



MEMORANDUM OF UNDERSTANDING

between

GOVERNMENT OF INDIA

and

DATTOPANT THENGADI

NATIONAL BOARD FOR WORKERS EDUCATION & DEVELOPMENT

NEW DELHI FOR THE FINANCIAL YEAR 2026-27

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 15th Session of Indian Labour Conference at its meeting held on 11th and 12th 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 19th and 20th 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 to 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 2025-26

In pursuance to MOU **2025-26**, 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 14476. However, detail of the programme conducted by DTNBWED is as follows :

Sr. No.	Name of the programme	No. of programmes conducted	Workers Trained
1	Organised Sector	1142	25016
2	Unorganised Sector	10979	716106
3	Employability & Proficiency Enhancement Programme (EPEP) Construction, Agriculture & Health Care Sector	2355	104161
	Total	14476	845283

During the conduct of various programmes for unorganised sector, around 200167 number of workers have been registered in different Social Security/Welfare Schemes of the Central / State Government.

During the year 2025-26 the Board has earned Rs. 1,23,90,000/- by conducting 1/2/4/6 modules MTP – SGF Programmes.

V.OUTPUT TARGETS FOR THE FINANCIAL YEAR 2026-27 FOR WORKERS EDUCATION SCHEME.

Sr.No.	Component	Physical Target (No. of Training Program mes)	Grants in Aid (Rs. in Cr.)												
A	Organized Sector														
01	<u>Capacity Building Programme-2 Modules</u> Target Group: Officers bearers of Trade Unions Status: Non-Residential, Regional Level Batch Size: 25-30 Course Fee: 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 Per program Expenditure- ₹ 1500/- (TA/DA for visiting officer)	158	0.02370												
02	<u>Grants-In-Aid Programme To Trade Unions</u> As per the decision of the 191st GB held on 18.03.2026, the following programmes have been approved. <u>Modular 2 Theme Based Foundational Programme (Strength 40 Participants)</u> <table><tr><th>Particular</th><th>Amount (Rs.)</th></tr><tr><td>Guest talk/Lecture Fee Rs.1000/-</td><td>1000.00</td></tr><tr><td>Accommodation@Rs.200x40</td><td>8000.00</td></tr><tr><td>Per Diem and conveyance Allowance ((Rs.150x40x1)+(Rs.125x40))</td><td>11000.00</td></tr><tr><td>Expenses in connection with or incidental to conduction of the GIA program</td><td>5000.00</td></tr><tr><td>Total Grant</td><td>25,000.00</td></tr></table>	Particular	Amount (Rs.)	Guest talk/Lecture Fee Rs.1000/-	1000.00	Accommodation@Rs.200x40	8000.00	Per Diem and conveyance Allowance ((Rs.150x40x1)+(Rs.125x40))	11000.00	Expenses in connection with or incidental to conduction of the GIA program	5000.00	Total Grant	25,000.00	12	0.05160
Particular	Amount (Rs.)														
Guest talk/Lecture Fee Rs.1000/-	1000.00														
Accommodation@Rs.200x40	8000.00														
Per Diem and conveyance Allowance ((Rs.150x40x1)+(Rs.125x40))	11000.00														
Expenses in connection with or incidental to conduction of the GIA program	5000.00														
Total Grant	25,000.00														

**Modular 4 Theme Based Foundational Programme
(Strength 40 Participants)**

Particular	Amount (Rs.)
Guest talk/Lecture Fee Rs.1000X 2/-	2000.00
Accommodation@Rs.200x40X2	16000.00
Per Diem and conveyance Allowance ((Rs.150x40x2)+(Rs.125x40))	17000.00
Expenses in connection with or incidental to conduction of the GIA program	7000.00
Total Grant	42,000.00

**Modular 6 Theme Based Foundational Programme
(Strength 40 Participants)**

Particular	Amount (Rs.)
Guest talk/Lecture Fee Rs.1000X 3/-	3000.00
Accommodation@Rs.200x40X3	24000.00
Per Diem and conveyance Allowance ((Rs.150x40x3)+(Rs.125x40))	23000.00
Expenses in connection with or incidental to conduction of the GIA program	10000.00
Total Grant	60,000.00

N.B: Total expenditure of ₹ 0.05160 Cr. Is calculated considering an average expenditure of Rs. 43000/- per programme which is a simple average of all 3 types of programs.

Actual expenditure may vary based on the physical execution of programs.

03

Modular Training Programme for Organized Sector (Fund Generation)

(1Module/2 Modules/4 Modules/6 Modules)

Target group: Workers and employees of the industry/establishment/offices

Status: Non-Residential, Unit Level

Per program expenditure-₹3500

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.

Target- 553 Programmes

No. of participants- 20 per programme

553

0.19355

S. 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 Module)	20	25,000/-		
03.	SGF-MTP (fund generation) (4 Module)	20	40,000/-		
04.	SGF-MTP (fund generation) (6 Module)	20	50,000/-		
Course fee: This is a fee based program i.e. amount is chargeable from the industry/organization where such program would be conducted. 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 2026-27.					
4	Modular Training Programme for Organized Sector (LC, PoSH, OSH,ID) Course fee: Free of cost Per program Expenditure- ₹1500/- (TA/DA for visiting officer) No. of participants-20 per programme Contents: Focus of MTP programs for the year 2026-27 is dedicated to Labour Code awareness. During the program issues as may be relevant and needed with respect to the particular organization would also be taken up. Which may include Organizational Development practices and interventions, Trade Union Recommendation, Occupational Health & Safety (OHSAS), Safety Behaviour / Work Life Balance / Stress Management /Housekeeping /Effective			632	0.09480

	Communication/ Yoga-Art of healthy living/ Interpersonal Relations /Work Culture & Work Ethics / Quality Circles / Disciplinary procedure/ Conflict Management or other behavioural topics on soft skills etc.																														
5	Training of Trainers (Organized Sector)- 3 days Per program Expenditure- 12750/- for 3 days <table border="1"> <tr> <td colspan="3">Name of the Prog.: Training of Trainers</td><td>Sector: Org Duration: 3 days</td></tr> <tr> <td>Head</td><td>Unit cost</td><td>No of unit</td><td>ToT-cost</td></tr> <tr> <td>Guest Talk</td><td>1000</td><td>3</td><td>3000</td></tr> <tr> <td>Kit</td><td>350</td><td>20</td><td>7000</td></tr> <tr> <td>Misc.</td><td>NA</td><td>NA</td><td>500</td></tr> <tr> <td>Ta Bill</td><td>750</td><td>3</td><td>2250</td></tr> <tr> <td colspan="3">Total Rs.</td><td>12750/-</td></tr> </table> a. Mode of conducting: These programs are to be conducted in collaboration with Industrial Organisations, Industry Associations, Trade Unions, Workers Organisations, or other similar organisations. b. Participants Profile: Employees/ workers engaged in industries/ non-industrial organisation Members of Trade Unions, Workers Organisations, Social Organisations, Employers Organisations, with acumen to organise and conduct education/training programs. c. Objectives of the program: To create sufficient number of trained peer trainers to carry on Workers Education activities at the shop floor level / Industry Level on continuous basis, enable participants to effectively organize and conduct different training program for the organized sector workers.	Name of the Prog.: Training of Trainers			Sector: Org Duration: 3 days	Head	Unit cost	No of unit	ToT-cost	Guest Talk	1000	3	3000	Kit	350	20	7000	Misc.	NA	NA	500	Ta Bill	750	3	2250	Total Rs.			12750/-	158	0.20145
Name of the Prog.: Training of Trainers			Sector: Org Duration: 3 days																												
Head	Unit cost	No of unit	ToT-cost																												
Guest Talk	1000	3	3000																												
Kit	350	20	7000																												
Misc.	NA	NA	500																												
Ta Bill	750	3	2250																												
Total Rs.			12750/-																												
Total Organized Sector (A)		1513	0.56510																												
Sr.No	Component	Physical Target (No. of Training Program mes)	Grants in Aid (Rs. in Cr.)																												
B	Unorganized Sector																														
06	<u>Awareness cum Registration Camp (ACRC)(E.O)</u> Village level/ Colony Level/Block Level in collaboration of NGO/Village Panchayat/Trade Union Association of Shramik Mitra: 1 Shramik Mitra per programme Target Group: Unorganized /Rural Workers Days – 2 days	2370	0.82950																												

	Age Group-of Beneficiaries- 16-65 years Number of workers/Participants – 70 Per program Expenditure- ₹3500/- Purpose: The objectives of the program are mainly two fold. Firstly the program would aim at delivering critical awareness and education regarding the employability, income, organization building, social capital formation, access to schemes and programs of Govt.; Secondly this program would serve as an interface between the Board and the workers in unorganized sector whereby needs and design for further intervention would be assessed. Theme of Coverage: I. Digital Literacy II. Financial Inclusion, III. Labour Code/ Social Security in U/O Sector, IV. Legal Aid Services for Workers V. Skill Eco-System & Benefits, VI. Self-Employment & Rural Entrepreneurship, VII. Workers' Organization. VIII. Awareness for Govt's flagship schemes, IX. Happiness and wellness in life, X. Occupational Health & Safety etc. XI. Domain Topics related to unorganized and rural sector workers. Category of worker to be targeted: 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 & Sanitation Workers 16. Ancillary Skill Sets (Mechanic, Plumber, Painting, Catering, Travels etc), 17. Prospective Workers, 18. Gig & Platform Workers, 19. Other Rural Worker, 20. Contractual Workers, 21. Tea Plantation Workers, 22. Tribal Workers, 23. Mining Workers		
7	<u>Awareness cum Registration Camp (ACRC)---(Shramik Mitra)</u> As per the decision of the 191st GB held on 18.03.2026, the following programs have been approved. Purpose: Objective of the program is to reach the last worker with basic information and awareness. Specifically ; - To create awareness on government schemes, labour rights, and social security provisions - To facilitate on-the-spot registration (e-Shram, welfare boards, etc.) - To promote digital literacy and financial inclusion - To link workers with skill development and livelihood opportunities - To strengthen grassroots facilitation through Shramik Mitra	8000	2.00000

	No of Shramik Mitras: 1 per programme Target Group: Unorganized /Rural Workers Days – 2 days Age Group-of Beneficiaries- 16-65 years Number of workers/Participants -70 Per program Expenditure- ₹ 2500/- Theme of Coverage: Various Social security schemes and registration therein/ Skilling and employability and skilling programs of Govt./basic health and occupational safety/basic financial and digital literacy and subjects related there with as may be identified by the Shramik Mitra in collaboration with controlling Education Officer.		
8	Shramik Chaupal (E.O) Target Group: Daily wage workers / Villagers who assemble at various places like Village Chaupal/Labour Colonies/ Labour Chowks/industrial clusters and constructions sites etc. Purpose: The program would aim at delivering critical awareness and education regarding the employability, income, organization building, social capital formation, access to schemes and programs of Govt.; further the program would aspire to connect the workers with skilling programs and e-Learning programs of the Board. Status: Non-Residential and near to Cluster, Villages and labour colonies. Batch Size: Approx 80-100 Age Group of Beneficiaries: 16-65 years Per program Expenditure- ₹1700/-	7110	1.20870
9	Shramik Chaupal - (Shramik Mitra) As per the decision of the 191st GB held on 18.03.2026, the following programs have been approved. Objective: Objective of the program is to reach the last worker with basic information regarding their income and employability, schemes of Govt.& enrolment in such schemes and guiding them to the Boards skilling, e-Learning program and other developmental initiatives. Modality: the program would be run by 2 Nos of Shramik Mitras together for a period of 3 hours. - To create awareness on government schemes, labour rights, and social security provisions - To promote digital literacy and financial inclusion - To link workers with skill development and livelihood opportunities - To strengthen grassroots facilitation through Shramik Mitra Target Group: Daily wage workers / Villagers who assemble at various places like Village Chaupal/Labour Colonies/ Labour Chowks/industrial clusters and constructions sites etc. Status: Non-Residential and near to Cluster, Villages and labour colonies. Batch Size: Approx 80-100	2700	0.40500

	Age Group of Beneficiaries: 16-65 years Per Program Expenditure: ₹ 1500/-		
10	'Employability and Proficiency Enhancement Program' (EPEP) Background: The 'Employability and proficiency Enhancement Programs' (EPEP) is a skill-based training imparted to the workers primarily from the unorganised sector performing certain unskilled/ manual work including retrenched workers. EPEP is primarily based on the ethos of Recognition of Prior Learning i.e. enabling the workers by recognising their existing job role-based skills and improvement thereof for their uplift both in terms of employability and income. Important factors of the redesigned EPEP is enumerated below: Purpose: the primary purpose for conducting EPEP is to enable the workers to participate production systems run by different industries. This initiative also focuses on building essential skill and proficiency to effectively operate an unorganized enterprise. EPEP aspires to built job role related proficiency of workers there by bringing about employability to the workers and ensure supply of skill manpower to industries. Duration: these programs are of different duration ranging from 12 hrs to 120 hrs, based on requirement of the particular sector of worker and needs of the concerned Industry. Typical program durations are 12 hrs/ 30 hrs/72hrs/90 hrs/120 hrs. Modality: the programs have been implemented with the participation of program implementing agencies, mainly PSUs, Govt. departments, Awarding Bodies of NCVET, Sector skill councils, institutes with definite domain expertise and eminence. Target Workers/Community: In tune with the target of workers education i.e. workers from formal and informal employment this intervention would also consider retrenched workers, job aspirants, in their working age group i.e. 16 to 49 years. Certification: After successful completion of the course each and every worker are assessed by an Awarding Body accredited by NCVET. Cost: Cost of the program is calculated on the basis of common cost norms as published by Ministry of Skill Development and Entrepreneurship, Govt. of India vide their Extraordinary Gazette Notification dated 23.02.2026. Average batch size is 40 workers on any particular job role and average cost per batch including assessment comes to ₹1,99,500/-. N.B: Total expenditure of ₹ 19.9500000 Cr. Is calculated	1000	19.95000

	considering an average expenditure of Rs. 199500/- per batch of 40 participants which is a weighted average of all batches of duration 12 hrs./ 30 hrs./ 72 hrs/ 90 hrs/ 120 hrs. Actual expenditure may vary based on the physical execution of programs but would be limited to the total budgeted expenditure.																														
11	Training of Trainers (Un-Org) – 3 days Per program expenditure- ₹ 8750/- for 3 days <table border="1"> <tr> <th colspan="3">Name of the Prog.: Training of Trainers</th><th>Sector: Unorg Duration: 3 days</th></tr> <tr> <th>Head</th><th>Unit cost</th><th>No of unit</th><th>ToT- Cost</th></tr> <tr> <td>Guest Talk</td><td>1000</td><td>3*</td><td>3000</td></tr> <tr> <td>Kit</td><td>100</td><td>20</td><td>2000</td></tr> <tr> <td>Misc.</td><td>NA</td><td>NA</td><td>1500</td></tr> <tr> <td>TA Bill</td><td>750</td><td>3</td><td>2250</td></tr> <tr> <td colspan="3">Total Rs.</td><td>8750/-</td></tr> </table> • Adopted from MTP(SGF) approved cost in 2025-26 MoU. a) Mode of conducting: These programs are to be conducted for the Shramik Mitras/ Trainers in the unorganized sector. Existing Shramik Mitras and new entrants would be train under this program. b) Participants Profile: Socially active individuals at least 12th pass having experience in working with social organizations/NGOs/ developmental organizations /Govt. programs c) Objectives of the program: To create sufficient number of trained peer Trainers to carry on Workers Education activities at village and community level on continuous basis, enable participants to effectively organize and conduct different training program for the unorganized sector workers.	Name of the Prog.: Training of Trainers			Sector: Unorg Duration: 3 days	Head	Unit cost	No of unit	ToT- Cost	Guest Talk	1000	3*	3000	Kit	100	20	2000	Misc.	NA	NA	1500	TA Bill	750	3	2250	Total Rs.			8750/-	316	0.27650
Name of the Prog.: Training of Trainers			Sector: Unorg Duration: 3 days																												
Head	Unit cost	No of unit	ToT- Cost																												
Guest Talk	1000	3*	3000																												
Kit	100	20	2000																												
Misc.	NA	NA	1500																												
TA Bill	750	3	2250																												
Total Rs.			8750/-																												
12	<u>Career Guidance and Job Market Orientation Programmes:</u> To organize informative and educational programmes in educational institutions, including universities, schools, vocational education or training institutions, distance learning universities and like other institutions on topics, namely - New age workplace and required skill set - Accessing Job market opportunities through self-management. - Presenting yourself through Curriculum Vitae - Communication skills and winning interviews - Essential Soft skills for a new age employee	316	0.04740																												

	Per program expenditure- ₹ 1500/- (TA/DA for visiting officer)		
13	Sectoral based Programmes : Sectoral based programs are unstructured developmental interventions designed to be implemented in collaboration with social sector organizations, trade unions, workers organizations through mobilization of resources from the society itself. Objectives: The purpose of sectoral program is to bridge the identified developmental gaps existing in the target worker community through sustained and participative interventions with the involvement of the community of workers. Duration : to be decided collectively by the stake holders. No. of Participants : 40 (maximum) Target group: Unorganized sector workers. This programme can be conducted to cater the Sector Specific needs. Per program expenditure- ₹10000/-	158	0.15800
	Total Unorganized (B)	21970	24.87510
	Total A + B	23483	25.44020

Training expenditure management plan:

The total expenditure of **Rs. 25.44 Crore** towards training programmes is proposed to be met as under:

C	Expenditure pertaining to training programmes indicated at Sl. No. A (3 & 4) and B (6 & 8) , shall be met from internal sources (SGF) .	2.32655
	The remaining training programme expenditure shall be met from Grants-in-Aid (General) for the financial year 2026-27. {(A+B)-C}	23.11365
	TOTAL	25.44020

(C) ASSOCIATED

14	Expenditure towards pension, retirement benefit, CEA, medical reimbursement, T. A, LTC & Office expanses etc of 50 Regional Offices, IIWE & HO	42.88635
15	Grant-In-Aids Salaries	42.37000
16	Grants for creation of capital assets	0.75000
	Total Associated (C)	86.06350
	Grand Total (A)+(B)+(C)	109.12000

Details of expenditure to be met from internal resources (SGF) in 2026-27

Sl. No.	Expenditure particulars	Rs. In Crores
01	4% Employees contribution towards NPS	0.34800
02	Printing and Publishing for training materials	0.30000

03	Office Expenses	0.53400
04	Content Design and Development with LMS	0.85000
05	Training program related expenditure (Organized & Unorganized sector programs)	2.32655
Total		4.35855

VI. BUDGET ESTIMATE FOR FINANCIAL YEAR 2026-27 AS APPROVED BY THE MINISTRY

Component	Grants-in-Aid Rs. in Crores
Grants -in- Aid/General	66.00000
Grants-in-Aid Salary	42.37000
Grants for creation of capital assets	0.75000
	109.12000

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 13th 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. This 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 182nd 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 31st 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 29th 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 2026-27, i.e. up to 31-03-2027. 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 Dattopant Thengadi 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 : 12 May 2026
Venue : New Delhi

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

Mahendra K.

Dr. Mahendra Kumar
Joint Secretary
Ministry of Labour & Employment
Government of India

Date : 12/5/2026
Venue : New Delhi