

**File No. Q-19025/1/2022-ESA(WE)**

**FTS No. 134421**

**Government of India**

**Ministry of Labour & Employment**

=====

Shram Shakti Bhawan, New Delhi

Dated: 26<sup>th</sup> May, 2025

To,

The Director General,  
Dattopant Thengadi National Board  
for Workers Education and Development,  
Pusa Road, New Delhi

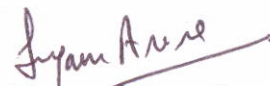
**Sub: Memorandum of Understanding (MOU) between Ministry of Labour & Employment and Dattopant Thengadi National Board for Workers Education and Development (DTNBWED) for the financial year 2025-26 - reg.**

Sir,

I am directed to forward herewith a copy of Memorandum of Understanding (MOU) for the financial year 2025-26, duly signed by Joint Secretary, Ministry of Labour & Employment, Government of India, for your office record and further necessary action. The Board is requested to upload the signed MoU in their website also.

**Yours faithfully,**

**Encl: As above**



**(Sugam Arora)**

**Section Officer,**

**ESA Section (DTNBWED & VGNLI)**

**Tel: 23473346**

Copy to:

IT Cell MoL&E for uploading a copy of the MoU 2025-26 on website of MoL&E under <https://labour.gov.in/organizationsofmole/dattopant-thengadi-national-board-workers-education-and-developmentdtnbwed>



**MEMORANDUM OF UNDERSTANDING**  
between  
**GOVERNMENT OF INDIA**  
and  
**DATTOPANT THENGADI**  
**NATIONAL BOARD FOR WORKERS EDUCATION & DEVELOPMENT**  
**NEW DELHI FOR THE FINANCIAL YEAR 2025-26**

## **I. PARTIES**

This document elaborates an understanding between 'Dattopant Thengadi National Board for Workers Education and Development' (DTNBWED) formerly 'Central Board for Workers Education' (CBWE) (hereinafter referred to as 'the Board') and Government of India (GoI), Ministry of Labour & Employment (hereinafter referred to as 'the Ministry') for implementation of Workers Education Programmes. The Board is an autonomous organization under the administrative control of the Ministry. The Headquarter of the Board is located at New Delhi. It has 50 Regional Directorates pan India and a national level training and research institute, Indian Institute of Workers Education (IIWE).

## **II. PURPOSE**

As per the Rule 229 (xi) of the General Financial Rules, 2017, an autonomous organization with a budgetary support of more than Rupees Five Crores per annum, should be required to enter into a Memorandum of Understanding (hereinafter referred to as 'MoU') with the Administrative Ministry or Department, spelling out clearly the output targets in terms of details of programme of work and qualitative improvement in output, along with commensurate input requirements. The output targets, given in measurable units of performance, should form the basis of budgetary support extended to these organizations.

## **III. Aims and Objectives of DTNBWED as per new MoA approved by MoLE:**

- a. To stimulate and promote education and development programs for workers of organized and unorganized sectors;
- b. To implement the recommendations contained in the Report on Workers Education (copy attached) as endorsed at the 15<sup>th</sup> Session of Indian Labour Conference at its meeting held on 11<sup>th</sup> and 12<sup>th</sup> July, 1957;
- c. To organize informative and educational programmes in educational institutions, including universities, schools, vocational education or training institutions, distance learning universities and like other institutions), inter alia, on the following topics, namely: -

Social dialogue and solidarity economy;

(ii) Union-management relations and knowledge of the industry; capacity building of management for productivity enhancement, improvement in worker-management relation;

(iii) Capacity Building and Training of Trainers Programmes for Federations, Trade Union leaders and workers or Employees or both of Industries, establishments and offices; both organized and unorganized sectors;

(iv) Consultancy, research and monitoring;



- (v) Code of Discipline as ratified in the Sixteenth Session of the Indian Labour Conference held at Nainital on 19<sup>th</sup> and 20<sup>th</sup> of May, 1958;
- (vi) Holistic individual development of workers;

- d. To provide for Training of Trainers and programme administration for full and part-time assignment;
- e. Publishing and Distribution of Curriculum and Resource Development materials, in regional languages.
- f. To take up individually or collaborate with such initiatives of Governmental or Non-Governmental Bodies or Institutions that are meant to:-
  - i. Facilitate access to information and resources related to social security, to offer guidance, and support services to workers seeking assistance and in accessing government schemes, social security benefits, schemes-based advocacy and registration programs or camps;
  - ii. Enhance employability; chance of getting wage or self-employment and; income or income generating opportunities of any individual or a group of people.
  - iii. Leverage modern technologies and innovative strategies to empower the workers by providing them access to information, education and opportunities.
  - iv. Create and manage digital platform and mobile applications aimed at enhancing the employability and livelihood prospects of unorganized and migrant workers.
  - v. Promote financial inclusion by partnering with financial institutions and providing access to mobile banking services, microcredit facilities and savings initiatives.
  - vi. Facilitate peer-to-peer support groups where experienced workers guide and mentor those with less knowledge, encourage sharing of practical and life experiences;
- g. To purchase, take on lease or otherwise acquire any land, building, or other such property, movable or immovable wherever situated in India, which may be necessary for carrying on the functions of the Society;
- h. To invest funds or moneys entrusted to the Society in such a manner as may, from time to time, be determined by the Central Government;
- i. To draw, accept, make, endorse, discount and deposit Government of India and other promissory notes, bills of exchange, cheques, or other negotiable instruments for the purpose of the Board;
- j. To make rules and regulations for the conduct of meetings and affairs of the Society and to adopt and vary them from time to time;
- k. To regulate the expenditure and manage the accounts of Board:
- l. To sale, exchange, lease or otherwise dispose of all or any portion of the properties of the Board, movable or immovable, on such terms, as may be determined by The Government of India, in the Ministry of Labour and Employment;
- m. To raise and borrow money on bonds, mortgages, promissory notes or other obligations, or securities founded or based upon all or any of the properties and assets of the Board or without any securities, upon such terms and conditions as may be determined by the Government of India, and to pay, out of the funds of the Board, all expenses of and incidental to the raising of money and to repay and redeem any money borrowed;
- n. To make such rules and byelaws as it may, from time to time, consider to be necessary for regulating the management of the affairs of the Board; and

- o. To do all other acts and things as the Board may consider necessary, conducive or incidental to the attainment or enlargement of the aforesaid objects or any one of them.

#### IV. OUTPUT 2024-25

In pursuance to MOU **2024-25**, total target set to conduct the programmes in Organized, Un-organized, Grants-in-Aids and National Level Training Programmes at IIWE by the Board was 11490. However, detail of the programme conducted by DTNBWED is as follows :

Sr. No.	Name of the program	No. of program conducted	Workers Trained
1	Organised Sector	731	15487
2	Unorganised Sector	11144	705870
3	Employability & Proficiency Enhancement Programme (EPEP) Construction, Agriculture & Health Care Sector	1406	47000
	<b>Total</b>	13281	768357

During the conduct of various programmes for unorganised sector, around 170777 number of workers have been registered in different Social Security/Welfare Schemes of the Central / State Government.

During the year 2024-25 the Board has earned Rs. 1,22,50,000/- by conducting 1/2/4 modules MTP – SGF Programmes.

#### V. OUTPUT TARGETS FOR THE FINANCIAL YEAR 2025-26 FOR WORKERS EDUCATION SCHEME.

Sr.No.	Component	Physical Target (No. of Training Programmes)	Grants in Aid (Rs. in Cr.)
<b>(A) ORGANIZED SECTOR</b>			
01	<b><u>Capacity Building Programme-2 Modules</u></b>  <b>Target Group:</b> Officers bearers of Trade Unions <b>Status:</b> Non-Residential, Regional Level <b>Batch Size:</b> 25-30 <b>Course fee of participation:</b> Free of cost  To Organize a series of programs as per theme based structured Module for-  (i) Trade union consciousness; (ii) The purposes, functions and administration of trade unions; (iii) The conduct of Industrial relations and knowledge of the industry; (iv) The development of a mature individual and his role as a citizen (TA/DA for Visiting Officer @ ₹ 1500/- per programme)	100	0.01500



02	<p><b><u>Grants-In-Aid Programme To Trade Unions</u></b></p> <p>As per the decision of the 182<sup>nd</sup> GB held on 29.08.2023, the following programmes have been approved.</p> <p><b>Target:</b> 50 programmes</p> <p><b>Modular 2 Theme Based Foundational Programme (Strength 40 Participants)</b></p> <table><tr><td>Guest talk/Lecture Fee Rs. 500/-</td><td>500.00</td></tr><tr><td>Study Material/Stationary etc/Misc.</td><td>1000.00</td></tr><tr><td>Accommodation @ Rs.150x40</td><td>6000.00</td></tr><tr><td>Per Diem Allowance Rs. 50x40</td><td>2000.00</td></tr><tr><td>To &amp;Fro charges/conveyance charges Rs.100x40</td><td>4000.00</td></tr><tr><td></td><td><b>13500.00</b></td></tr></table> <p><b>Modular 4 Theme Based Foundational Programme (Strength 40 Participants)</b></p> <table><tr><td>Guest talk/Lecture Fee Rs. 500 x 2</td><td>1000.00</td></tr><tr><td>Study Material/Stationary etc/Misc.</td><td>1000.00</td></tr><tr><td>Accommodation @ Rs.250x40</td><td>10000.00</td></tr><tr><td>Per Diem Allowance Rs. 100x40</td><td>4000.00</td></tr><tr><td>To &amp;Fro charges/conveyance charges Rs.100x40</td><td>4000.00</td></tr><tr><td></td><td><b>20000.00</b></td></tr></table> <p><b>Modular 6 Theme Based Foundational Programme (Strength 40 Participants)</b></p> <table><tr><td>Guest talk/Lecture Fee Rs. 500 x 3</td><td>1500.00</td></tr><tr><td>Study Material/Stationary etc/Misc.</td><td>1000.00</td></tr><tr><td>Accommodation @ Rs.300x40</td><td>12000.00</td></tr><tr><td>Per Diem Allowance Rs. 100x40</td><td>4000.00</td></tr><tr><td>To &amp;Fro charges/conveyance charges Rs.100x40</td><td>4000.00</td></tr><tr><td></td><td><b>22500.00</b></td></tr></table> <p>As an average expenditure of Rs.20000/- per programme.</p>	Guest talk/Lecture Fee Rs. 500/-	500.00	Study Material/Stationary etc/Misc.	1000.00	Accommodation @ Rs.150x40	6000.00	Per Diem Allowance Rs. 50x40	2000.00	To &Fro charges/conveyance charges Rs.100x40	4000.00		<b>13500.00</b>	Guest talk/Lecture Fee Rs. 500 x 2	1000.00	Study Material/Stationary etc/Misc.	1000.00	Accommodation @ Rs.250x40	10000.00	Per Diem Allowance Rs. 100x40	4000.00	To &Fro charges/conveyance charges Rs.100x40	4000.00		<b>20000.00</b>	Guest talk/Lecture Fee Rs. 500 x 3	1500.00	Study Material/Stationary etc/Misc.	1000.00	Accommodation @ Rs.300x40	12000.00	Per Diem Allowance Rs. 100x40	4000.00	To &Fro charges/conveyance charges Rs.100x40	4000.00		<b>22500.00</b>	10	0.02000
Guest talk/Lecture Fee Rs. 500/-	500.00																																						
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03	<p><b><u>Modular Training Programme for Organized Sector (Fund Generation)</u></b> <b>(1Module/2 Modules/4 Modules/6 Modules)</b></p> <p><b>Target group:</b> Workers and employees of the industry/establishment/offices <b>Status:</b> Non-Residential, Unit level <b>Expenditure-</b> Rs. 3500/- per programme for Study Material and TA/DA of Officers</p> <p>Guest Speakers: 1 Guest Speakers in SGF-MTP of 2 Module, 2 Guest Speakers in SGF-MTP of 4 Module and 3 Guest Speakers in SGF-MTP of 6 Module, @ Rs. 1000/- per Guest Speaker.</p> <p><b>Target-</b> 650 Programmes <b>No. of participants-</b>20 per programme <b>Course fee of participation:</b> As per existing fee structure.</p>	650	0.21000																																				

Sr.No	Name of the Programme	Number of Participants	Fee Structure(Rs)
01	SGF-MTP (fund generation) (1 Module)	20	15,000/-
02	SGF-MTP (fund generation) (2 Modules)	20	25,000/-
03	SGF-MTP (fund generation) (4 Modules)	20	40,000/-
04	SGF-MTP (fund generation) (6 Modules)	20	50,000/-

**Contents:** Labour Codes, topics related on Applied Industrial Psychology / HR / Organizational Development / Industrial Domain and Trade Union Management & Administration, Related to Modern Management Practices- viz. Occupational Health & Safety (OHSAS), Safety Behaviour / Work Life Balance / Housekeeping / Kaizen / Effective Communication / Interpersonal Relations / Team Work / Emotional Quotient / Work Culture & Work Ethics / Productivity / Quality Management Systems / ISO standards and processes/ Quality Circles / Coping with changes / Conflict Management or other behavioural topics on soft skills etc. MTP-SGF programmes are conducted to earn revenue for strengthening of Workers Education Framework in the country under Organized Sector.

**Target: Creation of amount of Rs (1.25 Cr.) in the year 2025-26.**

<b>Total Organized Sector (A)</b>			<b>760</b>	<b>0.24500</b>
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Sr.No	Component	Physical Target (No. of Training Programmes)	Fund (Rs. In crore)
<b>(B) <u>Unorganized Sector</u></b>			
<b>04</b>	<p><b><u>Awareness cum Registration Camp (ACRC)</u></b></p> <p>Village level/ Colony Level/Block Level in collaboration of NGO/Village Panchayat/Trade Union</p> <p><b>No. of Volunteers:</b> 1 Volunteer per programme</p> <p><b>Target Group:</b> Unorganized /Rural Workers</p> <p>Days – 2 days</p> <p>Age Group-of Beneficiaries- 16-59 years</p> <p>Number of workers/Participants – 50</p> <p>Service Charges to one Rural Volunteer = ₹1000 per day for 2 days = Rs. 2,000/-.(Rs 1000 for 1<sup>st</sup> &amp; 2<sup>nd</sup> day based on the registrations</p> <p>Misc. Expenses / Device Charges – Rs. 500/- per programme</p> <p>TA/DA for officers for approx. for Two days - Rs 3000/-</p> <p><b>Total Estimated Budget: Rs. 5500/- per programme</b></p> <p><b>Theme of Coverage:</b></p> <p>I. Digital Literacy II. Financial Inclusion, III. Labour Code/ Social Security in U/O Sector, IV. Legal Aid Services for Workers</p> <p>V. Skill Eco-System &amp; Benefits, VI. Self-Employment &amp; Rural Entrepreneurship, VII. Workers' Organization. VIII. Awareness for Govt's flagship schemes, IX. Happiness and wellness in life, X. Occupational Health &amp; Safety etc. XI. Domain Topics related to unorganized and rural sector workers.</p>	4000	2.20000



	<p><b>Category of worker to be targeted:</b></p> <p>1. Construction Workers, 2. Domestic Workers, 3. Women worker, 4. Rural Artisans, 5. Agro-based Workers, 6. SC/ST Workers, 7. Migrant Workers, 8. Casual Workers in Industrial Area, 9. Street Vendors, 10. Handloom Workers, 10. Beedi workers, 11. Forest Workers, 12. Stone Quarry Workers, 13. Brick Kiln Workers, 14. Food Processing Industry, 15. Health &amp; Sanitation Workers 16. Ancillary Skill Sets (Mechanic, Plumber, Painting, Catering, Travels etc), 17. Prospective Workers, 18. Gig &amp; Platform Workers, 19. Other Rural Worker, 20. Contractual Workers, 21. Tea Plantation Workers, 22. Tribal Workers, 23. Mining Workers</p> <p>Main Focus of this programme will be on awareness of various topics covered above and also on Scheme advocacy and registration of Workers /Beneficiaries under PMSYM, E-Shram, BOCW and other welfare schemes of the Central Government / State Government / UT.</p>		
05	<p><b><u>Employability and Proficiency Enhancement Programme (EPEP)</u></b></p> <ul style="list-style-type: none"> <li>• <b>Purpose:</b> These programmes are designed to enable workers engaged/ prospectively engaged in different job roles to improve their employability and enhance proficiency through Short Term Skill Training and recognition thereof by appropriate certification, thereby improving income opportunities/ provide better livelihood opportunities and decent work.</li> <li>• <b>Modality:</b> - The EPEP Programmes would be conducted in collaboration with credible organizations with domain expertise in the respective job role/ field of skill or vocation as may be identified under a 'criteria based standardizes selection procedure'.</li> <li>• <b>Target Group:</b> - Workers identified for the purpose through the training partner/partner organization and as may be identified through different Unorganised Sector programmes of DTNBWED and in collaboration with the social partners.</li> <li>• <b>Targeted Sectors:</b> The EPEP Programmes for year 2025 – 2026 would focus on Construction Sector, Health Care Sector, Agriculture &amp; Allied Sector, Tourism &amp; Hospitality Sector, Banking, Finance &amp; Insurance Sector.</li> <li>• <b>Batch size:</b> 30 to 40 participants</li> <li>• <b>Expenditure Pattern/Budget:</b> Fully flexible allocation per participants for 4-day duration training programme and 5<sup>th</sup> days' assessment would be Rs. 1500/- plus @18% GST amounting to ₹ 1770/- per participant i.e. a total of (40X1500) Rs. 70800/- cost per batch of 40 workers, as approved by 185<sup>th</sup> Governing Body meeting.</li> <li>• <b>Physical target:</b> 70000 workers in 2025-26</li> </ul>	1750	12.39000





C. <b>Sectoral based Training Programmes:</b> Duration : 02 days  Target group: Unorganized sector workers. This programme can be conducted to cater the Sector Specific needs. Expenditure : Rs. 5000/- per programme No. of Participants : 40 (maximum)	20	0.0100
<b>Total Unorganized (B)</b>	<b>11336</b>	<b>15.97500</b>
<b>Grand Total (A+B)</b>	<b>12096</b>	<b>16.22000</b>

<b>(C) ASSOCIATED</b>		
09	Expenditure towards pension, retirement benefit, CEA, medical reimbursement, T. A, LTC & Office expanses etc of 50 Regional Offices, IIWE & HO	49.13000
10	Grant-In-Aids Salaries	44.75000
11	Grants for creation of capital assets	0.75000
	<b>Total Associated (C)</b>	<b>94.63000</b>

<b>Grand Total (A)+(B)+(C)</b>	<b>110.85000</b>
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**Following expenditure will be met from internal resources i.e. SGF**

Sl. No.	Expenditure particulars	Rs. In Crores
01	Printing and Publishing [ Expenditure will be met from internal resources i.e. SGF ]	0.80000
02	Content Design and Development along with LMS [ Expenditure will be met from internal resources i.e. SGF ]	0.75000
	<b>Total:</b>	<b>1.55000</b>

**VI. BUDGET ESTIMATE FOR FINANCIAL YEAR 2025-26 AS APPROVED BY THE MINISTRY**

Component	Grants-in-Aid Rs. in Crores
Grants -in- Aid/General	65.35000
Grants-in-Aid Salary	44.75000
Grants for creation of capital assets	0.75000
<b>Grand Total</b>	<b>110.85000</b>

**VII.** The Government of India vide Ministry of Finance, Department of Expenditure O.M. No.7 (1) E-Coord/2012 dated 31.05.2012 has issued instructions on the subject "Expenditure Management – Economy Measures and Rationalization of Expenditure". Vide Ministry of Finance, Department of Expenditure even number dated 05.06.2012, these instructions on economy measures have been extended to the Autonomous Bodies funded by the Government of India. Accordingly appropriate economy measures need to be put in place to rationalize the expenditure of DTNBWED. The steps for economy measures and rationalization of expenditure would be in accordance to Deptt. of Expenditure's O.M. no.F(2)/ECoord/2020 dated 04.09.2020 and O.M. no. 7(1) E.Coord/2020 dated 10.06.2021.



## VIII. AUTONOMY TO AUTONOMOUS ORGANIZATION

1. Autonomous Bodies which are fully or partly funded by the Government of India, like DTNBWED shall restrict the powers of Governing Bodies of such organizations in matters of creation of post(s), and service conditions of staff subject to approval of Government of India and also subject to the observance of ban orders etc. issued by the Government of India from time to time in this regard.

2. Except the matters enumerated hereinbefore, the DTNBWED enjoys autonomy in other matters and the Board is competent to take decision in accordance with Rules / Regulations / Bye-Laws of DTNBWED and Government of India intimation issued from time to time. Where the Rules / Regulations / Bye-Laws of DTNBWED are silent on any subject, the Board may follow the relevant Rules and Regulations of the Government of India.

3. As per Department of Expenditure OM No. F.No.11112016-EIII(A) dated 13<sup>th</sup> January, 2017, all autonomous organizations, new or already in existence should be encouraged to maximize generation of internal resources and eventually attain self-sufficiency. The benefits implemented by Central Government in respect of Central Government employees as part of their service conditions, are not directly applicable to the employees working in such autonomous organizations. The revised pay scales contained in Parts B & Part C of the Schedule of the CCS(RP) Rules, 2016, shall not be automatically applicable to the employees of Autonomous Organizations. The concerned Administrative Ministry shall consider such cases keeping in view whether these pay scales are justified for the category of staff of Autonomous Organizations based on functional considerations, recruitment qualifications, as well as the applicable pre-revised pay scales.

4. As per Rule 229 (vi) of General Financial Rules, Governing Body of the Board shall review user charges/sources of internal revenue generation at least once a year. The main source of revenue is programme fee received by conducting Modular Training Programmes (SGF) The Board conducts about 06 different types of theme / module based training programmes. Out of this User Fee is charged only for Modular Training Programmes SGF. which is targeting only Organized Sector workers. This fee is revised based on the recommendations of the Governing Body of the Board from time to time The user charges have been reviewed in 182<sup>nd</sup> GB held in August 2023.

5. As per Rule 236 (2), of General Financial Rules, the accounts of the Board are being audited by the Controller and Auditor General of India under Section 14 of the C&AG Act 1971. The performance report are being submitted from time to time. As per Rule 237 of General Financial Rule the Annual Report and Audited Accounts shall be submitted to the Nodal for it to be laid on the Table of the Parliament by 31<sup>st</sup> December.

6. The Board may sign any understanding / MoU with any other parties dealing with educational /awareness generation / re-skilling/ up skilling/ employability enhancement/Social development activities for sharing of information, knowledge, infrastructure, conducting of training programmes and opting for technical collaboration with similar organizations in India. However, for signing of any understanding/MoU by the Autonomous Bodies with any other party including similar organisations abroad would be with the approval of competent authority in the Government in accordance to Department of Expenditure O.M. dated 21.04.2017 and amended O.M.-**F. No. 26(5)EMC cell/2016 dated 29<sup>th</sup> November, 2023.**



7. DTNBWED should conduct more self-financing courses. Training in organized sector should focus on targeted awareness about Labour codes, benefits under ESIC, EPFO schemes, safety and occupational health. For unorganized sector workers, the focus on digital and financial literacy, skill eco-system, RPL, social security schemes etc.

#### **IX. PERIOD OF AGREEMENT**


This MOU will be effective when signed by both parties, up to the end of the financial year 2025-26, i.e. up to 31-03-2026. This MoU may be amended at any time by the mutual written consent of the Parties if there is a variation in the output targets during the Financial Year.

#### **EXTENSION OF MoU**

This MoU can be extended by agreement of both the Parties by mutual understanding / consent i.e. Mid-term increase of training programme being theme based / types of programme subject to availability of fund.

IN WITNESS where of the Parties hereto have caused this MoU to be signed on (date) \_\_\_\_\_, between the DattopantThengadi National Board For Workers Education & Development and the Ministry of Labour & Employment at New Delhi.

**SIGNED FOR AND ON BEHALF OF  
DATTOPANT THENGADI NATIONAL BOARD  
FOR WORKERS EDUCATION &  
DEVELOPMENT, NEW DELHI.**



**Col. Neeraj Sharma**  
Director General  
DTNBWED

Date : 21 May 2025  
Venue : New Delhi

**SIGNED FOR AND ON BEHALF OF THE  
GOVERNMENT OF INDIA, MINISTRY OF  
LABOUR & EMPLOYMENT, NEW DELHI.**



**Ajoy Sharma**  
Joint Secretary  
Ministry of Labour & Employment  
Government of India

Date : 21/05/2025  
Venue : New Delhi