

## RECENT EDUCATION PROGRAMMES WERE CONDUCTED ON FOLLOWING TOPICS:

- A) Promoting Gender Awareness in Trade Unions
- B) Campaigning for Trade Union Rights
- C) Problems of Child Labour and Tasks for Trade Unions
- D) Organising the Unorganised
- E) Workshop on usage of computer and Information Technology for union work
- F) Integrating Trade Union & Other Human Rights in Trade Union Education.
- G) Workshop on basic leadership
- H) Young workers' questions
- I) Leadership Development of Youth in unions
- J) Youth Unemployment – Trade Union Tasks & Strategies
- K) Youth for Building and Strengthening Future Trade Union Movement
- L) Training Youth for Management of Trade Unions in Changing Scenario
- M) Labour Laws and its impact on workers
- N) Post-MFA scenario in Indian textile and clothing sectors

## CHILD LABOUR ACTIVITIES

The positive action against the employment of child labour is an integral part of the Institute's activities. The Institute has undertaken a brief research study on the topic "Elimination of child labour problem - Tasks for trade unions" with an aim to find out various activities that have been undertaken by HMS affiliates and further to find out current child labour activities being carried by the HMS unions to eliminate the child labour problem and their outcome. The sole purpose behind the above study was that collected information may be useful for the union activists who are intended to work in the said area and it may also serve as a base for discussion in the future child labour workshops and

seminars. Further in continuation, to create awareness amongst HMS unions in general and workers in particular, a variety of educational activities including workshops and seminars on the topics "Eradication of child labour problem -Tasks before Trade Unions" and "Elimination of Child Labour Problem-Role and Responsibilities of Trade Unions" have been organized by the Institute in the recent past. Over 100 participants including a large number of female activists attended these programmes and pledged their support to eliminate the child labour problem. The Institute's information, communication and educational activities in the area of child labour will continue with an aim to build a strong campaign for the ratification of ILO Conventions Nos. 138 and 182.

## EDUCATION MATERIAL

The Institute is preparing and publishing the educational material, research and workshops reports, booklets and manuals from time to time for the usage of trade unionists, educators, academicians, and professionals. The Institute has produced six page multi-coloured "Trade Union education folders" on 12 trade union topics in English, Hindi and Tamil. These folders are very handy to carry and useful for educators for organizing their sessions. The topics of these folders include Labour Movement in India, International Labour Movement, Wages and other Service benefits, Labour force in India, Grievance handling, Labour Laws, Trade Union Communication, Challenges before trade union movement, Socio economics of India, Leadership qualities, Organising the unorganised and so on. The Institute has also to its credit a wide variety of educational material on various labour issues/topics over the period of time.

The various industrial federations of HMS have also been utilizing the services of the institute in conducting their research related to their industry and imparting education to their members. The Institute is ably assisting the Textile Workers Federation of India (HMS) in organizing its educational activities especially in the area of child labour.

## SOME IMPORTANT PUBLICATIONS

- 1) Minimum Wages - Concepts & Practices
- 2) Minimum Wages - A workers manual
- 3) Minimum Wages in India - Compilation series of minimum wages in all the industries in 16 states in India
- 4) Wage Components - A manual on Concepts and Practices of various components of wages in India.
- 5) Wages in Public Sector Undertakings in India
- 6) Social Security - A manual on Concepts and Practices of Social Security schemes in India.
- 7) Fringe Benefits - A manual on Concepts and Practices of Fringe Benefits in India.
- 8) Call it a day (Socio-economic survey of 2700 workers in English, Hindi & Marathi)
- 9) The New Industrial Policy and the Workers
- 10) Save Our Services - (Report of eight workshops on New Industrial Policy)
- 11) Labour Laws - Highlights of major labour laws (Third revised edition)
- 12) Women and Labour Laws
- 13) Proposed Changes in Labour Laws (English, Hindi & Marathi)
- 14) Changing Management Strategies
- 15) Industrial Sickness and its impact on workers
- 16) Voluntary Retirement Schemes and Workers' response
- 17) Voluntary Retirement Schemes - A Restudy
- 18) Contract Labour in India - The Legal Position
- 19) Study of the forms and extent of contract system in public sector units (at the request of ILO).
- 20) Trade Unions and Jobs
- 21) Trade Union Education folders on 12 different topics in English, Hindi & Tamil
- 22) Profiles - Short biographies of 101 Trade Union leaders in India
- 23) Industry Profile - Textile Industry in India
- 24) Industry Profile - Sugar Industry in India
- 25) Study on the Steel, Metal and Engineering industries in Maharashtra & Gujarat
- 26) Macro Economic Analysis for Trade Unions
- 27) Understanding Company Performance Analysis
- 28) India & the World
- 29) Human Development (2001) - Selected Statistics with Gender Comparison
- 30) Vulnerability assessment of HIV/AIDS within Trade Unions
- 31) Business Process Outsourcing & Women in Call Centres
- 32) Trade Union Movement in India - A brief history
- 33) Motivating Factors for Working in Trade Union Movement
- 34) Globalisation Liberalisation and Trade Union Movement (Marathi)
- 35) Industrial Closures - The law and practices

# MKI

**MANIBEN KARA INSTITUTE**  
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## THE CONCEPT AND COVERAGE

Miss Maniben Kara, an internationally acknowledged trade union leader was one of the founder members of Hind Mazdoor Sabha and its former President. As a leader of Indian workers, particularly railway employees, she was constantly busy with union activities. Yet her main love was education of workers and trade union activists. As a tribute to her such devotion for education, after her death in October 1979, HMS decided to establish an educational institute in her name.

According to this decision, Maniben Kara Institute was founded by HMS in the year 1980. Keeping in mind the requirements of trade unions in the field of education and research, the objectives kept in view were to organise education programmes for the benefit of the activists of HMS unions, to conduct surveys and researches on various labour problems, to produce literature and educational material, and to build a data bank on various labour issues. Accordingly, in the years that followed, MKI prepared manuals on the following subjects:

1. Workers' education,
2. Components of Wages,
3. Social Security,
4. Fringe benefits,
5. Statistical data,
6. Labour laws,
7. Productivity,
8. Consumer Price Index,
9. Labour laws for women workers, etc.

The other area of research treaded by the Institute is compilations. The Institute, over a period of 5 years, undertook a very ambitious project of compiling the details of minimum wages fixed for various categories in all the industries in sixteen states of India. These compilations were published in a state-wise series. The Institute also used the compilations for publishing a booklet 'Minimum Wages in India'. This compilation has proved to be very useful not only for the trade unions, but also for the machineries constituted in different states for the fixation of minimum wages.

Another equally valuable and complex compilation was of the wages and other service conditions in the Central Public Sector Undertakings. Since such data was not available at one place, this unique compilation was much appreciated in all circles, including trade unions, employers and government departments.

In 1991, the Government of India announced its new economic and industrial policy. To provide a detailed, yet simplified understanding of the policy for the benefit of the workers, the Institute prepared a small booklet giving details of the policy and organised eight workshops in different parts of the country for assessing the impact of the policy on the working class and to formulate strategies towards combating the same. In the workplace as also in their living areas, the Institute conducted a very broad based survey covering about 3000 industrial workers in ten states of India. The report of the findings was however prepared in an unconventional way viz. in the form of 6 short stories depicting a day in the life of workers from different industries and income groups. This report published in English, Hindi and Marathi, evoked much interest and appreciation from the readers.

In their effort to downsize the plants and in order to bypass the legal restrictions on retrenchment of workers, many employers have resorted to the practice of Voluntary Retirement Schemes (VRS) whereby tens of thousands of workers have been thrown out of employment. MKI therefore conducted a study of the various VRS schemes and its impact on the workers who had opted for it.

## TRADE UNION EDUCATION

**Side by Side** with the research activities, the MKI has been conducting variety of training programmes for the activists of HMS unions. Following is a brief account of some of these programmes.

### Long Term Education Programme

During the years 1983-1992, under the 'Long Term Education Programme', HMS/MKI conducted five training programmes of 15 days duration for training the trainers in which about 200 trainers participated. In turn they organised training programmes for grass root workers in their respective states/regions. 3-day programmes and 1 day information course were organised for grass root workers in which about 65,000 workers participated.

### Organisational Training Programme

Similarly during the period 1985-1993, MKI conducted similar programmes under the project 'Organisational Training Programme'.

MKI undertook the task of training about 100 trade union educators/organisers in different parts of the country. They in turn have trained over a thousand trade union activists from their areas who have further educated more than twenty thousand grass root workers. With a view to assess the impact of these training programmes, four regional and two national evaluation workshops were conducted which revealed that the programmes have substantially helped the unionisation of hitherto unorganised workers.

### Module Based Trainers' Training

From 1992-1998 the Institute embarked upon a different kind of education programme. Using the module based education system, this programme aimed at training trade union trainers using the participatory methods of education. The trainers were trained in Module-I on developing a curriculum following a systematic approach to the learning process for conducting low cost weekend seminars, which provide a chance to reach the rank and file. Module-II aims at imparting further training to those qualified and interested participants who conducted their weekend seminars at the grass root level. Module-III further trained participants to develop a 5-day curriculum for training programme to be conducted locally by themselves. The last and final stage was a 'Trainers Conference' which invited all the trained trainers of this programme. This conference aimed at identifying education policies of HMS, giving the trained trainers policy guidelines, introducing the education materials produced and promoting networking among the trainers. During the period 1992-1998 altogether 100 trainers have been trained from HMS affiliated unions all over the country. Parallel to and simultaneously with the running of the Trainers Training modules, interested participants were trained on producing need-based educational material, viz. slides, manuals, booklets, posters etc.

### Trade Union & Other Human Rights Seminars

Trade Unions can best serve their members' interests in an environment of full respect for internationally established trade union and other human rights. Recognising the need for integrating this important aspect in all trade union training, the Institute has been conducting workshops for activists of HMS to promote and defend trade union and other human rights at work place levels.

### Computer Training Programme

A few programmes on new techniques in information handling and use of computer for the trade union leaders were conducted. The programmes gave basic information about computers and provided hands-on training.

### Workshop on Company Performance Analysis

During the period 1996-2000 the Institute organised programmes on Company Performance Analysis and STYREX (Management Simulation Programme). These programmes were conducted in modular forms teaching the participants through group work, the terminologies and calculation of parameters in the company reports. The programme also trained them in reading the financial reports of companies and understanding the companies' actual financial position. These programmes were conducted for the benefit of union activists who represent the workers in the negotiations with the employers.

### Empowering young trade unionists through education

The Institute has been organizing a variety of educational programmes for young workers and activists in HMS unions. These educational programmes are playing an important role in building the confidence of young workers and boosting their morale and in developing youth and women leadership in the organization. These programmes on various topics of their interests are helping them in getting the much-needed knowledge on various labour issues, upgrading their trade union training skills and most importantly, encouraging and ensuring their active participation in the unions' various activities. These programmes are also very helpful in training young workers to meet the changing situations appropriately and in developing their skills of secondary leadership. The educational activities undertaken over the period of time for young workers have been extremely useful and instrumental in promoting and integrating youth in union activities at various levels in HMS through formation and active functioning of youth committees.