

Strategic Plan of Ministry of Labour & Employment for next five years

Section 1: Ministry's 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 employment services.

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.
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: Assessment of the Situation

- The main responsibility of the Ministry is to protect and safeguard the interests of workers in general and those who constitute the poor, deprived and disadvantaged sections of the society, in particular, with due regard to creating a healthy work environment for higher production and productivity and to develop and coordinate vocational skill training and employment services. Government's attention is also focused on promotion of welfare and providing social security to the labour force both in organized and unorganized sectors, in tandem with the process of liberalization. These objectives are sought to be achieved through enactment and implementation of various labour laws, which regulate the terms and conditions of service and employment of workers. The State Governments are also competent to enact legislation, as labour is a subject in the concurrent list under the Constitution of India.
- As per the survey carried out by the National Sample Survey Organization in the Year 2004-2005, the total employment, in both organized and unorganized sectors in the country was of the order of 45.9 crore comprising of around 2.6 crore in the organized sector and the balance 43.3 crore workers in the unorganized sector. Out of 43.3 crore worker in the unorganized sector, there were 26.8 crore workers employed in agricultural sector, about 2.6 crore in construction work and remaining in manufacturing and service.
- In order to take care of the social security and welfare of unorganized workers, two-pronged strategy, i.e., legislative measures, and implementation of welfare schemes and programmes have been followed. The legislative measure include the Minimum Wages Act, 1948, the Workmen's Compensation Act, 1923, the Maternity Benefit Act, 1961, the Bonded Labour System (Abolition) Act, 1976, the Contract Labour (Regulation & Abolition) Act, 1970, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, the Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996, etc.
- The Ministry of Labour and Employment in order to ensure welfare of workers in the unorganized sector which, inter-alia, include weavers, handloom workers, fishermen and fisherwomen, toddy tappers, leather workers, plantation labour, beedi workers has enacted the Unorganized Workers' Social Security Act, 2008. The Act provide for constitution of National Social Security Board which shall recommend formulation of social security schemes viz. Life and disability cover, health & maternity benefits, old age protection and any other benefit as may be determined by the Government for unorganized workers. Accordingly, the Ministry has constituted a National Social Security Board.
- The Ministry of Labour and Employment has always been striving to promote harmonious industrial relations in the country. The Ministry is committed to the

ethos and culture of tripartism. Various tripartite fora have been created in the Ministry to discuss important labour issues.

- The stakeholders of the Ministry are all workers working in unorganised sectors, organised sectors, child & women labour, bonded labourers, contract labourers etc, Central Trade Unions, Employer's Organizations, other Central Ministries and State Governments. The Ministry continues to have consultation with the social partners to obtain consensus for enacting new laws or bringing about change in the existing laws. The objective of the Ministry is to knit the views of all the social partners in framing the policy for working class. The Ministry of Labour & Employment has been holding several tripartite meetings including meetings of Industrial Tripartite Committee and various Committees / Boards constituted under the Acts. The Ministry has immensely benefited from the suggestions and views of the stakeholders in framing the labour policy.

Section 3: Outline of the Strategy

The potential strategies are creating new schemes, extending the coverage and reach of the existing schemes and taking legislative initiatives on labour related issues / Acts. Our stakeholders will be engaged for consultation in tripartite fora viz. Indian Labour Conference, Standing Labour Committee, Industrial Tripartite Committees and other Committees / Boards constituted under the various Labour Acts besides consulting the State Governments in the Labour Ministries Conferences.

The Ministry has in-house knowledge and capabilities which will be strengthened through capacity building programmes to be organized by the Divisions concerned in the Ministry. The Divisional Heads will be responsible for capacity building in the respective Divisions.

The prioritization of the Ministry's Strategic Initiatives is as follows:

Sl. No.	Strategic Initiatives	Weight / Priority
1.	Covering all BPL families under the scheme of Rashtriya Swasthaya Bima Yojana (RSBY).	4
2.	Revising ongoing scheme of National Child Labour Project (NCLP) to align with the Right to Education (RTE) Act.	4
3.	Setting up of new 1500 ITIs and 5000 Skill Development Centres in Public Private Partnership (PPP) mode in unserved blocks.	4
4.	Amending Apprenticeship Act 1961 to identify new trades and establishments.	4
5.	Extending the scheme of Rashtriya Swasthaya Bima Yojana (RSBY) to other occupational categories of unorganized workers (Non-BPL).	3
6.	Formulation of new social security schemes for unorganized sector workers.	3
7.	Computerization of various processes in Employee's State Insurance Corporation (ESIC) to provide effective service delivery of insurance and medical benefits under ESI Act 1948.	3
8.	Upgrading Employee's State Insurance (ESI) Medical Infrastructure.	3
9.	Computerization of operations of Employee's Provident Fund Organization (EPFO) with the objective of providing efficient and faster services to members and employers.	3
10.	Finalization of a National Employment Policy (NEP).	3
11.	Skill Development for 34 districts affected by Left Wing Extremism (LWE).	3
12.	Modernization of all Employment Exchanges in the Country.	3
13.	Computerization of the statistical / descriptive database in the office of Chief Labour Commissioner (Central) through latest Information and Communication Technology (ICT) techniques for compilation, retrieval and uplink process.	3
14.	Initiating action for setting up of Centre of Excellence (COE) in certain subjects in Central Labour Institute (CLI), Mumbai and Regional Labour	3

	Institutes (RLIs) in Chennai, Faridabad, Kanpur and Kolkata.	
15.	Updation and amendment in Factories Act 1948	3
16.	Initiating a new scheme namely, e-Governance in Directorate General of Mines Safety (DGMS) (e-GMS)	3
17.	Amendment in Mines Rules 1955, Mines Rescue Rules 1984, Mines Vocational Training Rules 1966.	3
18.	Conducting exclusive training programme under Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) for approximately 8,00,000 beneficiaries by Central Board for Worker's Education (CBWE).	3
19.	Amendment in Labour Laws (Exemption from furnishing Returns and maintaining Registers by certain Establishments) Act 1988 to simplify the compliance procedure.	3
20.	Initiating processes for formulation of National Vocational Qualification Framework (NVQF) in close coordination with all stakeholders.	3
21.	Reorganization and Modernization of the offices of Labour Welfare Organization.	3
22.	Updation and amendment in Dock Worker's (Safety Health & Welfare) Act 1986.	3
23.	Upgradation of Hospitals and Dispensaries for Beedi, Cine and non-Coal mine workers.	3
24.	Revising the pedagogy of the National Child Labour Project (NCLP).	3
25.	Formulating guidelines for implementation of protocol for trafficking in child labour.	3
26.	Upgrading 20 ITIs and supplementing deficient infrastructure in 28 ITIs in North Eastern region.	3
27.	Initiating a new scheme of Occupational Safety & Health Surveillance in Unorganized Sector Mines in Directorate General of Mines Safety (DGMS).	3
28.	Taking up convergence based approach on reducing vulnerability to bondage through promotion of decent work in the states of Tamilnadu, Andhra Pradesh, Haryana and other states.	3
29.	Framing rules under Child labour (Rehabilitation and Regulation) Act 1986 for providing safety and health of children.	3
30.	Creating a national Repository Centre for Occupational Safety & Health Data Collection and Dissemination by DGFASLI.	3
31.	Providing an assessment of the employment-unemployment situation in the country on an annual basis.	3
32.	Revising the base year of the Consumer Price Index of Industrial Workers to make it more representative of the present consumption pattern of workers.	3

(I) Strategic Initiatives

The Strategic initiatives of Ministry of Labour & Employment are the following:

(1) Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers.

Rashtriya Swasthaya Bima Yojana (RSBY) for BPL families in unorganized sector was formally launched on 1st October, 2007. The scheme became operational from 1st April, 2008 and benefit under scheme started accruing to the beneficiaries. The benefits under the scheme include:

- (a) Smart card based cashless health insurance of Rs. 30,000 to a BPL family of five per annum on family floater basis.
- (b) All pre-existing diseases to be covered.
- (c) Hospitalization expenses, taking care of the most of the illnesses including maternity benefits
- (d) Transportation cost of Rs. 100 per visit with an overall limit of Rs. 1000/-per annum.

The coverage of RSBY will be extended to all BPL families. Further, RSBY would be extended to other occupational categories of unorganized workers. There is a proposal to extend the RSBY to certain occupational groups like MNREGA workers, Railway coolies, domestic workers, street vendors, beedi workers, rickshaw pullers, taxi/auto-rickshaw drivers, rag pickers, sanitation and leather workers etc.

The Government has enacted the Unorganized Worker's Social Security Act, 2008 which provides for formulation of schemes by the Central Government for different sections of unorganized workers on matters relating to life and disability cover, health and maternity benefits, old age protection etc. The Unorganized Worker's Social Security Rules, 2009 under the Act have been notified and the National Social Security board (NSSB) has been constituted. The Board, in the first meeting decided to constitute a Sub-Committee to consider the extension of the scheme Rashtriya Swasthaya Bima Yojana (RSBY) to other occupational groups in the unorganized sector (Non-BPL) and formulation of the other social security schemes for unorganized workers.

Labour welfare funds have been created for the welfare of beedi workers, cine workers and certain non-coal mine workers which are financed out of the cess levied under the respective cess/fund Act on manufactured beedis, feature films, export of mica, consumption of limestone & dolomite and consumption & export of iron ore, manganese ore and chrome ore. In order to give effect to the objectives laid down in the welfare funds Act, various welfare schemes have been formulated and are under operation in the field of health, education, housing, social security, recreation and water supply. The health care schemes are being provided through 11 hospitals and 264 dispensaries all over India.

Convergence based approach on reducing vulnerability to bondage through promotion of decent work will be taken up in the state of Tamilnadu, Andhra Pradesh, Haryana and other states.

Upgradation of Hospitals and Dispensaries for beedi, cine and non-coal mine workers will be taken up.

Re-organization and modernization of the offices of Labour Welfare Organization will be undertaken.

(2) Social Security to Organized Sector Workers.

Social Security benefits to the workers in the organized sector are provided through two autonomous organizations of the Ministry, namely Employees State Insurance Corporation (ESIC) and Employees Provident Fund Organization (EPFO). The strategic initiatives taken / proposed by these organizations are detailed below.

Employees State Insurance Corporation (ESIC):

The ESIC which is a statutory body created under Employees' State Insurance (ESI) Act 1945, and having members representing Employers, Employees, Central and State Governments, Medical Profession and the Parliament. The Employees' State Insurance (ESI) scheme provides for payment of cash benefits to the employees in recognized contingencies of sickness, maternity and employment injury. The Scheme also provides for dependents benefit, funeral expenses and medical benefits for the employees and their families. Rajiv Gandhi Shramik Kalyan Yojana, the Unemployment Allowance Scheme for the Insured Person who are rendered jobless due to retrenchment or closure of factory etc. or permanent disablement of at least 40% arising out of non-employment injury has also been introduced w.e.f. 01.04.2005.

Presently, the ESI Scheme is implemented in 783 centers in 28 States / Union Territories. The number of insured persons, beneficiaries and factories / establishments covered under the ESI Scheme touched 1.43 crores, 5.55 crores and 4.6 lakhs respectively in 2009-10. The ESI Scheme is being extended to new geographical areas notified from time to time with the consent of State Government concerned. The daily rate of Sickness Benefit has been enhanced from about 50% of average daily wage to about 60% of average daily wage. The daily rate of permanent disablement benefit and dependants benefit was enhanced from about 70% of wages to about 75% of wages. These daily rates are enhanced from time to time to protect the value of these benefits against rise in the cost of living index. The confinement expense payable to insured women and wives of insured persons was enhanced from Rs. 1000/- to Rs. 2500/- per confinement.

Under the Rajiv Gandhi Shramik Kalyan Yojana, eligibility conditions for availing the Unemployment Allowance has been relaxed from 5 years to 3 years. The duration of benefit has been enhanced from 6 months to 12 months. A skill upgradation scheme has also been introduced for the IPs who are in receipt of unemployment allowance and who undergo training in Vocational Training Centres of the Government to upgrade and desirous of

upgrading their skill. They are entitled for training at various Advance Vocational Training Institutes located at different places in the country.

Permanently disabled persons working in factories and establishments covered under the ESI Act drawing wages upto Rs. 25,000/- per month are coverable under the scheme w.e.f. 01-04-2008. In order to encourage employment of disabled persons, the employers' share of contribution in respect of such disabled employees will be paid by the Central Government for initial three years.

Infrastructure facilities in all the offices of ESIC are being upgraded to provide proper working environment with a view to increase the efficiency level as well as to provide better facilities to insured persons/employers visiting ESIC offices. In the first phase, 50 Branch Offices are being taken up.

In an endeavor to reach out to the beneficiaries and make the system customer friendly, long-term benefits such as Permanent Disablement and Dependents Benefits are being credited to the bank account of the beneficiaries through ECS system.

For upgrading ESI medical infrastructure, the measures initiated include modernization / upgradation / expansion of ESI hospitals in a phased manner and to make them state-of-the-art hospitals, installation of sophisticated equipments in ESIC hospitals, recruiting and training of doctors and paramedical staff, opening of medical / dental colleges to overcome shortage of doctors and specialists and strengthening Occupational health care.

In order to provide effective service delivery of insurance and medical benefits as per provisions of ESI Act 1948, computerization of various processes is the need of the hour. For achieving excellence it is also necessary to place a system of assessing satisfaction of beneficiaries for taking remedial measures. ESIC has embarked upon a computerization project called "Panchdeep" on BOOT (Build, Own, Operate and Transfer) model by engaging M/s WIPRO.

With the changes that take place in the ESI Scheme, it becomes necessary to review the procedures and forms and make required changes for efficient fund collection and payment of social security benefits to the members. An online banking arrangement also needs to be put in place in order to achieve the objective.

Employees' Provident Fund Organization (EPFO)

The Employees' Provident Fund and Miscellaneous Provisions Act, 1952 provides for compulsory provident fund, pension and deposit-linked insurance in factories / establishments employing twenty or more employees in 186 industries mentioned in Schedule to the Act. The Act aims at providing social security and timely monetary assistance to industrial employees and their families when they are in distress and/or unable to meet family and social obligations and to protect them in old age, disablement, early death of the bread winner and in some other contingencies. The three Schemes in operation under the Act through the Employees' Provident Fund Organization (EPFO) are Employees' Provident Fund Scheme 1952, Employees' Deposit Linked Insurance Scheme 1976 and Employees' Pension Scheme 1995. At present EPFO has 5.88 crore members employed in 6.16 lakh establishments/ factories covered under the Act.

With a view to maximize returns on investment of EPFO's corpus fund, EPFO decided to introduce competition in fund management in 2008-09. Fund Managers were selected through a transparent and competitive bidding process. This measure is expected to result in better yields due to competitive and professional management, better monitoring due to comparative analyses of the performance of the fund managers, getting rid of idling of funds, proposing suitable changes in Investment Pattern and Guidelines with professional inputs from New Portfolio Managers and building in-house capability by simultaneously setting up an Investment Monitoring Cell. So far the yield performance of the fund managers has been above the bench mark. EPFO's investment monitoring cell will be watching the performance of the fund managers. In order to achieve optimum returns on investment, the investment pattern of the fund also needs to be reviewed from time to time to include new avenues for investment keeping the changes in the economic scenario in mind.

SBI has been collecting the contributions from the employers for the EPFO. Both EPFO and ESIC have devised a common challan form for collection of contributions. It requires the bank's cooperation and at present some problems have been encountered in using the software for the purpose. However, EPFO has entered into a new banking arrangement with SBI on 29th September 2010 which provides for collection of contributions from employers through e-challan. The measure would facilitate automatic reconciliation of dues and electronic Transfer of funds. The fee for collection charged by the bank is high and more banks are to be engaged so that there is efficient collection at competitive rates.

The EPFO has operational problems as well as difficulties in service delivery largely due to the huge volume of workload that it handles. The EPFO has taken up a 'Modernization Project' with technical assistance of the NIC to computerize its operations with the objective of providing efficient and faster services to members and employers. The focus of the first phase of the project is to integrate the existing modules of the legacy software into a single database to improve inter-module communication and to facilitate easy data retrieval and updating. With the first phase implementation it is expected that services to members like claims settlements and accounts balance compilation would improve significantly. The second phase concentrates on consolidation the data of all the offices into a centralized system for providing 'anytime-anywhere' services to members and employers.

(3) Eliminating Child Labour from hazardous Occupations and Processes.

The National Policy on child labour would be reviewed and revised to align with the current and projected needs of children and also with international conventions. It would also incorporate emerging challenge faced by children in rapidly changing environment both within the country and globally.

The ongoing scheme of National Child Labour Project (NCLP) would be revised to align itself with the Right to Education Act norms. It would also incorporate changes to take into consideration all the deficiencies observed so far. Efforts would be made to establish some

residential schools also. Focussed efforts would be made towards mainstreaming and rehabilitation child labour.

The pedagogy of the NCLP schools will be Improved including the development of a suitable curriculum in collaboration with the concerned State Council of Education Research and Training (SCERT)s of the State Government to mainstream the child labour in age appropriate classes. The scheme of NCLP schools will be effectively implemented for declaring child labour free areas. There will be effective implementation of the vocational training programme and this will be dovetailed with Skill Development Initiative. The scheme of Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) and social security schemes will be converged with the families of child labour. There will be effective monitoring, evaluation and third party assessment of the schemes.

On convergence of projects, special focus would be on programme and schemes that are run by other departments especially for education, health, social security, vocational training and employment.

Legislation would be brought to plug the gaps in the existing laws, rules and regulations. Amendments would be proposed for incorporating child labour in the jurisdiction of Executive Magistrate. Guidelines would be formulated for speedier and more uniform implementation of Supreme Court order in M.C. Mehta case. Rules under CLPRA 1986 would be enacted for providing safety and health of children. Guidelines would be formulated for implementation of protocol for trafficking in child labour.

Efforts would be made for regular collection of data on child labour. NSSO would also be requested to make these figures available. Study would be conducted by VV GIRI National Labour Institute and other universities and institutions for assessment of impact of the efforts for elimination of child labour.

(4) Promoting Skill Development.

At present there are 8642 ITIs / ITCs with total seating capacity of 12, 06,448. Out of this there are 2178 Government ITIs and 6464 Industrial Training Centres (ITCs) in the country. It is needed to increase the seating capacity of the ITIs / ITCs by opening new ITIs/ITCs in the country.

The apprenticeship training under Apprenticeship Act 1961 is being imparted in 235 trades in 37 trade groups covering 25500 establishments with 2.94 lakh seats allocations. Capacity of Apprenticeship Training Scheme and Craftsmen Training Scheme needs to be increased to achieve 100 million targets by 2022. The following schemes are in pipe line to meet the demands:

- (a) Setting up of 1500 ITIs and 5000 Skill Development Centre (SDC) in PPP mode.
- (b) Skill Development for 34 districts affected by LWE (Left Wing Extremism).
- (c) Upgradation of 20 ITIs and supplementing deficient infrastructure in 28 ITIs in NE.

New training centers i.e. institute for training of trainers, RVTIs / ATIs, Regional Directorate of Apprenticeship Training are required to be opened for which infrastructure is needed to be developed.

It is considered necessary to make necessary amendment in Apprenticeship Act 1961, identifying new trades and establishments so as to cover the informal sector and achieve the training target of 100 million by 2022 for Ministry of Labour & Employment.

Presently under Craftsmen Training Scheme, the training is being imparted in 116 engineering and non engineering trades in ITIs / ITCs. The duration of the courses vary from 6 months to 3 years. It is needed to make changes in the curriculum and identify new trades after making market survey.

National Vocational Qualification Framework (NVQF) is to be made with the help of Central Ministries and State Governments providing skill training. This will help the person who has the skill and needs certification for the purpose of global acceptance.

The process of learning is a continuous process and it is needed to give lifelong learning for keeping abreast with the changing scenario in the industrial market. It is necessary that competencies acquired informally are also certified and given opportunity for horizontal and vertical mobility.

So far the Central Assistance is provided only for the upgradation of Government ITIs only. No financial assistance is provided to private institutes. Private ITIs and their management are requesting continuously for some financial support from the Government.

Many of the schemes of Government are being operated in the PPP mode and it is necessary to develop a business model so that the private stakeholder will make investments if they are given autonomy in deciding the fee structure and selection of candidates and conduct the courses in demand driven areas.

(5) Strengthening Employment Services.

The Ministry is finalizing a National Employment Policy (NEP). An Action Plan for strengthening employment services will be prepared in consultation with concerned Ministries / Departments and other stakeholders.

The Ministry will constitute a National Employment Promotion Council chaired by Hon'ble Prime Minister and a National Employment Coordination Board chaired by Hon'ble Minister for Labour & Employment.

An Annual Report to the People on Employment has recently been prepared which will facilitate (a) coordinating with concerned Ministries / Departments to get / collect information on their programmes in connection with employment scenario and it will also set out short-term and medium-term strategies for providing gainful employment opportunities for all the working people with particular emphasis on the disadvantaged sections, (b) support the view that employment growth along with equity and distributive justice can be powerful instrument for achieving the national agenda of 'inclusive growth'.

The scope and coverage of the Employment Exchange Compulsory Notification of Vacancy (CNV) Act, 1958 will be increased making the Act realistic by bringing necessary improvement. The Employment Exchange will be renamed to show more focus on

vocational guidance and career counseling. The employability of job seeker registered with Employment Exchange will be improved with an aim to achieve the objectives of (a) create easy and speedy access to services of employment exchange for all the stakeholders, (b) collect and disseminate information on employment and training to job seekers and employers in organized and unorganized sector so as to ensure a proper balance between the demand and supply of workforce, (c) provide relevant employment counseling, assessment of capabilities and vocational guidance services to job seekers in improving their employability and (d) obtain and provide accurate and quality Labour Market Information for planning and decision making in a timely manner.

The Ministry will enhance the coverage of the facilities and up-gradation of infrastructure and will provide momentum to capacity building.

(6) Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery.

It is intended that all the functions/processes are performed in a transparent manner using the latest Information and Communication Technology (ICT) techniques. All the statistical / descriptive databases will be computerised through latest ICT techniques for compilation, retrieval and uplink purposes. It is also intended to launch and maintain user friendly official website for Chief Labour Commissioner (Central) CLC (C)'s Organisation with all the required static / real time / interactive information and downloadable for the stakeholders. The enforcement and compliance of labour laws will be made more effective.

(7) Improving Safety Conditions and Safety of workers.

A. Factories Safety:

Action will be initiated for setting up of Centre of Excellence in areas of (a) control and elimination of Silicosis in Indian Industries by CLI, Mumbai, (b) construction safety, IT/ITES, Risk Observatory by RLI, Chennai, (c) micro, small and medium enterprises, Chemical and Process Safety by RLI, Faridabad, (d) OSH in Leather & Tanning Industry by RLI, Kanpur, (e) OSH in Jute and Textile Industry and Focus on North Eastern Region (NER) by RLI, Kolkata.

Directorate General of Factory Advice Service and Labour Institutes (DFFASLI) will be declared as a Research and Scientific Organisation in the field of Occupational Safety with emphasis on manufacturing and port sector.

Testing of Personal Protective Equipment, continual upgradation of various Labs will be undertaken in line with the latest BIS Standards. Testing Facilities will be set up for grant of approval for flameproof equipment as per the proposed amendments to the Factories Act 1948 at DGFASLI headquarters.

MoUs with International Bodies / Organisations / Governments will be finalized and implemented for enhancement of OSH.

The scope of enforcement of the Dock workers' (Safety, health & Welfare) Act 1986 and Regulations framed thereunder will be extended to the newer major ports notified, intermediate and private ports.

The Factories Act, 1948 and Dock Worker's (Safety, Health & Welfare) Act 1986 will be updated and amended.

A grant-in-aid scheme for enhancement of enforcement services by the State Governments will be implemented.

A National Repository Centre for OSH Data Collection and Dissemination will be created.

Inspectorates Dock Safety in the major ports notified from time to time by the Government and in private and intermediate ports will be established.

The accreditation mechanism on OSH will be set up and monitored.

Standards, Guidelines, Codes of Practice etc. for various activities, processes – sector specific in the manufacturing and Port Sectors will be developed.

A National Profile of OSH in the country as envisaged in the National Policy on Safety Health and Environment at Workplace will be developed.

The libraries of CLI and RLIs will be upgraded including setting up of a digital library.

B. Mines Safety:

In order to meet the demands and extract minerals safely and economically, mechanization and introduction of latest technologies are being opted for. In view of the fast changing scenario, the following measures will be initiated.

It is observed that a fresh initiative is required to arrest the trends of mine accidents classified as disasters which are repeating at an interval of two or three year. An international initiative to achieve Zero harm and no injury at work place is being undertaken by ILO. We as member of ILO have also to undertake similar initiative so that the conditions of work at every work place are made safe and secured.

The main focus of the Ministry during the next five years would be to eliminate or minimize the risk of disaster in mines. The disasters were mainly due to lapses on part of the implementation of the safety provisions by the mine management. The Action Plan includes the assessment of Dangers & Preventive Measures, monthly & quarterly review, Mock Rehearsal & Drills and Compliance Tracking.

With regard to accidents in coal, non-coal and oil-mines, the fatal and serious accident data are recorded and analyzed for their causes and corrective measures required to prevent recurrence.

The officers from Occupational Health Cadre of Directorate General of Mines Safety (DGMS) specifically inspect and evaluate medical reports of mining companies for detection of cases of silicosis and other occupational diseases. The Ministry also undertakes surveys and studies on various occupational health hazards including epidemiological studies on detection of silicosis and other occupational disease as and when required. Every mine is required to send an annual return regarding medical examination conducted and cases of notified disease detected.

The Action Plan should be prepared for every mine and implemented which includes identification of mines with risk of disaster and improve ERS, modernization of rescue stations, restructuring & strengthening of ISO & rescue services and development of mine disaster management centre.

With regard to Opencast Mines, special Studies shall be conducted to formulate Risk Assessment and Risk Management Plan for Dragline, Shovel Dumper, Surface Miner and Highwall Mining & Road Transportation System. For Underground Mines, the areas of studies will cover use of advance technology in Mass Production with continuous Miner and Longwall Machinery. The special studies on new Technology will cover (a) extraction of Methane i.e. CBM, CMM & AMM Technologies, (b) underground Gasification of Coal and (c) Coal to Liquid Technology.

Research and Development Programme involving Central Institute of Mining and Fuel Research (CMFR), Indian School of Mines (ISM), IIT, Kharagpur, IT BHU and many other National Institutes such as National Institute of Rock Mechanics (NIRM), National Institute of Miner's Health (NIMH), CMPDIL etc shall be undertaken on the following (a) classification of Strata in Coal Mines, (b) Mine Ventilations and Environment Control Studies, (c) investigations on Classification of Coal Scams prone to Spontaneous Combustions, Fire, Gases and Explosions, (d) studies on Pit Dump Slope Stability and (d) special Investigation on Occupational Health-Silicosis and Pneumoconiosis.

S&T Laboratories shall be provided with latest and modern testing instruments and apparatus to conduct field surveys and studies based on which the technical circulars and standards are set and circulated to the industry.

The Rules proposed to be amended during the next five years relate to (a) Amendments in Mines Rules 1955, (b) Amendments in Mines Rescue Rules 1984, (c) Amendments in Mines Vocational Training Rules 1966.

The current plan schemes include Mine Accident Analysis & Modernization of Information Database (MAMID) and Strengthening of Core Purpose of DGMS (SOCFOD). It is proposed to initiate new schemes namely, e-Governance in DGMS (e-GMS) and Occupational Safety & Health Surveillance in Unorganized Sector Mines.

(8) Labour Research & Training.

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

The VVGNI will strive to evolve as a globally reputed institution and centre of excellence in labour research and training in order to enhance the quality of work and work relations. The Institute will initiate actions to achieve the core objectives of expanding the Quantity and Quality of Research, increasing the Number of Training Programmes and Expanding its Horizons, enriching the Quality and Dissemination of Publications, networking with National and International institutions, launching Academic Programmes, augmenting Financial Resources, augmenting Faculty, upgradation of the physical infrastructure.

(9) Workers Education.

The Central Board for Workers' Education (CBWE), an autonomous body of the Ministry of Labour, established in 1958 implements Workers Education Scheme at National, Regional, Unit and Village Levels.

The CBWE will prepare the workers for their intelligent participation in the socio-economic development of the nation, enable the workers to understand their problems and to equip them to find solutions to those problems, make the workers capable to meet the challenges of the changed scenario, motivate the workers to form their Unions for their betterment and inspire them to develop leadership from amongst themselves.

Various training programmes of varied durations for workers of organized, unorganized and rural sectors will be conducted through a network of 50 Regional and 9 Sub-Regional Directorates spread across the country. Specialized training programmes for Trade Union Activists, Panchayati Raj Functionaries, NGOs etc. will also be conducted on topics such as HIV/AIDS, Human rights, National Integrity and Communal Harmony etc. besides regular training programmes. ILO will be collaborated to make the world of work aware about prevention and care from HIV/AIDS under GFATM Round 9 (Global Fund for AIDS, TB, MALARIA etc). Exclusive training programmes will be conducted under MGNREGA for approximately 8,00,000 beneficiaries during three years subject to approval to the Project by the Ministry and release of funds of Rs. 20.37 crores during 2010-11 (RE) and Rs. 15.76 crores during 2011-12 (BE).

(10) Labour Statistics.

Labour Bureau is engaged in collection, compilation, analysis and dissemination of Labour Statistics at all India level on different facets of labour. The statistics help in providing vital inputs for formulation of suitable policies and for suggesting appropriate ameliorative measures to improve the conditions of different segments of labour force. The activities being undertaken which will be continued are following:

- (i) Construction and maintenance of Consumer Price Index (CPI)s
 - (a) CPI (IW): Indices are released on the last working day of the succeeding month.
 - (b) CPI (AL/RL): Indices are released on the 20th of every succeeding month.
 - (c) Retail Price Index: Indices are released within a fortnight of releasing CPI-IW indices.
- (ii) Updation of the Base Year for CPI (IW) to make it more representative of the present consumption pattern of industrial workers.
- (iii) Conduct of the survey to assess the current employment-unemployment situation in the country.
- (iv) Conduct of Occupational Wage surveys, surveys on contract Labour, Socio-economic survey of different segments of labour and timely release of reports.
- (v) To impart training to the IES/ISS probationers and ISEC participants
- (vi) To provide training to personnel in primary units in various industrial centers in the Northern States and to the officials of the State Governments on improvement in Labour Statistics.

- (vii) To organize Central Training Programme on the price collection & Index compilation to Price Collectors & Supervisors and state level training programmes for Price collectors & Supervisors.
- (viii) Monthly release of Indian Labour Journal by 1st week of every month.
- (ix) Release of ILYB on annual Basis and Annual Report on CPI for Agricultural & Rural Laborers.
- (x) Preparation & release of Annual Report on CPI-IW, Pocket Book of Labour Statistics and Indian Labour Statistics.
- (xi) Compilation and release of RLE Reports based on quinquennial Employment-Unemployment surveys conducted by NSSO, five reports are released for every such round, namely Employment and Unemployment, Indebtedness among rural households, Wages and Earning, General Characteristics, Consumption Expenditure.
- (xii) Finalization and timely release of reports on Dissemination of Labour Statistics collected through Annual Survey of Industries (ASI).
- (xiii) Release of Annual Review on Industrial Disputes, closures, retrenchment and Lay-offs in India.
- (xiv) Release of Report on the working of the Minimum Wages Act 1948, Factories Act 1948, Trade Union Act 1926, Maternity Benefit Act 1961, Workmen's Compensation Act 1923, Plantation Labour Act 1951, Motor Transport Act 1961, Shops and Commercial Establishment Act, Industrial Employment (Standing Orders) Act, 1946.

(II) Stakeholders Engagement

(1) Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers.

The key stakeholders in formulating and implementing the welfare and social security measures for workers in unorganized sector are Central Trade Unions, Central Employer's Organizations, State Government, concerned Departments, service providers and targeted groups. The awareness generation and publicity / propaganda of the schemes are done through interaction among the key stakeholders, organizing of meetings / workshops / seminars, advertisement in newspapers and magazines etc. Directorate General of Labour Welfare (DGLW) holds regional workshops, prepare training modules for different stakeholders and conducting training and awareness generation programmes as and when required from time to time.

(2) Providing Social Security to Organized Sector Workers.

The key stakeholders in implementing ESI Scheme and EPF Schemes are Employees and their dependants, Employers, State Governments, Central Government Ministries / Departments, Trade Unions, Bank, Medical Professionals.

The three Schemes under the EPF & MP Act are statutory schemes and are required to be implemented in accordance with the provisions. However, it is necessary to review the provisions of the Act and Schemes for making timely amendments as may be necessary due to change in work environment, industrial growth, wage structure, economic developments, timely evaluation of Scheme taking into account other models for taking remedial steps for sustaining them to provide reasonable benefits, increasing coverage, etc. To facilitate such review, regular meetings of the tripartite bodies will be held.

There is a need to spread awareness among the workers about the social security Schemes and benefits. Most of the workers covered under EPF & MP Act, and ESI Act are low paid and are not aware of the schemes and the benefits. Publicity of the Schemes and the benefits and the rights of the workers will be made through mass media as often as possible. The 'Sevottam' project envisages publishing of a 'Citizen Charter' which will give such information. Further, while enrolling an employee, all the required details should be registered with EPFO and ESIC so that at the time of providing the social security benefits there is no harassment or delay. Information brochure could also be given to each member. It would be more useful if the employer and the workers' union are entrusted with the task of spreading awareness of the social security schemes and benefits and procedures involved in availing them. The officers of EPFO and ESIC have to change their attitude towards the members of the Schemes as social security providers who are always ready to assist them with politeness.

In order to implement the Schemes effectively and give satisfaction to the beneficiaries, it is necessary to ensure participation of all stakeholders. The Central Board of Training (CBT) in EPFO and ESIC are tripartite bodies with trustees/members from all the stakeholders including Members of Parliament and Medical Professionals. Building consensus among them is utmost importance to implement the schemes successfully. Policy

matters and areas which require professional approach should be left to professionals. There should be clear understanding with the stakeholders that policy and financial matters require professional approach and that final decision will be taken by engaging all stakeholders. The role of banks in service delivery is to be expanded. Where necessary, the Central Government could use its powers to frame policy and schemes that require urgent action.

The ESI Scheme in the State is run with the involvement of State Governments with the medical infrastructure created by them. The State Governments' share of the expenditure on the provision of medical care is to the extent of 12.5% (1/8th within the per capita ceiling). This arrangement creates dual control both by ESI Corporation and the State Governments. Modalities are required to be worked out to overcome conflicts due to dual control and work on positive aspects to run the scheme efficiently. From 2007 onwards, all capital expenditure on construction of ESI Hospitals and other buildings including their maintenance is borne exclusively by the Corporation.

(3) Eliminating Child Labour from Hazardous Occupations and Processes.

A programme titled international Programme on Elimination of Child Labour (IPEC) has been initiated in India in 1982. The long term objectives of the IPEC are the effective abolition of child labour and calls for progressive improvements in social and economical conditions. The IPEC provides for constitution of a National Steering Committee to ensure effective consultations to scrutinize and select appropriate action programme proposals submitted by NGOs and for carrying out the review of national activities from time to time. The National Steering Committee is being headed by Secretary (L&E) with the members from other Ministries, Employers, Workers Union and non-government organizations.

A Technical Advisory Committee has been constituted under Section 5 of the Child Labour (Prohibition & Regulations) Act which is a statutory committee under the chairmanship of Director General, India Council for Medical Research, New Delhi as a Chairman and members from other medical institutes. This committee is responsible for the inclusion of occupations and processes in the hazardous list of Schedule to the Act where the employment of children under the age of 14 years is prohibited.

A Central Advisory Board on Child Labour has been constituted to address the issue of child labour under the chairmanship of Hon'ble Labour & Employment Minister with the members from Members of Parliament, various other Ministries, employers, workers' union and non-government organization. It is planned to hold two meetings per year.

(4) Promoting Skill Development.

- (a) The key stakeholders are the following:
 - (i) Government at Central / State or local level.
 - (ii) Employer's Organization.
 - (iii) Trade Unions.
 - (iv) Civil Society Organizations.
 - (v) Private Players.

- (b) The core agenda and approach followed as under:
 - (i) Participation of stake holders is must for enhancing effectiveness and relevance of skill development efforts.
 - (ii) Capacity building of NGOs for acceptability of Vocational Training, increasing employability of youths.
 - (iii) Capacity building for participation in skill gap analysis, skill standardization, assessment and evaluation for increasing quality and productivity of workers (industries).
 - (iv) Capacity building of TU for their participation in occupational skill requirement and standardization, evaluation and testing.
- (c) The approach for discussions on different topics and initiatives is the following:
 - (i) Setting up of institutes in PPP mode.
 - (ii) Need to strengthen NCVT for taking up regulatory functions.
 - (iii) Strengthening SCVT at State Level to contribute to the system for setting standards, curriculum development etc.
 - (iv) Setting up/ updating of occupational standards, skill standardization and competency based skill development efforts.
 - (v) Cooperation can be established through MOUs and letter of intent with other Ministries / Departments, Industry / industry associations, NGOs and private institutions of repute and Universities / Colleges. International agencies e.g. ILO, World Bank, EU, Australia, Scotland, UK, South Korea, Germany and Japan etc.
 - (vi) Prepare a team (in house) to carry out activities and hold regular seminars / workshops inviting persons from specialized walk of life.
 - (vii) Organization of sensitization programs.
 - (viii) Regular follow up with NSDC to create Sector Skills Councils (SSCs), use the expertise of SSCs in setting up standards, curriculum development, examination and certification.
 - (ix) Have regular interaction with all stakeholders, hold quarterly / half yearly workshops, Involve experts from industries and generate awareness amongst the stakeholders.

(5) Strengthening Employment Services.

The approach to be followed is the identification of key actionable points and the stakeholders like Ministries /Departments/ Institutions /Agencies, preparation of different tools (check-list) for stakeholders and to collect information and organising meetings/ discussions to implement the Action Plan/ Strategies/ Agendas/ ATRs etc. and sharing experience.

This will require well planed initiatives and coordinated efforts of the various Ministries of the Government as well as major stakeholders namely the worker's

organizations, private sector – business & industry group and other civil society group etc. The stakeholders are the Central Governments, State Governments / UT Administrations, Public and Private Employers, Job-seekers etc. The Key stakeholders are categorized as jobseekers, employers, vocational training providers, private placement agencies and the Government at Centre & States. The expectations of Key stakeholders in terms of placement, vocational guidance, registration, employment related information etc and existing gaps in the employment services such as poor response time, obsolete vocational guidance material and inaccurate employment related information will be detailed and Committees will be set up for project overview on regular intervals. This will Stimulate and promote the responsiveness among various stake holders i.e. job seekers / employers (Public – private) through networking & co-ordination with concerned Institutes.

(6) Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery.

The key stakeholders i.e. the employers [principal employers / contractors], trade unions shall be engaged to elicit their views / suggestions on the key initiatives proposed / undertaken from time to time.

(7) Improving Safety Conditions and Safety of workers.

The approach to be followed in Factories Safety will be:

- (i) Close interaction with the Chief Inspectors of Factories (CIFs) of the States / UTs through conduct of Annual Conference of CIFs and through various Working Groups constituted to debate and finalise important issues arising out of decisions of the Conferences.
- (ii) Through Public-Private Participation (PPP) Mode conducting and organising a number of activities such as national and international seminars, workshops, etc.
- (iii) Involvement of DGFASLI as a Member in various Committees / Institutions such as BIS, NDNA, OISD, MoEF, AERB to debate, participate and finalise various standards pertaining to OSH in manufacturing and Port Sector.

(8) Labour Research & Training.

One of the major strengths of the V.V. Giri National Labour Institute (VVGNI) is the tripartite structure of its governing bodies which highlights the key associations which the Institute have with government, trade unions and employers. Based on the tripartite structure and the mandate of undertaking professional activities for these social partners, the Institute has over the years developed core competencies to deal with the professional requirements of them. The key target groups for whom the Institute undertakes various professional activities include:

- (i) Central Government Ministries (especially Social Ministries).
- (ii) State Governments (especially Labour Departments).
- (iii) Trade Unions (Both Organized and Unorganised Sectors).
- (iv) Employers' Associations.

- (v) Industrial Relations Managers.
- (vi) Social Activists involved with Marginalized Segments of Labour
- (vii) Researchers.

The Institute would strive over the next five year period to strengthen the existing partnerships with Ministries / Institutions / organizations within these target groups and also identify and forge new collaborations and partnerships. Such collaborations and partnerships would be forged at the national and at the international levels. One of the key initiatives in this regard will be to formalize collaboration with International Training Centre (ITC) of the International Labour Organization. Such collaboration would enable the Institute to organize more regional programmes in South Asia and thus evolve as an Institution of Excellence in labour issues at the global level.

(9) Workers Education.

The Central Board for Workers Education (CBWE) deals with the Workers, Trade Unions, Managements, NGOs/BDO's, Local Self Governments, Central/State Governments.

The core agenda of the stakeholders is to get their workers/employees trained through CBWE on various issues of concern for their own development as well as of the organization in which they work. The members of the stakeholders especially from trade unions, managements, Central / State Governments are nominated on the Governing Body of the CBWE and its other subsidiary bodies with a view to elicit their support for the furtherance of the Workers Education Scheme. The members of stakeholders are also nominated on the Regional Advisory Committees (RACs) attached to each Regional Directorate to review and guide the functioning of the respective Regional Directorate. Various issues related to the effective implementation of Workers Education Scheme are discussed in the meetings of the Governing Body and other bodies including the RACs and the decisions taken in those meetings are implemented with the concurrence of the Ministry of Labour & Employment.

(10) Labour Statistics.

The Labour Bureau is a premier agency in the field of labour and price statistics. The key stakeholders in respect of the organisation's functions are the employers and employees / workers, State / UT / Central agencies, including the Central Statistical Organisation (CSO), research organizations, trade unions, etc. Labour Bureau will ensure the continuity in involvement of stakeholders in its activities through the following consultative mechanisms:

- (i) A tripartite committee has been constituted by including the representatives of employers and workers, as also the central and state Governments, with a view to make the exercise relating to the base updation of Consumer Price Index Numbers for Industrial Workers (CPI-IW) as more transparent and acceptable.
- (ii) Experts drawn from CSO, NSSO and DGE&T are proposed to be included in the expert group to be constituted for the Second Annual Employment-

Unemployment Household Survey to be conducted the by Labour Bureau at the national level.

- (iii) All concerned States / UTs will be associated with the activities such as price collection and Price Supervision under CPI-IW, and the data collection and supervision under the Employment-Unemployment household survey.

(III) Learning Agenda

(1) Welfare and Social Security Provisions for Unorganised Sector Workers.

In order to achieve the broad objectives for capacity building and coordination among all stakeholders for effective delivery of the benefits, the Directorate General Labour Welfare (DGLW) organizes meetings / trainings / workshops / seminars etc.

(2) Social Security to Organized Sector Workers.

The areas that will require specialization are, resource management which includes enforcing compliance and investment for adequate returns, manpower management, pension schemes and actuarial valuation of pension schemes using modern methods, and exploring other such social security instruments that are being provided both in India and abroad. The staff in both ESIC and EPFO is trained in providing benefits under the Schemes framed under the ESI Act 1948 and EPF & MP Act, 1952. EPFO runs a training institution called “National Academy for Training & Research in Social Security (NATRSS)” Similarly, ESIC has set up a training institution called ‘National Training Academy (NTA)’ for its officers.

There is need to give exposure to the staff to social security package provided by various countries. International Social Security Association (ISSA) functioning under the aegis of ILO is a rich source for sharing experiences of social security schemes of member countries and it is necessary to actively participate in the programmes of ISSA by the officers of the Ministry of Labour & Employment, ESIC and EPFO. Opportunities should be created and the officers should also be encouraged to participate in other international events and training programme on the subject in order to enhance their knowledge and capacity.

With computerization of the business process of the organizations, the officers should also be trained in the software and move towards e-governance and service delivery. It will help create a sound data management system for all spheres of activities. Recently, emphasis is being made on achieving excellence in service delivery and both EPFO and ESIC are target organization for implementation of “Sevottam” project of the Government. The project will also take care of redress of public grievances.

(3) Eliminating Child Labour from hazardous Occupations and Processes.

A Scheme would be operational in the VVGIRI National Labour Institute dedicated for training concerned with child labour. Courses would be organized for project officers and teachers in NCLP schools. The pedagogy of the NCLP schools will be Improved including the development of a suitable curriculum in collaboration with the concerned State Council of Education Research and Training (SCERT)s of the State Government to mainstream the child labour in age appropriate classes.

(4) Promoting Skill Development.

The Directorate of Training has long experience in the subject of skill development and have well established institutional mechanism with well trained and experienced trainers. However, it is needed to evaluate the existing methodologies, identify challenges and weaknesses, and innovate newer models for facing such challenges. The existing Training institutions need to be strengthened by conducting critical analysis to assess and identify their potential. Learning to be aimed at enhancing ability of the Directorate to study the labour market both nationally & internationally and identify the skill gap. The Directorate is to study and analyze new skill requirements in a dynamic labour market, design and develop NVQF by sharing international experiences, suitable & sustainable private / PPP business structure with delegation of authority to private players and contribute to the system for setting standards, curriculum development, examination & certification, promoting awareness, uplifting social status of workers etc. including promotion of lifelong learning. Learning is to be aimed at enhancing ability of the Directorate to share international experiences and adopting best practices in the context of Indian scenario.

The paths and ways to gain skills include (i) capacity building of existing personnel through reputed institutes having relevant domain experience, (ii) strengthening international network and exchange programs and expert engagements, (iii) joint collaboration projects with countries having experience in the relevant field, (iv) holding regular seminars / workshops inviting persons from specialized walk of life and (v) strengthening / creating institutions of innovation and research.

(5) Strengthening Employment Services.

The present administrative skills and capabilities available (strengths and weaknesses) will be assessed and the Institutional Mechanism for updation of Information and reviewing the progress will be strengthened. Capacity will be built for efficient collection and compilation of information for meeting the aspirations contained in the Annual Report to the people on Employment. By increasing the scope of the Employment Exchange Compulsory Notification of Vacancies (CNV) Act 1959, more establishments are expected to be covered and the statistical data-base will be close to reality. As-Is study of the employment services at the Central and State levels will be conducted. The study to include understanding of the existing services including key functions, processes and sub-processes, identification of the desired & current service levels and evaluating existing capacities in terms of technology and people. Issue related to change management such as sources of resistance and capacity building needs such as training and skill requirements will be studied. The government employment services in countries such as UK, Australia, China and Malaysia to identify “what is being done differently” will be studied. The Learning Agenda include the requirements identification of Model Employment Exchange in terms of skilled manpower, infrastructure (IT & Non-IT) to meet the project objectives and defining the various components essential for project execution such as project management and governance structure, project implementation guidelines and strategy, implementation

plan, service levels, monitoring and evaluation framework and risk management strategy. The skills & knowledge will be expanded and diversified in demand driven areas and know how will be integrated into the existing system to make the programme sustainable.

(6) Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery.

Effective functional computer literacy will be imparted to all the officers and staff to make the e-governance a success. Various labour laws will be enforced through improved training with international exposure. Conciliation will be made effective through improved training with international exposure. Quasi-judicial process will be prompt leading to expeditious decisions.

(7) Improving Safety Conditions and Safety of workers.

The Learning Agenda for Factories Safety and Mines Safety will be as follows:

A. Factories Safety:

The Technical Capabilities of the Officers of DGFASLI, CLI and RLIs will be developed and strengthened through exposure to the specialists available nationally and internationally. The officers will be provided exposure for a higher learning through sponsorship of foreign fellowships and tie-ups with foreign establishments for undertaking joint venture programmes. A system study and adoption of new technologies in development of Safety and Health in the Manufacturing and Port Sector will be carried out.

B. Mines Safety:

A Human Resource & Development Cell was opened in DGMS. Mines Safety and Healthy Academy (MSHA) is now functioning at DGMS HQ, Dhanbad and imparting training not only to DGMS Officers but also to the Managers and other supervisory Officials of the mining industry.

Mines Safety and Health Academy (MSHA), Dhanbad is being equipped with modern training tools and aids. More number of Lecture Halls, Conference Halls, Workshop Halls and associated facilities are under development which will be completed with next few years.

With the increase in mining activities in coal, minerals and Oil & Gas sectors not only on on-land but also on offshore deep sea areas, it has become essential to update and upgrade the technical skills of DGMS Officers and also the competent supervisory Officials of the mining industry. It has, therefore been proposed to open new MSHA Centre at Nagpur. To cater the needs of the Oil & Gas Sector apart from the other mineral sector, it is proposed to establish similar MSHA Centers at Guahati, Ahamdabad, Mumbai and Hyderabad.

A New MSHA-Offshore Operations shall be established at Goa in which all the facilities for training on offshore exploration, Surveys, Drilling and extraction of Oil & Natural gas apart from other minerals to be mined out from seabed and beneath shall be

provided. It is proposed to be established in consultation with the National as well International Institutes of repute on respective subjects and fields.

A comprehensive project on skill development of different disciplines of officers of this Directorate has been planned and is under preparation. This project involves training and on-hand exposures of Officers at national and international institutes, project, and mines. There is also a proposal to develop core group of officers to be exposed to specialized training and exposure programmes on various subjects so that expert group of Officers are developed in DGMS to guide and direct the industries in need

(8) Labour Research & Training.

The skills and competencies that the VV Giri National Labour Institute (VVGNI) currently possesses to achieve the strategic objectives include (i) Inter-disciplinary faculty specializing in core areas of labour studies, (ii) capacity to undertake systematic research on emerging concerns in labour, (iii) core competencies to impart learner-centered training for target groups, (iv) capacity to undertake action research and also to bring synergy between research output and training inputs, (v) empanelled Institution to conduct international training programmes on various subjects, (vi) operating the only digital archives on labour in India, dedicated to highlight the role of labour in shaping modern India and possessing one of the most endowed libraries on labour studies.

Some of the skills and capabilities that the Institute would need to develop over and above the existing skills over the next five year period and the possible ways to gain such capacities identified are outlined below:

Skills and Capabilities that need to be augmented	Possible Means for Augmenting the Identified Skills and Capabilities
Capacity to operationalize academic courses leading to diploma/degree.	One of the key means for achieving this would be through collaborating with reputed Universities like Indira Gandhi National Open University.
Capacity to undertake more policy oriented research.	Networking with key social Ministries and other concerned stakeholders in identifying the research inputs required for policy formulation. Disseminating the findings of the policy oriented research of the Institute to a larger cross-section of stakeholders.
Capacity to develop core curriculum and training materials in the area of key training themes like: labour administration, leadership development, child labour, employment generation,	Developing training materials for the major training programmes organized by the Institute. Obtaining more training material

climate change and labour, social security, gender and labour.	development related activities from different stakeholders.
Capacity to use training interventions, especially in unorganised sector, as an engine of developing trainers for people's empowerment.	Strengthening action research component and long-term sustainability in training interventions in rural and backward areas.

(9) Workers Education.

The Central Board for Workers Education (CBWE) will depute its officers to various institutions like IIM, ISTM, VVGNI Institute of Govt. Accounts & Finance, DGFASLI, and ISHA etc. to widen their knowledge and skills and to enhance and upgrade their functional competency in the areas of Management Development, Financial Management, Interpersonal Competency, Occupational Safety and Health, Trade Unionism in Global Economy, Performance Management in Government, Administration and Vigilance, Right to Information Act, Computer Compatibility etc. CBWE also Depute Board's Officers to foreign countries to further develop their expertise and competency to strengthen the faculty of CBWE at international sphere.

(10) Labour Statistics.

Labour Bureau was established in 1941 and has long experience in the compilation of Consumer Price Index Numbers, conducting surveys and studies on different segments of labour, imparting training on labour and price statistics and bringing out annual reviews on various labour Acts. Its most recent mandate includes conducting annual employment-unemployment surveys and quarterly surveys of employment in select sectors to gauge the impact of recession of 2008.

In order to meet the challenges of making the labour and price statistics relevant in the fast changing economic scenario, the knowledge and skills of Labour Bureau's manpower need to be appropriately upgraded through in-service trainings at regular intervals. The skills of the technical staff are proposed to be upgraded by deputing them for trainings in the premier Institutes of the country dealing with statistics and economic analysis. Computer skills of the staff are proposed to be upgraded by deputing them to the relevant training programmes including those conducted by the Department of Information Technology.

(IV) Resources Required

(1) Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers.

There is shortage of manpower in the Labour Welfare Organization in all the nine regions in the field as well as at the Headquarter. The medical officers are posted by the Ministry of Health and Family Welfare. Since the dispensaries are located in interior and secluded places, the medical officers are reluctant to join at such places. As such large numbers of posts of medical officers are lying vacant. At times, the funds allocated for various welfare schemes are not adequate requiring additional funds.

(2) Providing Social Security to Organized Sector Workers.

EPFO and ESIC are self financing autonomous organizations and have sufficient funds. The Central Government also makes a contribution to the Employees' Pension Scheme 1995 as per provisions under EPF & MP Act 1952 at 1.16% of the wages of employees. Timely contribution to the full extent is necessary to sustain the scheme. The Scheme needs to be evaluated so that alterations in the contribution rates and modifications in the scheme wherever necessary are made to give a decent social security benefits to the members. Both the organizations have been given powers to create posts and thus they have sufficient manpower. However, periodical review of various cadres and new requirements, recruitment rules etc. have to be carried out to avoid bottlenecks.

(3) Promoting Skill Development.

The resources required are the following:

(a) Human Resources:

- (i) Upgradation of post of DDG to Additional DG at HQ and upgradation of RDATs to Regional DDGs.
- (ii) Dy. Director General for PPP projects – one post.
- (iii) Director for TT Cell as controller of Examination – one post.
- (iv) Additional posts of Director – 6 posts, Joint Director- 12 posts, Deputy Director- 12 posts, Assistant Director – 20 posts, Training Officers – 20 posts, Under Secretary – 5 posts.
- (v) Ministerial and supporting staff – PA (30 posts), Assistants (30 posts), LDC/ Peon (20 each to be outsourced).

(b) Partnerships:

- (i) Industry/ private partners required for implementation of PPP projects, outsourcing bulk activities involved e.g. trade testing, quality monitoring etc.
- (ii) Suitable business models will be developed to attract industry/ private partners.

(c) Financial:

As a rough estimate a sum of Rs. 10,000 crore will be required.

(4) Strengthening Employment Services.

The resources required are the following:

- (i) Setting up of a cell / outsourcing resources, including experts in the field, to implement/ following up of NEP and Plan of Action.
- (ii) Budgetary Support – depending upon the magnitude of the manpower/ work as in (i) above in successive years.
- (iii) Resources, including experts in the field constructive national debate relating to various dimensions of employment and also for eliciting practical suggestions for further improving the qualitative as well as quantitative aspects of employment generation in India.
- (iv) Budgetary Support – depending upon the magnitude of the outsourcing and printing of Reports (five in all) in successive years.
- (v) Strengthening of State Employment Market, Information units with requisite level of Manpower to Implement the Act effectively.
- (vi) Infra-structural facilities are required to be raised for enforcement of the Act.
- (vii) Setting up of Central Project Management Unit at the central and State Project Management Unit at the State Level to co-ordinate the project with all stakeholders.
- (viii) Selection of private partner to provide domain/expert services at the employment exchange level.
- (ix) Rs. 2167.29 Crore (as financial resources)
- (x) Manpower, Material, Monetary and Management resources (4Ms).

(5) Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery.

The requiring resources are the following:

- (a) Human resources: To evolve into e-governance, a dedicated cell is required to be manned by one DY.CLC(C), two RLCs(C), two ALCs(C) and four LEOs(C) with a few supportive staff. This cell can also take care for all computerisation processes and also the launching and maintaining the user-friendly official website of CLC(C)'s Organisation.
- (b) Financial Resources: The Financial requirement will be as per the estimates provided by the NIC from time to time for creating and developing the necessary software systems along with compatible hardware systems for the entire CLC(C)'s Organization including the CLC(C)'s HQ Offices, all the Regional Offices and all the field offices in the country.

(6) Improving Safety Conditions and Safety of workers.

A. Factories Safety:

To ensure effective implementation of the strategic initiatives, the following resources would be essential especially in view the need to have adequate availability of manpower especially, in view of the present depleted manpower,

non-filling up of vacant posts and abolition of various technical posts. For certain new thrust activities, creation of additional manpower would be very much essential to achieve the projected targets:

- (i) To augment the existing manpower of DGFASLI in order to take up newer initiatives, for certain initiatives the services of resource persons through contract / need based would be thought of.
- (ii) Procurement of equipment under M & E Budget as per the latest and state of art technology.
- (iii) Upgradation / addition of new infrastructural facilities which would include laboratories, auditoriums, library, conference facilities and hostels.

B. Mines Safety:

The resources required are the following:

- (i) Human Resources: Manpower required for the proposed initiatives have been planned to be partly through internal resource and partly by outsourcing. The manpower requirement of the plan schemes under implementation have been assessed 123 for SOCFOD and 20 for MAMID scheme. The other manpower requirements of specific schemes/projects proposed under the strategic initiative programmes shall be finalized in the detailed project reports to be prepared. However, the manpower requirement for OSH surveillance for unorganized sector has been estimated to be 50. The E-Government and OSH scheme for unorganized sectors project will be prepared separately. The manpower requirements for Research and Development Projects will be on project basis which shall be prepared in consultation with the other research bodies.
- (ii) Financial Resources: The financial requirements of the proposed activities during the next five years will be assessed. The proposed activities of Civil Works, opening of new MSHA Centres, Staffing and infrastructure facilities will be prepared project wise. An amount of Rs. 22.00 crore for the SOCFOD and MAMID plan schemes for the year 2011-12 have been proposed. The financial requirements for E-Governance have been estimated to be Rs. 8.75 crore whereas for the Occupational Safety & Health Surveillance Schemes for unorganized sector mines has been kept Rs. 10.00 crore. The financial requirements of R&D projects shall be assessed in consultation with the research institutions likely to be associated therewith. The funds for R&D Project may be sourced from research fund of Ministry of Coal as well as Department of Science and Technology.

(7) Labour Research & Training.

One of the key resources requirements for VV Giri National Labour Institute (VVGNI) to execute the identified initiatives is the availability of human resources. The Institute presently has faculty strength of 15 professionals. It is critical that the faculty strength is augmented over a period of time. This is planned to be done through measures

like introducing visiting faculty programme, introducing chairs, contractual appointment of faculty etc. Apart from augmentation of faculty there is also a need to strengthen and expand the staff component of the Institute. Expansion and diversification of professional activities would also entail additional financial requirements. The additional financial requirements need to be mobilized at two levels: (i) increase in the Government grant to the Institute; and (ii) mobilizing internal resources by organising more paid training programmes, undertaking sponsored research studies and taking up more consultancy assignments.

(8) Workers Education.

The resources required by the Central Board for Workers Education (CBWE) are the following:

- (a) **Manpower:** Currently the strength of Education Officers available for conducting the Workers Education Programmes is 151 to achieve the set targets as stated in Section 7 and also to meet the increasing needs of the clientele. It is therefore, necessary to have at least 275 Education Officers. Similarly the secretarial staff available is around 359. However, looking to the expanded activities, it is necessary to have at least 450 Group 'C' and 'D' employees in the offices of CBWE.
- (b) **Infrastructure:** The existing 50 Regional Directorates and six Zonal Directorates are not enough to cover the huge workforce working in all sectors of economy. However, to increase the coverage, there is a need to open at least one new Regional Directorate every year. The Peer Review conducted by Educational Consultants of India, Noida has, however, recommended the need to have 92 Regional Directorates, 10 Zonal Directorates and 440 Education Officers with proportionate increase in secretarial staff. Construction of new hostel building at the vacant land of IIWE, Mumbai to accommodate more outstation participants. The lack of decent hostel facility affects the achievement of targets set for IIWE as the outstation participants are found reluctant in attending the programmes.
- (c) **Finance:** CBWE needs additional financial support of at least Rs. 6.00 crores under Plan and Rs. 20.00 crores under Non-Plan per year for implementation of the scheme more effectively and efficiently.

(9) Labour Statistics.

Based on the recommendation of the Index Review Committee constituted by the Government, the Labour Bureau proposes to revise the existing base of CPI-IW series 2001=100 to recent base preferably to 2011=100. The financial and manpower requirement for changing the base year of CPI-IW has been assessed. Similarly, the existing base year of CPI-AL/RL series from the existing 1986-87=100 is also proposed to be revised to a more recent period preferably 2009-10 for which financial requirement and manpower requirements are being worked out.

The Labour Bureau also proposes to conduct annual surveys on Employment-Unemployment at all-India level and quarterly employment surveys for identified sectors affected by economic downturn. The second Employment-Unemployment survey is to be launched on a larger sample base in 593 districts in all the States / UTs w.e.f. 1st April, 2011. In order to undertake these surveys on regular basis there is need to induct additional manpower for collecting and compiling these vital statistics. Supervisory staff is required to supervise data collection to ensure robustness of data quality.

Labour Bureau is also mandated to collect statistics on various facets of labour from all the States/UTs. It has been felt that the existing 4 regional offices located in Chennai, Ahmedabad, Kanpur and Kolkata are not adequately equipped to cover all the States/UTs under their vast jurisdiction. For improved co-ordination with the States/UTs and also for effective supervision of the on-going all-India Employment-Unemployment survey, there is an urgent requirement of opening up of few more regional offices especially in the major states including the north-eastern states. It is, therefore, proposed to open the regional offices at least in the following states viz., Madhya Pradesh, Karnataka, Andhra Pradesh Rajasthan, Bihar, Chattisgarh, Jharkhand, Orissa and Assam. This would considerably improve the collection of data from the States/UTs in a time bound manner and would increase the out reach of Labour Bureau in at the national level.

(V) Tracking and Measurement

(1) Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers.

The implementation of RSBY is being electronically monitored on day to day basis. Besides, Regional Workshops are held to review the implementation of the schemes in different States as well as sharing of experience. The scheme is being concurrently evaluated by independent agencies. State Governments have also been advised to conduct evaluation Studies.

(2) Providing Social Security to Organized Sector Workers.

(A) Employees' State Insurance Corporation: In order to enhancing efficiency in implementing Employees' State Insurance Scheme for maximizing the satisfaction of beneficiaries the following measures are proposed to be taken:

- (i) Creation of Medical infrastructure: Since medical care will be one of the key social security benefits, more doctors and paramedical staff will be required. In order to overcome shortage, it would be a viable measure to set up Medical Colleges, PGIMSR, Dental Colleges and Hospitals. State Governments should also be approached by ESIC for taking over the scheme from State Governments for better administration without dual control. Initially Bihar, Madhya Pradesh and Maharashtra will be taken over in the coming five years for running the scheme.
- (ii) Efficient system of collection of fund: The following activities are to be carried out for collecting adequate fund as envisaged in the Act:
 - (a) Complete implementation of IT Roll out Plan throughout India will ensure receipt of contribution and its proper monitoring to identify defaulters.
 - (b) Corporation to go for public relation over drive to popularize the scheme.
 - (c) Expected revenue collection target of Rs. 8,000 crores during next five years.
- (iii) Computerization: for effective service delivery of insurance and medical benefits as per provisions of ESI Act, 1948 and place a system of assessing satisfaction of beneficiaries for taking remedial measures. Information Technology Enabled Services (ITES) will be fully functional by next two years. In order to assess satisfaction of the Insured Persons, beneficiaries' satisfaction survey is to be conducted during next five years.
- (iv) Review of Schemes and systematic enforcement of compliances: A set of comprehensive amendments in the ESI Act have been made to improve enforcement of compliance and to provide systematic and quality medical and cash benefits to the beneficiaries. Similar exercise has to be carried out continually.

- (v) Review and making required changes in procedures and forms etc: ESIC has to review the ESI (Central) Rules 1950 and ESI (Regulations) in pursuance of the amendments made. Similarly, all forms meant for employer and employees need to be simplified. The common challan form devised for depositing contribution by the employer on line has to be brought into practice by getting active participation of the banks. Similarly accounting procedures have to be modified for accommodating the changes and tracking defaults by employers. Guidelines are required to be prescribed for handling court cases so that unnecessary cases are not initiated, cases already under litigation to get disposed of quickly, orders of courts are implemented within time limit, accountability should be ensured on the advocates for actions which is against the interest of ESIC or Union of India and such other requirements. There should be coordination among medical, insurance and administrative wings.

(B) Employees' Provident Fund Organisation: For enhancing efficiency in implementing EPF Schemes and providing benefits to EPF beneficiaries, the following measures are proposed to be taken:

- (i) Maximizing returns on investment of funds: Till September 2008, SBI has been managing the funds of EPFO. The funds are to be invested in accordance with the pattern of investment notified by the Government. However, the yield on the discretionary investment within the approved pattern made by SBI was not adequate. Hence professional fund managers have been appointed in addition to SBI and the results are satisfactory. In order to monitor the performance of the fund managers, an Investment monitoring Cell has been set up in EPFO in September 2008 which should be further strengthened.
- (ii) Efficient system of collection of funds: A new Fund Management System and e-challans for filing contributions by employer is the need of the hour. EPFO has introduced e-challan at SRO, Gurgaon on pilot basis and have entered into a fresh banking arrangement on 29.09.2010 with SBI with provision of e-challan and reconciliation facility for field offices. Further in order to induce competition and reduce cost of financial services by the banks, multiple banking arrangements have to be made. All offices of EPFO should have IT enabled accounting system. For accuracy and correctness of accounts internal audit and third party audit of transactions have to be conducted for which more audit parties would be formed to conduct audit of field offices regularly. In addition audit work would be entrusted to CA firms for some offices as test check.
- (iii) Computerization: Computerization has to be completed within the approved time schedule for effective delivery of Provident fund, Pension and EDLI benefits as per provisions of EPF & MP Act, 1952 and place a system of assessing satisfaction of beneficiaries for taking remedial measures. Such system will help in:

- (a) Settlement of claims within stipulated time lines.
- (b) Updation of members accounts.
- (c) Centralization of database and operations.
- (d) Online submission of forms.
- (e) Online submission of returns.
- (f) Online submission of remittances.
- (g) Web based services to employers and employees.
- (h) IT support systems for functional Divisions in Headquarters.
- (i) Human Resource planning
- (j) Review of norms for creation of offices.
- (k) Review of Grievance redressal mechanism.
- (l) Introduction of IT enabled systems for online registration and redressal of grievances.
- (m) Monitor standards of service delivery and facilitation centers.

(iv) Review of Schemes and procedures and forms etc: It has been felt that there is need to reduce the threshold limit from 20 to 10 persons for coverage under the EPF & MP Act, 1952. The three Schemes under the Act may also be considered for modifications / amendments having regard to changes in the economy and in the field of social security. Present procedures and forms being used by EPFO are old and may be examined for simplification and information that are crucial for settlement of claims, pension and EDLI benefits. The forms need to be devised in such a manner that it serves build data base, serves accounting purposes, actuarial valuations etc. While amendment in the Act is required for more coverage, the procedure also needs changes for coverage under the Act and Schemes. Effective monitoring mechanism on the functioning of the exempted trusts need to be put in place along with accountability. A centralized data base on such funds will also help protect the members. The adoption of the double entry system of accounting will bring transparency and accuracy and should be done along with computerization. Similarly, Accounting Manuals of EPFO should be reviewed to remove any practical impediments. Guidelines are required to be prescribed for handling court cases and there should be coordination among various wings/field offices of EPFO in handling court cases.

(3) Eliminating Child Labour from Hazardous Occupations and Processes.

Efforts would be put for institutionalizing national and state level mechanism for constant monitoring for child labour. A system of regular third party inspection and impact assessment would be introduced. The entire monitoring system would be made web based.

(4) Promoting Skill Development.

The actions proposed are the following:

- (i) Development of Management Information System (MIS) which may provide on line information.
- (ii) Development of Web based portal to be used by all stake holders and beneficiaries.
- (iii) Monthly, quarterly and half yearly monitoring of progresses.
- (iv) Midterm evaluations to see the ground level utility of the schemes being implemented.
- (v) Decentralization at state level.
- (vi) Formation of key point indicators to measure the performance.
- (vii) Development of reward and punishment mechanism for meeting the goal of the Ministry.

(5) Strengthening Employment Services.

The actions proposed are the following:

- (i) Progressive follow up to ensure that various provisions of NEP are being implemented by concerned Ministry /Departments and suggested in the Plan of Action are initiated and /or continued.
- (ii) It is hoped that Reports would provide an opportunity for stimulating constructive national debate relating to various dimensions of employment and also for eliciting practical suggestions for further improving the quantitative as well as qualitative aspects of employment generation in India.
- (iii) The tracking and measurement will be undertaken through periodical statistical returns as defined in the Act.
- (iv) Conducting market surveys for identification and updation of industrial organizations / institutions.
- (v) Setting up of project Steering Committees (Empowered Committees) at the Centre and State level to monitor the project at regular intervals.
- (vi) Development of a common institutional mechanism to monitor, reports, and controlling.
- (vii) Defining the Service level agreements (SLAs) to better monitor the project.
- (viii) Through periodic returns, personal visits, conferences/ meetings with stakeholders.

(6) Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery.

The Key Performance indicators (KPIs) for E-governance are (a) Conceptual stage, (b) Designing & development of software, (c) Testing, (d) Installation, (e) Training and (f) Implementation.

The KPIs for computerisation of database are (a) Conceptual stage, (b) Designing & development of software, (c) Testing, (d) Installation, (e) Training, and ((f) Implementation.

For launching of Website, the KPIs will be (a) Conceptual stage, (b) Web content finalization, (c) Designing and development, (d) Testing and (e) Operationalising.

The activities for simplification of Labour Laws will involve (a) Act-wise review of procedures and (b) Act-wise review of formats of Registers stipulated.

(7) Improving Safety Conditions and Safety of workers.

The mechanism for tracking and measurement for Factories and Mines Safety will be as follows:

A. Factories Safety:

- (i) Internal Periodical review by the Head of Department.
- (ii) Mid-term and Annual Appraisal through the Ministry, Planning Commission and other concerned authorities.
- (iii) Establishment of internal and external audit mechanisms for the progress of both physical and financial outlays / targets.

B. Mines Safety:

- (i) In the area of occupational safety, surveillance, inspection and enquiries, the monitoring schedules have been provided under each initiative mentioned in the previous sections. However, the performance monitoring of the R&D projects, plan schemes and associated projects proposed to be undertaken shall be included in detail in the respective project and scheme.
- (ii) The strategic initiative/projects proposed in the scheme shall be monitored by the Steering Committee headed by Director General of Mines Safety as Chairman, assisted by Dy. Director General of Mines Safety (HQ), Director (S&T), Director (Electrical), Director (Mechanical), Director (SOMA) and Joint Director (STAT) on monthly, Quarterly and annually basis. Specific format for data acquisition and analysis have been developed which will be circulated to the field officers. Once the E-Governance programme is launched, the performance monitoring will be done by the respective officers & committee on the schedules given in the programme without fail.
- (iii) The key performance indicators (KPIs) will be the accident frequency rate, reduction in incidence of occupational diseases, level of compliance and reduction in risk index of the mine are the primary success indicators which shall be monitored monthly, quarterly and annual basis.

(8) Labour Research & Training.

The key performance indicators to track the progress of strategic initiatives over a period of time by VV Giri National Labour Institute (VVGNI) will be the following:

- (i) Number of research studies completed.
- (ii) Number of sponsored research studies.
- (iii) Number of training programmes.
- (iv) Number of training programmes across different target groups.

- (v) Number of International training programmes.
- (vi) Number of paid programmes.
- (vii) Number of participants.
- (viii) Number of publications based on completed research studies.
- (ix) Number of consultancy assignments.
- (x) Number of collaborations with national and international institutions

(9) Workers Education.

The Central Board for Workers Education (CBWE) will take action on the following:

- (i) Increase in the coverage of workers.
- (ii) Demand for programmes from managements, trade unions and NGOs.
- (iii) Impact assessment – Elevation of trained workers to higher positions in trade unions, cooperatives, political field, formation of Self Help Groups, involvement in Panchayati Raj System, Improvement in rate of absenteeism, Cordial relations, Better Work Culture etc.
- (iv) Peer Review by outside agency will be conducted for measuring the effectiveness of the programmes once in five years and necessary remedial measures suggested therein will be implemented.

(10) Labour Statistics.

Improving the quality of data and reducing the time lag in its publication is an important agenda of the Labour Bureau. The following strategic initiatives are proposed to be taken to track and evaluate the statistical robustness labour and price statistics:

- (i) Regular audit of price collection being undertaken by the State/UT employees used in compilation of CPI-IW.
- (ii) On the spot supervision by the staff/officers, of the data to be collected by the contract Investigators/State/UT employees during the national level Employment-Unemployment surveys.
- (iii) Spot checking by the officers, of the working class Family Income & Expenditure Survey data to be collected by NSSO for use in base updation of CPI-IW.

Collection and compilation of data are to be done using international benchmarks, wherever possible.

An attempt will also be made to reduce the time lag in publication of reports and data adhering to time lines set for this purpose.

(VI) Overall Plan and Milestones

(1) Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers.

Implementation plan is to be contained in different schemes. Implementation and financial requirements will be taken into account while formulating the schemes.

(2) Providing Social Security to Organized Sector Workers.

The overall plan is to provide adequate social security to Organized Sector workers through effective implementation of the social security laws and schemes thereunder and aspires for maximizing the satisfaction of beneficiaries by ensuring effective functioning of Employees State Insurance Corporation and Employees Provident Fund Organisation by reviewing the Acts and Schemes in consultation with CBT and ESIC which have representations from stakeholders, creating of medical infrastructure, placing a sound fund collecting mechanism and investment pattern for maximum returns, improving the procedures and forms, modification of accounting procedures with double entry system, adoption of single social security account for each member, computerizing all business processes including redressal of public grievances, etc. The meetings of CBT (EPF) and ESIC will be conducted as often as possible so that the organizations grow modern to provide adequate social security to the workers.

In respect of implementation of health care through ESI Scheme, implementation of the Employees' Compensation Act 1923, the Maternity Benefit Act, 1961 and the Payment of Gratuity Act, 1972, the role of State Government is crucial. Since these are central acts, monitoring of implementation of them is necessary. Review of the Acts and rules under them will be done periodically and amendments will be made whenever necessary. Studies by expert institutions on the efficacy and enforcement problems will be taken up at appropriate time. Similarly, the Central Labour Commissioner and his team would be sensitized to have effective watch on the enforcement of the law and take measures to prevent violations through periodical inspection and compiling of reports/returns and for prompt disposal of cases pending within their jurisdiction.

(3) Promoting Skill Development.

The overall plan and milestones are the following:

- (i) Engagement of National and International experts on contract basis for advisory services.
- (ii) Capacity building of existing resources & stakeholders. (continuous process)
- (iii) Undertake international visits to adopt best practices to use IT and ITES for delivery of skill training e.g. Edusat, E-learning, distance learning. (All five years on continuous basis)
- (iv) Develop suitable & sustainable private / PPP business structure to setup new institutes to attract private investments in skill development. (First year)
- (v) Create and fill up 200 posts of officers and support staff. (Second year)

- (vi) Revisit Apprenticeship Act to encompass informal apprenticeship and work place learning. (First year)
- (vii) Setting up new Regional Directorate of Apprenticeship Training and strengthening the existing ones. (First to third year)
- (viii) Reform the implementation methodologies, governing & monitoring mechanisms. (First to Fifth year)

(4) Strengthening Employment Services.

The overall plan and milestones are the following:

- (i) To put in place a National Employment Policy to fulfill the due requirement as the Constitution of India lays down in the Directive Principles to State Policy certain principles relating to employment and livelihood.
- (ii) Government of India has ratified the ILO's Employment Policy Convention No.122. NEP will meet the obligation thus placed.
- (iii) Preparation and publication of five Annual Reports to the People on Employment till year 2014.
- (iv) Fulfillment of Hon'ble President's announcement in Parliament on 4th June, 2010 to bring out Reports to People on Employment.
- (v) The draft cabinet note has been approved by the Ministry of Labour and Employment. The EE (CNV) amendment act 1959 is likely to be introduced in Parliament during the Budget Session-2011.
- (vi) Project to be implemented as per the timelines and implementation plan detailed out in the DPR.
- (vii) Undertake formal and rigorous review annually of own performance and that of its Committees by the Centre.
- (viii) Centre to provide overall strategic guidance and be responsible for policy matters of the Employment Exchange Mission Mode Project.
- (ix) Need based administrative and budgetary support to stakeholders.
- (x) Initiatives would be set to roll in a time bound manner.

(5) Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery.

Key milestones and interlinkages etc can be spelt out on receipt of indications from NIC with regard to the initiatives of e-governance, computerization of database and launching of website.

(6) Improving Safety Conditions and Safety of workers.

The overall plan and milestones are the following:

- A. Factories Safety: The projected activities shall be framed on detailed action plan on time lines with quantifiable deliverables on each initiative and shall be monitored by a Steering Committee headed by the Head of Department and reviewed on periodical basis. The above issues are the principle points for the future activities of

the organization and for each activity a separate financial requirement and time lines would be drawn-up and submitted subsequently after carrying out a detailed evaluation of each initiative.

- B. **Mines Safety:** The milestones and timeline of every proposal/ schemes are under preparation which will be submitted separately along with the scheme. The milestones and timelines for R&D project will be framed specific to the project in consultation with associated R&D institutes and submitted separately.

(7) Labour Research & Training.

The overall plan and milestones for VV Giri National Labour Institute (VVGNI) are the following:

Strategic Initiative	Key Performance Indicators	Milestones				
		2010-11	2011-12	2012-13	2013-14	2014-15
Expanding the Quantity and Quality of Research	Number of research studies completed.	20	22	24	26	30
	Number of sponsored research studies	4	5	6	7	8
Increasing the Number of Training Programmes and Expanding its Horizons	Number of training programmes	122	125	130	135	140
	Number of International Training programmes	6	7	7	8	9
	Number of participants	3500	3600	3650	3750	3800
Strengthening the Quality and Dissemination of Publications	Number of publications based on completed research studies	12	14	20	24	26
Networking with National and International institutions	Number of collaborations with national and international institutions	2	3	3	4	4
Launching Academic Programmes	Collaborating with reputed university		✓	✓		
	Launching an academic programme					
Augmenting Financial Resources	Number of consultancy assignments	5	7	10	12	15
	Number of paid programmes	30	32	34	36	40
Augmenting Faculty						

(8) Workers Education.

The Central Board for Workers Education (CBWE) will conduct the training programmes for the workers of formal and informal sectors as per the following schedule during 2010-2011 to 2014-2015.

Unit	Projected Value for FY 10/11		Projected Value for FY 11/12		Projected Value for FY 12/13		Projected Value for FY 13/14		Projected Value for FY 14/15	
Training programmes of varied durations	No. of Programmes	No. of Workers to be trained	No. of Programmes	No. of Workers to be trained	No. of Programmes	No. of Workers to be trained	No. of Programmes	No. of Workers to be trained	No. of Programmes	No. of Workers to be trained
Organized Sector	2570	64250	2699	67475	2834	70850	2975	74375	3123	78075
Unorganized Sector	3070	122800	3223	128920	3384	135360	3553	142120	3730	149200
Rural Sector	2395	95800	2515	100600	3641	145640	3823	152920	4015	160600
Total	8035	282850	8437	296995	9859	351850	10351	369415	10868	387875

Linkage will be had with ILO for direct interventions with workers of informal sector at block level on HIV/AIDS. Similar linkage will be had with other Ministries in organizing the exclusive training programmes under MGNREGA.

(9) Labour Statistics

The Labour Bureau plans to make the labour statistics more relevant and statistically more robust. With this objective, the Bureau has chalked out the following strategy along with milestones for the next five years:

- To fill the data gaps in the field of labour and price statistics.
- To put in place a system for regular collection of employment-Unemployment data in the country by conducting annual surveys.
- Updation of the base of CPI-IW and CPI-AL/RL series as also of other index numbers compiled by Labour Bureau in a shortest possible period and at desired time intervals.
- To continue meeting the requirements of Statistical Data Dissemination Standards (SDDS) of International Monetary Fund.

- (v) Time-bound implementation of the activities of the organization with a view to ensure up-to-date availability of labour and price statistics.
- (vi) To consult the stakeholders for their suggestions on further improvement of labour statistics.

Section 5: Linkage between Strategic Plan and RFD

The RFDs of the Ministry for the next five years will be largely based on the Strategic Initiatives mentioned in this Strategy Plan Document. Accordingly, the Actions and the Success Indicators in the RFDs of the Ministry for the next five years will flow from the Strategic Initiatives mentioned in the Strategy Plan Document. The Objectives and Strategic Initiatives mentioned in Strategy Plan Document will reflect in the RFDs of the Ministry.

Section 6: Cross departmental and cross functional issues

The Ministry will strive to maintain a clear and consistent alignment between Strategic Initiatives, resource allocation as provided for in the Budget and Plan documents, Annual Reports and Outcome Budget and individual and team objectives derived through the Performance Monitoring and Evaluation System (PMES).

The Ministry will contribute to overcome the national challenge of enhancing skills and faster generation of employment. The India's economic growth is not generating enough jobs or livelihood opportunities. At the same time, many sectors will face manpower shortage. The total trained workforce in the country is 10%. The total entry into labour force is estimated at 12.8 million per annum and skill development capacity is only 3.85 million. The initiatives taken to address the shortage are (i) Setting up a three tier institutional structure consisting of Prime Minister's National Council on Skill Development, Skill Development Coordination Board and National Skill Development Corporation to take forward the skill development agenda, (ii) Upgradation of 1896 Government ITIs, (iii) Prime Minister's package for North East and J&K, (iv) Launching a new scheme of Skill Development Initiative (SDI) and (v) the other initiatives being undertaken include setting up 1500 new ITIs and 5000 skill development centers in PPP, modernizing all employment exchanges, remodeling Apprentices Act, 1961 etc.

A national skill development policy has been formulated in consultation with the Central Ministries / Departments of Government of India concerned with skill development. The policy targets 500 million skilled people by 2022. The various Ministries / Departments of Government of India will contribute to achieving the above target. The efforts will be coordinated through the institutional structure of Prime Minister's National Council on Skill Development and Skill Development Board.

An Annual Report to the People on Employment has been prepared in July 2010 which will facilitate (a) coordinating with concerned Ministries / Departments to get / collect information on their programmes in connection with employment scenario and it will also to set out short-term and medium-term strategies for providing gainful employment opportunities for all the working people with particular emphasis on the disadvantaged sections, (b) support the view that employment growth along with equity

and distributive justice can be powerful instrument for achieving the national agenda of 'inclusive growth'.

The Ministry is finalizing a National Employment Policy (NEP). An Action Plan for strengthening employment services will be prepared in consultation with concerned Ministries / Departments and other stakeholders. The Ministry will constitute a National Employment Promotion Council chaired by Hon'ble Prime Minister and a National Employment Coordination Board chaired by Hon'ble Minister for Labour & Employment.

The Ministry will have the "whole of organization" approach towards the achievement of objectives and strategies. It will be ensured that the senior management provides the collective leadership in the achievement of objectives and strategies.

The appropriate structure and system are in place in the Ministry to facilitate achieving the goals set by the Ministry. There are 10 Responsibility Centres functioning under the administrative control of this Ministry. The Citizen's / Client's Charter has been prepared and is presently being revised.

The administrative Reforms Commission Recommendations as accepted by the Government for implementation for rationalization of Ministry and its agencies have been taken into account in formulating the Strategy Document.

Section 7: Monitoring and Reviewing arrangements

The Ministry will ensure internal monitoring and have a review system for successful implementation of strategy. The Divisional Heads will hold quarterly meetings and Secretary (Labour & Employment) will hold half yearly meetings to monitor and review the performance of the various Strategic Initiatives.