

No.177/A/62
May 24, 1962

The Director,
Central Board for Workers Education,
Nagpur

Sub: Grant-in-aid

Dear Sir,

We acknowledge with thanks receipt of
your letter No.WE.20(2)/3505 dated 22nd May 1962
and the duplicate copy of the agreement on
grant-in-aid.

Yours faithfully,

ng.

(K.G.Sriwastava)
Secretary

TELEGRAM 'LABCATION'

Registered

DIRECTOR : 3313
LY. DIRECTOR : 3938
OFFICE : 3314



GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

CENTRAL BOARD FOR WORKERS' EDUCATION

Shri N. N. Chatterjee,

Chairman, ~~SECRETARY~~
Jt. Secretary to the Govt. of India
Ministry of Labour & Employment

A. I. T. U. C.
Received... 25.5.62
Replied.....

200, INSTITUTE ROAD
DHARAMPETH EXTENSION
NAGPUR.

Ref. NE.20(2)/ 3505

Date 22nd May, 1962.

From

Dr. M. A. Chansarkar,
Director.

To

Shri K. G. Srivastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

Sub: Grant-in-aid.

Sir,

Kindly refer to your letter No. 177/A/62 dated 8th May, 1962 on the subject noted above.

The duplicate of the agreement duly signed by me is returned herewith. Please acknowledge receipt.

Yours faithfully,

M. A. Chansarkar

Encl: 2/11/62

(M. A. Chansarkar) 12.5.
Director.

Gkv/

Rs 12500/-

THIS AGREEMENT made this THIRTIETH day of MARCH, One thousand nine hundred and sixtytwo BETWEEN Central Board for Workers' Education, a Society registered under the Societies Registration Act, 1860 (XXI of 1860) (hereinafter called the "GRANTOR") of the one part, and the All-India Trade Union Congress, 4 Ashok Road, New Delhi (hereinafter called the "GRANTEE") of the other part.

WHEREAS the grantor makes payment of grants-in-aid to trade unions and other institutions for conducting Workers' Education programmes embracing industrial workers or trade union officials in the industrial field.

AND WHEREAS the grantor makes grants of two kinds, namely, (a) Maintenance grants intended to meet the operating expenses including "hostel expenses", if any, and (b) Equipment grants to meet expenditure on furniture, library, audio-visual and other teaching aids.

AND WHEREAS the grantee has applied for a grant for the purpose of establishing the N.M.Joshi Memorial School of Trade Unions.

AND WHEREAS the grantor being satisfied that the grant applied for by the grantee will be helpful in implementing the grantor's scheme for giving an impetus to Workers' Education programmes has consented to grant, for the purposes mentioned above and on terms and conditions hereinafter stated, a grant not exceeding fifty per cent of the total expenditure, excluding capital expenditure on buildings etc. or the sum of Rs.10,000/- (Rupees ten thousand only) whichever is less.

seventy five

AND WHEREAS the grantor has required the grantee to enter into an agreement with the grantor as hereinafter contained.

NOW THIS AGREEMENT WITNESSETH AND IT IS HEREBY AGREED AND DECLARED by and between the parties hereto as follows:

(1) This agreement shall, unless terminated earlier as hereinafter provided, remain in force for a period of one year, but is renewable at the option of the grantor at the end of the said period of one year.

(2) The grant made hereunder shall be valid for a period of one year but the grant may be renewed after the expiry of the period of one year.

(3) In the case of a trade union, the local union should ordinarily be in immediate charge of the operation of the programme in the locality: Provided that this will not stand in the way of a national or regional federation operating the programme at its headquarters or organising countrywide or regionwide programmes, but even so their respective local affiliates should be allotted effective roles in the operation of the programmes.

(4) The payment of the grant of Rs.10,000/- shall be made in such instalments as the grantor deems fit and proper, subject, however, to the condition that the grantor may at any time by giving a month's notice suspend or discontinue the payment of any instalment.

(5) The first payment which shall go into the imprest account shall be made as soon as the grant is sanctioned. This shall be equivalent to twentyfive per cent of the expenditure sanctioned for the first year unless the grantor directs otherwise. The second and subsequent instalments shall be issued on receipt from the grantee of the quarterly progress report of work and statement of actual expenditure incurred as well as the statement of ~~actual expenditure incurred on work as the statement~~ of expenditure likely to be incurred in the second and subsequent quarters. Any amount lying unspent from one instalment shall be deducted from the next instalment. Ten per cent of the total grant-in-aid shall be withheld till the grantor receives the final audited statement of accounts for the total expenditure incurred from the grant. Final payment of the last instalment shall be made only after the receipt of the final audited statement of accounts.

(6) The grantee shall constitute a Sub-Committee of not less than three members consisting of its President or Chief Executive Officer and such other officers of its Executive Committee as it may consider fit to administer the grant. The members of the Sub-Committee shall be jointly and severally responsible for the proper utilisation of the grant. The grantor shall have the right to depute a representative to attend any meeting of the Sub-Committee.

(7) The programmes undertaken by the grantee shall conform, as far as possible, to the standards and curriculum and syllabus laid down by the grantor for the programmes directly administered by it. These shall be subject to the approval of the grantor and the education programmes undertaken shall be on a purely objective basis.

(8) In connection with programmes undertaken by the grantee, which correspond to the Worker-Teacher Training Course conducted by the grantor at the regional centres, the instructors shall be persons who have successfully completed the training course for Teacher-Administrators held by the grantor.

T. B. Vittal Rao

Director and Ex-officio

(9) The grantee shall furnish to the Secretary of the grantor at the commencement of every quarter a progress report of work and a statement of actual expenditure incurred as well as a statement of expenditure likely to be incurred in the second and subsequent quarters. The accounts and vouchers shall be open to inspection by a nominee of the grantor in the premises of the grantee.

Director and Ex-officio

(10) The grantee shall furnish regularly in advance to such authority as the Secretary of the grantor may direct copies of the time-table of lectures, practicals, etc.

(11) The grantee shall afford every facility to the officers of the grantor for inspecting the working of the programme, including access to premises, records, registers, documents, etc., and furnish to them all the information that they may require in regard to the contents of the programme, the method of education and on all other matters connected with the operation of the programme.

(12) The grantee shall be liable to refund to the grantor any portion of the grant which remains unspent at the conclusion of the year or which has been expended on purposes extraneous to the scope of the grant. The decision of the grantor whether or not a particular item of expenditure falls within the scope of the grant shall be final. But the grantor shall, before coming to a decision adverse to the grantee, give the grantee all reasonable opportunity to show cause against the action proposed to be taken by the grantor.

(13) If the grantee shall commit any breach in the observance and performance of any of the terms and conditions herein contained and on its part to be observed and performed, then the whole amount of the grant shall forthwith become repayable to the grantor; provided that the grantor shall, before coming to a decision adverse to the grantee, give him all reasonable opportunity to show cause against it.

(14) Notwithstanding anything herein contained to the contrary, the grantor shall at all times have the absolute discretion to refuse to pay any further instalment of the grant at any time if the grantor is dissatisfied with the progress of the programme and the grantee shall, forthwith, if called upon by the grantor so to do, refund to the grantor all sums of money granted up to that date; provided that the grantor shall, before coming to a decision adverse to the grantee, give him all reasonable opportunity to show cause against it.

(15) The grantor reserves the right to have on its own initiative, the accounts of the grantee audited by any agency if and when the occasion demands it, so as to satisfy itself generally regarding the manner in which the affairs of the grantee are being managed.

(16) The accounts of the grantee for the period for which the grant is given shall be audited by a registered firm of auditors.

-13. Initial Rec

(17) If the programme for which the grant is made is not commenced for more than six months after the date of sanction of the grant, the grant shall be considered as withdrawn unless approval of the grantor was specifically obtained for the postponement.

(18) The grantor may at any time by notice in writing forthwith terminate the agreement in the event of the grantee being wound up or dissolved.

IN WITNESS WHEREOF the parties hereto have executed these presents the day and the year first above-written.

Signed by:

T. B. Vittal Rao

(T. B. Vittal Rao)
son of T. D. Balakrishna
Treasurer,

All-India Trade Union Congress,
4 Ashok Road, New Delhi

New Delhi,
30th March 1962

Witness:

Signed by:

M. A. Chansarkar

(M. A. Chansarkar)
Director,
Central Board for Workers' Education,
NAGPUR.

Witness:

B. N. K. K.

ACCOUNTANT,
Central Board for Workers' Education,
NAGPUR.

From

New Delhi,
November 12, 1959.

General Secretary,
All-India Trade Union Congress,
4-Ashoka Road,
New Delhi.

To

The Secretary,
Central Board for Workers' Education,
Nagpur.

Sub: APPLICATION FOR GRANT-IN-AIR FOR
TRADE UNION SCHOOLS SPONSORED BY
THE A.I.T.U.C. AND CONDUCTED
THROUGH N.M.JOSHI MEMORIAL SCHOOL
OF TRADE UNIONS TRUSTS AT BOMBAY
AND NEW DELHI.

Dear Sir,

With the rapid growth of the trade union movement, bringing the hundreds of thousands of unorganised into organised activity, the need for imparting trade union and general education to the active cadres and workers has been keenly felt for a long time now. The organisation of such educational activity has received active consideration in the last five years particularly, and in 1953, the AITUC organised a Central Trade Union School in Nagpur, where 75 leading trade union functionaries participated in a three-week training programme. The trained cadres, in turn, despite their pressing official work in their own trade unions, did help organise a network of smaller schools in the different industrial centres. Side by side, the publication of educational material was also taken in hand, and, in the "T.U. Publications" series, ten titles were brought out on different industrial and trade union problems.

In the last few years, the State Committees of the AITUC and leading industrial unions have organised trade union schools, mostly on a local level. All these efforts, however, remained sporadic and hence the Working Committee of the AITUC at its session in September 1957, in Delhi, resolved on a course of action designed to coordinate in greater measure, the activities of the unions and the Central organisation on a rational and practical basis. The Committee planned for the establishment of the "N.M.Joshi Memorial School of Trade Unions".

The resolution of the Working Committee of the AITUC stated:

"In view of the urgent necessity to institute organised workers education, the Working Committee of the AITUC decides that a permanent Central School of Trade Unions be established. It will train teachers for TU schools and also arrange TU schools for workers in various States. The Working Committee authorises the General Secretary to take all necessary steps to organise and establish such a School.

"The Working Committee of the AITUC decides that a fitting memorial should be raised to the late Comrade N.M.Joshi, one of the veteran founders of the trade union movement in India and so decides that the proposed Central School be named 'THE N.M. JOSHI MEMORIAL SCHOOL OF TRADE UNIONS'.

"The General Secretary will consult the Secretaries of the State TUCs in order to organise the syllabus and outline of education, taking note of the scheme evolved by the Workers' Education Committee of the Government of India".

The Working Committee also appointed a sub-committee to prepare a syllabus for the School. After one year of extensive study, the sub-Committee prepared a syllabus with exhaustive notes on every lecture to be delivered in the School. In this connection, the AITUC also took advantage of the Government's training programme for teacher-administrators under the Workers' Education Scheme. Four nominees of the AITUC have undergone the training and one of them is working whole time with the Central Office for the preparatory work necessary for the establishment of the N.M. Joshi Memorial School.

The organisation of the School will be broadly on the following lines.

- 1) Establishment of the Central School and its Offices. There will be two centres of the Central school for training teachers and leading cadres every year. One will be in New Delhi and one in Bombay. This may later on be extended to four centres, one in Calcutta and one in Madras State (Coimbatore).
- 2) Organisation of ten Regional School in a year.
- 3) Organisation of a Library and Research Centre at the Central School.
- 4) Publication of books, pamphlets, periodicals etc.
- 5) Aiding affiliated unions to run education campaigns and coordinating such efforts at local and industrial levels:-

The Central Schools will hold two sessions every year to train 70 teachers who will in turn be utilised for organising the ten regional schools.

In the organisation of the Central and Regional School cooperation of the officials of the Labour Department, University professors and lawyers who could give expert instruction on different subjects will be solicited. Facilities offered by Government under the Workers' Education Scheme, such as organising Film shows, exhibitions, industrial tours, etc., will also be utilised.

Each Regional School will have a minimum complement of 25 students and will impart education in the regional language. The regional schools will be of two weeks' duration to begin with 250 trained cadres will thus be available every year.

With the help of the trained cadres, the AITUC expects that the affiliated unions will be better equipped to strengthen the organisation of the unions and improve day-to-day functioning as well as take up campaigns for imparting education to the general mass of workers on a scientific basis.

The Central as well as Regional School will admit members not only of unions affiliated to the AITUC but also of any other union which may like to benefit from our Schools.

The Schools would also seek to undertake extensive research and survey projects in the field of labour economics and trade unionism. This would make available specific data on different issues confronting the workers in our country.

It is also proposed to have research Centres in Publication Departments attached to the Central Schools. Publications should be made available in all major languages in our country. The Research Centres will also publish cyclostyled monographs which will help teachers in conducting classes.

The AITUC thinks that educational activity of the trade unions should be sponsored under an independent institution which, while acting under its advice, should become an organisation of its own for the specific purpose in view. Therefore, it has taken steps to give two branches of the Central School at New Delhi and at Bombay, the form of Trusts, named as N.M.Joshi Memorial School of Trade Unions Trust, New Delhi and N.M.Joshi Memorial School of Trade Unions Trust, Bombay.

The Trust at Bombay has assets worth about Rs.90,000/- which consist of land bought for construction of building for the School measuring about 1200 sq. yds., and four flats at various places in the City with a space of about 2200 sq. ft., which are enough to provide residence for 30 students and a lecture hall, equipped with a small library and necessary furniture. For current expenses the Trust has promises of donations of about Rs.10,000/-. The Trust property is all acquired by means of donations for the activities of the School.

The Trust at New Delhi has assets of about Rs.30,000/- which have not yet been invested in acquiring accommodation for the School and about Rs.10,000/- in other assets such as library, furniture, office equipment, etc. The investment of the former amount is proposed to be done very soon.

Copies of the Trust Deeds will be forwarded as soon as they are registered.

As stated above, both these Trusts, though independent as Trusts, are sponsored and guided by the AITUC and nominees of donors if any.

The AITUC has decided that the first sessions of the Central Schools should commence at the end of this year and continue for the whole of the next year. For this purpose, we envisage expenditure of about Rs.1,46,000, some particulars of which, on the basis of approximate data, are being appended herewith.

It will be seen from this that while the AITUC has made serious efforts to give a stable character to its scheme and has already acquired assets and entered into liabilities worth about Rs.1,40,000/- the running of the two Central Schools and the Regional Schools as shown in the Scheme attached, would not be possible without considerable help for recurring expenditure. Hence the AITUC would like the Government to consider a grant-in-aid of Rs.50,000/- (Rs.Fiftythousand only) for one year, for our Scheme. The money may be sanctioned as for the two Trusts directly or may be passed through the AITUC.

Yours faithfully,

(Sd/-)

S. A. DANGE. M.P.,

PROVISIONAL ESTIMATE OF EXPENDITURE
ANNUALLY ON TRADE UNION SCHOOLS

<u>I. CENTRAL OFFICES OF THE SCHOOLS</u>		
Salaries - 2 Directors	- Rs.800.00	
2 Dy.Directors	600.00	
2 Typist-clerks	300.00	
2 Librarians	300.00	
2 Peons	<u>200.00</u>	2200.00
Stationery, postage and other office expenses		<u>1500.00</u>
Total Per month	...	<u>3700.00</u>
ANNUAL EXPENSES	...	44,000.00
<u>II. EXPENSES FOR HOLDING TWO SESSIONS OF THE CENTRAL SCHOOLS IN A YEAR:</u>		
T.A. for lecturers	6000.00	
T.A. for students	5000.00	
Allowances to lecturers	3000.00	
Boarding & Lodging	4000.00	
Miscellaneous	<u>1000.00</u>	19,000.00
<u>III. EXPENSES FOR HOLDING REGIONAL SCHOOLS</u>		
T.A. for trainees	1500.00	
Honorarium & TA for lecturers	1200.00	
Boarding & Lodging	2000.00	
Miscellaneous	<u>300.00</u>	5000.00
Expenditure per school		5000.00
EXPENSES ON TEN REGIONAL SCHOOLS	...	50,000.00
<u>IV. LIBRARY</u>		
Cost of periodicals, including filing and binding	4000.00	
Cost of books	10000.00	
General Maintenance	<u>1000.00</u>	15,000.00
<u>V. PUBLICATION-S</u>		
		15,000.00
<u>VI. RECURRING CAPITAL EXPENDITURE</u>		
		<u>5,000.00</u>
	Rs.	<u>1,46,000.00</u>
		=====

286-3

New Delhi
November 12, 1959

From General Secretary,
All-India Trade Union Congress,
4 Ashok Road,
New Delhi

To The Secretary,
Central Board for Workers' Education,
Nagpur.

Sub: APPLICATION FOR GRANT-IN-AID FOR TRADE UNION
SCHOOLS SPONSORED BY THE A.I.T.U.C. AND
CONDUCTED THROUGH N.M.JOSHI MEMORIAL SCHOOL
OF TRADE UNIONS TRUSTS AT BOMBAY AND NEW DELHI

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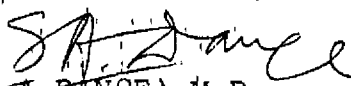
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Yours faithfully,


(S. A. DANGE), M.P.,
General Secretary

Encl:

PROVISIONAL ESTIMATE OF EXPENDITURE
ANNUALLY ON TRADE UNION SCHOOLS

I. CENTRAL OFFICES OF THE SCHOOLS

Salaries - 2 Directors	- Rs. 800.00	
2 Dy. Directors	600.00	
2 Typist-clerks	300.00	
2 Librarians	300.00	
2 Peons	200.00	
	-----	2200.00
Stationery, postage and other office expenses		1500.00

Total per month		3700.00
ANNUAL EXPENSES	...	44,000.00

II. EXPENSES FOR HOLDING TWO SESSIONS OF THE CENTRAL SCHOOLS IN A YEAR:

T.A. for lecturers	6000.00	
T.A. for students	5000.00	
Allowances to lecturers	3000.00	
Boarding & Lodging	4000.00	
Miscellaneous	1000.00	
	-----	19,000.00

III. EXPENSES FOR HOLDING REGIONAL SCHOOLS

T.A. for trainees	1500.00	
Honorarium & TA for lecturers	1200.00	
Boarding & Lodging	2000.00	
Miscellaneous	300.00	
	-----	5000.00
EXPENSES ON TEN REGIONAL SCHOOLS	...	50,000.00

IV. LIBRARY

Cost of periodicals, including filling and binding	4000.00	
Cost of books	10000.00	
General Maintenance	1000.00	
	-----	15,000.00

V. PUBLICATIONS

15,000.00

VI. RECURRING CAPITAL EXPENDITURE

5,000.00

Rs. 1,46,000.00

एन०एम०जी०सी स्कूल आफ ट्रेड यूनिवर्स, राणापगांव ।

विद्यार्थियों के लिये सुवना-पत्र

इस स्कूल की सफलता मुख्य रूप से आपके शारीरिक सहयोग पर निर्भर करती है। इसलिये निम्नलिखित नियमों का पालन अनिवार्य रूप से करना आवश्यक कर्तव्य होगा।

(१) कक्षाएँ नियमित रूप से गांधी सांस्कृतिक भवन में नीचे लिखे कार्यक्रम अनुसार लगा करेंगी ।

दिनांक १२ जून से १७ जून ६२ तक प्रतिदिन

सुबह ८-३० से १०-३० तक

दोपहर १-०० से ३-०० तक

शाम ८-१५ से ९-१५ तक

आपको कक्षा के लिये निश्चित समय से १० मिनट पूर्व पहुंच जाना चाहिये। कक्षा आरम्भ होने के बाद प्रवेश नहीं मिलेगा। आवश्यक कारणों से देर से आने के लिये पूर्व अनुमति प्राप्त कर लेनी चाहिये।

(२) अत्यंत आवश्यक कारण बिना कक्षा से बाहर नहीं जाना चाहिये। कक्षा में बार बार हलचल होने से अध्यापक एवं विद्यार्थियों का ध्यान भंग होता है।

(३) कक्षा में शांति बनाये रखना चाहिये। धूमपान पानखाला एवं आपस की बातचीत नहीं होनी चाहिये।

(४) जब अध्यापक भाषण दे रहे हैं बीच में खड़े होकर कोई भी प्रश्न न पूछें, बल्कि भाषण में नोट्स एवं तत्संबंधी आपकी समस्याएँ लिखकर रखिये। भाषण समाप्त होने पर आपकी समस्याएँ रखते का उचित अवसर दिया जायेगा। आवश्यक होगा कि एक बार में एक ही और सारांशपूर्ण प्रश्न पूछा जाय। आपको अपनी समस्याएँ पूछने में फिकर करना नहीं चाहिये क्योंकि आपके प्रश्न दूसरों के भी काम के होते हैं।

(५) नोट्स लेने के लिये एक कापी या नोटबुक अपने साथ जरूर लाइयें। भाषण के नोट्स सावधानी पूर्वक लीजिये और भाषण के बाद में उसे बार बार पढ़कर मनन कीजिये। सत्पुरुषों को याद करने का सबसे अच्छा तरीका यही है। यही नोट्स भविष्य में कभी भी आपके या आपके दोस्तों के काम आयेंगे।

(६) अनुशासन उपर से लादा नहीं जा सकता। आपको अपनी जिम्मेदारी समझ कर अनुशासन बनाये रखना चाहिये।

(७) भाषण के पश्चात् अपने साथियों के बीच जब आप बैठते हैं, उस विषय की चर्चा कीजिये। इन चर्चाओं में खड़ी होने वाली समस्याओं का हल देने में अध्यापक को भी आनंद होता है।

(८) संलग्न प्रवेश-पत्र के बिना कक्षा में प्रवेश नहीं मिलेगा।

महाकौशल

हायरटेकर आफ स्कूल,

एन०एम०जी०सी, स्कूल आफ ट्रेड यूनिवर्स।

Report of the Trade Union School held
at Rajnandgaon from June 12-16 under
the auspices of N.M. Joshi School of
Trade Unions.

4 copies
 Single spaced

N.M. Joshi ~~Memorial~~ School of Trade Unions conducted a short term course at Rajnandgaon from June 12-16 for the T.U. activists in Chattisgarh region. The classes were held at Gandhi Sanskritik Bhawan and residential arrangements for workers coming from towns other than Rajnandgaon were made in a primary school situated near ~~the~~ ~~class~~ ~~room~~ at.

Ninety workers and T.U. functionaries attended the school of which 45 were from Rajnandgaon. The classification of workers coming from outside was as follows: Raigarh 2, Durg 1, Balaghat 1, Raipur - 11, Ghogax 1, Chhauriya 1, Bhilai - 11, Nandini Mines - 8, Rajhara Mines - 6, Bilaspur 2, and Waraseon 1. Seventy four of them were employees in various factories and establishments and mines and 16 were outsiders working in different trade unions.

Classification of ~~workers~~ participants in the school according to their ^{place of employment} ~~trade~~ can be seen from the following table:

Place Trade of Employment	No. of workers.
Mechanised Mines	14
Bhilai Steel Plant	11
Textile Mill	7
Bidi concerns	21
Building worker	1

Municipality	6
P. W. D. workers	4
Sweepers	
Others	16
Total	90

Out of 16 outsiders 5 were full time workers and 11 were working elsewhere but working as part time workers in different unions.

Majority of the participants were below 30 years of age. Only 6 were above 40 years of age. Details of the age groups of the participants is given in the following table.

Age Group	No. of participants
25 years and Below	17
26 - 30 yrs.	39
31 - 35 yrs.	15
36 - 40 yrs	13
Above 40 yrs.	6
Total	90

The educational standard of the participants in the school of was of a complex character. It posed a problem of approach to be taken by the lecturer. Since most of them were new in the field of trade unions lecturers were advised to address mainly the workers without any preliminary education in trade unionism upto primary school standard. The classification of the stud. participants by their educational standard was as follows:

Majority of the workers had obtained education up to the primary education standard.

Education	No. of workers.
Literates	5
Primary School Education	43
Middle School Education	7
Secondary School Education	8
Matriculates and undergraduates	19
Graduates	8
Total	<u>90</u>

Matriculates, undergraduates and graduates were mostly were working in Bhilai steel plant, and Mechanised mines in Nandim and Rajnara.

Training Programme:

14 lectures were delivered in all in the school details of which are given below:

Tuesday, 12 June 1962:

1st lecture: History of the Trade Union Movement in India - Part I
By Dr. M. K. Pandey.

2nd lecture: History of the Trade Union Movement in India - Part II
By Dr. M. K. Pandey.

Wednesday 13 June 1962

3rd lecture: Development of Indian Industries - Part I.
By Dr. M. G. Bokare.

4th lecture: Development of Indian Industries - Part II
by Dr. M. G. Bokare.

5th lecture: Socialism - What it is.
by S. K. Sanyal.

Thursday 14 June 1962

6th lecture: Tripartite Machinery in India
by Shri K. G. Srivastava.

7th lecture: Administration of the
Labour Department.
by Dr. S. B. D. Nigam.

8th lecture: Labour Legislation in
India
by Dr. S. B. D. Nigam.

Friday 15 June 1962

9th lecture: Organisation and Functions
of Trade Unions.
by Shri K. G. Srivastava.

10th lecture: Agitation and Propaganda
work of Trade Unions.
by Shri K. G. Srivastava.

11th lecture: Wages in India
by Shri S. K. Sanyal.

12th lecture: Madhya Pradesh Industrial
Relations Act.
by Shri Sudhir Mukherjee.

Saturday 16th June 1962

13th Lecture: History of the World Trade
Union Movement
by Dr. M. K. Paudyal

14th Lecture: Tasks of the Trade
Union in the Present Period
by Shri Prakash Roy.

X. Before the
beginning of the
13th lecture, Shri
K. G. Srivastava
explained the
Code of Discipline
and its obligations
to the trade unions
and the employers.

There was one hour
after all these lectures
wherein participants expressed
their views about the study course.
Nine workers participated in the
discussion.

It was earlier announced
that 5 workers who would ask
good questions would be given prizes.
Similarly, three workers who contributed
well in giving concrete suggestions
for improving the education were also
given the awarded prizes.

In the evening one hundred
prominent citizens in the city
including President and Vice President
of the Municipality ^{attended} participated
the reception at the Town Hall.
Shri S. D. Nukhejle President,
Samyukta Khardan Mazdur Sangh
Presided over the function. Shri K. G.
Srivastava and Dr. M. K. Paudyal
explained ^{outline of the} the Scheme of the
Central Board for Workers Education
constituted by the Labour Ministry
and N. M. Joshi Memorial School of

Trade Unions. Prizes were distributed to the workers by the President who asked good intelligent questions in the class and participated effectively in the discussion on the conduct of school.

Due to difficulties of obtaining leave from the factories and mines it was not possible for all the workers to join the school on the first day. Similarly, some of them had to leave on the last day. Most of the workers had obtained leave on some other ground. Those who submitted applications for leave on the ground of ~~not~~ attending this school were ^{not only} denied leave facilities but their applications were not accepted by the authorities.

Regular Attendance Register was maintained for all the lectures. Lecture-wise attendance in the class was as follows.

First lecture	-	55
Second lecture	-	56
Third lecture	-	65
Fourth lecture	-	67
Fifth lecture	-	68
Sixth lecture	-	82
Seventh lecture	-	81
Eighth lecture	-	83
Ninth lecture	-	85
Tenth lecture	-	88
Eleventh lecture	-	86
Twelfth lecture	-	88
Thirteenth lecture	-	80
Fourteenth lecture	-	80
Discussion	-	81

The time-table of the clc was as follows: ~~first~~

First Session - 8.30 to 10.30 A.M.

Second Session - 1.00 to 3.00 P.M.

Third Session 4.00 to 6.00 P.M.

On 12th June only two lectures could be arranged due to unavoidable circumstances. However on 15th June 4 lectures were arranged, the last being ~~at~~ from 9.00 to 10.30 ~~A~~P.M. The lecturer used to speak for one hour to one hour and thirty minutes while the rest of the period was devoted to questions.

In the evening after dinner group discussions were arranged where workers discussed the topics taught in the class. They used to ask questions ^{to the teachers concerned} arising out of discussions among themselves. ~~to the teachers concerned.~~

In order to maintain discipline in the class a circular was given to all the ~~state~~ workers, a copy of which ~~is~~ is attached herewith. A committee of 5 workers was elected to ~~maintain~~ observe the discipline.

It appeared from the discussion at the end of the school that there was appreciation among the workers about the school.

The co-operation of prominent citizens ^{and educational institutions} in Rajnandgaon also helped

the organisers in ~~no less~~ ^{a great deal} ~~not~~
make the school a ~~great~~ success

286-6

REPORT OF THE TRADE UNION SCHOOL HELD AT
RAJNANDGAON FROM JUNE 12-16 UNDER THE
AUSPECTS OF N.M. JOSHI SCHOOL OF TRADE
UNIONS.

N.M. Joshi School of Trade Unions conducted a short term course at Rajnandgaon from June 12-16 for the Trade Union activists in Chattisgarh region. The classes were held at Gandhi Sanskritik Bhawan and residential arrangements for workers coming from towns other than Rajnandgaon were made in a primary school situated near it.

Ninety workers and T.U. functionaries attended the School of which 45 were from Rajnandgaon. The classification of workers coming from outside was as follows: Raigarh 2, Durg 1, Balaghat 1, Raipur - 11, Ghogare 1, Chhauriya 1, Bhilai - 11, Nandini Mines - 8, Rajhara Mines - 6, Bilaspur 2, and Waraseoni 1. Seventy-four of them were employees in various factories, establishments and mines and 16 were outsiders working in different trade unions.

Classification of participants in the School according to their place of employment can be seen from the following table:-

<u>Place of Employment.</u>	<u>No. of workers.</u>
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Building workers.	1
Municipality.	6
P.W.D. Workers.	1
Others.	16
Total:	<u>90</u>

Out of 16 outsiders 5 were full-time workers and 11 were working elsewhere but working as part-time workers in different unions.

Majority of the participants were below 30 years of age. Only 6 were above 40 years of age. Details of the age groups of the participants is given in the following table.

<u>Age Group.</u>	<u>No. of participants.</u>
25 Years and Below.	17
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Above 40 Years.	6
Total:	<u>90</u>

The educational standard of the participants in the school was of a complex character. It posed a problem of approach to be taken by the lecturer. Majority of the workers had obtained education only up to the primary education standard. Since most of them were new in the field of trade unions lecturers were advised to address mainly the workers without any preliminary education in trade unionism. The classification of the participants by their educational standard was as follows:-

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Before the beginning of the 13th lecture Shri K.G. Sriwastava explained the provisions of the Code of Discipline and obligations of the Trade Unions and the employers.

There was one hour discussion after all these lectures wherein participants expressed their views about the study course. Nine workers participated in the discussion.

It was earlier announced that 5 workers who would ask good questions would be given prizes. Similar three workers who contributed well in giving concrete suggestions for improving the education were also awarded prizes.

In the evening one hundred prominent citizens in the city including President and Vice-President of the Municipality attended the reception at the Town Hall. Shri S.D. Mukherjee President, Samyukta Khadan Mazdur Sangh presided over the function. Shri K.G. Sriwastava and Mr. M.K. Pandhe explained outline of the Scheme of the Central Board for Workers Education constituted by the Labour Ministry and N.M. Joshi Memorial School of Trade Unions. Prizes were distributed to the Workers by the President who asked intelligent questions in the class and participated effectively in the discussion on the conduct of School.

Due to difficulties of obtaining leave from the factories and mines it was not possible for all the workers to join the school on the first day. Similarly, some of them had to leave on the last day. Most of the workers had obtained leave on some other grounds. Those who submitted applications for leave on the ground of attending this school were not only denied leave facilities but their applications were not accepted by the authorities.

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It appeared from the discussion at the end of the School that there was appreciation among the workers about the School.

The Co-operation of prominent citizens and educational institutions in Rajnamdgaon also helped the organisations a great deal to make the school a success.

From

New Delhi,
November 12, 1959.

General Secretary,
All-India Trade Union Congress,
4-Ashoka Road,
New Delhi.

To

The Secretary,
Central Board for Workers' Education,
Nagpur.

Sub: APPLICATION FOR GRANT-IN-AIR FOR
TRADE UNION SCHOOLS SPONSORED BY
THE A. I. T. U. C. AND CONDUCTED
THROUGH N. M. JOSHI MEMORIAL SCHOOL
OF TRADE UNIONS TRUSTS AT BOMBAY
AND NEW DELHI.

Dear Sir,

With the rapid growth of the trade union movement, bringing the hundreds of thousands of unorganised into organised activity, the need for imparting trade union and general education to the active cadres and workers has been keenly felt for a long time now. The organisation of such educational activity has received active consideration in the last five years particularly, and in 1953, the AITUC organised a Central Trade Union School in Nagpur, where 75 leading trade union functionaries participated in a three-week training programme. The trained cadres, in turn, despite their pressing official work in their own trade unions, did help organise a network of smaller schools in the different industrial centres. Side by side, the publication of educational material was also taken in hand, and, in the "T.U. Publications" series, ten titles were brought out on different industrial and trade union problems.

In the last few years, the State Committees of the AITUC and leading industrial unions have organised trade union schools, mostly on a local level. All these efforts, however, remained sporadic and hence the Working Committee of the AITUC at its session in September 1957, in Delhi, resolved on a course of action designed to coordinate in greater measure, the activities of the unions and the Central organisation on a rational and practical basis. The Committee planned for the establishment of the "N.M.Joshi Memorial School of Trade Unions".

The resolution of the Working Committee of the AITUC stated:

"In view of the urgent necessity to institute organised workers education, the Working Committee of the AITUC decides that a permanent Central School of Trade Unions be established. It will train teachers for TU schools and also arrange TU schools for workers in various States. The Working Committee authorises the General Secretary to take all necessary steps to organise and establish such a School.

"The Working Committee of the AITUC decides that a fitting memorial should be raised to the late Comrade N.M.Joshi, one of the veteran founders of the trade union movement in India and so decides that the proposed Central School be named 'THE N.M. JOSHI MEMORIAL SCHOOL OF TRADE UNIONS'.

"The General Secretary will consult the Secretaries of the State TUCs in order to organise the syllabus and outline of education, taking note of the scheme evolved by the Workers' Education Committee of the Government of India".

The Working Committee also appointed a sub-committee to prepare a syllabus for the School. After one year of extensive study, the sub-Committee prepared a syllabus with exhaustive notes on every lecture to be delivered in the School. In this connection, the AITUC also took advantage of the Government's training programme for teacher-administrators under the Workers' Education Scheme. Four nominees of the AITUC have undergone the training and one of them is working whole time with the Central Office for the preparatory work necessary for the establishment of the N.M.Joshi Memorial School.

The organisation of the School will be broadly on the following lines.

- 1) Establishment of the Central School and its Offices. There will be two centres of the Central school for training teachers and leading cadres every year. One will be in New Delhi and one in Bombay. This may later on be extended to four centres, one in Calcutta and one in Madras State (Coimbatore).
- 2) Organisation of ten Regional School in a year.
- 3) Organisation of a Library and Research Centre at the Central School.
- 4) Publication of books, pamphlets, periodicals etc.
- 5) Aiding affiliated unions to run education campaigns and coordinating such efforts at local and industrial levels:-

The Central Schools will hold two sessions every year to train 70 teachers who will in turn be utilised for organising the ten regional schools.

In the organisation of the Central and Regional Schools, cooperation of the officials of the Labour Department, University professors and lawyers who could give expert instruction on different subjects will be solicited. Facilities offered by Government under the Workers' Education Scheme, such as organising Film shows, exhibitions, industrial tours, etc., will also be utilised.

Each Regional School will have a minimum complement of 25 students and will impart education in the regional language. The regional schools will be of two weeks' duration to begin with 250 trained cadres will thus be available every year.

With the help of the trained cadres, the AITUC expects that the affiliated unions will be better equipped to strengthen the organisation of the unions and improve day-to-day functioning as well as take up campaigns for imparting education to the general mass of workers on a scientific basis.

The Central as well as Regional School will admit members not only of unions affiliated to the AITUC but also of any other union which may like to benefit from our Schools.

The Schools would also seek to undertake extensive research and survey projects in the field of labour economics and trade unionism. This would make available specific data on different issues confronting the workers in our country.

It is also proposed to have research Centres in Publication Departments attached to the Central Schools. Publications should be made available in all major languages in our country. The Research Centres will also publish cyclostyled monographs which will help teachers in conducting classes.

The AITUC thinks that educational activity of the trade unions should be sponsored under an independent institution which, while acting under its advice, should become an organisation of its own for the specific purpose in view. Therefore, it has taken steps to give two branches of the Central School at New Delhi and at Bombay, the form of Trusts, named as N.M.Joshi Memorial School of Trade Unions Trust, New Delhi and N.M.Joshi Memorial School of Trade Unions Trust, Bombay.

The Trust at Bombay has assets worth about Rs.90,000/- which consist of land bought for construction of building for the School measuring about 1200 sq. yds., and four flats at various places in the City with a space of about 2200 sq. ft., which are enough to provide residence for 30 students and a lecture hall, equipped with a small library and necessary furniture. For current expenses, the Trust has promises of donations of about Rs.10,000/-. The Trust property is all acquired by means of donations for the activities of the School.

The Trust at New Delhi has assets of about Rs.30,000/- which have not yet been invested in acquiring accommodation for the School and about Rs.10,000/- in other assets such as library, furniture, office equipment, etc. The investment of the former amount is proposed to be done very soon.

Copies of the Trust Deeds will be forwarded as soon as they are registered..

As stated above, both these Trusts, though independent as Trusts, are sponsored and guided by the AITUC and nominees of donors if any.

The AITUC has decided that the first sessions of the Central Schools should commence at the end of this year and continue for the whole of the next year. For this purpose, we envisage expenditure of about Rs.1,46,000, some particulars of which, on the basis of approximate data, are being appended herewith.

It will be seen from this that while the AITUC has made serious efforts to give a stable character to its scheme and has already acquired assets and entered into liabilities worth about Rs.1,40,000/- the running of the two Central Schools and the Regional Schools as shown in the Scheme attached, would not be possible without considerable help for recurring expenditure. Hence the AITUC would like the Government to consider a grant-in-aid of Rs.50,000/- (Rs. Fifty thousand only) for one year, for our Scheme. The money may be sanctioned as for the two Trusts directly or may be passed through the AITUC.

Yours faithfully,

(Sd/-)
S.A.DANGE, M.P.,
General Secretary

PROVISIONAL ESTIMATE OF EXPENDITURE
ANNUALLY ON TRADE UNION SCHOOLS

I. CENTRAL OFFICES OF THE SCHOOLS

Salaries -	2 Directors	-	Rs.800.00		
	2 Dy.Directors		600.00		
	2 Typist-clerks		300.00		
	2 Librarians		300.00		
	2 Peons		<u>200.00</u>		2200.00

Stationery, postage and other	office expenses				
					<u>1500.00</u>
	Total Per month	...			3700.00

ANNUAL EXPENSES					44,000.00
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II. EXPENSES FOR HOLDING TWO SESSIONS
OF THE CENTRAL SCHOOLS IN A YEAR:

T.A. for lecturers			6000.00		
T.A. for students			5000.00		
Allowances to lecturers			3000.00		
Boarding & Lodging			4000.00		
Miscellaneous			<u>1000.00</u>		19,000.00

III. EXPENSES FOR HOLDING REGIONAL SCHOOLS

T.A. for trainees			1500.00		
Honorarium & TA for	lecturers		1200.00		
Boarding & Lodging			2000.00		
Miscellaneous			<u>300.00</u>		
Expenditure per school					5000.00

EXPENSES ON TEN REGIONAL SCHOOLS					... 50,000.00
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IV. LIBRARY

Cost of periodicals, including	filing and binding		4000.00		
Cost of books			10000.00		
General Maintenance			<u>1000.00</u>		15,000.00

V. <u>PUBLICATION-S</u>					15,000.00
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VI. <u>RECURRING CAPITAL EXPENDITURE</u>					<u>5,000.00</u>
--	--	--	--	--	-----------------

					Rs. 1,46,000.00
					=====

As the syllabus gives only major heads of topics and no details as to what exactly is proposed to be taught under those heads, it has not been possible to examine this aspect in detail.

It may also be mentioned that there has been some variations in the expenditure already incurred by the college authorities and also proposed to be incurred by them. A copy each of this office letter No.WF 20(2)6181 dated 10th September, 1962, pointing out these variations and the reply received from the college authorities vide their letter dated 29th September, '62 is attached. It will appear that during the period from March, to May 1962 a total amount of Rs.663.74 was spent on items which were not provided in the original estimates. Similarly a sum of Rs.650.68 not included in the estimates was proposed to be incurred during the quarter from 1st June, to 31st August, 1962.

The Board of Governors may please consider the case and decide whether the college authorities may be allowed to reduce the duration of course from five to three months and also accept justification for the variations in the expenditure incurred and that proposed to be incurred by them.

98@&@&@&@&@

KVRaman

Copy of letter No.T.U.C./ (3)/211/62-63 dated 4/5th Sept.62 from Director, Harihar Nath Shastri Trade Union College, Kanpur, to the Director, Central Board for Workers' Education, Nagpur.

Subject:- Trade Union Courses run by the H.N.S. Trade Union College - Revised Syllabus & Programmes.

Our second course for Diploma in Trade Union training inaugurated on 1st May, 1962 is going to conclude on 30th Sept.1962, after executing 5 month course as per programme filed vide our Syllabus.

Our experience in conducting the above mentioned Diploma course has been that the time period is rather long for trainees who attended the course after their Shift-hours in the absence of release-time-wages which is limited to centres run by the official agencies like the C.B.W.E.

Again, it is felt that 5 months duration is too long and time consuming at a moment when it is necessary to train more Trade union officials in a year. According 5 month course, there would hardly be 2 courses in a year which means only 50 workers. If the period is reduced from 5 months to 3 months we can have 3 sessions and that way the annual output can be increased to 75. This would be major contribution to the achievement of targets fixed by Central Board for Workers' Education.

It would be relevant to point out that regional courses organised by Workers' Education Centres are also for 3 months. And a partly can be achieved if the non-official courses also reduced to same time duration. I hope you will approve the revised time duration of our courses.

A revised programme is attached herewith for your information.

An early reply is requested.

Subjects and number of days for the next Diploma Course.

<u>S.No.</u>	<u>Subject</u>	<u>No. of Days.</u>
1.	Inaugural speech	1 Day
2.	Workers Education	2 Days
3.	Modern Industrial Community	1 Day
4.	Trade Unions	12 Days
5.	Wages and Labour Economics	8 Days
6.	Labour Legislation	5 Days
7.	Industrial Relation	5 Days
8.	Social Security	4 Days
9.	Social Welfare	1 Day
10.	Workers Participation in Management	1 Day
11.	I.L.O.	1 Day
12.	Employment in India	1 Day
13.	Labour and Planning	1 Day
14.	Productivity	3 Days
15.	Labour and co-operation	2 Days
16.	Labour and Indian constitution	1 Day
Total		46 Days

OTHER ACTIVITIES

1.	Debates	3 Days
2.	Seminars	3 Days
3.	Training for Role Playing	3 Days
4.	Cultural Programme	1 Day
5.	Group discussion	2 Days

Total 12 Days

PRACTICAL TRAINING.

1.	Attachment to Trade Unions	35 Days
2.	Attachment to Employees & Management and visit to factories	5 Days
3.	Attachment to Govt. officials	3 Days
4.	Attachment to Primary Centres of Workers Education Scheme & Practical in Teaching.	1 Day
5.	Sight seeing programme excursion & Picnic	3 Days
6.	Examinations	5 Days
7.	Margin for adjustment	4 days

Total 24 days

ESTIMATES OF DAYS

1.	Theory	46 Days
2.	Extra curricular activities	12 Days
3.	Practical Training	15 Days
4.	Examination	5 Days
5.	Margin for Adjustment	4 Days
6.	Sundays	8 Days
Total		90 Days

12/1/58

Copy of letter No. T.U.C./20(2)/6181 dt. 10-9-1962 from Dr. M. A. Chansarkar, Director, Central Board for Workers' Education, Nagpur to the Director, Harihar Nath Shastri, Trade Union College, 10/425, Khalasi Lines, Kanpur.

Subject: Grant-in-aid to Harihar Nath Shastri Trade Union College, Kanpur

-o-o-o-

Kindly refer to your letter No. T.U.C./ (3)/206/62-63 dated the 29th August, 1962 on the above subject. While examining the expenditure statements received with your letter No. T.U.C./ (3)/131/62-63 dated 22nd June, 1962 it is observed that there are several items, amounting to Rs. 1314.42 as shown below, which were not provided in the original estimates vide annexure 'C' of your application for grant-in-aid. The reasons for this deviation with full justification for the same may kindly be intimated.

Receipts and Payments Accounts from 1st March, '62 to 31st May, 1962.

1. Travelling and conveyance	Rs.	8.57
2. Conveyance allowance paid to trainees	Rs.	75.00
3. Postage, Telegrams & telephones	Rs.	17.51
4. Printing & Stationery	Rs.	159.57
5. Refreshment and tea	Rs.	173.28
6. General charges	Rs.	196.08
7. Advance paid to Sri Sidhnath	Rs.	10.00
8. Electric Fittings.	Rs.	23.73

Total	Rs.	663.74
		=====

Statement of expenditure to be incurred during the quarter from 1st June, 1962 to 31st August, 1962.

1. Refreshment to trainees	Rs.	355.68
2. Telephone charges	Rs.	60.00
3. Electric charges	Rs.	30.00
4. Stationery	Rs.	90.00
5. Postage	Rs.	15.00
6. Misc. expenses	Rs.	100.00

Total	Rs.	650.68
		=====

Details of the expenditure of Rs. 555.50 and Rs. 101.33 incurred on furniture and stores respectively may also kindly be furnished to this office for scrutiny.

It is seen that you have purchased fans worth Rs. 375.48. In the estimates furnished vide annexure 'C' received with your application there was provision for the purchase of only one fan. Justification for the purchase of more than one fan together with number of fans purchased and cost of each fan may please be furnished.

In your application for grant-in-aid it was stated that the trainees would be paid stipend of Rs. 25/-. However, the statement of expenditure from June to August, 1962 shows stipend at the rate of Rs. 5/- per trainee. The reasons for deviation from the original proposal may kindly be given.

An early reply is requested.

narayanan.

Copy of letter dated the 29th September, 1962 from
Shri Raja Ram Shastri, M.L.C., Director, Harihar Nath
Trade Union College, 10/425, Khalasi Line, Kanpur to
the Director, Central Board for Workers' Education,
Bhopal.

-o-o-o-o-o-

Subject: Grant-in-aid to servants of the People
Society for running Harihar Nath Trade
Union College, Kanpur.

-o-o-o-

Kindly refer to your letter No. WE.20(2)/6275
dated 14-9-62 on the subject mentioned above and your
previous letter No. WE20(2)6181 dated 10-9-1962 on the
same subject. In this connection I have to put the
following facts before your goodself which I hope will
make the position quite clear to you:-

1. I must admit in the very beginning that several
items which were mentioned in my expenditure state-
ment were not provided for in the original estimate
vide annexure 'C' of the application for grant-in-
aid. It is however unfortunate that some how such
important items as contained in my statement under
reference were left out. It seems that the ori-
ginal expenditure statement as mentioned in the
Annexure 'C' was only for the establishment charges
and staff allowances and not for the actual day-to-
day running of the college. Electric charges,
postage, stationery, Electric fittings, telephone charges,
printing and travelling charges and other such
miscellaneous expenses are such items, which you
will kindly agree, are unavoidable for any educa-
tional institute like ours and if they were inad-
vertantly left out at the initial stage, we may
either be allowed to insert a supplementary state-
ment for such expenses now or all such expenses
may be allowed to be included under one sundry
heading.

2. For such a big institute as was proposed to be
started by investing Rs. 75,000/- approximately the
above mentioned amount for miscellaneous expenses
would not be unreasonable. In fact had the insti-
tute been started on that scale the expenses would
have been much more than this and these items should
have been included in the column of recurring ex-
penditure very necessarily. However, it appears
that the initial mistake has occurred some how
and it has now got to be rectified. How best it
can be done so, should, I suppose, be left to your
goodself to decide because it is a technical matter
and you must be dealing with many such problems
day-to-day.

3. As far as we are concerned here, I have made
it clear to you that in the estimated expenditure
of Rs. 75,000/- approximately when we were granted
only Rs. 10,000/- for the college, we started it on
an humble scale as best as we could and once
it was started we had to see that the sacred name
of the great leader with whom this college is asso-
ciated is kept alive and the college does not come
to a stop in its very infancy. So we provided for
everything that we could to keep the college running
within the limited means that we had. You will

.....(2)