



ROLE OF CENTRAL BOARD FOR WORKERS EDUCATION IN EMPOWERMENT OF ORGANIZED AND UNORGANIZED SECTOR WORKERS

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Abstract

Training and Education of human resources has evoked a great deal of interest in recent years. Workers training and education attempts to improve skills or add to the existing level of knowledge so that the employees are better equipped to do their present job or to prepare them for a higher position with increased responsibilities in the organization. Central Board for Workers Education (CBWE) plays an important role in training and education of employees in organized and unorganized sector. Through the present study article an attempt has been made to focus on the historical background of CBWE, its functions, vision towards workers education and various training education programmes conducted by (CBWE)

Key words – Central Board for Workers Education, Role, Empowerment, Organized/unorganized sectors



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I) Introduction – Training and education process is a systematic process of changing the behavior, knowledge and attitudes of workers to improve the match between worker's characteristics and requirement of employments. In the today's globalization era radical changes, organizations are striving and to maintain a viable and knowledgeable workers. Obviously their training and development has become not only an activity that is desirable but also an activity that an organization must commit resources to. Continuous growth and development of employees makes an organization viable and it adapts itself to changing organizational environment. In the area of HRD organizations can continuously develop the employees so that they become competent managers and competent workers or employees; and are committed to the organizational goals. With growing significance of workers training has been significant increase in budgets for training and education programmes. Training and education programmes are supposed to bring about change in the behavior of workers (organized and unorganized sectors) so as to enable them to meet the current and future requirements of their tasks and roles in their organizations. Therefore, training and education is concerned with the teaching/learning process which carried on for the basic purpose of

enabling the workers to acquire and apply the knowledge, skills, abilities and attitudes needed by the organization.

Today, majority of the business organizations, multinational industrial organizations and even small and medium scale industries etc. are utilizing the services of central Board for workers Education, its education scheme for achieving their objectives and goals. The changing Indian industrial scenario has brought many challenges for industrial organizations and forcing them to reduce cost and improve quality of its products and services. This is possible only with attitudinal change and awareness about new work culture among the workers . Central Board for Workers Education (CBWE) is conducting long term and short term training and education programmes in this context. The CBWE deserves appreciation, having educated over ten million workers during the last more than fifty years of its existence. Considering the total population of the country and the strength of labour force, this may not be much but it is expected that this will have a multiplier effect and those who are educated under the various training and education schemes of CBWE, will turn educate to others so that many more persons can have the benefit of training and education programmes conducting by CBWE.

II) Historical Background of CBWE – The Central Board for workers Education was established in 1958 under the Ministry of Labour and Employment, Government of India. Recently CBWE is renamed as Dattopant Thengadi National Board for Workers Education and Development. It is a supplementary-complementary service institution to materializing the nation’s dream of educating and developing the knowledge, skills and mindset of the labours working in organized and unorganized sector, and also in rural sectors. With all its initiatives and innovations, the CBWE soon came to occupy a prominent and prestigious place in the field of worker-orientated development.

The Indian Labour Conference in its 15th session held in 1957, recommended for the establishment of Central Board for Workers’ Education, with intention to provide instructions, to understand the purpose, functions and administration of Trade Unions and the conduct of union management relations. Consequently, the Central Board for workers Education was came in to existence; and the objectives of the Board have since been enlarged sizeable. The Board was constituted and registered as a tripartite body under the Societies Registration Act 1860.

III) Organizational set up of CBWE –The Headquarter of the Board is located in Nagpur. Today Board has at present fifty Regional directorates and nine Sub-Regional Directorates in India. They organize activities pertaining to the workers' education at regional, at organizational level and also at rural level. There are six zonal offices located in Mumbai, Delhi, Kolkata, Chennai, Guwahati and Bhopal; to monitor and supervise the educational activities of the regional directors in their respective zones.

The Indian Institute of Workers Education (IIWE) was established in 1970 by the Board at Mumbai. This institute conducts national level programmes for the nominees of the Central Trade Union organizations and Federations. This institute also conducts pre-employment course for education officers, refresher and reorientation courses for regional directors and education officers.

IV) Functions of CBWE – 1) The Board is engaged in strengthening among all sections of working class, including rural workers - a series of patriotism, national integrity, unity amity, communal harmony, secularism and pride in being and Indian. 2) The Board is trying to equip all sections of workers, including rural workers and women workers for their intelligent participation in socio-economic development of the country. 3) The Board is also engaged in developing amongst workers a greater understanding of the problems of their social and economic environment, their responsibilities towards family members and their rights, obligations as a citizens as a workers in industry and as member/officials of their trade union. 4) Board is always attempting to develop capacity in the workers pertaining to meet the challenges of the country from time to time to time. 5) Board is also trying to develop strong, united, responsible trade unions and to strengthen democratic processes and traditions in the trade union movement through more enlightened members and better trained officials. 6) Empowering the workers as employees of the organization, developing sense of belongingness towards organization with a view to maintain amicable industrial relations and industrial peace etc. are the major important functions of the Board. 7) Board is always helping workers to meet the needs of workers to have access the way for acquiring the continuous upgradation of knowledge and skills which is necessary for them to find and be in job.

Through the analysis of various functions of CBWE it is observed that, CBWE have a very dynamic role in the empowerment of organized and unorganized workers.

V) Role of CBWE in Empowerment of organized and unorganized workers – Board have a very important and dynamic role in empowering the workers and national development and its rebuilding process. In the wake of new industrial economic policies of Indian Government, where the concepts like globalization, privatization, globalization competitiveness, quality etc. have got importance the Board also rose to the occasion as the resultant industrial scenario has called for realistic approach, positive attitudes, joint endeavor with dedication and commitment on the part of workers, trade unions and managements. With a view to cope with the changing scenario, Board is playing an important role in enhancing the capacity of workers to take action to achieve competence through alertness for product quality, effort for cost control and reduction, improvement of workers efficiency etc. Board is playing an important role in enhancing hidden and untapped talents and skills of the workers. There is an important role of Board in changing attitude and mind sets of workers to look at alternative for better possibilities to achieve more meaningful result to the goals and objectives of the organization. Apart from this, through the training and education programmes board is always engaged in upgrading knowledge and skills of workforce which meets the challenges in discipline and functions the workers are performing today and also those they are likely to be involved in future. Through the education and training programmes Board is trying to make transformation in the work culture by changing workers' habits and group behavior towards values like openness, conformation, trust, authenticity production, authority, collaboration and experimentation. Board is performing major role in giving inputs in “thinking,” which is the nucleus of creativity and improve creativity by eliminating bad habits, improving work environment and also induced workers to become active for collaboration rather than confrontation to solve the organizational issues problems and other grievances at shop floor level. Apart from this, Board is always trying to improve awareness for better productivity by establishing quality circles and providing suggestions for the improvement of quality, reduction of cost, control of waste, simplification of process etc. Board is performing a great role in activating the workers for developing participative culture by involving them in various participative forums like shop floor level meetings, discussion on the matters such as safety, sharing of information etc. Board induced workers to cooperate for smooth running of organization and also dedicated and committed efforts during abnormalities and emergencies.

The major aim of the Board is to produce considerably large number of educated enlightened, honest labour unions and trade union activists who play a great role in mass awareness amongst the workers for their dedicated and committed effort for the expansion and technological upliftment.

VI) Various / Programmes of CBWE - Board's Training and Education programmes covers organized workers, unorganized workers, rural and informal sector workers through the regional and sub-regional centers. The following programmes are organized and conducted by the Regional Directorate, Pune

- i) **Programmes for organized workers** – It includes trainers training programme, refresher courses for trainers, personality development programmes, joint educational programmes , programmes for self-generation of funds, need based seminars and training programmes on quality of life etc.
- ii) **Programmes for unorganized workers** –It includes women workers empowerment programme , Labour Welfare and Development Programme, Programme for unorganized sector workers , Empowerment programme for SC & ST workers , training programmes for child labour and their parents, programmes on Quality of Life etc.
- iii) **Programmes for Rural workers** – It includes Rural awareness programmes ,Village/Block and District level MGNREGA awareness programmes, Empowerment camp for Rural Labours , Retraining for Rural Workers etc.

VII) Conclusion – Since its inception, the CBWE is playing a vital role in educating the workers from all sectors. By providing proper education and training to the workers, the Regional Directorate ,Pune of CBWE could succeed in inculcating work ethic among the workers. The education and training programmes conducted by Regional Directorate, Pune make the workers belonging to all the sectors enlightened about their rights and acts against their exploitation by all vested interests and also make them aware about their duties towards organization, society and family. It also enables them to adjust to the changing globalized world.

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