</b>	<b>1441</b>	<b>3953</b>	<b>5947</b>	<b>8103</b>
<b>CENTRAL ZONE</b>											
42	Raipur	58	118	79	241	438	260	324	1123	1707	2145
43	Bhopal	29	146	457	256	859	101	60	550	711	1570
44	Gwalior	25	24	–	13	37	527	47	357	931	968
45	Hyderabad	62	60	1	9	70	934	100	1368	2402	2472
46	Indore	26	15	–	5	20	709	22	303	1034	1054
47	Jabalpur	29	–	25	3	28	226	318	668	1212	1240
48	Jaipur	36	38	33	187	258	138	125	958	1221	1479
49	Nagpur	60	91	87	296	474	368	344	1091	1803	2277
50	Udaipur	15	3	47	–	50	52	450	57	559	609
<b>Total - C Z</b>		<b>340</b>	<b>495</b>	<b>729</b>	<b>1010</b>	<b>2234</b>	<b>3315</b>	<b>1790</b>	<b>6475</b>	<b>11580</b>	<b>13814</b>
<b>Grand Total</b>		<b>1857</b>	<b>3051</b>	<b>2783</b>	<b>6848</b>	<b>12682</b>	<b>17110</b>	<b>7690</b>	<b>38726</b>	<b>63526</b>	<b>76208</b>

**Table IV**  
**Workers Trained in Unorganised Sector During 2009-10**

Sr. No.	Category of Workers	Number of Programmes			Number of Participants		
		1979-2009	2009-2010	Total	1979-2009	2009-2010	Total
1	Handloom	1093	138	1231	42932	5460	48392
2	Powerloom	107	9	116	4192	342	4534
3	Khadi & Rural Industries	327	9	336	12835	354	13189
4	Small Scale Industries	1105	8	1113	42457	318	42775
5	Industrial Estate	140	2	142	5428	79	5507
6	Handicrafts	347	6	353	13560	239	13799
7	Sericulture	65	–	65	2584	–	2584
8	Coir Industries	138	3	141	5414	115	5529
9	Beedi Industries	692	6	698	39417	240	39657
10	Salt Workers	21	1	22	856	40	896
11	Health Workers	13	–	13	514	–	514
12	Rag Pickers	32	2	34	1240	77	1317
13	Cine Workers	1	–	1	40	–	40
14	Ship Breaking Workers	3	–	3	115	–	115
15	Others 4 days	3716	8	3724	145680	320	146000
	2 days	4640	547	5187	180892	21757	202649
	1 day	203	180	383	12623	10121	22744
<b>Total</b>		<b>12643</b>	<b>919</b>	<b>13562</b>	<b>510779</b>	<b>39462</b>	<b>550241</b>

**Table V**  
**Workers Trained in Unorganised Sector During 2009-2010**  
**(Category-wise breakup of Workers Trained) Unorganised Sector Programmes (4 days)**

Sr. No.	Category	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
1	Handloom	138	165	228	701	1094	1112	464	2790	4366	5460
2	Powerloom	9	9	–	16	25	82	13	222	317	342
3	Khadi & Rural Industries	9	18	–	29	47	69	7	236	307	354
4	Small Scale Industries	8	9	–	42	51	159	–	108	267	318
5	Industrial Estate	2	12	1	39	52	–	–	27	27	79
6	Handicrafts	6	3	19	42	64	21	18	136	175	239
7	Coir Industries	3	12		26	38	10	5	62	77	115
8	Beedi Industries	6	–	–	6	6	112	–	122	234	240
9	Salt Workers	1	–	–	–	–	15	–	25	40	40
10	Rag Pickers	2	–	–	–	–	4	–	73	77	77
11	Others 4 days	8	37	3	102	142	21	1	156	178	320
12	2 days	547	816	481	1978	3275	4881	1493	12108	18482	21757
13	One Day Retraining Prog. for Unorganised Sector	180	270	239	585	1094	2639	643	5745	9027	10121
<b>Total</b>		<b>919</b>	<b>1351</b>	<b>971</b>	<b>3566</b>	<b>5888</b>	<b>9125</b>	<b>2644</b>	<b>21810</b>	<b>33579</b>	<b>39467</b>

**Table VI**  
**Regional Directorate-wise Distribution of Workers**  
**Trained (Unorganised Sector) During April, 2009 to March, 2010**

Sr. No.	Regional Directorate	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
<b>NORTH ZONE</b>											
1	Allahabad	8	9	–	39	48	140	–	132	272	320
2	Bareilly	5	7	19	43	69	12	21	98	131	200
3	Chandigarh	3	–	–	–	–	69	–	51	120	120
4	Delhi	6	–	–	4	4	59	–	155	214	218
5	Faridabad	3	–	–	–	–	47	–	73	120	120
6	Ghaziabad	4	–	–	–	–	32	–	128	160	160
7	Gorakhpur	2	1	–	2	3	11	–	66	77	80
8	Jammu	5	15	2	12	29	43	3	125	171	200
9	Kanpur	6	29	–	99	128	23	–	89	112	240
10	Parwanoo	4	1	–	6	7	76	–	76	152	159
<b>Total - N Z</b>		<b>46</b>	<b>62</b>	<b>21</b>	<b>205</b>	<b>288</b>	<b>512</b>	<b>24</b>	<b>993</b>	<b>1529</b>	<b>1817</b>
<b>EAST ZONE</b>											
11	Asansol	5	–	26	33	59	41	43	50	134	193
12	Barrackpore	6	17	–	73	90	80	–	70	150	240
13	Berhampur	2	1	–	9	10	6	–	64	70	80
14	Bhubaneshwar	5	2	–	18	20	35	1	144	180	200
15	Dhanbad	2	4	–	27	31	25	–	24	49	80
16	Jamshedpur	6	33	14	62	109	32	47	48	127	236
17	Kolkata	10	34	–	54	88	114	–	198	312	400
18	Muzaffarpur	2	–	–	3	3	6	–	69	75	78
19	Ranchi	4	9	39	19	67	3	82	6	91	158
20	Rourkela	1	7	2	–	9	20	9	–	29	38
<b>Total - E Z</b>		<b>43</b>	<b>107</b>	<b>81</b>	<b>298</b>	<b>486</b>	<b>362</b>	<b>182</b>	<b>673</b>	<b>1217</b>	<b>1703</b>
<b>WEST ZONE</b>											
21	Ahmedabad	3	12	–	9	21	68	–	31	99	120
22	Vadodara	4	–	15	–	15	55	63	23	141	156
23	Goa	2	–	–	–	–	–	–	79	79	79
24	Mumbai	4	–	24	–	24	16	16	104	136	160
25	Pune	1	–	–	–	–	10	–	20	30	30
26	Rajkot	4	24	6	85	115	8	–	31	39	154
27	Thane	6	–	–	–	–	44	28	157	229	229
<b>Total - W Z</b>		<b>24</b>	<b>36</b>	<b>45</b>	<b>94</b>	<b>175</b>	<b>201</b>	<b>107</b>	<b>445</b>	<b>753</b>	<b>928</b>

Sr. No.	Regional Directorate	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
<b>SOUTH ZONE</b>											
28	Bangalore	3	1	–	–	1	27	2	88	117	118
29	Chennai	2	–	–	–	–	19	–	61	80	80
30	Cochin	5	–	–	–	–	37	–	163	200	200
31	Coimbatore	4	–	–	–	–	14	66	80	160	160
32	Hubli	2	–	–	–	–	10	4	66	80	80
33	Kozhikode	3	–	–	10	10	18	–	92	110	120
34	Madurai	–	–	–	–	–	–	–	–	–	–
35	Mangalore	–	–	–	–	–	–	–	–	–	–
36	Vijayawada	2	–	–	–	–	58	6	16	80	80
37	Visakhapatnam	4	–	–	55	55	22	1	82	105	160
<b>Total - S Z</b>		<b>25</b>	<b>1</b>	<b>–</b>	<b>65</b>	<b>66</b>	<b>205</b>	<b>79</b>	<b>648</b>	<b>932</b>	<b>998</b>
<b>NORTH-EAST ZONE</b>											
38	Guwahati	6	–	22	40	62	–	18	160	178	240
39	Imphal	5	12	2	59	73	–	10	117	127	200
40	Siliguri	3	2	–	12	14	37	2	67	106	120
41	Tinsukia	2	–	–	–	–	7	1	71	79	79
<b>Total - N E</b>		<b>16</b>	<b>14</b>	<b>24</b>	<b>111</b>	<b>149</b>	<b>44</b>	<b>31</b>	<b>415</b>	<b>490</b>	<b>639</b>
<b>CENTRAL ZONE</b>											
42	Raipur	8	16	–	76	92	97	6	109	212	304
43	Bhopal	5	7	41	29	77	17	–	111	128	205
44	Gwalior	2	–	–	36	36	40	–	–	40	76
45	Hyderabad	5	–	–	–	–	9	2	189	200	200
46	Indore	2	–	–	–	–	39	1	40	80	80
47	Jabalpur	6	3	34	52	89	20	61	70	151	240
48	Jaipur	3	–	–	–	–	39	–	81	120	120
49	Nagpur	5	19	5	37	61	19	9	105	133	194
50	Udaipur	2	–	–	–	–	1	1	78	80	80
<b>Total - C Z</b>		<b>38</b>	<b>45</b>	<b>80</b>	<b>230</b>	<b>355</b>	<b>281</b>	<b>80</b>	<b>783</b>	<b>1144</b>	<b>1499</b>
<b>Grand Total</b>		<b>192</b>	<b>265</b>	<b>251</b>	<b>1003</b>	<b>1519</b>	<b>1605</b>	<b>503</b>	<b>3957</b>	<b>6065</b>	<b>7584</b>



**Table VII**  
**Regional Directorate-wise Distribution of Workers**  
**Trained (Special Seminar) During April, 2009 to March, 2010**

Sr. No.	Regional Directorate	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
<b>NORTH ZONE</b>											
1	Allahabad	57	49	–	86	135	841	29	1255	2125	2260
2	Bareilly	62	200	8	469	677	659	148	891	1698	2375
3	Chandigarh	49	150	–	122	272	918	–	756	1674	1946
4	Delhi	55	108	1	95	204	1133	20	808	1961	2165
5	Faridabad	29	87	–	63	150	541	–	473	1014	1164
6	Ghaziabad	84	249	17	289	555	1115	31	1358	2504	3059
7	Gorakhpur	65	82	10	418	510	734	55	1227	2016	2526
8	Jammu	38	26	17	93	136	669	78	814	1561	1697
9	Kanpur	70	365	–	404	769	878	39	1113	2030	2799
10	Parwanoo	30	47	6	58	111	440	30	529	999	1110
<b>Total - N Z</b>		<b>539</b>	<b>1363</b>	<b>59</b>	<b>2097</b>	<b>3519</b>	<b>7928</b>	<b>430</b>	<b>9224</b>	<b>17582</b>	<b>21101</b>
<b>EAST ZONE</b>											
11	Asansol	34	347	85	246	678	277	151	216	644	1322
12	Barrackpore	53	127	12	108	247	812	224	674	1710	1957
13	Berhampur	43	139	57	124	320	531	251	585	1367	1687
14	Bhubaneshwar	37	115	151	157	423	280	218	547	1045	1468
15	Dhanbad	52	148	134	266	548	349	283	900	1532	2080
16	Jamshedpur	53	21	191	171	383	90	735	766	1591	1974
17	Kolkata	51	124	1	182	307	612	12	1055	1679	1986
18	Muzaffarpur	38	86	1	83	170	716	–	550	1266	1436
19	Ranchi	37	56	156	86	298	245	592	234	1071	1369
20	Rourkela	65	75	224	88	387	426	967	711	2104	2491
<b>Total - E Z</b>		<b>463</b>	<b>1238</b>	<b>1012</b>	<b>1511</b>	<b>3761</b>	<b>4338</b>	<b>3433</b>	<b>6238</b>	<b>14009</b>	<b>17770</b>
<b>WEST ZONE</b>											
21	Ahmedabad	33	65	39	107	211	225	124	721	1070	1281
22	Vadodara	73	76	59	131	266	801	678	964	2443	2709
23	Goa	64	–	14	59	73	92	266	2033	2391	2464
24	Mumbai	33	145	13	124	282	582	19	485	1086	1368
25	Pune	68	36	–	46	82	970	93	1511	2574	2656
26	Rajkot	26	31	4	83	118	250	2	604	856	974
27	Thane	47	76	49	81	206	385	330	944	1659	1865
<b>Total - W Z</b>		<b>344</b>	<b>429</b>	<b>178</b>	<b>631</b>	<b>1238</b>	<b>3305</b>	<b>1512</b>	<b>7262</b>	<b>12079</b>	<b>13317</b>

Sr. No.	Regional Directorate	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
<b>SOUTH ZONE</b>											
28	Bangalore	50	64	40	193	297	525	105	1067	1697	1994
29	Chennai	58	3	–	48	51	1297	40	881	2218	2269
30	Cochin	58	53	1	124	178	572	6	1421	1999	2177
31	Coimbatore	64	–	–	3	3	1006	93	1416	2515	2518
32	Hubli	45	47	19	119	185	333	173	1109	1615	1800
33	Kozhikode	31	11	44	59	114	224	23	864	1111	1225
34	Madurai	65	20	–	98	118	903	–	1553	2456	2574
35	Mangalore	42	5	41	7	53	332	139	1124	1595	1648
36	Vijayawada	57	12	12	34	58	1243	120	844	2207	2265
37	Visakhapatnam	30	32	–	112	144	214	162	674	1050	1194
<b>Total - S Z</b>		<b>500</b>	<b>247</b>	<b>157</b>	<b>797</b>	<b>1201</b>	<b>6649</b>	<b>861</b>	<b>10953</b>	<b>18463</b>	<b>19664</b>
<b>NORTH-EAST ZONE</b>											
38	Guwahati	41	50	225	199	474	193	484	331	1008	1482
39	Imphal	50	35	100	233	368	63	253	1221	1537	1905
40	Siliguri	42	96	164	116	376	400	298	557	1255	1631
41	Tinsukia	43	11	5	112	128	309	145	1055	1509	1637
<b>Total - N E</b>		<b>176</b>	<b>192</b>	<b>494</b>	<b>660</b>	<b>1346</b>	<b>965</b>	<b>1180</b>	<b>3164</b>	<b>5309</b>	<b>6655</b>
<b>CENTRAL ZONE</b>											
42	Raipur	59	52	22	161	235	807	129	828	1764	1999
43	Bhopal	64	209	146	255	610	630	110	1812	2552	3162
44	Gwalior	34	19	20	75	114	501	96	543	1140	1254
45	Hyderabad	74	42	6	93	141	1309	133	1383	2825	2966
46	Indore	47	36	30	40	106	1177	168	389	1734	1840
47	Jabalpur	29	75	59	180	314	298	80	454	832	1146
48	Jaipur	45	112	66	240	418	587	26	735	1348	1766
49	Nagpur	69	209	69	262	540	981	288	712	1981	2521
50	Udaipur	31	36	54	55	145	287	351	417	1055	1200
<b>Total - C Z</b>		<b>452</b>	<b>790</b>	<b>472</b>	<b>1361</b>	<b>2623</b>	<b>6577</b>	<b>1381</b>	<b>7273</b>	<b>15231</b>	<b>17854</b>
<b>Grand Total</b>		<b>2474</b>	<b>4259</b>	<b>2372</b>	<b>7057</b>	<b>13688</b>	<b>29762</b>	<b>8797</b>	<b>44114</b>	<b>82673</b>	<b>96361</b>

**Table VIII**  
**Zone-wise Distribution of Trainers and Workers Trained**  
**During 2009-10**

Sr. No.	Regional Directorate	No. of Trainers Trained			No. of Participants in PDP			No. of Workers Trained in ULC		
		Pub. Sec.	Pvt. Sec.	Total	Pub. Sec.	Pvt. Sec.	Total	Pub. Sec.	Pvt. Sec.	Total
<b>NORTH ZONE</b>										
1	Allahabad	15	10	25	11	15	26	—	—	—
2	Bareilly	—	—	—	12	8	20	—	—	—
3	Chandigarh	—	—	—	26	—	26	—	—	—
4	Delhi	—	—	—	33	20	53	20	14	34
5	Faridabad	—	—	—	19	17	36	—	—	—
6	Ghaziabad	16	5	21	60	—	60	—	22	22
7	Gorakhpur	—	—	—	45	—	45	—	—	—
8	Jammu	—	—	—	17	—	17	—	—	—
9	Kanpur	14	10	24	19	—	19	248	100	348
10	Parwanoo	—	—	—	23	—	23	—	—	—
<b>Total - N Z</b>		<b>45</b>	<b>25</b>	<b>70</b>	<b>265</b>	<b>60</b>	<b>325</b>	<b>268</b>	<b>136</b>	<b>404</b>
<b>EAST ZONE</b>										
11	Asansol	—	—	—	21	19	40	30	20	50
12	Barrackpore	20	10	30	22	—	22	—	—	—
13	Berhampur	—	—	—	—	—	—	—	—	—
14	Bhubaneswar	—	—	—	—	—	—	15	20	35
15	Dhanbad	—	—	—	—	—	—	—	—	—
16	Jamshedpur	—	—	—	—	31	31	15	5	20
17	Kolkata	9	3	12	58	22	80	100	60	160
18	Muzaffarpur	—	—	—	—	—	—	—	—	—
19	Ranchi	—	—	—	21	—	21	—	—	—
20	Rourkela	—	—	—	28	—	28	—	—	—
<b>Total - E Z</b>		<b>29</b>	<b>13</b>	<b>42</b>	<b>150</b>	<b>72</b>	<b>222</b>	<b>160</b>	<b>105</b>	<b>265</b>
<b>WEST ZONE</b>										
21	Ahmedabad	—	—	—	21	24	45	—	58	58
22	Vadodara	—	—	—	40	44	84	125	120	245
23	Goa	—	—	—	20	18	38	—	—	—
24	Mumbai	—	—	—	36	16	52	152	100	252
25	Pune	30	10	40	50	30	80	100	38	138
26	Rajkot	13	7	20	30	16	46	30	—	30
27	Thane	27	—	27	21	22	43	90	34	124
<b>Total - W Z</b>		<b>70</b>	<b>17</b>	<b>87</b>	<b>218</b>	<b>170</b>	<b>388</b>	<b>497</b>	<b>350</b>	<b>847</b>

Sr. No.	Regional Directorate	No. of Trainers Trained			No. of Participants in PDP			No. of Workers Trained in ULC's		
		Pub. Sec.	Pvt. Sec.	Total	Pub. Sec.	Pvt. Sec.	Total	Pub. Sec.	Pvt. Sec.	Total
<b>SOUTH ZONE</b>										
28	Bangalore	–	–	–	30	25	55	37	26	63
29	Chennai	20	–	20	37	20	57	635	200	835
30	Cochin	–	–	–	20	–	20	20	29	49
31	Coimbatore	–	–	–	22	–	22	–	–	–
32	Hubli	19	–	19	21	10	31	74	40	114
33	Kozhikode	–	–	–	17	–	17	–	–	–
34	Madurai	–	–	–	35	20	55	513	210	723
35	Mangalore	–	–	–	25	–	25	16	–	16
36	Vijayawada	–	–	–	28	20	48	–	–	–
37	Visakhapatnam	–	–	–	20	–	20	–	–	–
<b>Total - S Z</b>		<b>39</b>	<b>–</b>	<b>39</b>	<b>255</b>	<b>95</b>	<b>350</b>	<b>1295</b>	<b>505</b>	<b>1800</b>
<b>NORTH-EAST ZONE</b>										
38	Guwahati	–	–	–	–	–	–	–	–	–
39	Imphal	–	–	–	15	–	15	–	–	–
40	Siliguri	–	–	–	21	–	21	–	–	–
41	Tinsukia	–	–	–	25	23	48	–	–	–
<b>Total - N E</b>		<b>–</b>	<b>–</b>	<b>–</b>	<b>61</b>	<b>23</b>	<b>84</b>	<b>–</b>	<b>–</b>	<b>–</b>
<b>CENTRAL ZONE</b>										
42	Raipur	–	–	–	38	21	59	25	–	25
43	Bhopal	–	–	–	20	–	20	–	–	–
44	Indore	–	–	–	20	16	36	–	–	–
45	Jabalpur	–	–	–	30	–	30	–	–	–
46	Gwalior	–	–	–	18	10	28	–	–	–
47	Hyderabad	30	–	30	50	–	50	96	30	126
48	Jaipur	–	–	–	36	–	36	25	–	25
49	Nagpur	20	5	25	35	15	50	51	30	81
50	Udaipur	–	–	–	–	–	–	–	–	–
<b>Total - C Z</b>		<b>50</b>	<b>5</b>	<b>55</b>	<b>247</b>	<b>62</b>	<b>309</b>	<b>197</b>	<b>60</b>	<b>257</b>
<b>Grand Total</b>		<b>233</b>	<b>60</b>	<b>293</b>	<b>1196</b>	<b>482</b>	<b>1678</b>	<b>2417</b>	<b>1156</b>	<b>3573</b>

**Table IX**  
**Industry- wise Break-up of Trainers and Workers Trained**  
**During 2009-10**

Sr. No.	Item Industry	Trainers			Workers (Unit Level Classes)		
		Pub. Sector	Pvt. Sector	Total	Pub. Sector	Pvt. Sector	Total
1	Sugar	2	–	2	50	27	77
2	Food and Drinks	1	–	1	45	11	56
3	Mining (Metallic)	–	–	–	87	–	87
4	Mining (Non-Metallic)	1	–	1	20	–	20
5	Textile and Hosiery	4	–	4	26	328	354
6	Jute	–	–	–	–	160	160
7	Engineering	25	–	25	222	180	402
8	Chemicals	–	21	21	30	–	30
9	Printing & Publishing	3	10	13	83	16	99
10	Cement	–	–	–	50	41	91
11	Rubber and Rubber Product	11	2	13	210	–	210
12	Transport	37	–	37	150	–	150
13	Ports and Docks	35	3	38	28	3	31
14	Commercial Service	3	2	5	41	–	41
15	Govt.& Local Bodies	25	2	27	102	6	108
16	Electricity & Power	9	–	9	41	29	70
17	Petroleum	–	–	–	83	109	192
18	Electronics	6	–	6	24	–	24
19	Defence	31	7	38	261	17	278
20	Banking	2	–	2	43	–	43
21	Miscellaneous	38	13	51	821	229	1050
<b>Grand Total</b>		<b>233</b>	<b>60</b>	<b>293</b>	<b>2417</b>	<b>1156</b>	<b>3573</b>

**Table X**  
**Refresher Courses for Trainers (5 Days)**  
**During April, 2009 to March, 2010**

Sr. No.	Regional Directorate	No. of Progs.	Male				Female				Pub. Sec.	Pvt. Sec.	Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total			
<b>NORTH ZONE</b>													
1	Delhi	2	–	–	28	28	–	–	2	2	26	4	30
2	Ghaziabad	2	6	–	28	34	–	–	–	–	34	–	34
<b>Total - NZ</b>		<b>4</b>	<b>6</b>	<b>–</b>	<b>56</b>	<b>62</b>	<b>–</b>	<b>–</b>	<b>2</b>	<b>2</b>	<b>60</b>	<b>4</b>	<b>64</b>
<b>EAST ZONE</b>													
3	Barrackpore	1	–	–	8	8	–	–	1	1	9	–	9
<b>Total - EZ</b>		<b>1</b>	<b>–</b>	<b>–</b>	<b>8</b>	<b>8</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>–</b>	<b>9</b>
<b>SOUTH ZONE</b>													
4	Cochin	1	–	–	22	22	–	–	–	–	18	4	22
5	Hubli	1	–	–	13	13	–	–	–	–	9	4	13
<b>Total - SZ</b>		<b>2</b>	<b>–</b>	<b>–</b>	<b>35</b>	<b>35</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>27</b>	<b>8</b>	<b>35</b>
<b>CENTRAL ZONE</b>													
6	Hyderabad	1	3	–	10	13	1	–	–	1	14	–	14
7	Jaipur	1	1	1	10	12	–	–	–	–	12	–	12
8	Nagpur	1	3	3	8	14	–	–	–	–	–	14	14
<b>Total - CZ</b>		<b>3</b>	<b>7</b>	<b>4</b>	<b>28</b>	<b>39</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>26</b>	<b>14</b>	<b>40</b>
<b>Grand Total</b>		<b>10</b>	<b>13</b>	<b>4</b>	<b>127</b>	<b>144</b>	<b>1</b>	<b>–</b>	<b>3</b>	<b>4</b>	<b>122</b>	<b>26</b>	<b>148</b>

**Table XI**  
**Personality Development Programme (21 Days)**  
**During April, 2009 to March, 2010**

Sr. No.	Regional Directorate	No. of Progs.	Male				Female				Pub. Sec.	Pvt. Sec.	Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total			
<b>NORTH ZONE</b>													
1	Allahabad	2	1	-	14	15	2	-	9	11	11	15	26
2	Bareilly	1	2	-	18	20	-	-	-	-	8	12	20
3	Chandigarh	1	5	-	17	22	1	-	3	4	26	-	26
4	Delhi	2	7	-	44	51	-	-	2	2	29	24	53
5	Faridabad	2	-	-	34	34	-	-	2	2	36	-	36
6	Ghaziabad	2	6	1	50	57	-	-	3	3	60	-	60
7	Gorakhpur	2	5	-	40	45	-	-	-	-	45	-	45
8	Jammu	1	-	-	16	16	-	-	1	1	15	2	17
9	Kanpur	1	-	-	19	19	-	-	-	-	11	8	19
10	Parwanoo	1	4	-	17	21	1	-	1	2	19	4	23
<b>Total -NZ</b>		<b>15</b>	<b>30</b>	<b>1</b>	<b>269</b>	<b>300</b>	<b>4</b>	<b>-</b>	<b>21</b>	<b>25</b>	<b>260</b>	<b>65</b>	<b>325</b>
<b>EAST ZONE</b>													
11	Asansol	2	7	5	28	40	-	-	-	-	12	28	40
12	Barrackpore	1	2	-	20	22	-	-	-	-	8	14	22
13	Jamshedpur	1	1	1	29	31	-	-	-	-	-	31	31
14	Kolkata	3	11	2	65	78	2	-	-	2	80	-	80
15	Ranchi	1	2	3	16	21	-	-	-	-	19	2	21
16	Rourkela	1	8	3	17	28	-	-	-	-	27	1	28
<b>Total -EZ</b>		<b>9</b>	<b>31</b>	<b>14</b>	<b>175</b>	<b>220</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>146</b>	<b>76</b>	<b>222</b>
<b>WEST ZONE</b>													
17	Ahmedabad	2	7	1	36	44	-	-	1	1	43	2	45
18	Vadodara	3	18	9	50	77	1	-	6	7	51	33	84
19	Goa	2	1	1	31	33	-	-	5	5	24	14	38
20	Mumbai	2	5	-	15	20	9	1	22	32	45	7	52
21	Pune	4	6	2	63	71	1	-	8	9	57	23	80
22	Rajkot	1	8	2	36	46	-	-	-	-	16	30	46
23	Thane	2	2	-	41	43	-	-	-	-	10	33	43
<b>Total -WZ</b>		<b>16</b>	<b>47</b>	<b>15</b>	<b>272</b>	<b>334</b>	<b>11</b>	<b>1</b>	<b>42</b>	<b>54</b>	<b>246</b>	<b>142</b>	<b>388</b>

Sr. No.	Regional Directorate	No. of Progs.	Male				Female				Pub. Sec.	Pvt. Sec.	Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total			
<b>SOUTH ZONE</b>													
24	Bangalore	2	2	2	50	54	-	-	1	1	45	10	55
25	Chennai	2	5	1	50	56	-	-	1	1	24	33	57
26	Cochin	1	-	-	18	18	-	-	2	2	9	11	20
27	Coimbatore	1	-	-	22	22	-	-	-	-	22	-	22
28	Hubli	1	-	-	31	31	-	-	-	-	31	-	31
29	Kozhikode	1	-	-	13	13	-	-	4	4	6	11	17
30	Madurai	2	-	-	52	52	-	-	3	3	47	8	55
31	Mangalore	1	-	-	-	-	-	-	25	25	7	18	25
32	Vijayawada	2	10	3	31	44	2	1	1	4	13	35	48
33	Visakhapatnam	1	-	-	-	-	5	-	15	20	12	8	20
<b>Total - S Z</b>		<b>14</b>	<b>17</b>	<b>6</b>	<b>267</b>	<b>290</b>	<b>7</b>	<b>1</b>	<b>52</b>	<b>60</b>	<b>216</b>	<b>134</b>	<b>350</b>
<b>NORTH-EAST ZONE</b>													
34	Imphal	1	1	-	8	9	-	-	6	6	15	-	15
35	Siliguri	2	12	6	29	47	-	-	1	1	48	-	48
36	Tinsukia	1	2	7	11	20	-	1	-	1	21	-	21
<b>Total - N E</b>		<b>4</b>	<b>15</b>	<b>13</b>	<b>48</b>	<b>76</b>	<b>-</b>	<b>1</b>	<b>7</b>	<b>8</b>	<b>84</b>	<b>-</b>	<b>84</b>
<b>CENTRAL ZONE</b>													
37	Raipur	3	1	1	21	23	2	2	32	36	30	29	59
38	Bhopal	1	-	-	20	20	-	-	-	-	18	2	20
39	Gwalior	1	7	-	18	25	3	-	-	3	26	2	28
40	Hyderabad	2	10	3	36	49	-	-	1	1	35	15	50
41	Indore	1	6	-	28	34	-	-	2	2	27	9	36
42	Jabalpur	1	2	1	27	30	-	-	-	-	30	-	30
43	Jaipur	1	1	1	30	32	-	-	4	4	36	-	36
44	Nagpur	3	10	3	24	37	6	1	6	13	42	8	50
<b>Total - C Z</b>		<b>13</b>	<b>37</b>	<b>9</b>	<b>204</b>	<b>250</b>	<b>11</b>	<b>3</b>	<b>45</b>	<b>59</b>	<b>244</b>	<b>65</b>	<b>309</b>
<b>Grand Total</b>		<b>71</b>	<b>177</b>	<b>58</b>	<b>1235</b>	<b>1470</b>	<b>35</b>	<b>6</b>	<b>167</b>	<b>208</b>	<b>1196</b>	<b>482</b>	<b>1678</b>



**Table XII**  
**Progress Report of Training Courses During April, 2009 to March, 2010**

Sr. No.	Activity	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
<b>ORGANISED SECTOR</b>											
<b>National Level</b>											
1	North-East National Level (5 Days)	10	8	49	129	186	9	21	84	114	300
2	5 Days Special training Programme for N. E. Region (5 Days)	1	1	5	15	21	—	3	6	9	30
<b>Regional Level</b>											
3	Training of Trainers (45 Days)	12	33	5	193	231	31	—	31	62	293
4	Personality Development Programme (21 Days)	71	177	58	1235	1470	35	6	167	208	1678
5	Refresher Courses for Trainers (5 Days)	10	13	4	127	144	1	—	3	4	148
6	Joint Educational Programme (3 Days)	3	2	-	25	27	3	2	20	25	52
7	Need Based Seminar (2 Days)	420	904	547	7757	9208	252	243	2000	2495	11703
8	Self Generation of Funds Programme (3 Days)	28	81	23	334	438	5	—	27	32	470
9	Workers Participation in Management (3 Days)	30	83	43	647	773	5	14	91	110	883
10	SPL. Self Generation of Funds Programme Hi-fi (2 Days)	1	33	27	—	60	—	—	—	—	60
11	SPL. Programme for VRS Opted Employees (2 Days)	1	3	2	10	15	4	1	4	9	24
12	Joint Educational Programme (1 Day)	941	1790	728	19039	21557	449	241	2823	3513	25070

Sr. No.	Activity	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
13	Personality Development Programme (10 Days)	7	2	14	62	78	4	14	114	132	210
14	Special Programme for ITI Trainees (5 Days)	27	125	221	1348	1694	10	5	75	90	1784
15	Training Programme for Facilitator of Informal Sector (5 Days)	18	40	7	227	274	41	8	127	176	450
<b>Unit Level</b>											
16	Unit Level Classes (PT) (45 Days)	130	179	78	2989	3246	40	7	177	224	3470
17	Unit Level Classes (FT) (21 Days)	6	42	14	47	103	-	-	-	-	103
18	Joint Educational Programmes (2 Days)	416	1000	504	8076	9580	199	126	611	936	10516
19	Self Generation of Funds Programmes (2 Days)	473	778	522	7386	8686	93	58	553	704	9390
20	Self Generation of Funds Programmes (1 Day)	207	214	99	3339	3652	14	12	292	318	3970
21	Functional Adult Literacy Classes (180 Days)	5	13	-	101	114	8	-	12	20	134
22	Quality of Life Prog. (ORG.) (4 Days)	13	51	4	199	254	51	4	199	254	508
23	Quality of Life Prog. (ORG.) (2 Days)	81	251	147	1042	1440	251	147	1042	1440	2880
24	Plant Level Programme (1 Day)	182	371	58	4074	4503	51	12	463	526	5029
<b>Total</b>		<b>3093</b>	<b>6194</b>	<b>3159</b>	<b>58401</b>	<b>67754</b>	<b>1556</b>	<b>924</b>	<b>8921</b>	<b>11401</b>	<b>79155</b>

Sr. No.	Activity	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
<b>UNORGANISED SECTOR</b>											
25	Empowerment Programme for Unorganised Sector (4 Days)	192	265	251	1003	1519	1605	503	3957	6065	7584
26	Quality of Life Prog. (Unorg.) (4 Days)	83	540	172	876	1588	540	172	876	1588	3176
27	Quality of Life Prog. (Unorg.) (2 Days)	210	1062	689	2284	4035	1062	689	2284	4035	8070
28	One Day Re-Trg.Prog. (Unorganised) (1 Day)	180	270	239	585	1094	2639	643	5745	9027	10121
29	State Level N.E. (3 Days)	28	42	171	385	598	9	74	144	227	825
<b>WEAKER SECTION</b>											
30	Weaker Section (4 Days)	157	132	180	366	678	1574	606	3242	5422	6100
31	Stone Quarry Workers (2 Days)	30	197	94	100	391	304	190	267	761	1152
<b>SPECIAL SEMINAR</b>											
32	SPL. Programme for Unorganised Sector (2 Days)	547	816	481	1978	3275	4881	1493	12108	18482	21757
33	SPL. Programme for Women Workers (2 Days)	535	-	-	-	-	5635	1678	13801	21114	21114
34	SPL. Programme for Parents of Child Labour (2 Days)	135	183	148	355	686	1587	436	2752	4775	5461
35	SPL. Programme for Child Labour (2 Days)	135	917	223	1516	2656	837	306	1540	2683	5339
36	SPL. Programme for SC/ST Workers (2 Days)	436	1047	824	79	1950	11253	3422	271	14946	16896
37	SPL. Programme on Labour Welfare & Development (2 Days)	619	987	516	2289	3792	5342	1362	13105	19809	23601

Sr. No.	Activity	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
38	SPL. Programme for Functionaries (2 Days)	67	309	180	840	1329	227	100	537	864	2193
<b>Total</b>		<b>3354</b>	<b>6767</b>	<b>4168</b>	<b>12656</b>	<b>23591</b>	<b>37495</b>	<b>11674</b>	<b>60629</b>	<b>109798</b>	<b>133389</b>
<b>RURAL SECTOR</b>											
39	Rural Awareness Camp (2 Days)	1596	2565	2103	5629	10297	14497	6424	32053	52974	63271
40	Empowerment Programme For Rural Sector (4 Days)	114	167	229	436	832	818	612	2182	3612	4444
41	One Day RE-TRG. Prog. (Rural) (1 Day)	147	319	451	783	1553	1795	654	4491	6940	8493
<b>Total</b>		<b>1857</b>	<b>3051</b>	<b>2783</b>	<b>6848</b>	<b>12682</b>	<b>17110</b>	<b>7690</b>	<b>38726</b>	<b>63526</b>	<b>76208</b>
<b>Grand Total</b>		<b>8304</b>	<b>16012</b>	<b>10110</b>	<b>77905</b>	<b>104027</b>	<b>56161</b>	<b>20288</b>	<b>108276</b>	<b>184725</b>	<b>288752</b>

**Table XIII**  
**Workers Trained in Functional Adult Literacy Classes (180 Days)**  
**During April, 2009 to March, 2010**

Sr. No.	Category	No. of Progs.	Male				Female				Grand Total
			SC	ST	Oth	Total	SC	ST	Oth	Total	
1	Defence	1	5	0	25	30	0	0	0	0	30
2	Railway	1	3		27	30	0	0	0	0	30
3	Textile	1	3	0	21	24	0	0	0	0	24
4	Other	2	2		28	30	8	0	12	20	50
<b>Grand Total</b>		<b>5</b>	<b>13</b>	<b>0</b>	<b>101</b>	<b>114</b>	<b>8</b>	<b>0</b>	<b>12</b>	<b>20</b>	<b>134</b>

**Table XIV**  
**Printed / Reprinted**  
**Textual / Pictorial / Continuing Booklets upto 31.03.2010**

Sr. No.	Language	By 31st March,2009		2009-10		Total	
		Printed	Reprinted	Printed	Reprinted	Printed	Peprinted
1.	English	117	60	–	–	117	60
2.	Assamese	86	22	1	–	87	22
3.	Bengali	109	59	1	–	110	59
4.	Gujarati	35	44	1	–	36	44
5.	Hindi	133	105	1	–	134	105
6.	Kannada	86	52	–	–	86	52
7.	Malayalam	95	74	–	–	95	74
8.	Marathi	107	92	–	–	107	92
9.	Oriya	87	28	–	–	87	28
10.	Punjabi	82	21	–	–	82	21
11.	Tamil	118	186	1	–	119	186
12.	Telugu	108	57	1	–	109	57
13.	Urdu	86	28	–	–	86	28
14.	Nepali	5	–	–	–	5	–
15.	Manipuri	2	4	1	–	3	4
<b>Total</b>		<b>1256</b>	<b>832</b>	<b>07</b>	<b>–</b>	<b>1263</b>	<b>832</b>

**Table - XV**  
**Grants-in-Aid to Trade Union Organisations and other Bodies/Institutions as on 31st March, 2010.**

*Amount in Rs.*

Sr. No.	Organisation	No. of Union	Amount paid Up to 31st March, 2009	Amount paid from April, 09 to March, 2010	Total Amount Paid up to March, 2010	Workers Trained up to March, 2010
1	2	3	4	5	6	7
<b>Unions Affiliated to Following Central Organisations</b>						
1	Bharatiy Mazdoor Sangha	154	3,000,179.43	7,965.00	3,008,144.43	48351
2	Indian National Trade Union Congress	348	5,264,590.00	39,600.00	5,304,190.00	164472
3	All India Trade Union Congress	159	3,341,768.03	47,790.00	3,389,558.03	86485
4	Hind Mazdoor Sabha	104	2,968,094.82	–	2,968,094.82	89385
5	Centre of Indian Trade Union	16	91,564.04	–	91,564.04	2699
6	United Trade Union Congress	8	30,071.05	–	30,071.05	2522
7	National Front of India Trade Union	15	166,405.67	–	166,405.67	10743
8	National Labour Organisation	27	1,130,237.76	–	1,130,237.76	32848
9	Hind Mazdoor Panchayat	15	44,062.25	–	44,062.25	2555
10	Hind Khet Mazdoor Panchayat	1	118,976.00	–	118,976.00	1960
11	<b>NATIONAL FEDERATIONS</b>					
a)	All India Port & Dock Workers Federation	3	71,159.95	–	71,159.95	1458
b)	All India Defence Employees Federation	28	459,934.64	–	459,934.64	20763

*Amount in Rs.*

Sr. No.	Organisation	No. of Union	Amount paid Up to 31st March, 2009	Amount paid from April, 09 to March, 2010	Total Amount Paid up to March, 2010	Workers Trained up to March, 2010
1	2	3	4	5	6	7
	c) All India Chemical & Pharmaceutical Employees Association	1	2,109.75	–	2,109.75	83
	d) All India P & T Employees Federation	1	3,177.00	–	3,177.00	225
	e) All India Railwaymen's Federation	1	17,106.15	–	17,106.15	519
	f) All India Electricity Employees Federation	2	121,184.23	–	121,184.23	3402
	g) Indian National Metal Workers Federation	1	26,781.90	–	26,781.90	454
	h) National Federation of Employees of the Government of India Printing & Stationery.	1	4,574.70	–	4,574.70	262
	i) All India Reserve Bank Workers Federation	3	8,331.60	–	8,331.60	159
	j) All India Medical & Health Employees Federation, Kolkata.	1	693.00	–	693.00	40
	k) All India Insurance Corporation Federation	6	48,774.95	–	48,774.95	784
	l) All Confederation of CGO Association	1	1,444.50	–	1,444.50	40
	m) All India Ban Employees Federation	4	11,894.00	–	11,894.00	1256



Amount in Rs.

Sr. No.	Organisation	No. of Union	Amount paid Up to 31st March, 2009	Amount paid from April, 09 to March, 2010	Total Amount Paid up to March, 2010	Workers Trained up to March, 2010
1	2	3	4	5	6	7
	n) All India Cantonment Employees Federation	1	3,082.50	–	3,082.50	82
	o) All India Newspaper Employees Federation	1	17,755.90	–	17,755.90	400
	p) L.P.F. (State Level Federation)	3	78,345.65	–	78,345.65	2231
12	S.L.F. (State Level Federation)	60	406,313.70	–	406,313.70	26600
13	Independent Trade Unions	268	3,372,756.10	236,097.00	3,608,853.10	113587
14	Educational Institutions	15	74,089.41	–	74,089.41	7196
15	Other Bodies registered under the Societies Registration Act XXI of 1860	167	2,803,220.94	302,310.00	3,105,530.94	51252
<b>Total</b>		<b>1415</b>	<b>23,688,679.62</b>	<b>633,762.00</b>	<b>24,322,441.62</b>	<b>672813</b>

**Table XVI**  
**Number of Education Officers, Trainers and Workers Trained (1958- 2010)**

Plan/Year	Education Officers	Trainers	Personality Development Programmes	Workers in			Workers in			
				Unit Level Classes	Short Term Programmes	Rural Volunteers	Rural Awareness Camp	Unorganised sector Camps	Functional Adult Literacy Classes	By Grantees
Second Plan (1958-61)	100	1070	—	9070	—	—	—	—	—	—
Third Plan (1961-66)	217	6340	—	309470	—	—	—	—	—	2371
Annual Plan (1966-69)	59	9055	—	419823	105975	—	—	—	—	9187
Fourth Plan (1969-74)	36	14856	—	802394	307591	—	—	—	—	72987
Fifth Plan (1974-78)	44	15166	—	720458	485594	—	6214	—	—	110393
Annual Plan (1978-79)	46	3955	—	213677	91306	—	7386	—	—	25417
(1979-80)	—	3927	—	185891	38563	—	17671	5241	4149	25911
Sixth Plan 1980-85	56	15984	3087	667160	32970	589	268556	86691	116551	124106
Seventh Plan 1985-90	78	6588	19677	279194	170485	236	451936	60027	64749	123121
Annual Plan 1990-91	—	1209	3957	52385	46041	169	139798	17138	13607	15056
1991-92	24	1305	3904	52424	47504	124	136861	18321	9972	15544
Eighth Plan 1992-97	75	5721	17397	230281	240562	1054	494239	84909	40258	59424
Ninth Plan 1997-2002	—	2737	16495	112171	706939	149	403588	187672	9310	36926
Tenth Plan 2002-2007	81	1470	10606	28071	336173	—	516765	623111	1698	30369
Eleventh Plan 2007-2008	—	205	2051	3438	56570	—	80968	151486	100	8233
2008-2009	—	383	1502	2634	60265	—	60588	116473	24	8399
2009-2010	—	293	1888	3573	73119	—	76208	133389	134	5399
<b>Total</b>	<b>816</b>	<b>90264</b>	<b>80564</b>	<b>4092114</b>	<b>2799657</b>	<b>2321</b>	<b>2660778</b>	<b>1484458</b>	<b>260552</b>	<b>672843</b>

\* Includes workers trained in the following programmes during 2009-10

Sr. No.	Name of the programme	No. of Workers
<b>Organised Sector Short Term Programmes</b>		
1	Joint Educational Programmes (3 days)	52
2	Joint Educational Programmes for new Members If Joint Councils at Enterprises Level (2 days)	10516
3	Joint Educational Programmes for New Members If Joint Councils at Enterprises Level (1 day)	25070
4	Need Based Seminar (2 days)	11703
5	Self Generation of Funds Programmes	13830
6	Programmes on Quality of Life for Workers and their Spouses (4 days)	508
7	Programmes on Quality of Life for Workers and their Spouses (2 days)	2880
8	Special Seminars at Plant Level (1 day)	5029
9	Special Programme for VRS Opted	24
10	Workers Participation in Management	883
11	Special Self Generation of Funds Programmes	60
12	Spl. Seminar for North-East Region (3/5 days) National Level	330
13	Spl. Programme for ITI Trainees (5 days)	1784
14	Trg. Programmes for Facilitator of Informal Sector (5 days)	450
<b>Total</b>		<b>73119</b>
<b>Unorganised Sector Programmes</b>		
1	Camps for Unorganised Workers including Women & Child Labour (4 days)	7584
2	Camps for Weaker Section Workers (4 days)	6100
3	Special Seminars for Unorganised Workers (2 days)	21757
4	Special Seminars for Women Workers (2 days)	21114
5	Special Seminars for Parents of Child /Child Labour Workers (2 days)	10800
6	Special Seminars for SC/ST Workers (2 days)	16896
7	Labour Welfare & Development Programmes (2 days)	23601
8	Special Seminars for Stone Quarry Workers (2 days)	1152
9	Special Seminars for Panchayati Raj (2 days)	2193
10	Programmes on Quality of Life for Workers and their Spouses (4 days)	3176
11	Programmes on Quality of Life for Workers and their Spouses (2 days)	8070
12	One day Retraining Prog. (Unorganised)	10121
13	State Level Prog. for Skill Development North-East Region (4 days)	825
<b>Total</b>		<b>133389</b>



# 51<sup>st</sup> Annual Accounts





## AUDIT CERTIFICATE

### INDIAN AUDIT & ACCOUNTS DEPARTMENT

OFFICE OF THE DIRECTOR GENERAL OF AUDIT (CENTRAL)  
C-25, AUDIT BHAVAN, BEHIND INCOME TAX BLDG,  
BANDRA (E), KURLA COMPLEX, MUMBAI 400 051.

Telephone: (022) 26572951 (Direct)

EPABX : 26571750/41/42/36; FAX: 6572951/ 6572451

No. DGA(C)/MUM./C&AB/SAR/2009-10/CBWE/ \_\_\_\_\_ Date : \_\_\_\_\_

To,

The Secretary to the Government of India,  
Ministry of Labour & Employment,  
New Delhi 110 001

**Sub : Separate Audit Report on the accounts of Central Board for Workers Education, Nagpur for the year 2009-10.**

Sir,

Please find enclosed the Separate Audit Report on the accounts of Central Board for Workers Education, Nagpur for the year ended 31 March, 2010 along with the following documents for being laid on the Table of both the Houses of Parliament.

- i) Statement of Accounts
- ii) Audit Report-cum-Audit Certificate in English along with annexure.

Copies of the documents as presented to the Parliament may please be forwarded to this office with an intimation regarding the date of their presentation to both the Houses of Parliament.

Please acknowledge the receipt.

Yours faithfully,

Sd/-

Dy. Director/C & AB

No. DGA(C)/MUM./C&AB/SAR/2009-10/CBWE/314

Date: 28.12.2010

Copy along with the Annual Accounts for the year ended 31 March 2010 together with Audit Certificate in English is forwarded to The Director, Central Board for Workers Education, North Ambazari Road, Nagpur 440 033 for information and necessary action. The date/s of presentation of the documents to the Parliament and a copy thereof may kindly be furnished to this office.

Sd/-

Dy. Director/C& AB

+

## **Separate Audit Report of the Comptroller and Auditor General of India on the Accounts of the Central Board for Workers Education, Nagpur for the year ended 31 March, 2010**

We have audited the attached Balance Sheet of the Central Board for Workers Education, Nagpur as at 31 March, 2010 and the Income & Expenditure Account/Receipt & Payment Account for the year ended on that date under Section 20(1) of the Comptroller and Auditor General's (Duties, Powers and Conditions of Service) Act, 1971. The audit has been entrusted for the period upto 2012-13. These financial statements are the responsibility of the Board's management. Our responsibility is to express an opinion on these financial statements based on our audit.

2. This separate Audit Report contains the comments of the Comptroller and Auditor General of India (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms, etc. Audit observations of financial transactions with regard to compliance with the Law, Rules and Regulations (Propriety and Regularity) and efficiency-cum-performance aspects, etc., if any, are reported through Inspection Reports / CAG's Audit Reports separately.
3. We have conducted our audit in accordance with auditing standards generally accepted in India. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements. An audit includes examining, on a test basis, evidences supporting the amounts and disclosure in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of financial statements. We believe that our audit provides a reasonable basis for our opinion.
4. Based on our audit, we report that :
  - i) We have obtained all the information and explanations, which to the best of our knowledge and belief, were necessary for the purpose of our audit.
  - ii) The Balance Sheet and the Income & Expenditure Account/ Receipt & Payment Account dealt with by this report have been drawn up in the format approved by the Government of India (Ministry of Finance).
  - iii) In our opinion, proper books of accounts and other relevant records have been maintained by the Board as required under Rule 20 of its Memorandum of Association in so far as it appears from our examination of such books.
  - iv) We further report that :

### **A Balance Sheet**

#### **A.1 Corpus/Capital Fund and Liabilities**

##### **A.1.1 Current Liabilities and Provisions (Schedule 7) :**

**Rs. 9,48,26,761.08**

**HBA : Rs. 35,30,384.79 and**

**HBA Revolving Fund : Rs. 36,00,000**

This does not include interest of Rs. 3,66,391 earned on investment of HBA Funds held in Self Generated Fund (SGF). This has resulted in understatement of HBA Account by Rs. 3,66,391 and overstatement of SGF Account to that extent.

**A.2 Current assets, Loans, Advances etc. (Schedule 11) : Rs. 24,02,31,747.61**

**A.2.1 Matching Grants-in-Aid receivable from GOI for 2005-06 & 2009-10 : Rs. 4,42,17,904.10**

This includes Rs. 1,92,02,410.22 pertaining to the year 2005-06 for which approval of Government of India is awaited. This has resulted in overstatement of current Assets to that extent.

**B Grants-in-aid :**

Out of the grants-in-aid of Rs.34.65 crore received during the year and unspent balance of Rs. 00.18 crore of the last year, the organisation could utilize a sum of Rs.34.64 crore leaving a balance of Rs.0.19 crore as unutilized grants as on 31 March, 2010.

**C Management Letter**

Deficiencies which have not been included in the Audit Report have been brought to the notice of the Board through a management letter issued separately for remedial/corrective action.

- (v) Subject to our observations in the preceding paragraphs, we report that the Balance Sheet and the Income & Expenditure Account/Receipt & Payment Account dealt with by this report are in agreement with the books of accounts.
- (vi) In our opinion and to the best of our information and according to the explanations given to us, the said financial statements, read together with the Accounting Policies and Notes on Accounts, and subject to the significant matters stated above and other matters mentioned in Annexure I to this Audit Report, give a true and fair view in conformity with accounting principles generally accepted in India :
- a) In so far as it relates to the Balance Sheet, of the state of affairs of the Central Board for Workers Education, Nagpur as at 31 March, 2010, and
- b) In so far as it relates to the Income & Expenditure Account, of the deficit, for the year ended on that date.

**For and on behalf of the  
Comptroller & Auditor General of India**

Sd/-

Place: Mumbai  
Date: 28.12.2010

Director General of Audit (Central)

## Annexure

### **A. Adequacy of internal audit system**

- i) The Internal Audit System is not adequate and commensurate with the size and nature of the organisation.
- ii) There is no separate Internal Audit Wing to conduct the internal audit and Inspection of the Regional Offices. There exists a system of inspection of one Regional Office by another Regional Office. Thus, all the Regional Offices are not covered by inspection periodically. The Ministry of Labour and Employment, New Delhi had last conducted the Inspection of the Board office at Nagpur during 2005-06.

### **B. Adequacy of internal control system**

- i) Ledger for House Building Advance (HBA) Account has not been prepared by the Board.
- ii) Internal control system requires strengthening.

### **C. Physical verification of assets**

The Board and its various Regional Offices possessed the assets worth Rs. 762.63 lakh as on 31 March, 2010. This comprises land, building, vehicles, furnitures, equipments, etc. However, the physical verification reports of having been verified these assets during the year were not made available.

### **D. Physical verification of inventory**

Physical verification of inventory has been done for the year 2009-10.

### **E. Regularity in payment of statutory dues**

The Board is regular in payment of statutory dues.



**Central Board for Workers Education**  
**Separate Audit Report of the Comptroller and Auditor General of India**  
**on the Accounts of Central Board for Workers Education, Nagpur**  
**for the year ended 31 March, 2010**

Audit Report	Reply
<p>1. We have audited the attached Balance Sheet of the Central Board for Workers Education, (CBWE) Nagpur as at 31 March 2010 and the Income &amp; Expenditure Account/Receipt &amp; Payment Account for the year ended on that date under Section 20(1) of the Comptroller and Auditor General's (Duties, Powers and Conditions of Service) Act, 1971. The audit has been entrusted for the period up to 2012-13. These financial statements are the responsibility of the Board's management. Our responsibility is to express an opinion on these financial statements based on our audit.</p>	No comments.
<p>2. This separate Audit Report contains the comments of the Comptroller and Auditor General of India (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms, etc. Audit observations of financial transactions with regard to compliance with the Law, Rules and Regulations (Propriety and Regularity) and efficiency-cum-performance aspects, etc., if any, are reported through Inspection Reports / CAG's Audit Reports separately.</p>	No comments
<p>3. We have conducted our audit in accordance with auditing standards generally accepted in India. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements. An audit includes examining, on a test basis, evidences supporting the amounts and disclosure in the financial statements. An</p>	

Audit Report	Reply
<p>audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of financial statements. We believe that our audit provides a reasonable basis for our opinion.</p>	
<p>4. Based on our audit, we report that :</p> <p>i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit.</p> <p>ii) The Balance Sheet and the Income &amp; Expenditure Account/ Receipt &amp; Payment Account dealt with by this report have been drawn up in the Common Format of Accounts prescribed by the Government of India (Ministry of Finance)</p> <p>iii) In our opinion, proper books of accounts and other relevant records have been maintained by the Board as required under Rule 20 of its memorandum of Association in so far as it appears from our examination of such books.</p> <p>iv) We further report that :</p> <p><b>A. Balance Sheet</b></p> <p><b>A.1 Corpus/Capital Fund and Liabilities</b></p>	
<p><b>A.1.1 Current Liabilities and Provisions (Schedule 7) : Rs. 9,48,26,761.08</b></p> <p><b>HBA : Rs. 35,30,384.79</b></p> <p><b>HBA Revolving Fund : Rs. 36,00,000</b></p> <p>This does not include interest of Rs. 3,66,391 earned on investment of HBA funds held in Self Generated Fund (SGF). This has resulted in</p>	<p>This Rs. 3,66,391/- pertains to interest earned on investments of HBA and SGF. As the Board's balance sheet is a combination of both SGF and HBA account the net impact on Balance Sheet is NIL. This amount</p>

Audit Report	Reply
<p>understatement of the HBA Account by Rs. 3,66,391 and overstatement of SGF Account to that extent.</p> <p><b>A.2 Current assets, Loans, Advances etc. (Schedule 11) : Rs. 24,02,31,747.61</b></p> <p><b>A.2.1 Matching Grants-in-Aid receivable from GOI for 2005-06 &amp; 2009-10 : Rs. 4,42,17,904.10</b></p> <p>This includes Rs. 1,92,02,410.22 pertaining to the year 2005-06 for which approval of Government of India is awaited. This has resulted in overstatement of Current Assets to that extent.</p>	<p>of Rs. 3,66,391 is now being transferred to the respective Account i.e. HBA in the current account. Hence the para may be dropped.</p> <p>The expenditure was incurred from SGF on Non-Plan heads of accounts including Pay &amp; Allowances of Employees &amp; Pension. A reference has been made to Govt. vide No. CBWE / Acctts/ 49/ FCM / 2516 dated 7/10/2010 for approval of expenditure from SGF.</p>
<p><b>B. Grants-in-aid :</b></p> <p>Out of the grants-in-aid of Rs. 34.65 crores received during the year and unspent balance of Rs. 0.18 crore of the last year, the organization could utilize a sum of Rs. 34.64 crore leaving a balance of Rs. 0.19 crore as unutilized grant as on 31 March 2010.</p>	<p>The matter will be taken up with the Ministry for their approval. If approved, this Rs. 0.19 crore will be utilized during current Financial Year 2010-11 under regular plan programmes.</p>
<p><b>C. Management Letter :</b></p> <p>Deficiencies which have not been included in the Audit Report have been brought to the notice of the Board through a management letter issued separately for remedial / corrective action.</p> <p>v) Subject to our observations in the preceding paragraphs, we report that the Balance Sheet and the Income &amp; Expenditure Account/ Receipt &amp; Payment Account dealt with by this report are in agreement with the books of accounts.</p>	<p>—</p> <p>—</p>
<p>vi) In our opinion and to the best of our information and according to the explanations given to us,</p>	<p>—</p>



<b>Audit Report</b>	<b>Reply</b>
<p>the said financial statements, read together with the accounting Policies and Notes on Accounts, and subject to the significant matters stated above and other matters mentioned in Annexure I to this Audit Report, give a true and fair view in conformity with accounting principles generally accepted in India.</p> <p>a) In so far as it relates to the Balance Sheet, of the state of affairs of the Central Board for Workers Education, Nagpur as at 31 March, 2010 and,</p> <p>b) In so far as it relates to the Income &amp; Expenditure Account, of the deficit for the year ended on that date.</p>	<p>—</p> <p>—</p>



## Annexure

<p><b>A Adequacy of internal audit system</b></p> <p>(i) The Internal Audit System is not adequate and commensurate with the size and nature of the organization.</p> <p>(ii) There is no separate Internal Audit Wing to conduct the internal audit and inspection of the Regional Office. There exists a system of inspection of one regional office by another regional office. Thus all the regional offices are not covered by inspection periodically. The Ministry of Labour and Employment, New Delhi had last conducted the inspection of the Board office at Nagpur during 2005-06.</p>	<p><b>The proposal for creation of post for setting up the Audit cell is under process.</b></p> <p><b>Head office is undertaking the “Audit Inspection” of the accounts of the Regional Directorates within the existing Accounts staff and ensure to cover at least 25-30 Regional Directorates once in a year with assistance of the Accountant of the respective zone.</b></p>
<p><b>B Adequacy of internal control system</b></p> <p>(i) Ledger for House Building Advance (HBA) Account has not been prepared by the Board.</p> <p>(ii) Internal control system required strengthening.</p>	<p>Noted for future compliance.</p> <p>Noted for future compliance.</p>
<p><b>C Physical verification of assets.</b></p> <p>The Board and its various regional offices possessed the assets worth Rs. 762.63 lakh as on 31 March 2010. This comprises land, building, vehicles, furniture's, equipments, etc. However, the physical verification reports of having been verified these assets during the year were not made available.</p>	<p>Noted for future compliance.</p>

<p><b>D Physical verification of inventory</b></p> <p>Physical verification of inventory has been done for the year 2009-10</p>	NIL
<p><b>E Regularity in payment of statutory dues.</b></p> <p>The Board is regular in payment of statutory dues.</p>	NIL

**Replies for the observations mentioned in the Management letter.  
(Accounts for 2008-09)**

Observation	Reply
<p><b>1. Assets</b></p> <p><b>Fixed Assets (Schedule 8): Rs. 7.40 Crore.</b></p> <p>The above head has been overstated by Rs. 8.71 lakh due to less charging of depreciation on newly acquired office equipment (Rs. 32.72 lakh) and Computer / Peripherals (Rs. 33.23 Lakh). Consequently, Corpus/Capital Fund under liabilities has also been overstated to that extent. Depreciation on newly acquired assets was charged at half rate considering that they have been put to use for less than six months though they were put to use for more than six months.</p> <p>The depreciation head under Expenditure as well as the Depreciation head under Income have also been understated by the same amount.</p>	<p>Since the Assets are purchased/supplied and installed at various locations approximately 50 Regional Offices, throughout India its actual date of installation and its actual date of bringing to use could not be ascertained.</p> <p>Therefore, 50% of the rate of depreciation was applied. The observation of the Audit Noted for compliance in Accounts for the year 2009-10.</p>
<p><b>B. Income</b></p> <p><b>1.1 Grants/Subsidies (Schedule 13) Rs. 36.60 Crores</b></p> <p>The above head includes Rs. 27.17 lakh on account of "Miscellaneous receipts utilized for meeting expenditure" which is other than grants / subsidies received by the Board during the year. Thus, above balance is overstated by Rs. 27.17 lakh. Consequently, the head 'Other Income' (Schedule 18) has also been understated to that extent.</p>	<p>The observation of the audit Noted for compliance in the Accounts for the year 2009-10.</p>
<p><b>1.2 Interest received (Rs. 83.35 Lakh) – (General Provident Fund Account)</b></p> <p>The above includes Rs. 63.91 lakh on account of Interest Accrued during 2008-09. This is understated by Rs. 0.14 lakh due to less</p>	<p>The observation of the audit Noted for compliance in the Accounts for 2009-10.</p>

Observation	Reply
<p>consideration of accrued interest on FDR No. 20541362 dated 16/10/2007 (actual interest works out to Rs. 75,815 whereas interest amount adopted is Rs. 61,482). Consequently, excess of Income over Expenditure (Rs. 31,13,375) is also understated to that extent.</p>	
<p><b>C. General</b></p> <p>1. Annual Accounts of the Board needs to be drawn by adopting figures rounded off to the nearest Rupee as per requirement.</p>	<p>The observation of the Audit Noted for compliance in the Accounts for 2009-10.</p>
<p>2. The post of Financial Advisor was being operated on deputation basis in the Board. Since the matter of deputation was under litigation the salary and allowances and other dues payable to that officer were uncertain. This was not provided as contingent liability in the Notes to Accounts appended to Annual Accounts.</p>	<p>Noted for future compliance.</p>





सत्यमेव जयते

## INDIAN AUDIT & ACCOUNTS DEPARTMENT

OFFICE OF THE DIRECTOR GENERAL OF AUDIT (CENTRAL)  
C-25, AUDIT BHAVAN, BEHIND INCOME TAX BLDG,  
BANDRA, KURLA COMPLEX, MUMBAI 400 051.

Telephone: (022)-265717/41/42/36/Ext.: 220 Fax: 26572451

No. OAD/SAR/CBWE/08-09

Date : 14/12/09

To

The Director  
Central Board for Workers Education,  
North Ambazari Road, Nagpur 440 033.

**Sub: Management letter – Deficiencies noticed in accounting records / Systems internal Control etc.**

Sir,

I have audited the annual accounts of the Central Board for Workers Education, Nagpur for the year 2008-09 and have issued the Audit Report thereon vide letter dated 14/12/09. The following deficiencies noticed which have not been included in the Audit Report are being brought to your notice for corrective and remedial action.

**A. Assets**

**Fixed Assets (Schedule 8) : Rs. 7.40 crore**

The above head has been overstated by Rs. 8.71 lakh due to less charging of depreciation on newly acquired office equipment (Rs. 32.72 lakh) and Computer/Peripherals (Rs. 33.23 lakh). Consequently, Corpus/Capital Fund under liabilities has also been overstated to that extent. Depreciation on newly acquired assets was charged at half rate considering that they have been put to use for less than six months though they were put to use for more than six months.

The Depreciation head under Expenditure as well as the Depreciation head under Income have also been understated by the same amount.

**B. Income**

**1.1 Grants/Subsidies (Schedule 13) Rs. 36.60 crore**

The above head includes Rs. 27.17 lakh on account of "Miscellaneous receipts utilized for meeting expenditure" which is other than grants / subsidies received by the Board during the year. Thus, above balance is overstated by Rs. 27.17 lakh. Consequently, the head 'Other Income' (Schedule 18) has also been understated to that extent.

**1.2 Interest received (Rs. 83.35 lakh) – (General Provident Fund Account)**

The above includes Rs. 63.91 lakh on account of Interest Accrued during 2008-09. This is understated by Rs. 0.14 lakh due to less consideration of accrued interest on FDR No. 20541362 dated 16/10/2007 (actual interest works out to Rs. 75,815 whereas interest amount adopted is Rs. 61,482). Consequently, excess of Income over Expenditure (Rs. 31,13,375) is also understated to that extent.

**C. General**

1. Annual Accounts of the Board needs to be drawn by adopting figure rounded off to the nearest Rupee as per requirement.
2. The post of Financial Advisor was being operated on deputation basis in the Board. Since the matter of deputation was under litigation the salary and allowances and other dues payable to that officer were uncertain. This was not provided as contingent liability in the Notes to Accounts appended to Annual Accounts.

Yours faithfully,

Sd/-  
Dy. Director/C & AB

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**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**BALANCE SHEET AS AT 31.3.2010**

(Amount in Rs.)

<b>CORPUS/Capital Fund and Liabilities</b>	<b>Schedule</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>
CORPUS/CAPITAL FUND	1	12,96,12,453.67	12,06,20,059.67
RESERVES AND SURPLUS	2		
EARMARKED/ENDOWMENT FUNDS	3 & 3A	10,72,14,872.20	9,62,27,081.85
SECURED LOANS AND BORROWINGS	4	—	—
UNSECURED LOANS AND BORROWINGS	5	—	—
DEFERRED CREDIT LIABILITIES	6	—	—
CURRENT LIABILITIES AND PROVISIONS	7	9,48,26,761.08	1,90,36,632.79
<b>Total</b>		<b>33,16,54,086.95</b>	<b>23,58,83,774.31</b>
<b>ASSETS</b>	<b>Schedule</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>
FIXED ASSETS	8	7,62,62,754.34	7,40,18,837.34
INVESTMENTS - FROM EARMARKED/ ENDOWMENT FUNDS	9	76,59,585.00	4,75,31,128.00
INVESTMENTS - OTHERS	10	75,00,000.00	70,00,000.00
CURRENT ASSETS, LOANS, ADVANCES ETC.	11	24,02,31,747.61	10,73,33,808.97
MISCELLANEOUS EXPENDITURE (to the extent not written off or adjusted)	—	—	—
<b>Total</b>		<b>33,16,54,086.95</b>	<b>23,58,83,774.31</b>
SIGNIFICANT ACCOUNTING POLICIES	24	—	—
CONTINGENT LIABILITIES AND NOTES ON ACCOUNTS	25	—	—
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD/YEAR ENDED 2009-2010**

(Amount in Rs.)

Income	Schedule	Current Year Amount	Previous Year Amount
Income from Sales/Services	12	–	–
Grants/Subsidies	13	43,30,72,813.00	36,60,46,274.00
Fees/Subscriptions	14	–	–
Income from Investments (Income on Invest. from earmarked/endow Funds transferred to Funds)	15	–	–
Income from Royalty, Publication etc.	16	5,00,829.00	8,14,692.00
Interest Earned	17	–	–
Other Income	18	38,52,776.02	3,19,288.00
CPWD Deposit Adjusted.	19	31,53,208.00	–
Depreciation	–	1,58,90,785.00	1,50,00,164.51
Fixed Assets Adjustment	–	–	–
<b>Total (A)</b>	–	<b>45,64,70,411.02</b>	<b>38,21,80,418.51</b>
<b>Expenditure</b>			
Non-Plan Expenditure	20	40,35,79,371.90	27,94,53,117.00
Plan Expenditure	21	6,15,46,731.00	8,62,60,201.00
ILO Expenditure	22	4,69,017.00	3,32,956.00
CPWD Maintenance Expenditure	23	–	–
Depreciation (Net Total at the year-end - corresponding to Schedule 8)	–	1,58,90,785.00	1,50,00,164.51
<b>Total (B)</b>	–	<b>48,14,85,904.90</b>	<b>38,10,46,438.51</b>
Balance being excess of Income over Expenditure (A-B)	–	2,50,15,493.88	11,33,980.00
Transfer to Special Reserve (Specify each)	–	–	–
Transfer to / from General Reserve	–	–	–
<b>Balance being Surplus/(Deficit) Carried to CORPUS/Capital Fund</b>	–	<b>2,50,15,493.88</b>	<b>11,33,980.00</b>
Significant Accounting Policies	24	–	–
Contingent Liabilities and Notes on Accounts	25	–	–
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31/03/2010**

(Amount in Rs.)

Schedule 1 - CORPUS/ Capital Fund	Current Year Amount			Previous Year Amount
Balance as at the beginning of the year	12,06,20,059.67			12,29,82,942.18
<b>Add :</b> Contributions towards Corpus/ Capital Fund				
1. Building	1,01,975.00			-
2. Motor & other vehicles	6,13,302.00			8,05,666.00
3. Furnitures	38,21,171.00			6,74,263.00
4. Office Appliances	65,32,220.00			32,72,319.00
5. Computer/Peripherals	56,72,627.00			33,23,009.00
6. Library Books	9,18,889.00			2,63,448.00
7. Audio Visual Aids	13,45,855.00			-
8. Deposit with CPWD	98,71,685.00			1,51,597.00
9. Conveyance Advance	30,000.00			4,70,000.00
10. Deposit to CPWD for Building	-			25,43,000.00
11. Balance of net Income transferred from Income and Expenditure Account.	-			11,33,980.00
12. Previous year Excess of Income over Expenditure	-	14,95,27,783.67		-
			13,56,20,224.18	13,56,20,224.18
<b>Total</b>	<b>14,95,27,783.67</b>	<b>14,95,27,783.67</b>	<b>13,56,20,224.18</b>	<b>13,56,20,224.18</b>
<b>Less :</b>				
1. CPWD Deposit Adjusted / Refunded	31,53,208.00			-
2. Deposit With Hindustan Motors	-			-
3. Written Off Assets	-			-
4. Depreciation on Fixed Assets	1,58,90,785.00			1,50,00,164.51
5. Depreciation (Rectification for 08-09)	8,71,337.00			-
6. Miscellaneous Receipt spent for meeting Expenditure	-			-
<b>Total</b>	<b>1,99,15,330.00</b>	<b>1,99,15,330.00</b>	<b>1,50,00,164.51</b>	<b>1,50,00,164.51</b>
<b>Balance as at the year-end</b>	<b>12,96,12,453.67</b>	<b>12,96,12,453.67</b>	<b>12,06,20,059.67</b>	<b>12,06,20,059.67</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31/03/2010**

*(Amount in Rs.)*

<b>Schedule 2 - Reserve and Surplus</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>		
1. Capital Reserve : As per last Account Addition during the year Less : Deductions during the year				
2. Revaluation Reserve : As per last Account Addition during the year Less : Deductions during the year	Nil	Nil	Nil	Nil
3. Special Reserves : As per last Account Addition during the year Less : Deductions during the year				
4. General Reserve : As per last Account Addition during the year Less : Deductions during the year				
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31/03/2010**

(Amount in Rs.)

Schedule 3 - Earmarked/ Endowment Funds	Fund-wise Breakup Current Year - Donation		Fund-wise Breakup Current Year - SGF		Total	Total
	Current Year	Previous year	Current Year	Previous year	Current Year	Previous year
	a) Opening balance of the funds	11,60,169.88	10,59,170.88	9,37,60,629.97	7,87,68,763.97	9,49,20,799.85
b) Additions to the funds :						
i. Donation/grants/SGF	–	–	65,49,967.00	83,76,287.00	65,49,967.00	83,76,287.00
ii. Interest	1,48,712.33	38.00	94,24,483.02	32,50,266.00	95,73,195.35	32,50,304.00
iii. Other additions (Interest Accrued)	61,859.00	1,26,273.00	14,08,275.00	65,53,703.00	14,70,134.00	66,79,976.00
iv) Transfer from Capital Fund	–	–	–	–	–	–
v) Accrued Income (SGF)	–	–	6,62,470.00	5,88,000.00	6,62,470.00	5,88,000.00
vi) Income receivable from Board 07-08	–	–	–	5,15,000.00	–	5,15,000.00
vi) Less: Accrued Interest (previous Year)	1,26,273.00	25,312.00	65,53,703.00	31,04,432.00	66,79,976.00	31,29,744.00
vii) Less: Income Accrued (previous Year)	–	–	5,88,000.00	11,86,958.00	5,88,000.00	11,86,958.00
<b>Total (a+b)</b>	<b>12,44,468.21</b>	<b>11,60,169.88</b>	<b>10,46,64,121.99</b>	<b>9,37,60,629.97</b>	<b>10,59,08,590.20</b>	<b>9,49,20,799.85</b>
c) Utilisation/Expenditure towards objectives of funds.						
i. Capital Expenditure	NIL	NIL	NIL	NIL	NIL	NIL
– Fixed Assets						
– Others						
Total						
ii. Revenue Expenditure						
– Salaries, Wages & allowances etc.						
– Rent						
– Other Administrative Expenses						
<b>Total ( c )</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>
<b>Net Balance as at the year-end (a+b-c)</b>	<b>12,44,468.21</b>	<b>11,60,169.88</b>	<b>10,46,64,121.99</b>	<b>9,37,60,629.97</b>	<b>10,59,08,590.20</b>	<b>9,49,20,799.85</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur			

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31/03/2010**

(Amount in Rs.)

<b>Schedule 3(A) - Earmarked/ Endowment Funds</b>	<b>Indian Congress Mega Event</b>		<b>Other</b>		<b>Total</b>		<b>Total</b>
	<u>Current Year</u>	<u>Previous year</u>	<u>Current Year</u>	<u>Previous year</u>	<u>Current Year</u>	<u>Previous year</u>	
	Current Year	Previous year	Current Year	Previous year	Current Year	Previous year	
a) Opening balance of the funds	13,06,282.00	13,06,282.00	-	-	13,06,282.00	13,06,282.00	
b) Additions to the funds :							
i. Donation/grants	-	-	-	-	-	-	-
ii. Interest	-	-	-	-	-	-	-
iii. Other additions (Specify nature)	-	-	-	-	-	-	-
iv) Funds raised from Board's Special Event	-	-	-	-	-	-	-
<b>Total (a+b)</b>	<b>13,06,282.00</b>	<b>13,06,282.00</b>	<b>-</b>	<b>-</b>	<b>13,06,282.00</b>	<b>13,06,282.00</b>	
c) Utilisation/Expenditure towards objectives of funds.							
i. Capital Expenditure	NIL	NIL	NIL	NIL	NIL	NIL	NIL
- Fixed Assets							
- Others							
Total							
ii. Revenue Expenditure							
- Salaries, Wages and allowances etc.							
- Rent							
- Other Administrative Expenses	-	-	-	-	-	-	-
<b>Total ( c )</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Balance as at the year-end (a+b-c)</b>	<b>13,06,282.00</b>	<b>13,06,282.00</b>	<b>-</b>	<b>-</b>	<b>13,06,282.00</b>	<b>13,06,282.00</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur				



**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31/03/2010**

*(Amount in Rs.)*

<b>Schedule 4 - Secured Loans and Borrowings</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. Central Government			
2. State Government (Specify)			
3. Financial Institutions			
a) Term Loans			
b) Interest accrued and due			
4. Banks :			
a) Term Loans	NIL	NIL	
- Interest accrued and due			
b) Other Loans (specify)			
- Interest accrued and due			
5. Other Institutions and Agencies			
6. Debentures and Bonds			
7. Others (Specify)			
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	
<b>Note :</b> Amounts due within one year			
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31.3.2010**

*(Amount in Rs.)*

<b>Schedule 5 - Unsecured Loans and Borrowings</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. Central Government			
2. State Government (Specify)			
3. Financial Institutions			
4. Banks :			
a) Term Loans	NIL	NIL	
b) Other Loans (Specify)			
5. Other Institutions and Agencies			
6. Debentures and Bonds			
7. Fixed Deposits			
8. Others (Specify)			
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	
<b>Note :</b> Amounts due within one year			
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31.3.2010**

*(Amount in Rs.)*

<b>Schedule 6 - Deferred Credit Liabilities</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
a) Acceptances secured by hypothecation of capital equipment and other assets	NIL	NIL	
b) Others	NIL	NIL	
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	
<b>Note :</b> Amount due within one year			
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31.3.2010**

(Amount in Rs.)

Schedule 7 - Current Liabilities and Provisions	Current Year Amount		Previous Year Amount	
a. Grants in Aid 2010-11 (Working Balance)	-	-	-	-
b. Unspent Grant	18,24,203.00	-	17,87,078.00	-
c. BMS Programme (ILO)	22,986.00	-	22,986.00	-
d. HBA	35,30,384.79	-	27,42,624.79	-
e. HBA Revolving Fund	36,00,000.00	-	36,00,000.00	-
f. New Pension Scheme amt. to be transferred to NPS A/c	1,88,845.00	-	2,95,636.00	-
g. Liability for GPF Adv. Disbursement	3,11,817.00	-	3,11,817.00	-
h. Undisbursed Amount	3,62,811.00	-	3,71,584.00	-
i. GPF Subscription & Recovery	69,15,736.00	-	93,86,456.00	-
j. Outstanding expenditure for Board's Special Event	3,451.00	-	3,451.00	-
k. SGF to be transferred to SGF A/c	5,15,000.00	-	5,15,000.00	-
l. Other Deposits	34,93,090.29	-	-	-
m. Sundry Creditors (Outstanding Payment 6th CPC)	7,40,58,437.00	9,48,26,761.08	-	1,90,36,632.79
<b>Total (A)</b>	<b>9,48,26,761.08</b>	<b>9,48,26,761.08</b>	<b>1,90,36,632.79</b>	<b>1,90,36,632.79</b>
<b>B. Provisions</b>				
1. For Taxation				
2. Gratuity				
3. Superannuation/Pension	NIL	NIL	NIL	NIL
4. Accumulated Leave Encashment				
5. Trade Warranties/Claims				
<b>Total (A+B)</b>	<b>9,48,26,761.08</b>	<b>9,48,26,761.08</b>	<b>1,90,36,632.79</b>	<b>1,90,36,632.79</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31.3.2010**  
*(Amount in Rs.)*

Schedule 8 - Fixed Assets Description	Gross Block			Depreciation			Net Block		
	Cost/Valuation As at beginning	Additions during the year	Deductions during the year	Cost/ Valuation at the year	As at beginning	On Additions during the year	Total up to the year	As at the Current year	As at the Previous year
<b>A. Fixed Assets :</b>									
1. Land	42,29,520.00	-	-	42,29,520.00	-	-	-	42,29,520.00	42,29,520.00
2. Building	1,92,06,485.91	1,01,975.00	-	1,93,08,460.91	19,20,648.59	5,088.75	19,25,747.34	1,73,82,713.57	1,92,06,485.91
3. Motor and other Vehicles	12,25,490.20	6,13,302.00		18,38,792.20	2,45,098.04	61,330.20	3,06,428.24	15,32,363.96	12,25,490.20
4. Furnitures	99,10,338.13	38,21,171.00		1,37,31,509.13	14,86,550.72	3,01,587.83	17,88,138.55	1,19,43,370.58	99,10,338.13
5. Office Equipment for 2008-09	1,35,50,169.18	65,32,220.00		1,97,08,854.18	32,94,158.55	10,07,948.13	43,02,106.68	1,54,06,747.50	1,35,50,169.18
6. Computer/ Peripherals for 2008-09	-3,73,535.00 48,64,513.26	56,72,627.00		1,00,39,338.26	26,20,026.76	28,81,496.10	55,01,522.86	45,37,815.40	48,64,513.26
7. Library Books	-4,97,802.00 65,19,995.05	9,18,889.00		74,38,884.05	6,51,999.50	46,498.05	6,98,497.55	67,40,386.50	65,19,995.05
8. Audio Visual Aids	44,56,197.61	13,45,855.00		58,02,052.61	11,14,049.40	2,54,294.38	13,68,343.78	44,33,708.83	44,56,197.61
Total of Current Year	6,30,91,372.34	1,90,06,039.00		8,20,97,411.34	1,13,32,531.56	45,58,253.44	1,58,90,785.00	6,62,06,626.34	6,39,62,709.34
Previous Year									
Capital work in progress	1,00,56,128.00							1,00,56,128.00	1,00,56,128.00
<b>Total</b>	<b>7,31,47,500.34</b>							<b>7,62,62,754.34</b>	<b>7,40,18,837.34</b>
	Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur					

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULE FORMING PART OF BALANCE SHEET AS AT 31.3.2010**

*(Amount in Rs.)*

<b>Schedule 9 - Investment from Earmarked/Endowment Funds</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. In Government Securities			
2. Other approved Securities			
3. Shares			
4. Debentures and Bonds	NIL	NIL	
5. Subsidiaries and Joint Ventures			
6. Others (to be specified) : Public Sector Bond/Deposit with Nationalised Bank			
Investment :			
1) SGF	75,77,025.00	4,64,98,356.00	
2) Donation	82,560.00	10,32,772.00	
<b>Total</b>	<b>76,59,585.00</b>	<b>4,75,31,128.00</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31.3.2010**

*(Amount in Rs.)*

<b>Schedule 10 - Investments : Others</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. In Government Securities			
2. Other approved Securities			
3. Shares	NIL	NIL	
4. Debentures and Bonds			
5. Subsidiaries and Joint Ventures			
6. Others (to be specified) : Public Sector Bond/Deposit with Nationalised Bank Investment :			
1) HBA A/c	75,00,000.00	70,00,000.00	
<b>Total</b>	<b>75,00,000.00</b>	<b>70,00,000.00</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31-03-2010**

(Amount in Rs.)

Schedule 11 - Current Assets, Loans, Advances etc.	Current Year Amount		Previous Year Amount	
A.1. Inventories :				
a. Stores and Spares				
b. Loose Tools				
c. Stock-in-trade				
Finished Goods				
Work in Progress				
Raw Materials'				
2. Sundry Debtors :				
a. Debts outstanding for a period exceeding six months				
b. Others				
3. Cash balances in hand (including cheques/drafts and imprest)	85,762.05	85,762.05	1,05,367.95	1,05,367.95
4. Bank Balances :				
a. With Scheduled Banks:				
- On Current Accounts	1,20,09,811.91		89,21,104.89	
- On Deposit Accounts (including margin money)	2,53,98,884.33		2,95,71,116.00	
- On Savings Accounts	14,91,306.74	3,89,00,002.98	43,60,393.23	4,28,52,614.12
b. With non-Scheduled Banks:				
- On Current Accounts				
- On Deposit Accounts				
- On Savings Accounts				
5. Matching Grants-in-aid receivable from GOI for 2005-06 & 2009-10	4,42,17,904.10	4,42,17,904.10	1,92,02,410.22	1,92,02,410.22
6. Remittances in Transit	6,25,636.00	6,25,636.00	2,25,889.00	2,25,889.00
7. Amount Due from ILO	-	-	79,498.00	79,498.00
8. Amount Due from Board's special event	3,81,000.00	3,81,000.00	3,81,000.00	3,81,000.00
<b>Total (A)</b>	<b>8,42,10,305.13</b>	<b>8,42,10,305.13</b>	<b>6,28,46,779.29</b>	<b>6,28,46,779.29</b>

(Contd.)



**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF BALANCE SHEET AS AT 31-03-2010**

(Amount in Rs.)

Schedule 11 - Current Assets, Loans, Advances etc. (contd.)	Current Year Amount		Previous Year Amount	
B.1. Loans :				
a) Staff 1) Conveyance & HBA	16,27,642.48		26,33,694.48	
b) Other Entities engaged in activities/objectives similar to that of the Entity	-		-	
c) Other (specify)	-	16,27,642.48	-	26,33,694.48
2. Advances and other amounts recoverable in cash or in kind or for value to be received				
a) On Capital Account	3,02,17,473.00		2,34,98,996.00	
b) Prepayments	-		-	
c) Others	21,250.00	3,02,38,723.00	21,250.00	2,35,20,246.00
3. Income Accrued :				
a) On Investment from Earmarked/Endowment funds.	14,70,134.00		66,79,976.00	
b) On Investments - Others (HBA)	1,38,772.00		7,00,746.00	
c) On Loans and Advances	-		-	
d) Others (SGF from Managements) (includes income due unrealised - Rs. ....)	6,62,470.00	22,71,376.00	5,88,000.00	79,68,722.00
4. Claims Receivable				
a) GPF				
b) New Pension Scheme				
c) Grants, SGF & HBAA/c	12,18,83,701.00	12,18,83,701.00	1,03,64,367.20	1,03,64,367.20
d) HBAA/c	-	-	-	-
<b>TOTAL (B)</b>	<b>15,60,21,442.48</b>	<b>15,60,21,442.48</b>	<b>4,44,87,029.68</b>	<b>4,44,87,029.68</b>
<b>TOTAL (A + B)</b>	<b>24,02,31,747.61</b>	<b>24,02,31,747.61</b>	<b>10,73,33,808.97</b>	<b>10,73,33,808.97</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

*(Amount in Rs.)*

<b>Schedule 12 - Income from Sales/Services</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. Income from Sales			
a) Sale of Finished goods	-	-	
b) Sale of Raw Material	-	-	
c) Sale of Scraps	-	-	
	NIL	NIL	
2. Income from Services			
a) Labour and Processing Charges	-	-	
b) Professional/Consultancy Services	-	-	
c) Agency Commission and Brokerage	-	-	
d) Maintenance Service (Equipment/Property)	-	-	
e) Others (Specify) Advertisement Receipt	-	-	
	NIL	NIL	
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

*(Amount in Rs.)*

<b>Schedule 13 - Grants/ Subsidies</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. Central Government			
a) Plan	9,00,00,000.00	9,50,00,000.00	
b) Non-Plan	24,90,00,000.00	26,25,00,000.00	
2. International Labour Organisation [HIV PROJECT]			
a) Amount Received	5,17,662.00	2,53,458.00	
b) Amount due from ILO	-	79,498.00	
	<b>33,95,17,662.00</b>	<b>35,78,32,956.00</b>	
<b>Add :</b>			
1) Unspent Grant for previous year	17,87,078.00	-	
2) Working Balance for Current Year	75,00,000.00	75,00,000.00	
3) Provision made for March-08 salary	-	95,00,000.00	
4) Grants-in-aid receivable from Govt. of India	11,50,00,000.00	-	
5) Miscellaneous Receipts utilised for meeting Expenditure	-	27,16,620.00	
<b>Less :</b>			
1] Working Balance for Next Years	-	-	
2] Unspent Balance for Current year	18,24,203.00	-	
3] Capital Expenditure.	2,89,07,724.00	1,15,03,302.00	
<b>Total</b>	<b>43,30,72,813.00</b>	<b>36,60,46,274.00</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

*(Amount in Rs.)*

<b>Schedule 14 - Fees/ Subscriptions</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. Entrance Fees	-	-	
2. Annual Fees/Subscriptions	-	-	
3. Seminar/Programme Fees	-	-	
4. Consultancy Fees	-	-	
5. Others (specify)	-	-	
	NIL	NIL	
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	
Note - Accounting Policies towards each item are to be disclosed			
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

(Amount in Rs.)

Schedule 15 - Income from Investments	Investments from Earmarked Fund		Investments from Others	
	Current Year Amount	Previous Year Amount	Current Year Amount	Previous Year Amount
(Income on Invest. from Earmarked/Endowment Funds transferred to Funds)				
1. Interest :				
a. On Govt. Securities	-	-	-	-
b. Other Bonds/Debentures	NIL	NIL	NIL	NIL
2. Dividends :				
a. On Shares	-	-	-	-
b. On Mutual Fund Securities	-	-	-	-
3. Rents	-	-	-	-
4. Others (specify)	-	-	-	-
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

*(Amount in Rs.)*

<b>Schedule 16 - Income from Royalty, Publications etc.</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. Income from Publications	5,00,829.00	8,14,692.00	
2. Others (specify)	-	-	
<b>Total</b>	<b>5,00,829.00</b>	<b>8,14,692.00</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

*(Amount in Rs.)*

<b>Schedule 17 - Interest Earned</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. On Term Deposits :			
a) With Scheduled Banks			
b) With Non - Scheduled Banks			
c) With Institutions			
d) Others			
2. On Savings Accounts :			
a) With Scheduled Banks			
b) With Non - Scheduled Banks			
c) Post Office Savings Accounts			
d) Others			
3. On Loans :			
a) Employees/Staff			
b) Others			
4. Interest on Debtors and Other Receivables	NIL	NIL	
<b>Total</b>	<b>NIL</b>	<b>NIL</b>	
<b>Note :</b> Tax deducted at source to be indicated			
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

*(Amount in Rs.)*

<b>Schedule 18 - Other Income</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
1. Profit on Sale/disposal of Assets :			
a) Assets acquired out of grants, or received free of cost	-	-	
2. Export Incentives realized	-	-	
3. Miscellaneous Receipts	38,52,776.02	30,35,908.00	
4. Amount spent from Miscellaneous Income of Previous Years	-	-	
<b>Less :</b>			
Amount utilised during the year	-	27,16,620.00	
<b>Total</b>	<b>38,52,776.02</b>	<b>3,19,288.00</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur



**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

*(Amount in Rs.)*

<b>Schedule 19 - Increase/(Decrease) in stock of finished goods and work-in-progress</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
a) Closing Stock			
- Finished Goods	-	-	
- Work-in-Progress CPWD Deposit Adjusted	31,53,208.00	-	
b) Less : Opening Stock			
- Finished Goods	-	-	
- Work-in-Progress	-	-	
<b>NET INCREASE/(DECREASE) [a-b]</b>	<b>31,53,208.00</b>	<b>NIL</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD / YEAR ENDED 2009-2010**

(Amount in Rs.)

Schedule 20 - Non-Plan Expenditure	Current Year Amount	Previous Year Amount	
<b>Salary</b>			
1. Chairman Office	40,625.00	70,000.00	
2. Head Office and other Offices	22,56,25,888.00	19,32,98,590.00	
<b>Revolving Fund</b>	-	-	
<b>Domestic Travel Expenses</b>	49,15,876.00	51,35,205.00	
<b>Other Administrative Expenses</b>	3,40,46,196.90	2,82,05,702.00	
<b>Scheme Expenditure</b>			
1. National Level Trg. Programme (Phase-I)	9,92,587.00	14,90,157.00	
2. Regional Level Trg. Programme (Phase-II)	1,02,656.00	2,00,559.00	
3. Unit level Trg. Programme (Phase-III)	28,304.00	57,444.00	
4. Grants-in-aid to Trade Unions	9,59,127.00	15,33,784.00	
5. Audio Visual Aid	-	641.00	
<b>Deposit Linked insurance</b>	1,20,000.00	60,000.00	
<b>Fixed Assets</b>			
1. Office equipment	-	-	
2. Furniture	-	-	
3. Deposit for Work in Progress	4,86,788.00	1,51,597.00	
4. Library Books	-	-	
5. A. V. Equipments	-	-	
6. Computers	-	-	
<b>Advances - Cycle/Fan/ Computer</b>	30,000.00	4,70,000.00	
<b>Board's contribution to CPF</b>	4,02,796.00	-	
<b>Board's contribution to Tier-I (NPS)</b>	16,05,288.00	9,93,573.00	
<b>Foreign Service and Leave Salary contribution</b>	-	20,113.00	
<b>Retirement benefits</b>			
1. Gratuity	9,89,186.00	29,63,186.00	
2. Commuted Value of Pension	18,03,131.00	44,47,807.00	
3. Pension	5,75,28,390.00	3,95,00,000.00	
4. Leave Encashment	3,60,884.00	14,76,356.00	
	<b>33,00,37,722.90</b>	<b>2,80,074,714.00</b>	
<b>Less : Fixed Assets and advance</b>	5,16,788.00	6,21,597.00	
<b>Total</b>	<b>32,95,20,934.90</b>	<b>27,94,53,117.00</b>	
<b>Add : Outstanding Expenses</b>	7,40,58,437.00	-	
<b>Grand Total</b>	<b>40,35,79,371.90</b>	<b>27,94,53,117.00</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME & EXPENDITURE**  
**FOR THE PERIOD/YEAR ENDED 2009-2010**

*(Amount in Rs.)*

Schedule 21 - Plan Expenditure	Current Year Amount	Previous Year Amount
<b>OFFICE EXPENSES :</b>		
<b>1. Organised Sector Programmes</b>		
a. Need Based Seminar 2 days	4,104.00	4,392.00
b. Need Based Training Programme 5 days	-	-
c. Need Based Special Programme 3-5 days	390.00	15,449.00
d. Self Generation of Funds	12,69,079.00	17,32,029.00
e. Quality of Life Programme in Organised Sector	3,58,699.00	4,82,835.00
f. State Level Special Programme	-	77,950.00
<b>2. Unorganised Sector Programmes :</b>		
a. Five Days Camps for Unorganised Sector	36,85,235.00	36,13,567.00
b. Camps for Weaker Section	21,33,548.00	20,53,758.00
c. Special Seminars (Two Days)		
A] Un-organised Workers	58,68,259.00	53,41,338.000
B] Women Workers	34,74,224.00	28,23,114.00
C] SC/ST Workers	29,02,614.00	23,13,957.00
D] Child Labour / Parents Labour	19,61,361.00	18,76,405.00
d. Rural Awareness Programme	2,05,15,437.00	1,60,36,811.00
e. Quality of Life Programme in Unorganised Sector	25,82,722.00	21,97,670.00
f. Labour Welfare & Development	37,37,653.00	26,40,288.00
g. Fascilitator Programmes	3,90,647.00	-
h. Special Programmes for NE Region	72,39,005.00	7,295,195.00
i. Programme for J & K Activist at IIWE	1,33,512.00	-
<b>3. Workers Participation in Management Programme</b>	2,87,553.00	2,92,154.00
<b>4. Golden Jubilee Programmes</b>	2,74,652.00	1,00,23,872.00
<b>Total C/F</b>	<b>5,68,18,694.00</b>	<b>5,88,20,784.00</b>
<i>(Contd.)</i>		

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME & EXPENDITURE**  
**FOR THE PERIOD/YEAR ENDED 2009-2010**

(Amount in Rs.)

Schedule 21 - Plan Expenditure	Current Year Amount	Previous Year Amount	
<i>(Continued from previous page)</i> <b>Total B/F</b>	<b>5,68,18,694.00</b>	<b>5,88,20,784.00</b>	
<b>4-A. Strengthening of Offices of CBWE</b>			
a. Computer Education	8,55,224.00	34,88,755.00	
b. National Training Policy	95,882.00	2,19,563.00	
c. Strengthening of Regional Centres	22,51,881.00	2,21,480.00	
d. Strengthening of Info/Technology	2,06,497.00	66,80,831.00	
e. Publications, Production of Continuing Education Literature	13,18,553.00	1,68,28,788.00	
<b>4-B. Fixed Assets &amp; Capital work in Progress under strengthening of Offices of CBWE</b>	2,83,90,936.00	1,08,81,705.00	
	<b>8,99,37,667.00</b>	<b>9,71,41,906.00</b>	
<b>Less : Fixed Assets</b>	2,83,90,936.00	1,08,81,705.00	
a. Office equipments	- 65,32,220.00		
b. Furniture	- 38,21,171.00		
c. Library Books	- 9,18,889.00		
d. A. V. Aids	- 13,45,855.00		
e. Computers	- 56,72,627.00		
f. Building	- 1,01,975.00		
h. Deposit for Land and Building W.I.P.	- 93,84,897.00		
i. Motor Vehicle	- 6,13,302.00		
<b>6. Outstanding Expenses</b>	-	-	
<b>Total</b>	<b>6,15,46,731.00</b>	<b>8,62,60,201.00</b>	
<b>Add : Outstanding Expenses</b>	-	-	
<b>Grand Total</b>	<b>6,15,46,731.00</b>	<b>8,62,60,201.00</b>	
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

*(Amount in Rs.)*

<b>Schedule 22 - I.L.O. Programme Expenditure</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>	
a) Expenditure incurred	4,69,017.00	3,32,956.00	
b) Expenditure incurred against the unspent amount	-	-	
<b>Total</b>	<b>4,69,017.00</b>	<b>3,32,956.00</b>	
<b>Note :</b> Name of the Entities, their Activities along with the amount of Grants/Subsidies are to be disclosed.			
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF INCOME AND EXPENDITURE**  
**FOR THE PERIOD /YEAR ENDED 2009-2010**

*(Amount in Rs.)*

<b>Schedule 23 - CPWD Maintenance Expenditure</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>
Expenditure incurred on maintenance of IIVE & Head Office Buildings	-	-
<b>Total</b>	-	-
<div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> <p>Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur</p> </div> <div style="text-align: center;"> <p>Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur</p> </div> <div style="text-align: center;"> <p>Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur</p> </div> <div style="text-align: center;"> <p>Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur</p> </div> </div>		

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF ACCOUNTS**  
**FOR THE PERIOD ENDED 2009-2010**

**Schedule 24 - Significant Accounting Policies**

**1 ACCOUNTING CONVENTION**

The financial statements are prepared on the basis of historical cost convention, unless otherwise stated and on the accrual method of accounting.

**2 FIXED ASSETS**

Fixed Assets are stated at cost of acquisition inclusive of inward freight, duties and taxes and incidental and direct expenses related to acquisition.

**3 DEPRECIATION**

Depreciation is provided on written down value method as per rates specified in the Income-Tax Act, 1961.

**4 INVESTMENTS**

Investments are valued at historical cost.

**5 GRANTS**

Accounting standard 12 of Institute of Chartered Accountants of India was followed for the Govt. Grants.

Sd/-  
(R. V. Banubakode)  
Accountant  
C.B.W.E., Nagpur

Sd/-  
(Bimal Sarkar)  
Accounts Officer I/c  
C.B.W.E., Nagpur

Sd/-  
(A. R. Deshpande)  
Financial Adviser  
C.B.W.E., Nagpur

Sd/-  
(Dr. Prof. S. K. Ghosh)  
Director  
C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SCHEDULES FORMING PART OF ACCOUNTS**  
**FOR THE PERIOD ENDED 2009-2010**

**Schedule 25 - Significant Accounting Policies**

**1 CONTINGENT LIABILITIES - NIL**

**2 CURRENT ASSETS, LOANS AND ADVANCES**

In the opinion of the Management, the current assets, loans and advances have a value on realization in the ordinary course of business, equal at least to the aggregate amount shown in the Balance Sheet.

**3 TAXATION**

In view of there being no taxable income under Income-Tax Act, 1961, no provision for Income tax has been considered necessary.

**4** Corresponding figures for the previous year have been regrouped/rearranged, wherever necessary.

**5** Schedules 1 to 25 are annexed to and form an integral part of the Balance Sheet as at 31.3.2010 and the Income and Expenditure Account for the year ended on that date.

Sd/-  
(R. V. Banubakode)  
Accountant  
C.B.W.E., Nagpur

Sd/-  
(Bimal Sarkar)  
Accounts Officer I/c  
C.B.W.E., Nagpur

Sd/-  
(A. R. Deshpande)  
Financial Adviser  
C.B.W.E., Nagpur

Sd/-  
(Dr. Prof. S. K. Ghosh)  
Director  
C.B.W.E., Nagpur



**CENTRAL BOARD FOR  
RECEIPTS AND PAYMENTS FOR THE**

<b>Receipts</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>
<b>I. Opening Balances</b>		
a) Cash in Hand	1,05,367.95	1,87,947.95
b) Bank Balances		
i) In Current accounts	89,21,104.89	45,56,743.89
ii) In Deposits accounts	8,41,02,244.00	7,59,13,121.00
iii) Savings accounts	43,60,393.23	5,99,161.23
iv) Amount in transit	2,25,889.00	81,53,058.00
<b>II. Grants Received</b>		
a) From Govt. of India	34,65,00,000.00	35,75,00,000.00
b) From State Govt.		
c) From other sources (details)		
<b>III. Income on Investments from</b>		
a) Earmarked/Endowment Funds	95,73,195.35	32,50,266.00
b) Own Funds (Other Investment)		
<b>IV. Interest Received</b>		
a) On Bank deposits	-	38.00
b) Loans, Advances etc.		
<b>V. Other Income (Specify)</b>		
Self Generation of Fund (SGF)	65,49,967.00	83,76,287.00
Donation	-	-
Miscellaneous Receipts	43,53,605.02	38,50,600.00
Refund by C.P.W.D.	31,53,208.00	-
<b>Total C/F</b>	<b>46,78,44,974.44</b>	<b>46,23,87,223.07</b>
	Sd/- (R.V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur

**WORKERS EDUCATION, NAGPUR**  
**PERIOD/YEAR ENDED 31-03-2010**

(Amount in Rs.)

<b>Payments</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>
<b>I. Expenses</b>		
a) Non-Plan Expenses (corresponding to Schedule 20)	32,95,20,934.90	27,94,53,117.00
b) Plan Expenses (corresponding to Schedule 21)	6,15,46,731.00	8,62,60,201.00
c) ILO Expenditure [HIV PROJECT]	4,69,017.00	3,32,956.00
d) ILO Expenses {BMS Programme}	—	1,75,864.00
<b>II. Payments made against funds for various projects</b>		
(Name of the fund or project should be shown alongwith the particulars of payments made for each project)	—	—
<b>III. Investments and deposits made</b>		
a) Out of Earmarked/ Endowment funds	—	—
b) Out of Own Funds (Investment-Other)	—	—
<b>IV. Expenditure on Fixed Assets &amp; Capital Work - in -Progress</b>		
a) Purchase of Fixed Assets:		
(1) Non-Plan	486,788.00	1,51,597.00
(2) Plan	28,390,936.00	1,08,81,705.00
b) Expenditure on Capital Work -in-Progress		
1] Non-Plan	—	—
2] Plan	—	—
<b>V. Refund of surplus money/Loans</b>		
a) To the Government of India [WPM]	—	—
b) To the State Government	—	—
c) To other providers of funds	—	—
<b>VI. Finance Charges ( Interest)</b>	—	—
<b>Total C/F</b>	<b>42,04,14,406.90</b>	<b>37,72,55,440.00</b>
Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	(Contd.)

**CENTRAL BOARD FOR  
RECEIPTS AND PAYMENTS FOR THE**

Receipts	Current Year Amount	Previous Year Amount
<b>Total B/F</b>	<b>46,78,44,974.44</b>	<b>46,23,87,223.07</b>
<b>VI. Amount Borrowed</b>		
<b>VII. Any other receipts (Give details)</b>		
1. Salary Deductions	12,63,009.00	12,18,529.00
2. G.P.F. Subscription & Adv. Recovery	3,75,29,960.00	2,96,44,059.00
3. Amount Recd. For Disbursement	19,20,00,627.00	7,40,23,960.00
4. Deposit Receipts of GPF Adv. By Centre	2,72,99,191.00	2,03,88,844.00
5. Undisbursed Payments Received	2,68,850.00	3,79,994.00
6. Refund of Deposit by ED-CIL	-	2,67,350.00
7. ILO BMS Programme	-	-
8. HBA Fund Account		
a. HBA Recoveries credited to HBA A/c.	3,27,770.00	3,26,450.00
b. HBA Revolving Fund		
c. To Interest Received from Bank	13,22,207.00	1,78,727.00
9. Deposit Receipts of HBA Adv. By Centre	-	
10. Amount Recovered towards CPF [New Pension Scheme]	14,98,497.00	11,91,441.00
11. SGF recd in Grants A/c by Centres	-	-
12. ILO HIV Aids Programme	5,97,160.00	4,87,135.00
13. GPF Payment recovered	-	1,68,221.00
<b>Total</b>	<b>72,99,52,245.44</b>	<b>59,06,61,933.07</b>
Sd/- (R.V. Banubakode) Accountant C.B.W.E., Nagpur		Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur

**WORKERS EDUCATION, NAGPUR**  
**PERIOD/YEAR ENDED 31-03-2010**

(Amount in Rs.)

<b>Payments</b>	<b>Current Year Amount</b>	<b>Previous Year Amount</b>
<b>Total B/F</b>	<b>42,04,14,406.90</b>	<b>37,72,55,440.00</b>
<b>VII. Other Payments (Specify)</b>		
a. GPF Recoveries credited to GPF	40,000,680.00	2,47,78,506.00
b. Deposit payment of GPF Advances	27,299,191.00	2,03,16,083.00
c. HBA advance disbursed	—	—
d. Deposit Payment (HBA A/c)	2,866,391.00	3,24,986.00
e. Indian Congress Mega Event Expenditure	—	—
f. HBA recoveries credited to HBA fund by Board	527,200.00	4,69,890.00
g. Undisbursed payments disbursed	277,623.00	3,67,387.00
h. Sundry creditors paid	—	14,23,240.00
i. Deposit payment of HBA Advances	—	—
j. Amount received for disbursement paid	48,822,148.00	6,49,78,293.00
k. Conveyance/ computer Advance disbursed	30,000.00	4,70,000.00
l. Deposit Payment (SGF A/c)	133,338,331.51	15,70,477.00
m. Tier-I Recoveries under New Pension Scheme transferred to NPS Account	1,605,288.00	9,92,632.00
n. Deposit Payment from HBA A/c.	—	—
<b>VIII. Closing Balances</b>		
a) Cash in Hand	85,762.05	1,05,367.95
b) Bank Balances		
i) In current Accounts (Grants)	12,009,811.91	89,21,104.89
ii) Savings Accounts	1,491,306.74	43,60,393.23
c) Deposits Accounts	40,558,469.33	8,41,02,244.00
d) Amt. in Transit	625,636.00	2,25,889.00
<b>Total</b>	<b>729,952,245.44</b>	<b>59,06,61,933.07</b>
Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**GPF RECEIPT & PAYMENT ACCOUNT**  
**FOR THE YEAR 2009-2010**

(Amount in Rs.)

Receipt		Payment			
Amount 2008-2009	Particulars	Amount 2009-2010	Amount 2008-2009	Particulars	Amount 2009-2010
	To Opening Balance		1,843.00	By Bank Commission	1,303.00
28,15,704.02	Savings A/c	1,80,23,158.02		By Amount transferred to Donation A/c	10,98,884.33
13,28,91,345.71	Deposit A/c	12,31,29,023.71			
	Investment matured		14,00,000.00	By Amount transferred to SGF A/c	3,36,38,331.00
83,34,575.00	To Interest Received	1,08,51,659.45	41,13,405.00	By Amount transferred to Board's A/c	2,60,000.00
2,48,44,062.00	To Subscription Received	4,01,00,780.00	2,22,18,257.00	By Withdrawal	3,12,62,435.00
	Amount Received from SGF account	33,638,331.51			
	Board's Contribution to CPF	4,02,796.00			
	To Amount received from Donation Account	10,98,884.33		By Closing Balance	
			1,80,23,158.02	Savings A/c	42,69,374.02
			12,31,29,023.71	Deposit A/c	15,67,14,305.67
<b>16,88,85,686.73</b>	<b>Total</b>	<b>22,72,44,633.02</b>	<b>16,88,85,686.73</b>	<b>Total</b>	<b>22,72,44,633.02</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur		

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**GPF INCOME & EXPENDITURE ACCOUNT**  
**FOR THE YEAR 2009-2010**

(Amount in Rs.)

Expenditure			Income		
Amount 2008-2009	Particulars	Amount 2009-2010	Amount 2008-2009	Particulars	Amount 2009-2010
97,72,237.00	To Interest Paid	1,12,94,304.00	83,34,575.00	By Interest Received	1,08,51,659.45
1,843.00	To Bank Commission	1,303.00	63,90,822.00	Add : Interest Accrued	45,49,025.00
			18,37,942.00	Less : Interest Accrued (Previous years)	63,90,822.00
31,13,375.00	To Excess Income over Expenditure			By Excess Expenditure over Income	22,85,744.55
<b>1,28,87,455.00</b>	<b>Total</b>	<b>1,12,95,607.00</b>	<b>1,28,87,455.00</b>	<b>Total</b>	<b>1,12,95,607.00</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur		Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	

**CENTRAL BOARD FOR WORKERS  
GPF BALANCE SHEET FOR**

<b>Liabilities</b>			
<b>Amount 2008-2009</b>	<b>Particulars</b>	<b>Amount</b>	<b>Amount 2009-2010</b>
0.41	Capital Fund		0.41
68,16,665.82	Excess of Income over exp. upto last year	99,30,040.82	
31,13,375.00	Add : during the year	22,85,744.55	
	Add : for previous years		
	Bank comm. paid by Board		
99,30,040.82			76,44,296.27
12,01,83,070.00	GPF Subscription Fund	13,76,14,886.00	
	add : for previous years	-	
2,48,44,062.00	Add : Subscription	4,01,00,780.00	
4,8,65,553.00	yet to be received from Board	-	
2,22,18,257.00	Less : Withdrawal	3,12,62,435.00	
97,72,237.00	Add : Interest Paid	1,12,94,304.00	
1,68,221.00	Add : GPF Payment recovered	-	
13,76,14,886.00		15,77,47,535.00	15,77,47,535.00
14,02,985.00	Undisbursed payment Board's A/c	14,02,985.00	14,02,985.00
	To be transferred to SGF A/c		0.51
22,51,680.00	Board's Contribution to CPF	22,51,680.00	
-	Add : Recd. during the year	4,02,796.00	26,54,476.00
22,51,680.00			
<b>15,11,99,592.23</b>	<b>Total</b>		<b>16,94,49,293.19</b>
	Sd/- (R.V. Banubakode) Accountant C.B.W.E., Nagpur		Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur

**EDUCATION, NAGPUR**  
**THE YEAR 2009-2010**

(Amount in Rs.)

**Assets**

<b>Amount 2008-2009</b>	<b>Particulars</b>	<b>Amount 2009-2010</b>	<b>Amount 2009-2010</b>
1,80,23,158.02	Bank Balance		42,69,374.02
12,31,29,023.71	Investments as per Annexure-IV		15,67,14,305.67
63,90,822.00	Interest Accrued		45,49,025.00
50,33,774.0	Amount to be Received	36,56,588.50	
13,77,185.50	add : for previous years	2,60,000.00	
<u>36,56,588.50</u>	less : received		
			<u>39,16,588.50</u>
<b>15,11,99,592.23</b>	<b>Total</b>		<b>16,94,49,293.19</b>
Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur		Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	



**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**STATEMENT SHOWING DETAILS OF BANK BALANCE**  
**IN SAVINGS ACCOUNT AND DEPOSIT ACCOUNT**

*(Amount in Rs.)*

Sr. No.	Details	As on 31.3.2010 Saving Bank Account	As on 31.3.2010 Deposit Account	As on 31.3.2009 Saving Bank Account	As on 31.3.2009 Deposit Account
1	Donation	1,164.88	11,81,444.33	1,124.88	10,32,772.00
2	HBA Fund	8,52,419.38	75,00,000.00	5,54,833.38	70,00,000.00
3	SGF	6,37,722.48	3,18,77,025.00	38,04,434.97	7,60,69,472.00
<b>Total</b>		<b>14,91,306.74</b>	<b>4,05,58,469.33</b>	<b>43,60,393.23</b>	<b>8,41,02,244.00</b>
	Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur	

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**CERTIFICATE OF HBA DEPOSIT AS ON 31/3/2010**

*(Amount in Rs.)*

<b>Sr. No.</b>	<b>Description</b>	<b>Certificate No.</b>	<b>Amount Invested</b>	<b>Date of Deposit</b>	<b>Date of Maturity</b>	<b>Rate of Intt. in %</b>
1	State Bank of India, Nagpur	543484	55,00,000.00	16/11/2009	16/11/2010	6.00%
2	State Bank of India, Nagpur	543805	20,00,000.00	15/02/2010	15/02/2011	6.00%
<b>Total</b>			<b>75,00,000.00</b>			
	Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur		

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**DETAILS OF DONATION DEPOSITS AS ON 31-03-2009**

*(Amount in Rs.)*

Sr. No.	Description	Certificate No.	Amount Invested	Date of Deposit	Date of Maturity	Rate of Intt. in %
1	State Bank of India, Dharampeth Branch, Nagpur	311513	82,560.00	01/04/2009	02/04/2010	8.10%
2	State Bank of India, Dharampeth Branch, Nagpur	753240	10,98,884.33	17/07/2009	17/07/2010	7.00%
<b>Total</b>			<b>11,81,444.33</b>			
	Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur		

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**DETAILS OF SGF DEPOSITS AS ON 31-3-2010**

*(Amount in Rs.)*

Sr. No.	Description	Certificate No.	Amount Invested	Date of Deposit	Date of Maturity	Rate of Intt. in %
1	United Bank of India, Nagpur	359820	75,77,025.00	13/10/2007	13/10/2010	9.00%
2	State Bank of India, Nagpur	543385	99,00,000.00	28/10/2009	28/10/2010	6.25%
3	State Bank of India, Nagpur	543390	99,00,000.00	29/10/2009	29/10/2010	6.25%
4	State Bank of India, Nagpur	543398	25,00,000.00	15/02/2010	31/10/2010	6.00%
5	State Bank of India, Nagpur	543805	20,00,000.00	15/02/2010	15/02/2011	6.00%
<b>Total</b>			<b>3,18,77,025.00</b>			
	Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur		

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**DETAILS OF GPF INVESTMENT AS ON 31.3.2010**

*(Amount in Rs.)*

Sr. No.	Description	Amount		
1	State Govt. Loans through R.B.I.	2,07,63,000.00		
2	Govt. of India Securities Loan through R.B.I.	-		
3	Special Deposit with S.B.I.	3,93,49,925.00		
4	Fixed Deposit with Nationalised Bank and Public Sector Bonds	9,66,01,380.67		
<b>Total</b>		<b>15,67,14,305.67</b>		
	Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**STATEMENT OF INVESTMENT AS ON 31/03/2010**  
**STATE GOVERNMENT SECURITIES / LOANS (GPF ACCOUNT)**

*(Amount in Rs.)*

Sr. No.	Description	Certificate No.	Amount Invested	Date of Deposit	Date of Maturity	Rate of Intt. in %
1	Govt. of A.P.	N.G. 2	2,63,000.00	26/09/2000	26/09/2010	12%
2	Govt. of M.P.	N.G. 1	5,00,000.00	26/09/2000	26/09/2010	12%
3	Govt. of Orissa	N.G. 1	5,00,000.00	26/09/2000	26/09/2010	12%
4	Govt. of Rajasthan	N.G. 1	5,00,000.00	26/09/2000	26/09/2010	12%
5	Govt. of U.P.	N.G. 1	5,00,000.00	26/09/2000	26/09/2010	12%
6	MPSDL	N.G. 1	1,85,00,000.00	04/11/2004	01/11/2014	7.36%
<b>Total</b>			<b>2,07,63,000.00</b>			
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur		Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur		Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur		Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**SPECIAL DEPOSIT WITH STATE BANK OF INDIA**  
**MAIN BRANCH, NAGPUR AS ON 31/03/2010**

*(Amount in Rs.)*

Sr. No.	Description	Account No.	Amount Invested
1	Special Deposit	SDS - 6	3,93,49,925.00
<b>Total</b>			<b>3,93,49,925.00</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**CERTIFICATE OF DEPOSIT AND PUBLIC SECTOR BONDS**  
**AS ON 31/3/2010 (GPF ACCOUNT)**

*(Amount in Rs.)*

Sr. No.	Description	Certificate No.	Amount Invested	Date of Deposit	Date of Maturity	Rate of Intt. in %
1	Oriental Bank of Commerce, Gandhibag Branch, Nagpur	2054362	1,97,00,265	07/11/2007	07/11/2010	9.00%
2	State Bank of India, Dharampeth Branch, Nagpur	753240	88,01,115.67	17/07/2009	17/07/2010	7.00%
3	State Bank of India, Dharampeth Branch, Nagpur	753252	99,00,000.00	20/07/2009	20/07/2010	7.00%
4	State Bank of India, Dharampeth Branch, Nagpur	753453	99,00,000.00	07/09/2010	07/09/2011	7.00%
5	State Bank of India, Dharampeth Branch, Nagpur	753465	99,00,000.00	09/09/2009	14/09/20010	6.50%
6	State Bank of India, Dharampeth Branch, Nagpur	543384	99,00,000.00	28/10/2009	28/10/2010	6.25%
7	State Bank of India, Dharampeth Branch, Nagpur	543392	60,00,000.00	30/10/2009	30/10/2010	6.25%
8	State Bank of India, Dharampeth Branch, Nagpur	543577	90,00,000.00	04/12/2009	04/12/2010	6.00%
9	State Bank of India, Dharampeth Branch, Nagpur	543578	90,00,000.00	05/12/2009	05/12/2010	6.00%
10	State Bank of India, Dharampeth Branch, Nagpur	543952	45,00,000.00	26/03/2010	26/03/2011	6.00%
<b>Total</b>			<b>9,66,01,380.67</b>			
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur		Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur		Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur		Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur



**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**NEW PENSION SCHEME RECEIPT & PAYMENT ACCOUNT**  
**FOR THE YEAR 2009-2010**

(Amount in Rs.)

Receipt		Payment			
Amount 2008-2009	Particulars	Amount 2009-2010	Amount 2008-2009	Particulars	Amount 2009-2010
	To Opening Balance			– By Employees Contribution of Tier-I	–
7,54,128.15	SB A/c	25,69,683.15			
24,71,835.00	Deposits	17,44,470.00			
4,132.00	Remittance in transit	2,07,828.00			
1,03,103.00	To Interest Received 08-09	3,88,196.00		– By Board's Contribution of Tier-I	–
165.00	Interest received for 07-08	–			
9,92,632.00	To Employees Contribution of Tier-I	16,05,288.00	7,97,587.00	By Deposit Payment to Board's Account	–
9,93,573.00	To Board's Contribution of Tier-I	16,05,288.00	25,69,683.15	SB A/c	67,85,618.15
–	To Deposit Receipt	–	17,44,470.00	Deposits	13,31,003.00
–	To Amount utilized from Board	–	2,07,828.00	Remittance in transit	4,132.00
<b>53,19,568.15</b>	<b>Total</b>	<b>81,20,753.15</b>	<b>53,19,568.15</b>	<b>Total</b>	<b>81,20,753.15</b>
Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur		

**CENTRAL BOARD FOR WORKERS EDUCATION, NAGPUR**  
**DETAILS OF NPS DEPOSITS AS ON 31-3-2010**

*(Amount in Rs.)*

Sr. No.	Description	Certificate No.	Amount Invested	Date of Deposit	Date of Maturity	Rate of Intt. in %
1	State Bank of India, Dharampeth Branch, Nagpur	614532	13,31,003.00	14/1/2010	14/1/2012	6.50%
<b>Total</b>			<b>13,31,003.00</b>			
	Sd/- (R. V. Banubakode) Accountant C.B.W.E., Nagpur	Sd/- (Bimal Sarkar) Accounts Officer I/c C.B.W.E., Nagpur	Sd/- (A. R. Deshpande) Financial Adviser C.B.W.E., Nagpur	Sd/- (Dr. Prof. S. K. Ghosh) Director C.B.W.E., Nagpur		

