

## CHAPTER VI

### REVIEW OF PERFORMANCE OF STATUTORY AND AUTONOMOUS BODIES UNDER THE ADMINISTRATIVE CONTROL OF MINISTRY OF LABOUR & EMPLOYMENT

#### I Employees' Provident Fund Organization (EPFO)

##### 1 Introduction

The Employees' Provident Fund Organisation (EPFO) is a Social Security Organisation, which came into existence under the provisions of The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 [Act 19 of 1952]—an Act to provide for the institution of provident funds, pension fund and deposit-linked insurance fund for employees in factories and other establishments. The objective behind the creation of EPFO is to administer the provisions of the Act and the three schemes framed there under namely Employees' Provident Fund Scheme, 1952, Employees' Pension Scheme, 1995 and Employees' Deposit-Linked Insurance Scheme, 1976. These schemes are framed with an objective to provide monetary benefits to the working class in Commercial and Industrial Establishments by way of accumulated provident fund and pension benefits at the time of death/retirement and Insurance Benefit to the family members of the covered employees in case of their death while in service.

##### 2 Mandate, Goals and Policy Framework

The Act has been enacted by Parliament to provide for the institution of provident funds, pension fund and deposit-linked insurance fund for employees in factories and other establishments. It seeks to achieve the objectives set in the Directive Principles under Article 38 of the Constitution of India that state shall strive to minimize the inequalities in income, status, facilities and opportunities; and under Article 43 that "state shall endeavour to secure by way of a suitable legislation or economic organisation or in any other way, to all workers a living wages, conditions of work, ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities."

Imbibing the spirit of the above referred constitutional provisions, the Act aims at improving the social and economic conditions of the workers and also at promoting the welfare of the labour force contributing to the national productivity.

##### 3 Organisational Setup

The functioning of EPFO is administered by a tripartite body called Central Board of Trustees, EPF consisting of the representatives of Employers, Employees and Central and State Governments. It has a network of 133 field offices.

##### 4 Major Schemes implemented by the Organisation

###### A. Employees' Provident Fund Scheme:

The Act is at present applicable to 187 industries/classes of establishments employing 20 or more persons. There is a provision for applying the Act on a voluntary basis with the mutual consent of the employer and the majority of the employees. The coverage under the

three schemes is restricted to employees drawing wages not exceeding Rs. 6500/- per month (The said wage ceiling has been enhanced to Rs.15,000/- p.m. which will be effective from 01.09.2014).

The main functions of the Organisation are as follows:-

- I) Extend social security benefits to the eligible employees in the covered establishments.
- II) To secure from the employers compliance with the statutory provisions by ensuring prompt deposit of statutory dues and submission of returns.
- III) To maintain the accounts of the three schemes and those of the subscribers.
- IV) To grant advances to the subscribers from their credit in the E.P.F. for certain specific purposes in times of need.
- V) To keep each subscriber informed about the amount at his credit in the Provident Fund by furnishing to him every year a statement of Provident Fund account.
- VI) To settle accounts of the subscribers as per timeline prescribed by the Government of India.

#### **B. Employees' Pension Scheme, 1995**

Central Government have notified the Employees' Pension Scheme 1995 w.e.f. 16.11.1995, which provides for extending pensionary benefits to eligible employees in establishments to which the Act applies.

The Employees' Pension Fund is created by diverting 8.33 percent of the employees' wages out of the employers share. The Central Government also contributes at the rate of 1.16 percent of the employees' pay, who are member of the Employees' Pension Scheme, 1995.

Under the Employees' Pension Scheme, there is provision for payment of Superannuation/Retirement/Short Service and Disablement Pensions to the Subscribers and for the family, Widow Pension, Monthly Children Pension, Monthly Orphan Pension and Pension to Nominees. In addition, provision also exists for drawing a reduced Pension, before attaining the superannuation.

The minimum pension under this scheme EPS-1995 has been enhanced to Rs.1000/- p.m. with effect from 01.09.2014.

#### **C. Employees' Deposit Linked Insurance Scheme, 1976**

The objective of this Scheme is to provide an insurance cover to the members of the Provident Fund for death while in service, linking the cover to the deposits in the Provident Fund of the deceased members. This Scheme came into force from 1.08.1976 and is applicable to the employees of all the factories/establishments to which EPF and MP Act, 1952 applies. Employers pay contribution to this Fund every month at a rate of 0.5% of the wages of employee, who are members of the Fund. The Fund is operated to pay the Assurance benefit under the EDLI Scheme, 1976, maximum benefit being Rs. 1, 30,000/- on wage ceiling of Rs.6500/-p.m. which has been enhanced to Rs.3,60,000/- on wages of Rs.15,000/- p.m. w.e.f. 01.09.2014.

## 5 Statement of Budget Estimates

S. No.	Name of the Schemes / Programme	Objective / Outcome	Outlay 2015-16	Quantifiable Deliverables/ Physical Outputs	Projected outcomes	Processes / Timelines
			[From own Administration Fund] (Estimated Expenditure)			
1	Employees' Provident Fund Schemes, 1952	To provide the provident fund benefits to the subscribers of the scheme in the form of Provident Fund.	1993.79 Crore	No. of claims settled (including advances) [in lakh] 82.00 (Approx.) Amount paid [in crores] 36,100.00 (Approx.)	Timely disbursement of claims and e-payments thereafter	As per the approved timelines in the scheme
2	Employees' Pension Scheme, 1995	Payment of superannuation/ retirement / disablement Pensions to the subscribers including Widow / Children / Orphan / Nominee Pensions to the family of the members.	-	No. of claims settled (including withdrawal benefits) [in lakh]: 67.00 (Approx.) Amount paid [in crores] 10,400.00 (Approx.)	-do-	-do-
3	Employees' Deposit Linked Insurance Scheme, 1976	To provide Insurance cover to member in case of death in harness.	20.14 Crore	No. of claims settled [in lakh] 0.34 (Approx.) Amount paid [in crores] 200.00 (Approx.)	-do-	-do-

## 6 Reform Measures & Policy Initiatives

### A Computerization Project

Keeping in view rapid growth leading to huge volumes, a Computerization Project has been taken up to address challenges of providing efficient, accessible and timely services to subscribers and employers. The Project aims to facilitate an environment of transparency and

responsiveness which are the essence of all e-governance projects. The Project is being implemented in phases in collaboration with National Informatics Centre (NIC).

**B Other services planned:** Certain other services that would enhance quicker and more efficient services are also planned:

- I) Receipts of contribution through Net Banking.
- II) Process re-engineering of Pension Case Settlement.
- III) Introduction of Corporate Cheques Payable at Par (CCPAP) through Secured File Transfer Protocol (SFTP) for security of payment instruments (Cheques).
- IV) E-payment through NEFT/CBS.
- V) Pension payment through CBS of respective banks.
- VI) Online transfer of claims.

## 7 Review of Past Performance of schemes implemented by EPFO:

### A EPF Scheme, 1952

S. No	Nature of Information	Target for 2013-14	Achievement for 2013-14	Reasons for variation	Estimates for 2014-15	Estimates for 2015-16
1.	No. of Industries / Classes of Estts. to which the Act applies	187	187	-	187	187
2.	<b>Subscribers (in lakh)</b>					
	1) Exempted	54.00	62.15	Due to increase in coverage and enrollment of members	60.00	65.00
	2) Un exempted	840.00	1,115.97	-do-	1,200.00	1,225.00
3.	Rate of Interest on contribution in respect of un- exempted estts. <b>(per annum)</b>	8.75%	8.75%	-	8.75%	8.75
4.	Provident Fund Contributions received / estimated to be received in respect of un-exempted establishment <b>(Rs in crore)</b>	50,170.20	52,049.57	Due to increase in coverage and enrollment of members	59,346.63	66,083.29
5.	Settlement of P.F. Claims in respect of unexempted estts.					
	a) No, of claims settled <b>(in lakh)</b>	55.00	57.90	Expeditious settlement of claims	60.00	62.00

S. No	Nature of Information	Target for 2013-14	Achievement for 2013-14	Reasons for variation	Estimates for 2014-15	Estimates for 2015-16
				due to computerization in EPFO		
	b) Amount Paid (Rs in crore)	23,200.00	23,144.70	Frequent change of jobs	33,000.00	30,600.00
6.	Non-refundable advances (unexempted establishments)					
	a) No. of advances sanctioned (in lakh)	3.75	3.83	-	4.00	4.20
	b) Amount paid (Rs in crore)	4,000.00	4053.58	-	4,200.00	4400.00
7.	Amount paid from Special Reserve Fund (Recoverable) to members in respect of defaulting establishments (in lakh)	0.75	0.47	Decrease in claims filed with EPFO	0.50	0.50
8.	Arrears (un-exempted estts.) Provident Fund					
	a) No. of cases – RRC issued during the year	19,000	14,341	Prompt issue of RRC	14,000	15,000
	b) Total amount of arrears at the end of the year (in crore)	250.0	206.56	Stay by EPFAT	225	250.00
	c) Amount recovered/likely to be recovered as a result of (b) above (in crore)	1,800.00	2,230.00	Stay by EPFAT	2300	2400.00
	d) Prosecution launched under Section 406/409/IPC	7,100	1,420	Difficulty in filing FIRs with State Police authorities.	1400	1500
9.	Investment of Provident Fund accumulation (exempted and un-exempted estts.) including redemption and interest during the year (in crore)					
	a) Un-exempted	47,950.20	47,055.26	Balance amount of contribution	50,000.00	55,000.00

S. No	Nature of Information	Target for 2013-14	Achievement for 2013-14	Reasons for variation	Estimates for 2014-15	Estimates for 2015-16
				received after claim settlement have been invested		
	b) Exempted	24,250.00	33,966.00		35,000.00	37,000.00
10.	No. of statements of accounts issued (in lakh)	1,250.00	1,356.98	There are few technical issues relating to ECR, and system performance. The estimate was also on higher side.	1,400.00	1450.00

#### B Employees' Pension Scheme, 1995

Sl. No	Description	Target for 2013-14	Achievement for 2013-14	Reasons for variation	Estimates for 2014-15	Estimates for 2015-16
1.	<b>Contributions Received</b>					
	a. Employers Share (in crore)	16,500.00	16,417.74		19,000.00	22,000.00
	b. Govt.'s Share (in crore)	2,297.72	1,997.78	This issues has been taken up with Ministry of Finance	2,645.86	3,063.62
2.	<b>Amount Paid to the Beneficiaries</b>					
	a. No. of claims settled (in lakh)	50.00	50.38	Expeditious settlement of claims due to computerization in EPFO	5100	53.00
	b. Amount paid (in crore)	9,500.00	10,900.34	-do-	12,250.00	12,500.00

**C Employees' Deposit Linked Insurance Scheme 1976**

Sl. No	Description	Target for 2013-14	Achievement for 2013-14	Reasons for variation	Estimates for 2014-15	Estimates for 2015-16
1.	<b>Contributions Received</b>					
	Employers Share (in crore)	720.38	697.78		1031.20	1138.03
2.	<b>Amount Paid to the Beneficiaries</b>					
	a. No. of claims settled (in lakh)	0.28	0.28		0.30	0.33
	b. Amount paid (in crore)	150.00	152.63		175.00	200.00

**8 Financial Review**

The expenditure on the administration of the Employees Provident Fund Scheme 1952 and Employees' Pension Scheme 1995 is met from the administrative charges and inspection charges payable by the Employers under the EPF Scheme. The cost of administration of the Employees' Deposit Linked Insurance Scheme, 1976 is met from the administrative charges and inspection charges leviable under the Scheme. The position of the Revenue Receipts, Revenue Expenditure, Capital Expenditure, and Loans and Advances repayable in respect of Employees' Provident Funds Scheme, 1952 (including Employees' Pension Scheme, 1995) and Employees' Deposit Linked Insurance Scheme, 1976 is indicated below:

**A EPF Scheme, 1952 [including EPS, 1995]****(Rs in Crore)**

Sl. No.	Description	Actual for 2013-14	Estimates for 2014-15	Estimates for 2015-16
1.	<b>Income</b>			
	(Revenue Receipts)	4062.05	4716.12	5232.69
2.	<b>Expenditure</b>			
	i. Revenue Expenditure	1639.00	1966.79	1993.79
	ii. Capital Expenditure	19.74	246.07	305.06
	<b>TOTAL (i+ii)</b>	<b>1658.74</b>	<b>2212.76</b>	<b>2298.85</b>

**B EDLI Scheme, 1976**

Sl. No.	Description	Actual for 2013-14	Estimates for 2014-15	Estimates for 2015-16
1.	<b>Income</b>			
	(Revenue Receipts)	168.19	189.76	204.05
2.	<b>Expenditure</b>			
	Revenue Expenditure	16.56	19.87	20.14

## **II Employees' State Insurance Corporation (ESIC)**

### **1 Introduction**

Employee's State Insurance Corporation is a body corporate having perpetual succession and common seal and under the Administrative control of Ministry of Labour & Employment, Government of India. The Chairman of the Corporation is appointed by the Central Government and the members are appointed by Central and State Government, representing the Central/State Governments respectively and also representatives of employers and employees recognized for the purpose by Central Government.

### **2 Goals / Objectives**

The objective of the Corporation is implementation of the Employees' State Insurance Corporation Act, 1948 which is a piece of social welfare legislation enacted primarily with the objective of providing certain benefits to employees in case of sickness, maternity and employment injury and also to make provisions for certain other matters incidental thereto.

The Employees' State Insurance Act, 1948 applies to all non-seasonal factories employing 10 or more persons. The provision of the Act are being extended area-wise by stages. The Act contains an enabling provision under which the "appropriate government" is empowered to extend the provisions of the Act to other classes of establishment – industrial, commercial, etc. Under these provisions, several State Governments have extended the provisions of the Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, newspaper establishments, educational and medical institutions employing 10/20 or more employees. Twenty one State Governments have reduced the threshold of coverage of shops and other establishments to 10 or more persons. Employees of factories and establishments covered under the Act drawing monthly wages upto Rs.15,000/- p.m. and Rs.25,000/-p.m, for physically challenged employees are covered under the Scheme. To encourage employers to engage physically challenged persons, Govt. of India fully bears the employers' contribution for 3 years. As on 31.3.2014, the scheme is applicable to 6.69 lakhs employers employing 1.95 crore insured persons at 815 centers.

The Scheme provides medical care and cash benefits to the insured person during the contingencies such as sickness, maternity, employment injury and dependant benefit to the dependants of insured persons in case of death due to employment injury besides payment of funeral expenses of an Insured Person. The medical care including hospitalization facilities is also provided to members of the family of the Insured Persons.

The Employees' State Insurance Scheme is financed by the employers' and employees' contribution. The rate of employers' share of contribution is 4.75% of the wages of the employees while the employees' share of contribution is 1.75% of their wages. The employees drawing wages upto Rs.100/-per day (w.e.f. 01/07/2011) are exempted from payment of their share of contribution. The expenditure on medical care is shared between the Employees' State Insurance Corporation and the State Governments in the ratio of 7:1.

### **3 Financial Analysis and Projected Outcomes**

The Corporation does not receive any financial assistance from the Central Government. The source of income for the Scheme is contribution by the employers &



employees covered under the scheme and the interest income from surplus funds. The outlay for 2015-16 is prepared under various heads of expenditure as per the procedure laid down in the ESI Act, 1948.

#### 4 Financial Outlay

S. No	Name of scheme	Objective	Outlay 2015-16	Quantifiable Deliverables/ Physical Output	Projected out comes	Process / time lines
1	2	3	4	5	6	7
1	ESI Scheme	To provide cash & medical benefits to IPs	7448.79 Crores	Disbursal of cash benefit & delivery of medical care	<p>1. To provide medical care to 1.99 crore IPs and their family members. Thus total of 773.85 lakhs will be covered towards medical care benefits. As per provision of ESI Act, cash benefits in case of sickness/ extended sickness and other benefits will be disbursed to the eligible persons.</p> <p>2. To provide PDB/DB to 3.53 lakhs Beneficiaries under cash benefits.</p>	2015-16

#### 5 Innovations

##### A MODERNIZATION / UP-GRADATION / EXPANSION OF HOSPITALS:

- It has been decided by the Corporation to modernize / upgrade / expand all ESI Hospitals in a phased manner. The endeavor is to provide quality medical treatment (including diagnostic) in house.
- To facilitate early sanction of equipments for ESI Hospitals, SSMCs / SMCs at state level have been delegated powers to sanction equipments upto Rs.25 lakhs per unit.
- Sophisticated equipments such as MRI/CT Scan etc. are installed in few ESIC Hospitals.

##### B RESOURCES ALLOCATION TO STATE AS PER DECISIONS ON RECOMMENDATIONS OF MEDICAL SERVICES AND MEDICAL EDUCATION COMMITTEE:

- During 2014-15, in the 162<sup>nd</sup> meeting of ESI Corporation, following decisions have been taken :
  - I) The ceiling on release of funds from ESI Corporation to the State Governments was raised from ₹ 1500/- per Insured Person per year to ₹ 2000/- per Insured Person per

year. However, no state would get less funds on this account from the ESI Corporation than what they got in 2013-14, for the next five years starting from 2014-15. The increased ceiling will be effective from 01.04.2014. The “Administrative cost” and “other costs” such as drugs, dressings, bills of tie-up hospitals” will have sub-ceiling of ₹ 1000/- and ₹ 1000/- respectively out of overall ceiling of ₹ 2000/-.

- II) The ceiling will be further increased by ₹ 150/- per Insured Person per year, each year for the next 5 years starting from 1<sup>st</sup> April, 2015.
  - III) The “Administrative cost” and “other costs, such as drugs, dressings, bills of tie-up hospitals” will have sub-ceiling of ₹ 1000/- and ₹ 1000/- respectively out of overall ceiling of ₹ 2000/-, for the year 2014-15.
- The ceiling will include expenditure on primary and secondary care including SST. Specific instances for inclusions and exclusions of accounting of expenditure under the ceiling, have also been conveyed.

#### **C SUPER SPECIALTY TREATMENT:**

For ESIC run Hospitals, complete expenditure on Super Specialty Treatment is being borne by ESIC directly. There are 36 hospitals which are being run directly by the Corporation.

#### **D ESTABLISHMENT OF HOSPITAL DEVELOPMENT COMMITTEES:**

The ESI Corporation, at its meeting held on 08.07.2008, have decided to constitute Hospital Development Committee for all ESI Hospitals in the country with representation of all stakeholders to review and monitor the functioning of the Hospitals and for improving the functioning of the Hospitals. The Committee have been given certain financial powers so that its decisions could be implemented.

#### **E DELIVERY MECHANISM FOR INSURED PERSONS**

- Cash benefit delivery mechanism for beneficiaries has been improved by processing of claims through ERP batch process for PDB & DB and other Cash benefits through benefit modules.
- Accordingly, all PDB/DB Payments are being made through ECS. The field offices of ESIC have helped the beneficiaries in opening the bank accounts.
- The Corporation has approved enhancement of Confinement Expenses for confinement taking place outside ESI Dispensaries/Hospitals from ₹ 2500/- to ₹ 5000/.
- Unemployment Allowance is payable under Rajiv Gandhi Shramik Kalyan Yojna for maximum period of 12 months (6 months prior to 01.02.2009) during the entire life time of the Insured Person and will cease to be payable from the date the beneficiary is re-employed.

#### **F Redressal of Public grievances**

The main stakeholders of ESIC are the Insured Persons, their families and employers. ESIC has taken special care to redress the grievances, if any, of its stakeholders at all levels. Apart from other grievances solving mechanisms, one novel scheme introduced by the Corporation aimed at redressing the grievances through the mechanisms of ‘SuvridhaSamagam’ each month across all officers / hospital of ESIC wherein employers and

employees are welcome to participate, air their grievance and give suggestions. The SuidhaSamagam has proved to be a very good machinery for grievance redressal.

## 6 Review of Past performance

In ESIC, as per process the coverage of Employees are on the basis of areas covered after due notification of Central Governments and provisions of medical facilities. The related performance during the year 2013-14 and targets achieved during 2014-15 are as follows:-

Sl. No.	Name of the Scheme / Project / Programme	2013-2014		2014-2015		Reasons for variation of Achievement vis-à-vis
		Target	Achievements	Target	Achievements up to 31.12.2014	
1.	No. of Centres / Areas (New)	78	61	70	56	
2.	No. of employees covered (in lakhs) (New)	2.84	2.35	1.63	1.02	

The cumulative performance and targets of various indications related to ESIC Scheme are as below:-

S. No.	Description	Performance during 2013-2014	Target for 2014-2015	Target for 2015-16
1.	No. of Centres	815	917	990
2.	No. of employees covered (in lakhs)	174.12	176.01	177.66
3.	No. of insured persons entitled for Medical Care (in lakhs)	195.48	197.60	199.45
4.	No. of family members to whom Medical Care has been extended (in lakhs)			
	Excluding the insured persons	562.97	569.09	574.41
	Including the insured persons	758.48	766.69	773.85
5.	No. of Hospitals and Annexes	194	195	195
6.	No. of beds :			
	No. of beds including beds reserved in Govt. and other recognized hospitals	28,787	28,837	29,237
7.	No. of dispensaries in rented premises	861	861	861
8.	No. of Panel Clinics	1017	1017	1017
9.	No. of patients treated:			
	a) No. of cases admitted in hospitals (in lakhs)	19.06	20.01	21.02
	b) Attendance at Dispensaries (both insured persons and family members) (in lakhs)			
	i) New Cases	208.57	254.26	287.94
	ii) Old cases	206.86	222.47	253.34
10.	No. of dependants in receipt of Benefit( i.e. No of beneficiaries for Dependants' Benefit)	96,333	1,01,433	1,06,660
11.	No. of beneficiaries in receipt of Permanent	2,26,705	2,36,588	2,46,471

S. No.	Description	Performance during 2013-2014	Target for 2014-2015	Target for 2015-16
	Disablement Benefit			
12.	Staff strength			
	a) Medical Personnel	18,474	19,398	19,883
	b) Others	14,374	15,093	13,580

## 7 Financial Review

Sl. No.	Head of Account	(*) Actuals 2013-2014	BE 2014-15	Revised Budget 2014-15	(**) Budget Estimates 2015-2016
	REVENUE RECEIPTS				(Rupees in Lakhs)
1.	Contribution Employers' & Employees' share	963254.11	1012000.00	1070000.00	1177000.00
2.	Interest Income	217301.15	162552.00	220130.00	229927.00
3.	Compensation	0.22	0.00	0.00	0.00
4.	Rent, Rates & Taxes	5680.35	7195.00	8026.00	8066.00
5.	State Govts. Share towards medical benefit initially incurred by the Corporation	0.00	2000.00	9000.00	4500.00
6.	Fees, Fines & Forfeiture	2860.04	2500.00	2700.00	3000.00
7.	Medical Education Receipts	232.04	900.00	300.00	330.00
8.	Miscellaneous	1616.09	3200.00	1500.00	1600.00
9.	<b>TOTAL REVENUE RECEIPT</b>	<b>1190944.00</b>	<b>1190347.00</b>	<b>1311656.00</b>	<b>1424423.00</b>
	REVENUE EXPENDITURE				
10.	BENEFITS				
11.	Medical Benefits	485990.28	611407.00	618935.00	664040.00
12.	Cash Benefits	(@)59868.70	144935.00	72415.00	(@@)80326.00
13.	Other Benefits	266.44	473.00	462.00	513.00
	Total Benefits	546125.42	756815.00	691812.00	744879.00
14.	Administrative Expenditure	102801.90	109025.00	120843.00	131088.00
15.	Contingency Reserve Fund	NIL	NIL	NIL	NIL
16.	Capital Construction Fund	9632.54	10120.00	10700.00	11770.00
17.	<b>TOTAL REVENUE EXPENDITURE</b>	<b>658559.86</b>	<b>875960.00</b>	<b>823355.00</b>	<b>887737.00</b>
18.	<b>NET EXCESS OF INCOME OVER EXPENDITURE</b>	<b>532384.14</b>	<b>314387.00</b>	<b>488301.00</b>	<b>536686.00</b>

(\*) Actual is available only at the close of the Financial year.

(\*\*) Budget Estimates approved and adopted by the Corporation in its meeting held on 20<sup>th</sup> February 2015 and the same will be submitted to the Central Govt. for approval.

(@) This includes the actual payment made upto 10/2014 in respect of PDB and DB whereas Actual for 2013-2014 and Budget Estimates 2015-2016 are capitalized value of PDB and DB.

(@@) This includes provision for DB and projection for other cash benefit payments.

### III Central Board of Workers Education (CBWE)

#### 1 Introduction

Central Board for Workers Education (CBWE) sponsored by the Ministry of Labour, Government of India, is a tripartite society established in 1958 with headquarters at Nagpur, to implement Workers Education Scheme at national, regional and unit/village levels. Board's training programmes cover workers from organized, unorganized, rural and informal sectors. Special programmes (MGNREGA) and Skill Development Initiatives as well as supervisory and managerial cadres are also covered through joint educational programmes. While most of the programmes for workers in the organized sector and all the programmes in the rural/unorganized sectors are conducted free of charge with the cooperation of managements, trade unions and other agencies, few programmes at selected units in the organized sector are fund generating for which a nominal amount is charged from the managements. In accordance with the declared objectives of the Board, effort is made to create awareness among the working class about their rights and obligations for effective participation in the socio-economic development of the country. National level training programmes for members of Central Trade Union Organisations and Federations are conducted by the Indian Institute of Workers Education (IIWE), Mumbai established by the CBWE in 1970. Pre-employment training and orientation for Board's Officers are also imparted by the IIWE, Mumbai. The Board has a network of 50 Regional and 9 Sub-Regional Directorates spread throughout the country to implement the scheme at regional and unit/village levels. Out of 50 Regional Directorates, 8 are residential. The Six Zonal Directorates at Delhi, Kolkata, Mumbai, Chennai, Guwahati and Bhopal monitor the activities of the Regional and Sub-Regional Directorates within the Zones.

#### 2 Financial Outlays

(Rs. in Crores)

S. No	Name of the scheme	Objective/ Outcome	Outlay 2015-2016		Quantifiable Deliverables/ Physical Outputs	Projected Outcomes	Processes Timelines
1	2	3	4		5	6	7
			4(i)	4(ii)			
			Non Plan Budget	Plan Budget			

1	Workers Education Scheme	To create the awareness among workers of Organised / Unorganised and Rural Sectors.	53.96	24.54	No. of Workers Proposed to be trained: 3,10,000	No. of Workers Proposed to be trained: 3,10,000 (Anticipated)	Annually
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### 3 Review of Past Performance

Sl. No.	Name of the Scheme/ Project/ Programme	2013-14		2014-15		Remarks
		Targets (No. of Participants)	Achievements (No. of Participants)	Targets (No. of Participants)	Achievements (upto 31.12.2014) (No. of Participants)	
1	2	3	4	5	6	7
1	Workers Education Scheme	300000	428028	300000	266538	

### 4 Financial Review (Plan)

(Rs. in Lakh)

Year	Budget Estimate	Revised Estimate	Actual Expenditure
2013-2014	2439	2139	1360
2014-2015*	2439	2439	777

\*upto December 2014

### Scheme-wise Expenditure under Plan

(Rs. in Lakh)

Scheme-wise Expenditure	2013-14	2014-2015 (Upto Dec.2014)
Organised Sector	9.79	704.13 (Including MGNREGA)
Unorganised	742.17	
Rural	207.26	
Workers Participation in Management	0.83	
Strengthening of CBWE Offices	207.11	
N.E Region	45.67	73.25
MGNREGA	146.88	
Total	1359.71	777.38

#### **IV V.V. Giri National Labour Institute (VVGnLI)**

##### **1 Introduction**

V.V. Giri National Labour Institute (VVGnLI), an autonomous body of the Ministry of Labour, Government of India, set up in July 1974, is a premier Institute of Research, Training and Education in the area of Labour.

##### **2 Organisational Setup**

The General Council, the apex governing body of the Institute, with Union Labour & Employment Minister as its President lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour & Employment) as Chairman monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consists of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director General of the Institute is the Principal Executive Officer and is responsible for management and administration of the Institute. Director General is aided in the day to day functioning by a faculty consisting of 13 professionals representing a wide range of disciplines and supported by administrative staff.

##### **3 Objectives and Mandate**

The Memorandum of Association spells out clearly a wide range of activities which are essential to fulfill the objectives of the Institute. It mandates the Institute:

- I) To undertake and assist in organizing training and educational programmes, seminars and workshops;
- II) To undertake, aid, promote and coordinate research on its own and in collaboration with other agencies both national and international;
- III) To establish wings for education, training and orientation, research, including action research, consultancy, and publication and other such activities as may be necessary for achieving the objectives of the society;
- IV) To analyze specific problems encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;
- V) To establish and maintain library and information services;
- VI) To collaborate with other institutions and agencies in India and abroad which have similar objectives.

##### **4 Research**

Research occupies a primary place in the activities of the Institute. The subject of research comprises a broad spectrum of labour related problems in both the organised and unorganised sectors. While determining the topics of research, care is also taken to identify subjects and issues of current topical concern and policy relevance. The Institute continues to place greater emphasis on the problems and issues of labour in the unorganised sector in general and the more disadvantaged among these such as child labour, women labour, migrant labour and rural labour in particular. Research activities also explore the basic needs of different groups of trainees such as trade union leaders and organisers in both the organised and unorganised sectors, managers of public and private sectors, labour

administrators, and volunteers of non-governmental organisations. Some of the following major Research / action Research projects are:

- I) Integrated Project on Labour History - This include process integration of Archive of Indian Labour, collection of labour movement related material etc.
- II) Prevention of HIV/AIDS at the Workplace - VVGNI is the Technical Resource Group on Prevention of HIV/AIDS in the World of Work under the National AIDS Control Programme.

The Institute has undertaken a number of important research studies under its various Centres to provide relevant inputs for policy formulation of the Ministry of Labour& Employment. Key Centres of research are:

- I) Centre for Labour Market Studies.
- II) Centre for Employment Relations and Regulations.
- III) Centre for Agrarian Relations and Rural Labour.
- IV) National Resource Centre on Child Labour.
- V) Centre for Gender and Labour.
- VI) Centre for Labour and Health Studies.
- VII) Centre for Climate Change and Labour.
- VIII) Centre for North East.

## 5. Financial Outlays and Projected Outcomes

S. No.	Name of Scheme / Programme	Objective / Outcome	Outlay 2015-16	Quantifiable Deliverables/ Physical Outputs	Project Outcomes
1.	2	3	4	5	6
1.	<b>Research, SCSP / TSP, North East Projects / Programmes including IT</b>		Rs. 4.50 Crore		
	a) Research Project	To generate awareness, and mobilize people.		<b>20 research projects will be undertaken including projects for North Eastern Regions</b>	
	b) Training Programmes (Others)	The objective is to emphasis attitudinal change, Skill development and enhancement of Knowledge, subject like labour administration, leadership		4000 trainees 120 programmes	<ul style="list-style-type: none"> <li>• Sensitization / Awareness on all labour related and entrepreneurial issues</li> <li>• Knowledge Upgradation</li> </ul>



S. No.	Name of Scheme / Programme	Objective / Outcome	Outlay 2015-16	Quantifiable Deliverables/ Physical Outputs	Project Outcomes
1.	2	3	4	5	6
	Training programmes for North Eastern States	development, industrial relations, organization building, capacity building are dealt with.  Emphasis on programmes specifically designed for NE region as there are inadequate training facilities in the region. The programmes aim at sensitizing on health issues at work place, leadership development, labour administration etc.			Leadership development • Exchange of expertise • Conciliation procedures • Fine tuning of Knowledge on administrative/legal procedures
	c) Publication	Dissemination of various labour related information in general and its research findings and experiences in particular		Periodicals: Labour & Development, Award Digest (English) and ShramVidhan (Hindi). NLI Research Studies Series: Bi-monthly journal "Indradhanush"	
2.	<b>Upgradation and Automation of Library including Digital Archiving on Labour History</b>	To improve the availability and accessibility of data and information on labour and related issues. To gather analyse of disseminate views, ideas, and statistics related to labour from published sources. To provide information / to help the following user population or the target groups:  I) Govt., Policy maker, planners and other decision maker.	Rs. 0.25 Crore	It is proposed to procure 1000 books and NLI will continue to subscribe more than 230 journals/ magazines/ newspapers	To augment the library the best national source of labour market information.

S. No.	Name of Scheme / Programme	Objective / Outcome	Outlay 2015-16	Quantifiable Deliverables/ Physical Outputs	Project Outcomes
1.	2	3	4	5	6
		II) Programme administrators, project directors of implementation staff <ul style="list-style-type: none"> <li>➤ Non-governmental organization.</li> <li>➤ Researchers of academics.</li> <li>➤ Mass media.</li> <li>➤ Information on agencies as information specialists.</li> <li>➤ Managing and process information.</li> </ul>			
3.	<b>Infrastructure</b>	To upgrade existing facilities in the Institute and its campus	Rs. 5.00 Crore	Upgradation and Renovation of Administrative Block, Seminar Block, Residential Block, other infrastructural facilities	To increase the positive participation in training programme and the profile of the Institute by providing the best facilities
4.	<b>Salaries and other incidentals including IT and Office Automation</b>	For supporting the activities of the Institute to its manpower	Rs. 3.75 Crore	N.A.	N.A.

## 6 Innovations

The Prime Minister has constituted a National Innovation Council (NInC) to discuss, analyze and help implement strategies for inclusive innovation in India and prepare a Road-Map for Innovation, 2010-2020. The road map will entail a setup of specific, executable, cost effective, replicable and out of the box recommendations and action items/strategies, and would drive innovation in the country by focusing on five key parameters of platforms, inclusion, eco-system, drivers and discourse. To spur the innovation eco-system to meet the challenges of inclusive growth and development, Sectoral Innovation Councils have been set up to drive innovative strategies in key sectors and prepare multiple road maps. It is in this context, Ministry of Labour & Employment has set up three Sectoral Councils on: (i) Simplification Amalgamation of Labour Laws (ii) Rashtriya Swasthya Bima Yojna and (iii) Occupational Safety and Health (OSH).

## 7 Review of Past Performance

S. No.	Name of Scheme/Programme	2013-14		2014-15		Reasons for variation of Achievement vis-a vis targets
		Targets	Achievements	Targets	Achievements (upto 31.12.2014)	
1	2	3	4	5	6	7
1.	<b>Research, SCSP / TSP, North East Projects / Programmes including IT</b>					
	Training Programmes	120	123	120	102	
	Research Projects	20	21	20	13	
	Workshops / seminars / study visits	10	10	10	14	
2.	<b>Upgradation and Automation of Library including Digital Archiving on Labour History</b>	Approximately 500 books and 150 journals in the field of labour will be purchased	184 books & 193 Journals were purchased.	Approximately 1000 books and 200 journals in the field of labour will be purchased	159 books & 193 Journals were purchased.	In the 12 <sup>th</sup> Five Year Plan, there is a provision for renovation and upgradation work in the Library Block. As renovation and upgradation work has not been completed, less number of books was purchased. However, this work will be taken up during current/ next financial year.
3.	<b>Infrastructure</b>	Renovation/ Upgradation of Administrative, Library and Seminar Block	Part of Seminar Block Renovated. Remaining works will be taken up during current financial year.	Renovation / Upgradation of Administrative, Library and Seminar Block.	The matter is being taken up and yet to be started.	In the General Council Meeting held on 06/01/2015, it was decided that this Infrastructure work is to be given to CPWD. The minutes are awaited.

## **V National Instructional Media Institute (NIMI)**

### **1 Introduction**

National Instructional Media Institute (NIMI) was set up in the name of Central Instructional Media Institute (CIMI) in Chennai in December 1986 by the Government of India as a Subordinate Office under Ministry of Labour and Employment, Directorate General of Employment and Training (DGE&T) with the assistance from Government of Germany through GTZ (German Agency for Technical Co-operation) as the executing agency.

After the approval of the Cabinet for Grant of Autonomous status to CIMI, the Institute was registered as a society on 1st April 1999 under the Tamil Nadu Societies Registration Act 1975. Since then, it is functioning as an Autonomous Institute under the Govt. of India, Ministry of Labour and Employment, Directorate General of Employment & Training, New Delhi.

As per the recommendations of the Governing Council in its 5th Meeting held on 29.06.2003 under the Chairmanship of the Hon'ble Union Labour Minister, the institute was renamed as **National Instructional Media Institute (NIMI)** to reflect its National Character.

### **2 Objective**

The main objective for the establishment of the Institute is to make available well prepared Instructional material for the use of the trainees and trainers for securing overall improvement in the standard of training imparted in both Government and Private Industrial Training Institutes and for Industries & establishments implementing the Apprenticeship training programme.

### **3 Goal**

NIMI is a demand driven autonomous institute under Ministry of Labour and Employment, Government of India, working towards achieving international standards.

NIMI supports occupational and individual development of potential workforce from organized and unorganized sectors through systematic development, production dissemination of Instructional Media Packages (IMP's), training on Instructional Media and development of Question Bank.

NIMI values close interaction with National/State Governments, industries, institutes and organizations involved in Vocational Training.

### **4 Mission**

NIMI is functioning as a service oriented registered society with facilities, infrastructure and competencies to design, develop, produce and disseminate Instructional Media in the fields of Vocational Training. NIMI will support occupational and individual development of the potential workforce in organized and unorganized sectors.

## 5 Major programmes and schemes

The major programmes & schemes of the Institute are listed below:

- Development of Instructional Media Packages (IMPs) for courses under Craftsmen Training Scheme (CTS), Centres of Excellence (COE) and Skill Development Initiative Scheme for Modular Employable Skills (MES).
- Translation of IMPs into Hindi and other regional languages for all the above three schemes.
- Development of other supporting materials.
- Printing, Publishing and marketing other products developed by NIMI.
- Development of question bank for assessing the trainees under Craftsmen Training Scheme, Centres of Excellence and Skill Development Initiative Scheme for Modular Employable Skills.
- Development of Terminal Competencies & Video Instructional Programme for the courses under Modular Employable Skills.
- Training in the use of products developed by NIMI.
- Digitizing of instructional materials prepared by NIMI.
- Development of e- learning content.

## 6 Progressive activities

- Development of complete Instructional Media Packages (IMPs) and other supporting materials like Question Banks with Answers and Key Paper formats, Terminal Competencies for different courses under the CTS, MES and CoE trades, for reference of trainees as well as the Instructors in ITIs/ITCs all over the country.
- These materials are also translated in Hindi and other regional languages for optimum utilization.
- Developing of Video Instructional Programmes and making them available in CD-ROMs, as an effective training tool.
- Awareness seminars to the staff on using the NIMI products are also done.
- Digitization & E-learning of the material developed, hence providing its easy access to the trainees, interested youth and workers, with Web-based learning, and virtual education opportunities. Presently, the content delivery is planned via the Internet, providing a self-paced or instructor-led media in the form of text, image, animation, streaming video and audio.
- Revenue is generated through the sale of IMPs and other supporting material developed.

## 7 Financial Outlay & Projected Outcomes

Name of the Scheme / Programme	Objective / Outcome	Outlay 2015-16	Quantifiable Deliverables	Projected Outcomes
1	2	3	4	5
National Instructional Media	To prepare Instructional Materials, Question	Rs. 4.00 crore	Development of IMP in English, Translation of	IMP English – 256 Translation of IMP into

Name of the Scheme / Programme	Objective / Outcome	Outlay 2015-16	Quantifiable Deliverables	Projected Outcomes
1	2	3	4	5
Institute Chennai.	Bank, etc. for trainees & trainers for Craftsmen & Apprenticeship Training Schemes in the respective regional languages, in addition to English & Hindi. (Process Timeline: One Year)		IMP into Hindi & other regional languages, Question Bank, awareness programme, video instructional material.	<p>Hindi &amp; other regional languages – 130</p> <p>Question Bank – 2</p> <p>Trades under CTS &amp; 125 courses</p> <p>Awareness programmes – 10</p> <p>Video Instructional Material – 40</p> <p><b>CRAFTSMEN TRAINING SCHEME (CTS)</b></p> <ul style="list-style-type: none"> <li>➤ Instructional material development for 28 CTS trades [Third and Fourth Semester].</li> <li>➤ Translation into Hindi and other regional languages for 30 titles [popular trades].</li> <li>➤ Development of Question Bank for 56 trades.</li> <li>➤ 12 Awareness Training Programme for 400 participants.</li> <li>➤ Development of Digitization of Instructional Material for 112 titles.</li> <li>➤ Development of E-Learning instructional Material for 4 trades.</li> </ul> <p><b>MODULAR EMPLOYABLE SKILLS (MES)</b></p> <ul style="list-style-type: none"> <li>➤ Instructional material development for 100 courses.</li> </ul>

Name of the Scheme / Programme	Objective / Outcome	Outlay 2015-16	Quantifiable Deliverables	Projected Outcomes
1	2	3	4	5
				<ul style="list-style-type: none"> <li>➤ Translation into Hindi and other regional languages for 30 Courses.</li> <li>➤ Development of Question Bank for 100 courses.</li> <li>➤ Development of Terminal Competencies for 70 courses.</li> <li>➤ Development of Video Instructional Programme for 5 courses.</li> <li>➤ Development of Digitization of Instructional Material. 70 courses.</li> <li>➤ Development of E-Learning instructional Material for 10 Courses</li> </ul>

## 8 Review of Past Performance

S. No.	Activity	Target and Achievement for 2013-14		Target and Achievement for 2014-15 ( upto December ,2014)	
		3(A)	3(B)	4(A)	4(B)
		Target	Achievement	Target	Achievement
1	Instructional Media Packages (IMPs) and other supporting materials like Question Banks with answers and key paper formats, terminal competencies for different courses under the CTS, MES and CoE trades, for reference of trainees as well as the Instructors in ITIs/ITCs	<b>Development of IMP's</b> CTS- 04 titles COE- 12 modules MES -200 courses <b>Question Bank</b> CTS- 02 trades COE- 02 sectors MES - 175 courses <b>Translation carried out</b> CTS-30 titles COE- 12 modules MES - 30 courses <b>Terminal Competency - 38</b> courses in MES <b>Video Instructional Programme - 10</b> courses in MES <b>Digitization of IMP</b> CTS- 42 titles COE – 24 modules MES – 80 courses <b>E-Learning content</b> CTS- 04 trades COE- 12 Modules MES- 18 courses.	<b>Development of IMP's</b> CTS- 04 titles COE- 12 modules MES -200 courses <b>Question Bank</b> CTS- 02 trades COE- 02 sectors MES - 175 courses <b>Translation carried out</b> CTS-02 titles COE- 12 modules MES - 30 courses <b>Terminal Competency - 38</b> courses in MES <b>Video Instructional Programme - 10</b> courses in MES <b>Digitization of IMP</b> CTS- 21 titles COE – 24 modules MES – 36 courses <b>E-Learning content</b> CTS- Syllabus under revision COE- 12 Modules MES- 18 courses.	<b>Development of IMP's</b> CTS- 110 titles MES -60 courses <b>Question Bank</b> CTS- 48 trades MES - 60 courses <b>Translation of IMPs</b> CTS- 22 titles MES - 5 courses <b>Terminal Competency –</b> 60 courses in MES <b>Video Instructional Programme –</b> 2 courses in MES <b>Digitization of IMP</b> CTS- 86 titles MES – 20 courses <b>Development of E learning IM's</b> CTS- 1 titles MES - 2 courses	<b>Development of IMP's</b> CTS- 52 titles MES -20 courses <b>Question Bank</b> CTS- 36 trades MES - 25 courses <b>Translation of IMPs</b> CTS- 0 titles MES - 2 courses <b>Terminal Competency –</b> 60 courses in MES <b>Video Instructional Programme –</b> 2 courses in MES <b>Digitization of IMP</b> CTS- 86 titles MES – 10 courses <b>Development of E learning IM's</b> CTS- 0 titles MES - 1 courses