

**ACTION PLAN FOR MAKING THE STRATEGIC PLAN FOR NEXT 5 YEARS  
MINISTRY OF LABOUR & EMPLOYMENT  
DIRECTOR GENERAL (LW)**

**A. DEFINE THE ASPIRATION**

(1) Articulating core purpose of the ministry/department:-

The core purpose of the DGLW is, enhancing welfare and social security measures for unorganized sector workers.

To achieve the core purpose, DGLW formulate and implement labour welfare schemes for the beedi workers, cine workers and certain non-coal mine workers in the fields of health, education, housing, social security, recreation and water supply. The Govt. has also enacted the Unorganized Workers' Social Security Act, 2008 which provides for formulation of schemes by the Central Govt. for different sections of unorganized workers on matters relating to life and disability cover, health and maternity benefits, old age protection etc. At present, RSBY is being implemented for the BPL families. The scheme has also been extended to construction workers even for non-BPL families. There is a proposal to extend the RSBY to certain occupational groups like MNREGA workers, Railway coolies, domestic workers, street vendors, beedi workers, rickshaw pullers, taxi/auto-rickshaw drivers, rag pickers, sanitation and leather workers, etc.

(2) Laying out the aspiration:-

i) To provide welfare facilities the labour welfare funds have been created for the welfare of beedi, cine and certain non-coal mine workers. The labour welfare fund are financed out of the cess levied under the respective cess/fund Act on manufactured beedis, feature films, export of mica, consumption of limestone & dolomite and consumption & export of iron ore, manganese ore and chrome ore. In order to give effect to the objectives laid down in the welfare fund Acts, various welfare schemes have been formulated and are under operation in the field of health, education, housing, recreation etc. The health care schemes are being provided through 11 hospitals and 264 dispensaries all over India. Recently, the Govt. of India has approved 4 new hospitals and 40 dispensaries in the country for beedi workers.

The workers suffering from heart ailment is paid 1.3 lac assistance, in case of kidney transplantation Rs. 2 lac and in case of cancer the total expenditure is reimbursed. The children of the workers who are going to school are paid scholarship @ Rs. 250 to Rs. 8,000/-. The housing assistance @ Rs. 40,000/- per tenement is granted for the workers for construction of the houses.

ii) The Govt. has also enacted the Unorganized Workers' Social Security Act, 2008 which provides for formulation of schemes by the Central Govt. for different sections of unorganized workers on matters relating to life and disability cover, health and maternity benefits, old age protection etc. The Unorganized Workers' Social Security Rules, 2009 under the Act have been framed and notified and the National Social Security Board (NSSB) has been constituted. The NSSB shall recommend social security schemes. The Board in its Second meeting recommended for extension RSBY, JBY and Old Age Pension to certain categories of unorganized workers.

iii). RSBY for BPL families in unorganised sector was formally launched on 1<sup>st</sup> October, 2007. The scheme became operational from 1<sup>st</sup> April, 2008 and benefit under scheme started accruing to the beneficiaries. The benefits under the scheme include:

- (a). Smart card based cashless health insurance cover of Rs. 30,000 to a BPL family of five per annum on family floater basis.
  - (b). All pre-existing diseases to be covered
  - (c). Hospitalization expenses, taking care of the most of the illnesses including maternity benefits.
  - (d). Transportation cost of Rs. 100 per visit with an overall limit of Rs. 1000/- per annum.
- iv) RSBY has been extended to certain occupational groups like MNREGA workers, building and other construction workers, domestic workers, street vendors and beedi workers.
- v) Convergence based approach on reducing vulnerability to bondage through promotion of decent work will be taken up in the State of Tamil Nadu, Andhra Pradesh, Orissa, Haryana and other States.

- vi) Up gradation of Hospitals and Dispensaries for beedi, cine and non-coal mine workers will be taken up.
- vii) Re-organization and modernization of the offices of Labour Welfare Organization will be undertaken.

To fulfill the core purpose of the DGLW and laying out the aspirations efforts are being made to cover maximum-targeted groups. It is proposed to cover six crore families means 30 crores persons.

## **B. ASSESS THE SITUATION**

- (1) Understand and assess external factors that will impact us:-
  - i) For the extension of these benefits to the intended beneficiaries the schemes are formulated and submitted for the approval of EFC/ CCEA/Cabinet.
  - ii) To implement these benefits availability of funds are the most important factor for which appropriate budgetary provisions are required to be made by the Ministry/Government.
- (2) Identify key stakeholders, their core agenda and basis of working together with them:-

The key stakeholders in formulating and implementing the welfare and social security measures are Central Trade Unions, Central Employer's Organizations, State Government, concerned Departments, service providers and targeted groups.

The awareness generation and publicity/propaganda of the scheme are done through interaction among the key stakeholders, organizing of meetings/workshop/seminars, advertisement in newspapers and magazines etc.

- (3) Assess department's strengths and weaknesses:-

(i) Strength: Commands credibility among stakeholders.

(ii). Weakness: Non-availability of Funds and shortage of Manpower.

DGLW assesses the strength and weakness of the schemes through concurrent evaluatory studies conducted by reputed outside agencies/NGOs/study groups etc. from time to time.

(4) Define the core learning agenda:-

In order to achieve the broad objectives for capacity building and coordination among all stakeholders for effective delivery of the benefits, DGLW organizes meetings/trainings/workshop/seminars etc.

### **C. DEVELOP THE STRATEGY**

(1) Share the spectrum of potential strategies and chosen path:-

The strategy is to achieve the objectives through formulation of beneficial schemes and ensure their effective implementation which involves interaction among various stakeholders/financing & implementing agencies.

(2) Develop a plan to engage the stakeholders:-

DGLW holds regional workshops, national workshop, prepare training modules for different stakeholders and conducting training and awareness generation programmes as and when required from time to time.

(3) Plan to build knowledge and capabilities Lay out key priorities:-

DGLW gives priority to the target groups for the welfare and Social Security of unorganised workers.

## **D. PLAN IMPLEMENTATION**

(1) Build a detailed implementation plan:-

Implementation plan is to be contained in different schemes. Implementation and financial requirements will be taken into account while formulating the schemes.

(2) Resource requirement for the chosen strategy:-

There is shortage of manpower in the Labour Welfare Organization in all the nine regions in the field as well as at the Headquarter. The medical officers are posted by the Ministry of Health and Family Welfare. Since the dispensaries are located in an interior and secluded places, the medical officers are reluctant to join at such places. As such large number of posts of medical officers are lying vacant. At times, the funds allocated for various welfare schemes are not adequate.

(3) Tracking and measurement mechanism:-

Monitoring and evaluation.

The implementation of the RSBY is being electronically monitored on day to day basis. Besides, Regional Workshops are held to review the implementation of the scheme in different States as well as sharing of experience. The scheme is being concurrently evaluated by independent agencies. State Governments have also been advised to conduct evaluation studies.