



सत्यमेव जयते

# **RESULT FRAMEWORK DOCUMENT (RFD)**

**2011-12**

FOR

LABOUR WELFARE ORGANISATION

GOVERNMENT OF INDIA

MINISTRY OF LABOUR & EMPLOYMENT

# Section – 1

## Vision, Mission, Objectives and Functions

### **VISION :**

Uplift of the workers engaged in Beedi, Cine and certain Non-coal Mining Industries.

### **MISSION:**

Improving the living conditions of the workers and their families by providing them various welfare facilities in the field of health, education, housing, recreation and social security.

### **OBJECTIVES:**

- (1) Administering various welfare schemes for beedi, cine and non-coal mine workers.
- (2) To provide and secure better health care services to the workers and their families.
- (3) To provide financial assistance and scholarships to the wards of workers under the educational schemes.
- (4) To help ameliorate the housing needs of the workers.
- (5) To provide Group Insurance coverage through LIC.
- (6) To provide certain recreational and cultural facilities to the workers and their family members.

### **FUNCTIONS :**

- (1) To promote education among the workers and their children;
- (2) To provide subsidy for construction of house;
- (3) To provide better health care measure;
- (4) To provide Group Insurance coverage through LIC to the entitled workers;
- (5) Implementation of various welfare schemes formulated under beedi, cine and non-coal mine workers welfare funds.

## Section – 2

### Inter-se Priorities among Key Objectives, Success Indicators and targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
1	2	3	4	5	6	7	8	9	10	11
1. Providing Scholarships/ Financial assistance under the Educational Schemes.	35	Implementation of educational schemes for beedi workers	Scholarships sanctions for children of beedi workers	No. in lakhs	35	9.5	9.0	8.5	8.0	7.5
2. To provide health care facilities to beedi workers and their family members	25	Implementation of the health care schemes through Hospitals and Dispensaries	Utilization of funds under the schemes for beedi workers	Rs. in crores	25	74	67	60	53	46
3. To provide housing assistance to beedi workers	20	Implementation of the Revised Integrated Housing Scheme for beedi workers.	No. of housing proposals for sanction of subsidy	Nos.	20	26000	24000	23000	21500	20000
4. To provide Group Insurance Coverage to beedi workers through LIC.	9	Ensure coverage under Group Insurance through LIC to beediworkers.	Settlement of claim arising on account of death of workers.	Percentage	9	100	90	80	75	70

Objective	Actions	Success indicator	Unit	Weight	Target/ Criteria Value					
					Excellent	Very Good	Good	Fair	Poor	
					100%	90%	80%	70%	60%	
1	Efficient Functioning Of the RFD System	Timely submission of RFD for 2011-12	On-time submission	Date	2	March 31 2011	April 3 2011	April 4 2011	April 5 2011	April 6 2011
		Timely submission of Results for 2011-12	On-time submission	Date	1	May 1, 2012	May 3 2012	May 4 2012	May 5 2012	May6 2012
		Finalize a Strategic Plan for RC	Finalize the Strategic Plan for next 5 years	Date	2	Dec.10, 2011	Dec.15 2011	Dec.20 2011	Dec.204 2011	Dec.31, 2011
		Identify potential areas of corruption related to organization activities and develop an action plan to mitigate them	Finalize an action plan to mitigate potential areas of corruption	%	2	Dec.10, 2011	Dec.15 2011	Dec.20 2011	Dec.24 2011	Dec.31, 2011
		Implementation of Sevottam	Create a Sevottam complaint system to monitor and review Citizen's Charter	Date	2	Dec.10, 2011	Dec.15 2011	Dec.20 2011	Dec.24 2011	Dec.31, 2011
			Create a Sevottam Complaint system to redress and monitor public Grievances	Date	2	Dec.10, 2011	Dec.15 2011	Dec.20 2011	Dec.24 2011	Dec.31, 2011

		Total Weight			11					

## Section – 3

## Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 09/10	Actual Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FE 12/13	Projected Value for FE 13/14
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
1. Providing Scholarships/ Financial assistance under the Educational Schemes.	Implementation of educational schemes for beedi workers	Scholarships sanctions for children of beedi workers	No. in lakhs	16	15.63	9	9	9
2. To provide health care facilities to beedi workers and their family members	Implementation of the health care schemes through Hospitals and Dispensaries	Utilization of funds under the schemes for beedi workers	Rs. in crores	67	67	67	67	67
3. To provide housing assistance to beedi workers	Implementation of the Revised Integrated Housing Scheme for beedi workers.	No. of housing proposals for sanction of subsidy	Nos.	28970	27262	22000	22000	22000
4. To provide Group Insurance Coverage to beedi workers through LIC.	Ensure coverage under Group Insurance through LIC to beediworkers.	Settlement of claim arising on account of death of workers.	Percentage	--	100	90	90	90

## Section – 4

### Description and Definition of Success Indicators and Proposed Measurement Methodology

The description and definition of success Indicators are as indicated against the activities. The measurement methodology will be as prescribed in the guidelines.

**SCHOLARSHIP:** The Children of Beedi Workers who are studying in class I and above(PG and Professional Degrees) are getting scholarship from Rs. 250 to Rs. 8000 pa. The concerned Welfare Commissioners scrutinizes the application form and issue the sanction order for grant of scholarship. The scholarship is paid through Bank Draft in the name of Principal of the concerned School/ College or it is deposited in the Saving Bank account of the individual.

The Welfare Commissioners send the details of scholarship sanctioned to the Ministry. All the data received from the WC office reflected in the target value.

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Earlier there were backlog of scholarship about Rs.60 crore in the year 2008-09, which was somewhat cleared during 2009-10 when the Ministry of Finance had allotted and additional budget of Rs.40 crore. In the year 2010-11, it was further reduced to Rs.107 crore in RE under scholarship head and during 2011-12 again it is being reduced to Rs.77 crore. This could be view in the following Table:

#### Budget Allocation of Scholarship

(Rs. In Crore)

Year	Budget Allocation
2009-10	127.23
2010-11	107.86
2011-12	77.00

**HEALTH:** Health care services are being provided to Beedi workers and their families through 204 dispensaries and 07 Hospitals located at various places where the beedi workers are concentrated. The workers are also provided with various facilities like Maternity Benefits, Family Welfare Operations, Re-imbursement for Heart Disease (Rs. 1.30 Lakh), Kidney Transplantation up to Rs. 2.00 Lakh, Cancer, Minor Operations up to Rs. 30,000/- T.B., Leprosy and Mental Disease etc. The concerned worker applies in the prescribed proforma to the concerned Welfare Commissioner for grant of the benefits.

**HOUSING:** Under the Revised Integrated Housing Scheme (RIHS) of beedi workers, subsidy amount of Rs. 40,000/- per house is provided in two equal installments for the construction of houses by individual beedi workers, Co-op. Group Housing Societies and construction of houses by State Government. The proposals are processed, inspections of houses are carried out and random inspections are conducted. The success indicators include the number of houses sanctioned and subsidy released for the construction of houses by 31<sup>st</sup> March, 2010. The success depends on the number of housing proposals received from the state Govt. and individual beedi workers through field offices of Labour Welfare Organizations and the progress of construction of houses informed by the State Govt./Individual workers/Co-operative Group Housing Societies through the Labour Welfare Organizations. The number of houses sanctioned and subsidy released depend on the budget sanctioned by the Government as it is a Non Plan activity. It will improve the living conditions of beedi workers.

The Welfare Commissioners send the proposals for housing subsidy to the Ministry. Administrative approvals are given from the Ministry to Welfare Commissioners to release the housing subsidy subject to the availability of Fund under the RIHS Scheme allocated by Ministry of Finance.

For Sanction of subsidy for construction of housing targets were revised to 26000, for excellent, 24000 for Very Good, 23000 for Good, 21500 for Fair and 20000 for Poor due to reduction of budget allocation.

In Section 3, Target Value for 2010-11 and Projected Value for 2011-12 were revised accordingly.

Budget Allocation under Revised Housing Scheme (RIHS) - 2007

(Rs. In Crore)

<b>Year</b>	<b>Budget Allocation</b>
2009-10	60.92
2010-11	55.00
2011-12	53.00

**SOCIAL SECURITY:** Applicable to beedi and cine workers and covers them within the age group of 18-60 years and not covered under Employees Provident Fund Act in the name of Group Insurance Scheme. On event of normal or accidental death of the insured worker an amount of Rs 10,000/- or Rs 25,000/- is paid to the nominee of the worker. Premium is shared equally by LIC and LWO of MoLE.



## Section – 5

### Specific Performance Requirements from other departments.

**CONSTRAINTS:**in achieving the Targets.

- a) The constraint is in extending health insurance cover (RSBY) to the target group are :- (i) willingness of the States to participate; (ii) infirmity in the data made available by the SNA.
- b) The workload relating to welfare schemes have gone up manifold in Labour Welfare Organization, whereas the staff strength has gone down. The posting of Medical Officers are done by Ministry of Health and Family Welfare, as such large number of posts are lying vacant which is adversely affecting the health care services.
- c) Under the housing scheme for beedi workers, the beedi workers have to submit various documents relating to ownership of land and these documents are provided by the respective Departments of the State Governments which takes considerable time thereby resulting in delay of sanctioning of housing subsidy. The target value is directly related to the application received in the O/o Welfare Commissioners. Under the EWS component of the housing scheme the State Govt. is responsible for construction of houses where States take considerable time to complete the houses.
- d) In last few years the actual expenditure has gone up steeply under beedi workers welfare fund whereas the cess collection is not commensurate with expenditure.
- e) The target value is full dependent upon the amount of budget allocated by the Finance Ministry, under the head of Beedi Scholarship.
- f) The objective of scholarship Scheme is to promote education among the wards of poor beedi workers. During 2009-10 more than 16 lakh wards were sanctioned scholarship involving the expenditure of Rs.127.23 crore, whereas, during 2008-09 Rs.100.72 crore were spent. As such, it could be concluded that Ministry has succeeded in its objective.

## Section 6:

### Outcome / Impact of activities of Organization / Ministry

1	2	3	4	5	6	7	8	9
S. No.	Outcome / Impact of Organization / Ministry	Jointly responsible for influencing this outcome / impact with the following Organization (s) / Departments / Ministry (ies)	Success Indicator (s)	2009-10	2010-11	2011-12	2012-13	2013-14
1	Improving living conditions of beedi workers by releasing housing subsidy to beedi workers for construction of their houses.  Target Value Achieved.	(a) Housing proposals are received from State Government/ Welfare Commissioners in the field. (b) Target Value are dependent on budget allocated by the Ministry of Finance.	Number of housing proposals for sanction of subsidy for welfare of beedi workers	28970	26000	22000	22000	22000
2	Providing scholarships to the wards of poor beedi workers to promote education among them.  Target Value Achieved.	Scholarships are sanctioned by Welfare Commissioners in the field.  Target Value dependent on budget allocated by the Ministry of Finance.	Scholarship sanctioned for children of beedi workers	16 lakh	9 lakh	9 lakh	9 lakh	9 lakh
3	Evaluating the scheme for benefit of beedi workers		Commissioning of Study for evaluating the scheme implantation.	--	Study commission-ed well before the target date			

