



# R F D

Results Framework Document  
for  
Ministry of Labour & Employment

(2010-2011)

## Section 1: Vision, Mission, Objectives and Functions

### Vision

Decent working conditions and improved quality of life of workers, ensuring India without child labour in hazardous sectors and enhancing employability through employment services and skill development on a sustainable basis.

### Mission

Improving the working conditions and the quality of life of workers through laying down and implementing policies/ programmes/ schemes/projects for providing social security and welfare measures, regulating conditions of work, occupational health and safety of workers, eliminating child labour from hazardous occupations and processes, strengthening enforcement of labour laws and promoting skill development and

### Objectives

- 1 Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers
- 2 Providing Social Security to Organized Sector Workers
- 3 Eliminating Child Labour from Hazardous Occupations and Processes
- 4 Promoting Skill Development
- 5 Strengthening Employment Services
- 6 Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery
- 7 Improving Safety Conditions and Safety of workers
- 8 Taking Legislative Initiatives

### Functions

- 1 To promote harmonious relations between labour and management and to regulate wages and other conditions of work in the central sphere
- 2 To ensure speedy implementation of labour law awards, agreements, Code of Discipline etc. for improving industrial relations, with regard to units in which central Government is the appropriate Government.
- 3 To conduct evaluatory studies of implementation of labour laws, industrial relations, personnel policies and practices etc., in Public Sector Undertakings.
- 4 To regulate working conditions and safety in mines and factories.
- 5 To prepare ground work for the formulation of National Wage Policy and maintain data on wages, all allowances and other related matters.

## Section 1: Vision, Mission, Objectives and Functions

- 6 To collect and publish statistics to conduct enquiries, surveys and research studies on various labour subjects
- 7 To conduct programmes relating to employment potential of scheduled caste and scheduled tribe candidates through Coaching-cum-Guidance Centres
- 8 To provide amenities to workers employed in the mining industry and beedi manufacturing.
- 9 To assist in rehabilitation of bonded labour.
- 10 To provide welfare measures for certain sections of the unorganised labour.
- 11 To undertake training, education, research and advisory service in the field of industrial relations and labour in general.
- 12 To educate all sections of workers for their intelligent participation in social and economic development of the nation.
- 13 To monitor the running of social security schemes viz . Employees Provident Fund Organisation and Employees State Insurance Corporation.
- 14 To lay down Policy Framework for National Employment Service, implementation of National Vocational Training Programme.

## Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
[1] Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers	13.00	[1.1] Implementation of Rashtriya Swasthaya Bima Yojana (RSBY)	[1.1.1] Cumulative number of District covered	Nos.	3.71	310	295	280	260	240
			[1.1.2] Cumulative number of Smart Card issued	Nos. (in Cr)	3.71	2.05	1.90	1.80	1.70	1.60
			[1.1.3] Completion of study and framing the action plan	Date	1.86	01/01/2011	15/01/2011	01/02/2011	28/02/2011	31/03/2011
		[1.2] Implementation of Welfare schemes for Beedi Workers and their families	[1.2.1] Scholarship sanctioned for children of beedi workers	Nos. (in Lakh)	1.39	16	15	14	13	12
			[1.2.2] Sanction of subsidy for construction of houses	Nos.	1.39	31000	29000	27900	24800	21700
			[1.2.3] Commissioning of Study for evaluating the Scheme Implementation	Date	0.93	01/01/2011	15/01/2011	01/02/2011	16/02/2011	28/02/2011
[2] Providing Social Security to Organized Sector Workers	10.00	[2.1] Enhancing efficiency in implementing Employees' State Insurance (ESI) Scheme	[2.1.1] New Centres opened	Nos.	1.00	60	54	49	45	40
			[2.1.2] Increase in bed strength including reserved beds in State Government hospitals	Nos.	2.00	350	340	325	300	275
			[2.1.3] Increase in medical personnel (Doctors)	Nos.	2.00	500	470	445	425	400
			[2.1.4] Obtaining ISO certification by all Regional Offices of ESIC and ESIC Model Hospitals	Nos.	1.00	8	7	6	5	4

## Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
		[2.2] Providing benefits to Employees Provident Fund (EPF) beneficiaries	[2.2.1] Old age benefits (% of disposal of claims within 30 days)	%	1.00	75	70	65	60	55
			[2.2.2] Increase in number of establishments	Nos.	1.00	45000	42000	40000	38000	36000
			[2.2.3] Increase in membership	Nos.	1.00	2500000	2200000	2000000	1800000	1600000
			[2.2.4] Number of offices computerized	Nos.	1.00	119	100	95	90	85
[3] Eliminating Child Labour from Hazardous Occupations and Processes	10.00	[3.1] Operating National Child Labour Project (NCLP) Scheme	[3.1.1] Children enrolled in Special Schools	Nos.	4.00	42000	40000	35000	32000	28000
			[3.1.2] Children from Special Schools mainstreamed for formal system of education	Nos.	4.00	40000	38000	36000	32000	28000
		[3.2] Convergence of welfare schemes of the Government of India to eliminate child labour	[3.2.1] No. of welfare schemes extended to NCLP and their beneficiaries including parents of child labour	Nos.	2.00	2	1	0	0	0
[4] Promoting Skill Development	19.00	[4.1] Upgrading ITIs into COE through World Bank assistance	[4.1.1] Amount of funds released	Rs (in Cr.)	3.80	235	211.5	188	164.5	141
		[4.2] Upgrading Government ITIs through Public Private Partnership (PPP)	[4.2.1] Release of interest free loan to IMC societies of ITIs	Rs (in Cr.)	5.70	750	675	600	525	450
		[4.3] Providing training based on Modular Employable Skills (MES) framework under Skill Development Initiative	[4.3.1] Persons trained under MES	Nos.	4.75	300000	270000	240000	210000	180000
		[4.4] Imparting vocational training to women	[4.4.1] Number of women to be trained in long	Nos.	0.95	3700	3330	2960	2590	2220

## Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
			term courses							
			[4.4.2] Number of women to be trained in short term courses	Nos.	0.95	3600	3240	2880	2520	2160
		[4.5] Commissioning of study to find out the efficiency of affiliated ITIs	[4.5.1] Award of study	Date	2.85	31/01/2011	15/02/2011	28/02/2011	15/03/2011	31/03/2011
[5] Strengthening Employment Services	10.00	[5.1] Commissioning and award of study for evaluating the quality of training to SC/ST/PWD etc.	[5.1.1] Award of study	Date	2.00	30/06/2010	15/07/2010	31/07/2010	16/08/2010	31/08/2010
		[5.2] Preparing Report to People on Employment	[5.2.1] Preparation of report	Date	1.00	22/05/2010	15/06/2010	30/06/2010	15/07/2010	31/07/2010
		[5.3] Welfare of SC/ST jobseekers through coaching, guidance and vocational training.	[5.3.1] Providing vocational guidance and career counseling services to educated SC/ST job seekers	Nos	0.50	135000	121000	108000	94500	81000
			[5.3.2] Providing facilities of typing and shorthand to SC/ST job seekers while waiting for placement	Nos	0.50	10500	9450	8400	7350	6300
			[5.3.3] Providing coaching to prepare SC/ST candidates for competitive exams/selection tests to Grade C posts	Nos.	0.50	1100	990	880	770	660
			[5.3.4] Imparting Computer training to SC/ST job seekers	Nos.	0.50	1000	900	800	700	600

## Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
		[5.4] Continuation and setting up of Vocational Rehabilitation Centre for Handicapped(VRCs) including Skill Training Workshops (STWs) and Rural Rehabilitation Centers	[5.4.1] Intake in VRCs	Nos.	1.00	28000	25200	22400	19600	16800
			[5.4.2] Evaluation of trainees done	Nos.	1.00	26500	23850	21200	18550	15900
			[5.4.3] Rehabilitation of PWDs	Nos.	1.00	9000	8100	7200	6300	5400
		[5.5] Upgradation and modernisation of Employment Exchanges (EEMMP)	[5.5.1] Selection of agency	Date	2.00	30/09/2010	15/10/2010	31/10/2010	15/11/2010	30/11/2010
[6] Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery	10.00	[6.1] Enforcement of labour laws to provide relief and benefit to the workers	[6.1.1] Inspections conducted under all the Labour Laws including BOCW Act.	Nos.	2.00	41000	36900	32800	28700	24600
			[6.1.2] Prosecution cases filed under all the Labour Laws including BOCW Act against the defaulting employers	Nos.	1.00	12050	10845	9640	8435	7230
			[6.1.3] Claim cases filed under the Minimum Wages Act against the defaulting employers.	Nos.	1.00	2050	1845	1640	1435	1230
		[6.2] Disposing of industrial disputes	[6.2.1] Settlement brought about between the employers and the workmen/ unions under the	Nos.	2.00	2000	1800	1600	1400	1200

## Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
			Industrial Disputes Act.							
			[6.2.2] Industrial disputes disposed off	Nos.	2.00	4950	4450	3960	3465	2970
		[6.3] Provision of computers towards Computerization of offices of Central Industrial Relations Machinery (CIRM)	[6.3.1] Computers provided	Nos.	1.00	75	68	60	53	45
		[6.4] Training of Central Labour Service (CLS) officers	[6.4.1] Officers trained	Nos.	1.00	100	90	80	70	60
[7] Improving Safety Conditions and Safety of workers	10.00	[7.1] Improving working conditions and safety in Factories and Docks	[7.1.1] Upgradation of various laboratories at Central Labour Institute (CL) and Regional Labour Institutes (RLIs) of Directorate General of Factory Advice Service and Labour Institutes (DGFASLI)	Rs.(in Cr)	1.00	2.7	2.5	2.25	2.0	1.75
			[7.1.2] Conducting of studies/surveys by DGFASLI	Nos.	2.00	50	45	42	38	35
			[7.1.3] Enforcement activities in major ports (inspection of ships, containers etc.)	Nos.	1.00	2750	2475	2200	2000	1885
			[7.1.4] Testing of respiratory & non-respiratory PPEs	Nos.	1.00	700	630	575	540	525
		[7.2] Improving working conditions in Mines	[7.2.1] Inspections to be made by Directorate General Mines	Nos.	2.00	7700	7500	7250	7000	6750



## Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
			Safety (DGMS)							
			[7.2.2] Enquiry conducted by DGMS	Nos.	2.00	1400	1350	1300	1250	1200
			[7.2.3] Examinations Conducted by DGMS	Nos.	1.00	148	133	118	104	89
[8] Taking Legislative Initiatives	5.00	[8.1] Review/ Updation of 11 major Acts	[8.1.1] Bills for which notice sent to Parliament for introduction/consideration and passing	Nos.	2.00	3	2	1	0	0
			[8.1.2] Acts on which decision of the Cabinet sought for proposed amendments.	Nos.	2.00	5	4	3	2	1
			[8.1.3] Acts on which recommendation of the Committee of Secretaries sought for proposed amendments.	Nos	1.00	3	2	1	0	0
* Efficient Functioning of the RFD System	5.00	Timely submission of Draft for Approval	On-time submission	Date	2.00	05/03/2010	08/03/2010	09/03/2010	10/03/2010	11/03/2010
		Timely submission of Results	On- time submission	Date	1.00	02/05/2011	03/05/2011	04/05/2011	05/05/2011	06/05/2011
		Finalize a Strategic Plan	Finalize the Strategic Plan for next 5 years	Date	2.00	10/02/2011	15/02/2011	21/02/2011	25/02/2011	01/03/2011
* Improving Internal Efficiency / Responsiveness / Service delivery of Ministry / Department	6.00	Develop RFDs for all Responsibility Centers (Subordinate Offices, Attached Offices, Autonomous Bodies)	Percentage of RCs covered	%	2.00	100	95	90	85	80

\* Mandatory Objective(s)

## Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
		Implementation of Sevottam	Create a Sevottam compliant to implement, monitor and review Citizen's Charter	Date	2.00	10/02/2011	15/02/2011	21/02/2011	25/02/2011	01/03/2011
			Create a Sevottam Compliant system to redress and monitor public Grievances	Date	2.00	10/02/2011	15/02/2011	21/02/2011	25/02/2011	01/03/2011
* Ensuring compliance to the Financial Accountability Framework	2.00	Timely submission of ATNS on Audit Paras of C&AG	Percentage of ATNS submitted within due date (4 months) from date of presentation of Report to Parliament by CAG during the year.	%	0.50	100	90	80	70	60
		Timely submission of ATRs to the PAC Sectt. on PAC Reports.	Percentage of ATRs submitted within due date (6 months) from date of presentation of Report to Parliament by PAC during the year.	%	0.50	100	90	80	70	60
		Early disposal of pending ATNs on Audit Paras of C&AG Reports presented to Parliament before 31.3.2010.	Percentage of outstanding ATNs disposed off during the year.	%	0.50	100	90	80	70	60
		Early disposal of pending ATRs on PAC Reports presented to Parliament before 31.3.2010	Percentage of outstanding ATRs disposed off during the year.	%	0.50	100	90	80	70	60

\* Mandatory Objective(s)

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
1 Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers	Implementation of Rashtriya Swasthaya Bima Yojana (RSBY)	Cumulative number of District covered	Nos.	105	200	295	400	500
		Cumulative number of Smart Card issued	Nos. (in Cr)	0.40	1.2	1.90	2.4	3.6
		Completion of study and framing the action plan	Date	--	--	15/01/2011	--	--
	Implementation of Welfare schemes for Beedi Workers and their families	Scholarship sanctioned for children of beedi workers	Nos. (in Lakh)	15.50	16	14	14	14
		Sanction of subsidy for construction of houses	Nos.	35354	28970	29000	34000	35000
		Commissioning of Study for evaluating the Scheme Implementation	Date	--	--	15/01/2011	--	--
2 Providing Social Security to Organized Sector Workers	Enhancing efficiency in implementing Employees' State Insurance (ESI) Scheme	New Centres opened	Nos.	46	54	54	65	40
		Increase in bed strength including reserved beds in State Government hospitals	Nos.	12	100	340	350	300
		Increase in medical personnel (Doctors)	Nos.	0	763	470	500	450
		Obtaining ISO certification by all Regional Offices of ESIC and ESIC Model Hospitals	Nos.	44	12	7	0	0
	Providing benefits to Employees Provident Fund (EPF) beneficiaries	Old age benefits (% of disposal of claims within 30 days)	%	63.96	70	70	80	85
		Increase in number of establishments	Nos.	40361	40000	42000	50000	50000
		Increase in membership	Nos.	2152771	2400000	2200000	2600000	2600000

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
		Number of offices computerized	Nos.	--	27	100	0	0
3 Eliminating Child Labour from Hazardous Occupations and Processes	Operating National Child Labour Project (NCLP) Scheme	Children enrolled in Special Schools	Nos.	30000	40000	40000	50000	--
		Children from Special Schools mainstreamed for formal system of education	Nos.	30000	30000	40000	50000	--
	Convergence of welfare schemes of the Government of India to eliminate child labour	No. of welfare schemes extended to NCLP and their beneficiaries including parents of child labour	Nos.	1	2	1	1	--
4 Promoting Skill Development	Upgrading ITIs into COE through World Bank assistance	Amount of funds released	Rs (in Cr.)	219.89	240.00	211.5	240.00	253.65
	Upgrading Government ITIs through Public Private Partnership (PPP)	Release of interest free loan to IMC societies of ITIs	Rs (in Cr.)	749.99	750.01	675	490.00	--
	Providing training based on Modular Employable Skills (MES) framework under Skill Development Initiative	Persons trained under MES	Nos.	115306	451547	270000	520000	--
	Imparting vocational training to women	Number of women to be trained in long term courses	Nos.	3300	3650	3330	3800	3850
		Number of women to be trained in short term courses	Nos.	3000	3500	3240	3700	3800
	Commissioning of study to find out the efficiency of affiliated ITIs	Award of study	Date	--	--	15/02/2011	--	--
5 Strengthening Employment Services	Commissioning and award of study for evaluating the quality of training to SC/ST/PWD etc.	Award of study	Date	--	--	15/07/2010	--	--

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
	Preparing Report to People on Employment	Preparation of report	Date	--	--	22/05/2010	--	--
	Welfare of SC/ST jobseekers through coaching, guidance and vocational training.	Providing vocational guidance and career counseling services to educated SC/ST job seekers	Nos	130000	130000	121000	153000	155000
		Providing facilities of typing and shorthand to SC/ST job seekers while waiting for placement	Nos	1000	10000	9450	11000	11900
		Providing coaching to prepare SC/ST candidates for competitive exams/selection tests to Grade C posts	Nos.	1100	1050	990	1500	1500
		Imparting Computer training to SC/ST job seekers	Nos.	800	1000	900	1500	1500
		Continuation and setting up of Vocational Rehabilitation Centre for Handicapped(VRCs) including Skill Training Workshops (STWs) and Rural Rehabilitation Centers	Intake in VRCs	Nos.	26000	27000	25200	30000
	Evaluation of trainees done		Nos.	25500	26000	23850	29000	29000
	Rehabilitation of PWDs		Nos.	8500	8700	8100	10000	10000
	Upgradation and modernisation of Employment Exchanges (EEMMP)	Selection of agency	Date	--	--	15/11/2010	--	--
6 Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws	Enforcement of labour laws to provide relief and benefit to the workers	Inspections conducted under all the Labour Laws including BOCW Act.	Nos.	39376	40000	36900	41000	41000

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
Enforcement Machinery								
		Prosecution cases filed under all the Labour Laws including BOCW Act against the defaulting employers	Nos.	11905	12000	10845	12050	12100
		Claim cases filed under the Minimum Wages Act against the defaulting employers.	Nos.	2089	2000	1845	2050	2050
	Disposing of industrial disputes	Settlement brought about between the employers and the workmen/ unions under the Industrial Disputes Act.	Nos.	1810	1900	1800	2100	2150
		Industrial disputes disposed off	Nos.	4836	4900	4450	4950	5000
	Provision of computers towards Computerization of offices of Central Industrial Relations Machinery (CIRM)	Computers provided	Nos.	94	74	68	75	75
	Training of Central Labour Service (CLS) officers	Officers trained	Nos.	170	103	90	100	100
7 Improving Safety Conditions and Safety of workers	Improving working conditions and safety in Factories and Docks	Upgradation of various laboratories at Central Labour Institute (CLI) and Regional Labour Institutes (RLIs) of Directorate General of Factory Advice Service and Labour Institutes (DGFASLI)	Rs.(in Cr)	1.31	2.3	2.5	2.75	2.80
		Conducting of studies/surveys by DGFASLI	Nos.	40	48	45	52	52
		Enforcement activities in major ports (inspection of ships, containers etc.)	Nos.	2293	2878	2475	2850	2900

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
		Testing of respiratory & non-respiratory PPEs	Nos.	262	417	630	750	800
	Improving working conditions in Mines	Inspections to be made by Directorate General Mines Safety (DGMS)	Nos.	6086	5773	7500	8000	8250
		Enquiry conducted by DGMS	Nos.	1039	1009	1350	1425	1450
		Examinations Conducted by DGMS	Nos.	624	145	133	161	171
8 Taking Legislative Initiatives	Review/ Updation of 11 major Acts	Bills for which notice sent to Parliament for introduction/consideration and passing	Nos.	--	--	2	--	--
		Acts on which decision of the Cabinet sought for proposed amendments.	Nos.	--	--	4	--	--
		Acts on which recommendation of the Committee of Secretaries sought for proposed amendments.	Nos	--	--	2	--	--
* Efficient Functioning of the RFD System	Timely submission of Draft for Approval	On-time submission	Date					
		On-time submission	Date	--	--	--	--	--
		On-time submission	Date					
	Timely submission of Results	On- time submission	Date					
		On- time submission	Date					
		On- time submission	Date	--	--	--	--	--

\* Mandatory Objective(s)

### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
	Finalize a Strategic Plan	Finalize the Strategic Plan for next 5 years	Date					
		Finalize the Strategic Plan for next 5 years	Date	--	--	--	--	--
		Finalize the Strategic Plan for next 5 years	Date					
* Improving Internal Efficiency / Responsiveness / Service delivery of Ministry / Department	Develop RFDs for all Responsibility Centers (Subordinate Offices, Attached Offices, Autonomous Bodies)	Percentage of RCs covered	%	--	--	--	--	--
		Percentage of RCs covered	%					
	Implementation of Sevottam	Create a Sevottam compliant to implement, monitor and review Citizen's Charter	Date					
		Create a Sevottam compliant to implement, monitor and review Citizen's Charter	Date	--	--	--	--	--
		Create a Sevottam Compliant system to redress and monitor public Grievances	Date					
		Create a Sevottam Compliant system to redress and monitor public Grievances	Date	--	--	--	--	--
* Ensuring compliance to the Financial Accountability Framework	Timely submission of ATNS on Audit Paras of C&AG	Percentage of ATNS submitted within due date (4 months) from date of presentation of Report to Parliament by CAG during the year.	%	--	--	--	--	--

\* Mandatory Objective(s)



### Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 08/09	Actual Value for FY 09/10	Target Value for FY 10/11	Projected Value for FY 11/12	Projected Value for FY 12/13
		Percentage of ATNS submitted within due date (4 months) from date of presentation of Report to Parliament by CAG during the year.	%					
	Timely submission of ATRs to the PAC Sectt. on PAC Reports.	Percentage of ATRs submitted within due date (6 months) from date of presentation of Report to Parliament by PAC during the year.	%					
		Percentage of ATRs submitted within due date (6 months) from date of presentation of Report to Parliament by PAC during the year.	%	--	--	--	--	--
	Early disposal of pending ATNs on Audit Paras of C&AG Reports presented to Parliament before 31.3.2010.	Percentage of outstanding ATNs disposed off during the year.	%					
		Percentage of outstanding ATNs disposed off during the year.	%	--	--	--	--	--
	Early disposal of pending ATRs on PAC Reports presented to Parliament before 31.3.2010	Percentage of outstanding ATRs disposed off during the year.	%	--	--	--	--	--
		Percentage of outstanding ATRs disposed off during the year.	%					

\* Mandatory Objective(s)

## 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.

Evaluation of Success Indicators in respect of the objective for Prevention and settlement of industrial Disputes and strengthening labour laws enforcement machinery will be through Monthly Assessment report of each officer in the field.

**RSBY:** The 'Rashtriya Swasthya Bima Yojana' for BPL families (a unit of five) in Unorganised Sector providing for smart card based cashless health insurance cover of Rs. 30,000 became operational w.e.f. 01.04.2008. The scheme provides for portability of smart card by the splitting the card value for migrant workers. The beneficiary is entitled to treatment in any empanelled hospital (PUBLIC/PRIVATE) throughout the country using both public and private service providers for delivering the insurance package. There is no age limit, hence, senior citizens are also covered. The premium is shared on 75:25 basis by Centre and State Government. In case of states of North East region and Jammu & Kashmir, the premium is shared in the ratio of 90:10. As the scheme is being implemented through the State Governments, the involvement of States is imperative. The Ministry prepared model documents like tender document, contract document, template for enrolment of beneficiaries to facilitate the State Governments in preparing the project proposals. There were series of meetings with the Ministers/ high level officers to convince the State Governments about the benefits of the schemes. The success of the scheme largely depends upon the cooperation of States by making commitment of State share of premium, preparing the BPL data in prescribed template, and making available the Field Key Officers for enrolment under RSBY.

**SCHOLARSHIP to children of Beedi Workers:** 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 per annum. The concerned Welfare Commissioner 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 Savings Bank account of the individual.

**National Social Security Fund:** Regarding new budget allocation of Rs.1,000 crore for National Social Security Fund in 2010-11 it may be mentioned that the Ministry of Labour & Employment has not been allocated any fund and the budget allocation of Rs.1,000 crore for National Social Security Fund in 2010-11 is with the Ministry of Finance.

**HEALTH CARE services to Beedi Workers and their families:** 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-imburement 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 subsidy for Beedi Workers:** Under the Revised Integrated Housing Scheme (RIHS) of beedi workers, subsidy amount of Rs. 40,000/- per house is provided in two equal instalments 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. The actual value for FY 2008-09 in respect of success indicator i.e sanction and release of subsidy for construction of houses include a special drive undertaken for completion of old houses. The success depends on the number of housing proposals received from the state Govt. and individual beedi workers through field offices of Labour Welfare Organisations 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.

The provision of computers towards computerization mentioned under objective 6 (Prevention and settlement of industrial disputes and strengthening labour laws enforcement machinery), Action 3, will benefit in the following manner:

- a) Streamlining and retrieval of the data base regarding inspections, court cases, award implementation,

## Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

disposal of disputes, payment of gratuity cases, claim cases, gratuity cases, etc. which will increase the efficiency and performance of the CIRM Officers.

b) Streamlining the follow up and remedial action.

NCLP Scheme: The success of the NCLP Scheme (Objective-1) lies in identification of child labour and mainstreaming them into formal system of education by providing them bridging education in the special schools operated under the scheme. These are measured mainly by way of seeking Quarterly Progress Reports from the NCLP Societies headed by the District Magistrate/Collectors. The Department of Labour of the State Governments are involved in monitoring the steps taken to eradicate child labour, as they form part of the Central Monitoring Committee.

## Section 5: Specific Performance Requirements from other Departments

The achievement of the targets will largely depend upon the efficient clearance of files by the Integrated Finance Division/Department of Expenditure and filling up of the vacancies in the Ministry by DOPT/UPSC as well as approval for augmentation of manpower wherever required, by Deptt. of Expenditure.

Labour is a 'Concurrent' subject. It is pertinent to indicate that the areas concerning the Ministry are also those where a major role is played by the State Government which are also allocated resources under the Centrally Sponsored Schemes of the Ministry. Although there is regular interaction with the State Governments by way of discussions with senior Officers while on tour to States to discuss various implementation aspects as well as through Area Officers Scheme, but the achievement of many of the success indicators under various objectives/activities of the Ministry depends on the response of the States as well as the effective implementation of the schemes/programmes by them.

Constraints in achieving the Targets in respect of objective 3 – Eliminating Child Labour from hazardous occupations and processes:

1. Enrollment of children in Special Schools for child labour withdrawn from hazardous occupations and processes depends on the survey conducted by the NCLP Societies within the parameters laid down in the NCLP Scheme and also availability of sufficient numbers of such children for a particular school.
2. There are many children who have attained the age of fourteen years prefer to opt for employment/self-employment instead of opting for continuing their education.
3. Different States follow different curricula considering the local conditions. To adopt similar curricula in the NCLP Schools located in a particular State, initiative has to be taken by the State Labour Department in consultation with State Education Department. It has to be taken into consideration that the children enrolled in the special schools belong to a special category with either no or negligible educational background and will not be in a position to adapt to the normal educational text books prescribed in the schools in a particular State. Further, this will require convergence at various levels.
4. The welfare schemes of the Government of India operated by various Ministries/Departments, has a target group on which the scheme is applicable and to provide benefits to the child labourers and or their families, the schemes may require modifications. To modify the schemes, approvals of various Government agencies, such as Planning Commission, Expenditure Finance Committee/State Finance Committee, are required. This may take time varying from 3 months to 2 years. As is known that child labour is an off-shoot of poverty and as per moderate estimates there are 30 crore persons living below poverty line in India and to reach out to even ten per cent of this populace needs gigantic effort.
5. It is imperative that to achieve elimination of child labour in hazardous occupations/processes, at the first instance, all welfare schemes of the Government of India and the State Governments are converged as most of the problems emanate from poverty and all the schemes are to alleviate poverty. Hence, the welfare schemes of Ministry of Rural Development, Urban Affairs and Poverty Alleviation, Railways, Women & Child Development are converged to strike at the root of the problem of child labour.
6. The projections for 2012-13 has not been given keeping in view that the scheme is at present only up to 11<sup>th</sup> Plan i.e 2011-12.

Constraints in achieving the Targets in respect of objective 4 – Promoting Skill Development:

1. The release of funds under different schemes is dependent on the proposals received from the State Governments.
2. (a) ITIs are directly under the control of State Governments and all are in the process of upgradation / moderanisation in various stages and, therefore, persons imparted training or placement is not possible to monitor in absence of relevant date. MIS is being developed for this purpose.  
(b) As ITIs are under the control of State Governments, responsibility of opening ITIs and increasing seating capacity depends on quality proposals received from State Governments as well.
3. The achievement of targets under MES is dependent on providing Rs.60.0 crores by the Ministry of Finance.
4. Release of interest free loan under the scheme of Upgrading Government ITIs through PPP is subject to the outlay under the Scheme being restored by the Ministry of Finance.

## Section 5: Specific Performance Requirements from other Departments

Constraints in achieving the Targets in respect of objective 2 – Providing Social Security to organized sector workers:

1. With regard to Action 1, success indicators (i) and (ii), confirmation of creation of medical infrastructure by the State Governments will be required to achieve the target.
2. With regard to Action 2, achieving success indicators (ii) and (iii) will depend on overall economic situation which is directly linked to coverage of establishments and the increase in membership.

Constraints in achieving the Targets in respect of objective 7 – Improving Safety conditions and safety of workers:

1. The number of inspections by DGFASLI with regard to Action 1, success indicator (iii) will depend on the number of Cargo ships calling on major ports as a declining trend has been noticed recently.
2. Conducting of studies, surveys and inspections by DGFASLI with regard to Action 1, success indicators (ii) and (iii) will depend on augmentation of manpower for which the matter has been taken up with the Department of Expenditure.
3. The figures of achievement shown with respect to action 2 for grant of certificates are for calendar year 2008-09 were not calculated by combining competency certificate like 2 class/foreman/blaster/gas testing/ binding engine etc. The figure for 2009-10 have been calculated by combining all competency certificates.
4. The figures of 2010-11 to 2012-13 of projects relating to inspections to be made by DGMS are dependent upon the filling up of the vacant post of field / inspecting officers.

Constraints in achieving the Targets in respect of objective 5 – Strengthening Employment Services:

So far as action relating to the activity of Welfare of SC/ST jobseekers through Coaching, Vocational Guidance and Training is concerned it is not possible to fix any targets in respect of these activities being provided by Coaching-cum-Guidance Centers (CGCs) for SC/STs as services under these activities are provided to the candidates who feel necessity for such services.

2. The selection of agency for upgradation and modernization of employment exchanges (EEMMP) by 31.10.2010 is subject to the approval of the project by July 2010.

Constraints in achieving the Targets in respect of objective 8 – New Legislative Initiatives:

For review/update of following 11 major Acts, the achievement of the targets depend upon the approval from Cabinet, Committee of Secretaries and introduction/consideration and passing of Bills by the concerned House of the Parliament:

1. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988.
2. The Employees State Insurance Act, 1948
3. The Industrial Disputes Act, 1947
4. The Plantations Labour Act, 1951
5. The Factories Act, 1948
6. The Mines Act, 1952
7. The Minimum Wages Act, 1948
8. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
9. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
10. The Employees' Provident Fund & Miscellaneous Provisions Act, 1952
11. The Payment of Gratuity Act, 1972