



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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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.
- Empower workers as employees of the organisation.
- 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: 2 days
- Joint education programme
- Need-based seminar: 2 days
- Self-generation of funds programme: 1-3 days
- 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 worker-teachers 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

- Craftsmen's training programme – ITIs, National Council for Vocational Training.
- Craft instructor's training – 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