



# 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