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**DEPARTMENT OF MANAGEMENT STUDIES** 

**COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE** 

**II YEAR /III SEMESTER** 

**Unit III – LABOUR WELFARE** 

**Topic 3: Education and Training Schemes** 



#### **CENTRAL BOARD FOR WORKERS EDUCATION**

- Under this Act every employer should provide educational facilities.
- The Central Board of Workers' Education (CBWE) was established on 16 September 1958 & registered under Societies Registration Act XXI of 1860.
- The board is tripartite in character Central Organisations of workers, employers, Central/State Government and Educational Institutions.
- Head quarters at Nagpur with a network of 49 Regional Directorates and 9 sub-regional directorates.
- The board carries out its activities at three levels, national, regional & unit



#### **INDIAN INSTITUTE OF WORKERS' EDUCATION**

CBWE's apex training Institute established in March 1970.

- Motto : to provide education to the workers and conducting national level training programmes
- to develop stronger and more responsible trade unions
- To promote the growth of democratic process in trade union organisation & administration
- To equip organised labour to take its place in a democratic society &
- To inculcate in them the spirit of commonality of interests.



### OBJECTIVES OF CBWE

- Strengthen among all section of working class.
- Equip all sections of workers including rural & women workers.
- Develop understanding of the problems of labour social and economic environment.
- Develop the capacity to meet the challenges of the country from time to time.
- $\succ$  Empower workers as employees of the organisation.
- $\succ$  To meet the needs of workers.



#### **OBJECTIVE OF WORKERS' EDUCATION**

- To foster workers' loyalty towards the union and imparting the necessary training to them for intelligent and efficient participation in union activities.
- Develop worker for good and respectable civic life
- Promote among workers a greater understanding of the problem of the country's economic environment.
- Develop trade union leadership
- ➤ Familiarise the workers with capitalist culture
- Better understanding of employee's duties & responsibilities.
- ➤ To realise the purpose of human life and raise to higher achievements
- Equip organised labour



#### THREE LEVELS OF WORKERS EDUCATION

#### THE NATIONAL LEVEL:

- 8 one week advanced training programme on Leadership Development" for 184 activists belonging to INTUC, HMS, HMKP, BMS
- One-week advanced training programme on Productivity and Total Quality Approach for 23 activists of Central Trade Union Organisations.



#### **REGIONAL LEVEL**

- ➢ Worker Teacher Training Course
- Refresher Courses for worker teachers
- Joint educational programmes
- Self-generation of funds
- ➤ Need-based programmes.

#### UNIT LEVEL

- Unit Level Classes
- Need-Based Social Programmes
- ➢ Joint Education Programmes.



#### SPECIAL CATEGORY PROGRAMMES

- Programme for women welfare
- Programme for unorganised labour
- Programme for rural workers
- Functional Adult Literacy Programme
- Training for workers of weaker sections
- Leadership for development course
  - EVALUATION OF THE SCHEME CBWE REVIEW COMMITTEE



#### TRAINING PROGRAMMES – HISTORICAL PERSPECTIVE

- ▶ 29 types of training programmes for the workers of organized, unorganized and rural sectors at the national, regional, unit and village level.
- > AIM: to facilitate empowerment process amongst workers.
- The DGE&T (Directorate General of Employment & Training) under the MoL is the apex body for the national level training programmes
- Craftsmen's Training Programme, Craft Instructor's Training, Advanced Vocational Training, Foreman's training, Apprenticeship training scheme, women vocational training programme.



#### TRAINING PROGRAMME FOR ORGANISED SECTOR

- Training of trainers: 45 days
- Personality development programme:2days
- Joint education programme
- Need-based seminar:2days
- Self-generation of funds programme:1-3days
- Plant-level seminar
- Unit-level classes and quality of life programme.



Course coverage

Leadership development, industrial health, safety and environment, industrial relations and trade unionism, and library management.

Special programmes

Besides regular programmes, special programmes on topic such as HIV/AIDS, Human rights, National Integrity and Communal Harmony etc.

Financial support

The board provides grants-in-aid to registered trade unions and other institutions for conducting their own Workers Education Programmes.

### SUGGESTIONS & RECOMMENDATIONS FOR BETTER IMPLEMENTATION OF THE WORKERS' EDUCATION SCHEME

- More publicity
- Well-planned study tours
- Responsibility of the trade unions
- Simplified training course material
- Diversified short-term training programmes
- Best suited quantitative approach
- Status quo
- Selection of desirable workers for workerteachers training courses



#### CONTD...

- Implementation of training programme with due care of trade union.
- Preparation of the literatures in English as well as in the regional languages.
- Adequate number of experts
- Constitution of employee training cells at the respective levels.
- Collaboration with educational institutions.



#### TRAINING SCHEMES OF DGET

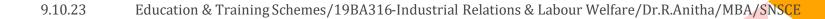
- <u>Craftsmen's training programme</u> ITIs, National Council for Vocational Training.
- <u>Craft instructor's training</u> 6 training institutes located at Mumbai, Calcutta, HYB, Kanpur, Ludhiana and Chennai.
- Advanced vocational training- 6ATIs & 16 ITIs with the help of UNDP/ILO.
- Foreman's training 2 Institutes, one at Bangalore and another at Jamshedpur(1968).
- Apprenticeship training scheme- Under Apprentice Act 1961
- Part-time training for industrial workers introduced in 1958, conducted at Central Training Institute of Madras, 5ATIs and various ITIs.
- Vocational training programme for women spl project by Government with the assistance of Swedish International Development Authority (SIDA) and implemented through ILO.



## RECAP

## **QUESTIONS???**

# **THANK YOU**



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