



R F D

Results Framework Document
for
Ministry of Labour & Employment
(2009-2010)

Vision, Mission and Functions

Vision Statement

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.















| [Vision Help](#)

Mission Statement








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 employment services.

| [Mission Help](#)

List of Functions

Sl.No.	Functions	
1	1. To promote harmonious relations between labour and management and to regulate wages and other conditions of work in the central sphere.	
2	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	3. To conduct evaluatory studies of implementation of labour laws, industrial relations, personnel policies and practices etc., in Public Sector Undertakings.	
4	4. To regulate working conditions and safety in mines and factories.	
5	5. To prepare ground work for the formulation of National Wage Policy and maintain data on wages, all allowances and other related matters.	
6	6. To collect and publish statistics to conduct enquiries, surveys and research studies on various labour subjects.	
7	7. To conduct programmes relating to employment potential of scheduled caste and scheduled tribe candidates through Coaching-cum-Guidance Centres.	
8	8. To provide amenities to workers employed in the mining industry and beedi manufacturing.	
9	9. To assist in rehabilitation of bonded labour.	
10	10. To provide welfare measures for certain sections of the unorganised labour.	
11	11. To undertake training, education, research and consultancy service in the field of industrial relations and labour in general.	
12	12. To educate all sections of workers for their intelligent participation in social and economic development of the nation.	
13	13. To monitor the running of social security schemes viz. Employees Provident Fund Organisation and Employees State Insurance Corporation.	
14	14. Policy framework for National Employment Service, Implementation of National Vocational Training Programme.	

List Of Objectives

S.No	Objective	
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	
*	Efficient Functioning of the RFD System	

*** Mandatory Objective(s)**







Select Key Objectives from Objectives









S.No	Key Obj	Objective	Weight %	Lock Weight
1	<input checked="" type="checkbox"/>	Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers	15	<input checked="" type="checkbox"/>
2	<input checked="" type="checkbox"/>	Providing Social Security to Organized Sector Workers	11	<input checked="" type="checkbox"/>
3	<input checked="" type="checkbox"/>	Eliminating Child Labour from Hazardous Occupations and Processes	15	<input checked="" type="checkbox"/>
4	<input checked="" type="checkbox"/>	Promoting Skill Development	20	<input checked="" type="checkbox"/>
5	<input checked="" type="checkbox"/>	Strengthening Employment Services	12	<input checked="" type="checkbox"/>
6	<input checked="" type="checkbox"/>	Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery	11	<input checked="" type="checkbox"/>
7	<input checked="" type="checkbox"/>	Improving Safety Conditions and Safety of workers	11	<input checked="" type="checkbox"/>
*		Efficient Functioning of the RFD System	5%	
		Total Weight	100	



* Mandatory Objective(s)

Section 2

List of Actions

Sl.No.	Objectives	Weight(%)	Action	
1	Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers	15	Implementation of Rashtriya Swasthaya Bima Yojana (RSBY)	
			Implementation of Welfare schemes for Beedi Workers and their families	
2	Providing Social Security to Organized Sector Workers	11	Enhancing efficiency in implementing Employees' State Insurance (ESI) Scheme	
			Providing benefits to Employees Provident Fund (EPF) beneficiaries:	
3	Eliminating Child Labour from Hazardous Occupations and Processes	15	Operating National Child Labour Project (NCLP) Scheme	
			Convergence of welfare schemes of the Government of India to eliminate child labour	
4	Promoting Skill Development	20	Upgrading ITIs into Centre of Excellence (COE) with domestic funding	
			Upgrading ITIs into COE through World Bank assistance	
			Upgrading Government ITIs through Public Private Partnership (PPP)	
			Providing training based on Modular Employable Skills (MES) framework under Skill Development Initiative	

			Upgradation and establishment of ITIs in NE States and J&K	
			Imparting vocational training to women	
			Disposal of all applications for affiliation	
5	Strengthening Employment Services	12	Formulation of National Employment Policy	
			Preparing Report to People on Employment	
			Welfare of SC/ST jobseekers through coaching, guidance and vocational training.	
			Continuation and setting up of Vocational Rehabilitation Centre for Handicapped(VRCs) including Skill Training Workshops (STWs) and Rural Rehabilitation Centres	
			Upgradation and modernisation of Employment Exchanges (EEMMP)Model for service support at EEs	
6	Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery	11	Enforcement of labour laws to provide relief and benefit to the workers	
			Disposing of industrial disputes	
			Provision of computer towards Computerization of offices of Central Industrial Relations Machinery (CIRM)	
			Training of Central Labour Service (CLS) officers	



7	Improving Safety Conditions and Safety of workers	11	Improving working conditions and safety in Factories and Docks	
			Improving working conditions in Mines	
*	Efficient Functioning of the RFD System	5	Timely submission of Draft for Approval	
			Timely submission of Results	
			Finalize a Strategic Plan	


* Mandatory Objective(s)


Section 2

List of Success Indicators

	Objective	Weight	Actions	Action Weight	Success Indicators	Unit	Weight
	Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers	15	Implementation of Rashtriya Swasthaya Bima Yojana (RSBY)	10.00	Districts covered	Nos.	4.00
					Smart Card Issued	Nos.(in crore)	4.00
					Commissioning of Study for evaluating the Scheme Implementation	Date	2.00
			Implementation of Welfare schemes for Beedi Workers and their families	5.00	Scholarship sanctioned for children of beedi workers	Nos.(in lakh)	2.00
					Sanction and release of subsidy for construction of houses (including first and second installment)	Nos.	2.00
					Commissioning of Study for evaluating the Scheme Implementation	Date	1.00
	Providing Social Security to Organized Sector Workers	11	Enhancing efficiency in implementing Employees' State Insurance (ESI) Scheme	6.00	New Centres opened	Nos.	1.00
					Increase in bed strength including reserved beds in State Government hospitals	Nos.	2.00
					Increase in medical personnel (Doctors)	Nos.	2.00
					Obtaining ISO certification by all Regional Offices of ESIC and ESIC Model Hospitals	Nos.	1.00
			Providing benefits to Employees Provident Fund (EPF) beneficiaries:	5.00	Old age benefits (% of disposal of claims within 30 days)	%	2.00
					Increase in number of establishments	Nos.	1.00
					Increase in membership	Nos.	1.00
					Number of offices computerized	Nos.	1.00
	Eliminating Child Labour from Hazardous Occupations and Processes	15	Operating National Child Labour Project (NCLP) Scheme	9.00	Children enrolled in Special Schools	Nos.	3.00

					Children from Special Schools mainstreamed for formal system of education	Nos.	3.00
					Developing of monitoring and benchmarking for improving quality of schools under NCLP	Date	3.00
			Convergence of welfare schemes of the Government of India to eliminate child labour	6.00	No. of welfare schemes extended to NCLP and their beneficiaries including parents of child labour	No.	6.00
	Promoting Skill Development	20	Upgrading ITIs into Centre of Excellence (COE) with domestic funding	1.00	Amount of funds released	Rs. in Crore	1.00
			Upgrading ITIs into COE through World Bank assistance	4.00	Amount of funds released	Rs. in Crore	4.00
			Upgrading Government ITIs through Public Private Partnership (PPP)	6.00	Release of interest free loan to IMC societies of ITIs	Rs. in Crore	6.00
			Providing training based on Modular Employable Skills (MES) framework under Skill Development Initiative	4.00	Persons trained under MES	Nos.	4.00
			Upgradation and establishment of ITIs in NE States and J&K	1.00	Release of funds for completing project of setting up of 2 ITIs in Sikkim and 1 ITI in Assam	Rs.in Crore	0.50
					Release of funds for completing project of setting up of one new Women ITI at Jammu and strengthening of 37 existing ITIs in J&K (on going scheme)	Rs. in Crore	0.50
			Imparting vocational training to women	1.00	Number of women to be trained in long term courses	Nos.	0.80
					Number of women to be trained in short term courses	Nos.	0.20
			Disposal of all applications for affiliation	3.00	Increase in seating capacity	Nos.	3.00
	Strengthening Employment Services	12	Formulation of National Employment Policy	2.00	Sending final Note for cabinet on the proposal of formulating National Employment Policy, to the cabinet secretariat	Date	2.00

			Preparing Report to People on Employment	1.00	Initiation of Preparation of report	Date	1.00
			Welfare of SC/ST jobseekers through coaching, guidance and vocational training.	4.00	Providing vocational guidance and career counseling services to educated SC/ST job seekers	Number	1.00
					Providing facilities of typing and shorthand to SC/ST job seekers while waiting for placement	Number	1.00
					Providing coaching to prepare SC/ST candidates for competitive exams/selection tests to Grade C posts	Number	1.00
					Imparting Computer training to SC/ST job seekers	Number	1.00
			Continuation and setting up of Vocational Rehabilitation Centre for Handicapped(VRCs) including Skill Training Workshops (STWs) and Rural Rehabilitation Centres	3.00	Intake in VRCs	Number	1.00
					Evaluation of trainees done	Number	1.00
					Rehabilitation of PWDs	Number	1.00
			Upgradation and modernisation of Employment Exchanges (EEMMP)Model for service support at EEs	2.00	Approval of EFC and preparation of Cabinet Note and its circulation to all concerned authorities	Date	2.00
	Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery	11	Enforcement of labour laws to provide relief and benefit to the workers	4.00	Inspections conducted	Nos.	2.00
					Time taken for issuing formal notice of irregularities and advising employers to rectify within stipulated time to avoid penal action.	No. of days	1.00
					Time taken in filing complaints for irregularities not rectified before the Court of Law for punishment.	No. of days	1.00
			Disposing of industrial disputes	4.00	Time within which settlement through conciliation, mediation and social dialogue completed	No. of days	2.00
					Time for submitting Failure of Conciliation (FOC) reports where no settlement is forthcoming	No. of days	2.00

			Provision of computer towards Computerization of offices of Central Industrial Relations Machinery (CIRM)	2.00	Computers provided	Nos.	2.00
			Training of Central Labour Service (CLS) officers	1.00	Officers trained	Nos.	1.00
	Improving Safety Conditions and Safety of workers	11	Improving working conditions and safety in Factories and Docks	6.00	Upgradation of various laboratories at Central Labour Institute (CLI) & Regional Labour Institutes (RLIs) of Directorate General of Factory Advice Service and Labour Institutes (DGFASLI)	Rs. in crore	2.00
					Conducting of studies/surveys by DGFASLI	Nos.	2.00
					Enforcement activities in major ports (inspection of ships, containers etc.)	Nos.	1.00
					Testing of respiratory & non-respiratory PPEs	Nos.	1.00
			Improving working conditions in Mines	5.00	Inspections to be made by Directorate General Mines Safety (DGMS)	Nos.	2.00
					Enquiry conducted by DGMS	Nos.	2.00
					Grant of certificates of competency of Mines Managers, Surveyors and other Mines officials in DGMS	Nos.	1.00
*	Efficient Functioning of the RFD System	5	Timely submission of Draft for Approval		Delay in On time submission (from the due date Nov. 29, 2009)	Number	40.00
			Timely submission of Results		Delay in On time submission (from the due date April 30 2010)	Number	40.00
			Finalize a Strategic Plan		Delay in Finalizing the Action Plan to make the Strategic Plan for next 5 years (from due date Feb. 12 2010)	Number	20.00

Composite View

Sl. No.	Objective	Weight	Actions	Success Indicator	Unit	Weight	Target/Criteria Value				
							Excellent	Very Good	Good	Fair	Poor
							100%	90%	80%	70%	60%
1	Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers	15	Implementation of Rashtriya Swasthaya Bima Yojana (RSBY)	Districts covered	Nos.	0.6	200	180	160	140	120
				Smart Card Issued	Nos. (in crore)	0.6	1.20	1.08	0.96	0.84	0.72
				Commissioning of Study for evaluating the Scheme Implementation	Date	0.3	31.3.2010	-	-	-	-
			Implementation of Welfare schemes for Beedi Workers and their families	Scholarship sanctioned for children of beedi workers	Nos. (in lakh)	0.3	16	15	14	13	12
				Sanction and release of subsidy for construction of houses (including first and second installment)	Nos.	0.3	28970	26073	23176	20279	17382
				Commissioning of Study for evaluating the Scheme Implementation	Date	0.15	31.03.2010	-	-	-	-
2	Providing Social Security to Organized Sector Workers	11	Enhancing efficiency in implementing Employees' State Insurance (ESI) Scheme	New Centres opened	Nos.	0.11	54	50	46	42	38
				Increase in bed strength including reserved beds in State Government hospitals	Nos.	0.22	100	95	90	85	80
				Increase in medical personnel (Doctors)	Nos.	0.22	763	700	650	600	550

				Obtaining ISO certification by all Regional Offices of ESIC and ESIC Model Hospitals	Nos.	0.11	12	11	10	9	8
			Providing benefits to Employees Provident Fund (EPF) beneficiaries:	Old age benefits (% of disposal of claims within 30 days)	%	0.22	85	80	75	70	65
				Increase in number of establishments	Nos.	0.11	40000	38000	36000	34000	32000
				Increase in membership	Nos.	0.11	2400000	2200000	2000000	1800000	1600000
				Number of offices computerized	Nos.	0.11	27	25	23	21	20
3	Eliminating Child Labour from Hazardous Occupations and Processes	15	Operating National Child Labour Project (NCLP) Scheme	Children enrolled in Special Schools	Nos.	0.45	25,000	22,500	20,000	17,500	15,000
				Children from Special Schools mainstreamed for formal system of education	Nos.	0.45	20,000	18,000	16,000	14,000	12,000
				Developing of monitoring and benchmarking for improving quality of schools under NCLP	Date	0.45	31.03.2010	-	-	-	-
			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	No.	0.9	2	1	-	-	-

4	Promoting Skill Development	20	Upgrading ITIs into Centre of Excellence (COE) with domestic funding	Amount of funds released	Rs. in Crore	0.2	16.00	14.4	12.8	11.2	9.6
			Upgrading ITIs into COE through World Bank assistance	Amount of funds released	Rs. in Crore	0.8	240	216	192	168	144
			Upgrading Government ITIs through Public Private Partnership (PPP)	Release of interest free loan to IMC societies of ITIs	Rs. in Crore	1.2	750	675	600	525	450
			Providing training based on Modular Employable Skills (MES) framework under Skill Development Initiative	Persons trained under MES	Nos.	0.8	120000	108000	96000	84000	72000
			Upgradation and establishment of ITIs in NE States and J&K	Release of funds for completing project of setting up of 2 ITIs in Sikkim and 1 ITI in Assam	Rs.in Crore	0.1	5.52	4.97	4.41	3.86	3.31
				Release of funds for completing project of setting up of one new Women ITI at Jammu and strengthening of 37 existing ITIs in J&K (on going scheme)	Rs. in Crore	0.1	12.76	11.48	10.21	8.93	7.65
			Imparting vocational training to women	Number of women to be trained in long term courses	Nos.	0.16	3650	3285	2920	2555	2190
				Number of women to be trained in short	Nos.	0.04	3500	3150	2800	2450	2100

				term courses							
			Disposal of all applications for affiliation	Increase in seating capacity	Nos.	0.6	150000	135000	120000	105000	90000
5	Strengthening Employment Services	12	Formulation of National Employment Policy	Sending final Note for cabinet on the proposal of formulating National Employment Policy, to the cabinet secretariat	Date	0.24	31.03.2010	-	-	-	-
			Preparing Report to People on Employment	Initiation of Preparation of report	Date	0.12	31.03.2010	-	-	-	-
			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.	0.12	135000	121000	108000	94500	81000
				Providing facilities of typing and shorthand to SC/ST job seekers while waiting for placement	Nos.	0.12	10500	9450	84 00	7350	6300
				Providing coaching to prepare SC/ST candidates for competitive exams/selection tests to Grade C posts	Nos.	0.12	1100	990	880	770	660
				Imparting Computer training to SC/ST job seekers	Nos.	0.12	1000	900	800	700	600
			Continuation and setting up of Vocational Rehabilitation	Intake in VRCs	Nos.	0.12	28000	25200	22400	19600	16800
				Evaluation of trainees	Nos.	0.12	26500	23850	21200	18550	15900

			Centre for Handicapped(V RCs) including Skill Training Workshops (STWs) and Rural Rehabilitation Centres	done							
				Rehabilitation of PWDs	Nos.	0.12	9000	8100	7200	6300	5400
			Upgradation and modernisation of Employment Exchanges (EEMMP)Model for service support at EEs	Approval of EFC and preparation of Cabinet Note and its circulation to all concerned authorities	Date	0.24	31-03-2010	-	-	-	-
6	Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery	11	Enforcement of labour laws to provide relief and benefit to the workers	Inspections conducted	Nos.	0.22	41000	40000	38000	30000	26000
				Time taken for issuing formal notice of irregularities and advising employers to rectify within stipulated time to avoid penal action.	No. of days	0.11	4	5	7	10	15
				Time taken in filing complaints for irregularities not rectified before the Court of Law for punishment.	No. of days	0.11	100	150	200	250	364
			Disposing of industrial disputes	Time within which settlement through conciliation, mediation and social dialogue completed	No. of days	0.22	40	60	70	80	90
				Time for submitting Failure of Conciliation (FOC) reports where no	No. of days	0.22	5	7	10	12	15

				settlement is forthcoming							
			Provision of computer towards Computerization of offices of Central Industrial Relations Machinery (CIRM)	Computers provided	Nos.	0.22	100	90	80	70	60
			Training of Central Labour Service (CLS) officers	Officers trained	Nos.	0.11	140	120	108	100	100
7	Improving Safety Conditions and Safety of workers	11	Improving working conditions and safety in Factories and Docks	Upgradation of various laboratories at Central Labour Institute (CLI) & Regional Labour Institutes (RLIs) of Directorate General of Factory Advice Service and Labour Institutes (DGFASLI)	Rs. in crore	0.22	2.30	2.25	2.00	1.75	1.50
				Conducting of studies/surveys by DGFASLI	Nos.	0.22	50	45	42	38	35
				Enforcement activities in major ports (inspection of ships, containers etc.)	Nos.	0.11	2650	2385	2120	2000	1885
				Testing of respiratory & non-respiratory PPEs	Nos.	0.11	650	630	575	540	525
			Improving working conditions in Mines	Inspections to be made by Directorate General	Nos.	0.22	6500	6000	5750	5250	5000

				Mines Safety (DGMS)							
				Enquiry conducted by DGMS	Nos.	0.22	1200	1080	960	900	840
				Grant of certificates of competency of Mines Managers, Surveyors and other Mines officials in DGMS	Nos.	0.11	620	575	525	475	425
*	Efficient Functioning of the RFD System	5	Timely submission of Draft for Approval	Delay in On time submission (from the due date Nov. 29, 2009)	Nos.	2.0	0.00	1.00	2.00	3.00	4.00
			Timely submission of Results	Delay in On time submission (from the due date April 30 2010)	Nos.	2.0	0.00	1.00	2.00	3.00	4.00
			Finalize a Strategic Plan	Delay in Finalizing the Action Plan to make the Strategic Plan for next 5 years (from due date Feb. 12 2010)	Nos.	1.0	0.00	1.00	2.00	3.00	4.00

* Mandatory Objective(s)

Section 3

Trend values of the success indicators

Sl.No.	Objective	Weight	Actions	Success Indicators	Unit	Actual Value for FY 07/08	Actual Value for FY 08/09	Target Value for FY 09/10	Projected Values for FY 10/11	Projected Values for FY 11/12
1	Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers	15	Implementation of Rashtriya Swasthaya Bima Yojana (RSBY)	Districts covered	Nos.	-	105	180	300	400
				Smart Card Issued	Nos. (in crore)	-	0.40	1.08	1.8	2.4
				Commissioning of Study for evaluating the Scheme Implementation	Date	-	-	31.03.2010	-	-
			Implementation of Welfare schemes for Beedi Workers and their families	Scholarship sanctioned for children of beedi workers	Nos. (in lakh)	15	15.5	15	16.5	17
				Sanction and release of subsidy for construction of houses (including first and second installment)	Nos.	53386	35354	26073	31000	34000
				Commissioning of Study for evaluating the Scheme Implementation	Date	-	-	31.03.2010	-	-
2	Providing Social Security to Organized Sector Workers	11	Enhancing efficiency in implementing Employees' State Insurance (ESI) Scheme	New Centers opened	Nos.	37	46	50	60	65
				Increase in bed strength including reserved beds in State Government hospitals	Nos.	59	12	95	350	350
				Increase in medical personnel (Doctors)	Nos.	139	-	700	500	500

				Obtaining ISO certification by all Regional Offices of ESIC and ESIC Model Hospitals	Nos.	4	44	11	8	-
			Providing benefits to Employees Provident Fund (EPF) beneficiaries:	Old age benefits (% of disposal of claims within 30 days	%	73.48	63.76	80	80	80
				Increase in number of establishments	Nos.	60124	40361	38000	45000	50000
				Increase in membership	Nos.	514768	2152771	2200000	2500000	2600000
				Number of offices computerized	Nos.	-	-	25	119	0
3	Eliminating Child Labour from Hazardous Occupations and Processes	15	Operating National Child Labour Project (NCLP) Scheme	Children enrolled in Special Schools	Nos.	50,000	30,000	22500	50000	100000
				Children from Special Schools mainstreamed for formal system of education	Nos.	50,000	30,000	18000	50000	100000
				Developing of monitoring and benchmarking for improving quality of schools under NCLP	Date	-	-	31.03.2010	-	-
				Convergence of welfare schemes of the Government of India to eliminate child labour	No.	1	1	1	1	1

4	Promoting Skill Development	20	Upgrading ITIs into Centre of Excellence (COE) with domestic funding	Amount of funds released	Rs. in Crore	35.69	25.77	14.4	--	--
			Upgrading ITIs into COE through World Bank assistance	Amount of funds released	Rs. in Crore	234.46	219.89	216.00	240.00	248.65
			Upgrading Government ITIs through Public Private Partnership (PPP)	Release of interest free loan to IMC societies of ITIs	Rs. in Crore	750.00	749.99	675.00	750.00	490.00
			Providing training based on Modular Employable Skills (MES) framework under Skill Development Initiative	Persons trained under MES	Nos.	22528	115306	108000	3,00,000	5,20,000
			Upgradation and establishment of ITIs in NE States and J&K	Release of funds for completing project of setting up of 2 ITIs in Sikkim and 1 ITI in Assam	Rs.in Crore	21.01	21.94	4.97	--	--
				Release of funds for completing project of setting up of one new Women ITI at Jammu and strengthening of 37 existing ITIs in J&K (on going scheme)	Rs. in Crore	7.57	7.99	11.48	--	--
			Imparting vocational training to women	Number of women to be trained in long term courses	Nos.	3200	3300	3285	3700	3800
				Number of women to be trained in short term courses	Nos.	2800	3000	3150	3600	3700
			Disposal of all applications for affiliation	Increase in seating capacity	Nos.	98176	124540	1,35000	1,70,000	1,90,000

5	Strengthening Employment Services	12	Formulation of National Employment Policy	Sending final Note for cabinet on the proposal of formulating National Employment Policy, to the cabinet secretariat	Date	--	--	31.03.2010	--	--
			Preparing Report to People on Employment	Initiation of Preparation of report	Date	--	--	31.03.2010	--	--
			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	1000	9450	11000	11900
				Providing coaching to prepare SC/ST candidates for competitive exams/selection tests to Grade C posts	Nos.	1100	1100	990	1150	1190
				Imparting Computer training to SC/ST job seekers	Nos.	680	80	900	1000	1000
			Continuation and setting up of Vocational Rehabilitation Centre for Handicapped(VRCs) including Skill Training Workshops (STWs) and Rural Rehabilitation Centres	Intake in VRCs	Nos.	25000	26000	25200	28000	30000
				Evaluation of trainees done	Nos.	24700	25500	23850	27500	29500
				Rehabilitation of PWDs	Nos.	8000	8500	8100	9500	10000

			Upgradation and modernisation of Employment Exchanges (EEMMP) Model for service support at EEs	Approval of EFC and preparation of Cabinet Note and its circulation to all concerned authorities	Date	--	--	31.03.2010	--	--
6	Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery	11	Enforcement of labour laws to provide relief and benefit to the workers	Inspections conducted	Nos.	40322	39376	40000	41000	41000
				Time taken for issuing formal notice of irregularities and advising employers to rectify within stipulated time to avoid penal action.	No. of days	--	--	5	4	4
				Time taken in filing complaints for irregularities not rectified before the Court of Law for punishment.	No. of days	--	--	150	150	150
			Disposing of industrial disputes	Time within which settlement through conciliation, mediation and social dialogue completed	No. of days	--	--	60	50	50
				Time for submitting Failure of Conciliation (FOC) reports where no settlement is forthcoming	No. of days	--	--	7	6	6
			Provision of computer towards Computerization of offices of Central Industrial Relations Machinery (CIRM)	Computers provided	Nos.	135	128	90	100	125

			Training of Central Labour Service (CLS) officers	Officers trained	Nos.	250	147	120	140	140
7	Improving Safety Conditions and Safety of workers	11	Improving working conditions and safety in Factories and Docks	Upgradation of various laboratories at Central Labour Institute (CLI) & Regional Labour Institutes (RLIs) of Directorate General of Factory Advice Service and Labour Institutes (DGFASLI)	Rs. in crore	1.30	1.31	2.25	2.5	2.75
				Conducting of studies/surveys by DGFASLI	Nos.	27	40	45	50	52
				Enforcement activities in major ports (inspection of ships, containers etc.)	Nos.	3077	2293	2385	2750	2850
				Testing of respiratory & non-respiratory PPEs	Nos.	380	262	630	700	750
			Improving working conditions in Mines	Inspections to be made by Directorate General Mines Safety (DGMS)	Nos.	5967	6086	6000	6700	6900
				Enquiry conducted by DGMS	Nos.	1065	1039	1080	1250	1300
				Grant of certificates of competency of Mines Managers, Surveyors and other Mines officials in DGMS	Nos.	382	624	575	620	620

*	Efficient Functioning of the RFD System	5	Timely submission of Draft for Approval	Delay in On time submission (from the due date Nov. 29, 2009)	Nos.	23	20	125	23	25
			Timely submission of Results	Delay in On time submission (from the due date April 30 2010)	Nos.	23	20	23	23	23
			Finalize a Strategic Plan	Delay in Finalizing the Action Plan to make the Strategic Plan for next 5 years (from due date Feb. 12 2010)	Nos.	23	40	32	23	23

* 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 Unorganized 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.

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-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 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 by 31st 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 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, 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

Section 5

Specific performance requirements from other departments that are critical for delivering agreed results

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 person living below poverty line in India and to reach out to even ten per cent of this populace needs gigantic effort.

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. ITIs are directly under the control of State Governments and all are in the process of upgradation / modernisation 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.
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.

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.