



# R F D

Results Framework Document  
for  
Ministry of Labour & Employment

(2009-2010)

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

### Vision

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

### Mission

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

### Objectives

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

### Functions

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

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

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

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
1 Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers	15.00	Implementation of Rashtriya Swasthaya Bima Yojana (RSBY).	Districts covered	Nos.	0.600	200	180	160	140	120
			Smart Card Issued	Nos.(in crore)	0.600	1.20	1.08	0.96	0.84	0.72
			Commissioning of Study for evaluating the Scheme Implementation	Date	0.300	31.3.2010	-	-	-	-
		Implementation of Welfare schemes for Beedi Workers and their families	Scholarship sanctioned for children of beedi workers	Nos.(in lakh)	0.300	16	15	14	13	12
			Sanction and release of subsidy for construction of houses (including first and second installment)	Nos.	0.300	28970	26073	23176	20279	17382
			Commissioning of Study for evaluating the Scheme Implementation	Date	0.150	31.03.2010	-	-	-	-
2 Providing Social Security to Organized Sector Workers	11.00	Enhancing efficiency in implementing Employees' State Insurance (ESI) Scheme	New Centres opened	Nos.	0.110	54	50	46	42	38
			Increase in bed strength including reserved beds in State Government hospitals	Nos.	0.220	100	95	90	85	80
			Increase in medical personnel (Doctors)	Nos.	0.220	763	700	650	600	550
			Obtaining ISO certification by all Regional Offices of ESIC and ESIC Model Hospitals	Nos.	0.110	12	11	10	9	8
		Providing benefits to Employees Provident Fund (EPF) beneficiaries:	Old age benefits (% of disposal of claims within 30 days	%	0.220	85	80	75	70	65
			Increase in number of establishments	Nos.	0.110	40000	38000	36000	34000	32000
			Increase in membership	Nos.	0.110	2400000	2200000	2000000	1800000	1600000

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Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
			Number of offices computerized	Nos.	0.110	27	25	23	21	20
3 Eliminating Child Labour from Hazardous Occupations and Processes	15.00	Operating National Child Labour Project (NCLP) Scheme	Children enrolled in Special Schools	Nos.	0.450	25,000	22,500	20,000	17500	15,000
			Children from Special Schools mainstreamed for formal system of education	Nos.	0.450	20,000	18,000	16,000	14,000	12,000
			Developing of monitoring and benchmarking for improving quality of schools under NCLP	Date	0.450	31.03.2010	-	-	-	-
		Convergence of welfare schemes of the Government of India to eliminate child labour	No. of welfare schemes extended to NCLP and their beneficiaries including parents of child labour	No.	0.900	2	1	-	-	-
4 Promoting Skill Development	20.00	Upgrading ITIs into Centre of Excellence (COE) with domestic funding	Amount of funds released	Rs. in Crore	0.200	16.00	14.4	12.8	11.2	9.6
		Upgrading ITIs into COE through World Bank assistance	Amount of funds released	Rs. in Crore	0.800	240	216	192	168	144
		Upgrading Government ITIs through Public Private Partnership (PPP)	Release of interest free loan to IMC societies of ITIs	Rs. in Crore	1.200	750	675	600	525	450
		Providing training based on Modular Employable Skills (MES) framework under Skill Development Initiative	Persons trained under MES	Nos.	0.800	120000	108000	96000	84000	72000
		Upgradation and establishment of ITIs in NE States and J&K	Release of funds for completing project of setting up of 2 ITIs in Sikkim and 1 ITI in Assam	Rs.in Crore	0.100	5.52	4.97	4.41	3.86	3.31
			Release of funds for completing project of setting up of one new Women ITI at Jammu and	Rs. in Crore	0.100	12.76	11.48	10.21	8.93	7.65

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
			strengthening of 37 existing ITIs in J&K (on going scheme)							
		Imparting vocational training to women	Number of women to be trained in long term courses	Nos.	0.160	3650	3285	2920	2555	2190
			Number of women to be trained in short term courses	Nos.	0.040	3500	3150	2800	2450	2100
		Disposal of all applications for affiliation	Increase in seating capacity	Nos.	0.600	150000	135000	120000	105000	90000
5 Strengthening Employment Services	12.00	Formulation of National Employment Policy	Sending final Note for cabinet on the proposal of formulating National Employment Policy, to the cabinet secretariat	Date	0.240	31.03.2010	-	-	-	-
		Preparing Report to People on Employment	Initiation of Preparation of report	Date	0.120	31.03.2010	-	-	-	-
		Welfare of SC/ST jobseekers through coaching, guidance and vocational training.	Providing vocational guidance and career counseling services to educated SC/ST job seekers	Number	0.120	135000	121000	108000	94500	81000
			Providing facilities of typing and shorthand to SC/ST job seekers while waiting for placement	Number	0.120	10500	9450	84 00	7350	6300
			Providing coaching to prepare SC/ST candidates for competitive exams/selection tests to Grade C posts	Number	0.120	1100	990	880	770	660
			Imparting Computer training to SC/ST job seekers	Number	0.120	1000	900	800	700	600
		Continuation and setting up of Vocational Rehabilitation Centre for Handicapped(VRCs) including Skill Training	Intake in VRCs	Number	0.120	28000	25200	22400	19600	16800

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
		Workshops (STWs) and Rural Rehabilitation Centres								
			Evaluation of trainees done	Number	0.120	26500	23850	21200	18550	15900
			Rehabilitation of PWDs	Number	0.120	9000	8100	7200	6300	5400
		Upgradation and modernisation of Employment Exchanges (EEMMP)	Approval of EFC and preparation of Cabinet Note and its circulation to all concerned authorities	Date	0.240	31-03-2010	-	-	-	-
6 Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery	11.00	Enforcement of labour laws to provide relief and benefit to the workers	Inspections conducted	Nos.	0.220	41000	40000	38000	30000	26000
			Time taken for issuing formal notice of irregularities and advising employers to rectify within stipulated time to avoid penal action.	No. of days	0.110	4	5	7	10	15
			Time taken in filing complaints for irregularities not rectified before the Court of Law for punishment.	No. of days	0.110	100	150	200	250	364
		Disposing of industrial disputes	Time within which settlement through conciliation, mediation and social dialogue completed	No. of days	0.220	40	60	70	80	90
			Time for submitting Failure of Conciliation (FOC) reports where no settlement is forthcoming	No. of days	0.220	5	7	10	12	15
		Provision of computer towards Computerization of offices of Central Industrial Relations Machinery (CIRM)	Computers provided	Nos.	0.220	100	90	80	70	60

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	VeryGood	Good	Fair	Poor
						100%	90%	80%	70%	60%
		Training of Central Labour Service (CLS) officers	Officers trained	Nos.	0.110	140	120	108	100	100
7 Improving Safety Conditions and Safety of workers	11.00	Improving working conditions and safety in Factories and Docks	Upgradation of various laboratories at Central Labour Institute (CLI) & Regional Labour Institutes (RLIs) of Directorate General of Factory Advice Service and Labour Institutes (DGFASLI)	Rs. in crore	0.220	2.30	2.25	2.00	1.75	1.50
			Conducting of studies/surveys by DGFASLI	Nos.	0.220	50	45	42	38	35
			Enforcement activities in major ports (inspection of ships, containers etc.)	Nos.	0.110	2650	2385	2120	2000	1885
			Testing of respiratory & non-respiratory PPEs	Nos.	0.110	650	630	575	540	525
		Improving working conditions in Mines	Inspections to be made by Directorate General Mines Safety (DGMS)	Nos.	0.220	6500	6000	5750	5250	5000
			Enquiry conducted by DGMS	Nos.	0.220	1200	1080	960	900	840
			Grant of certificates of competency of Mines Managers, Surveyors and other Mines officials in DGMS	Nos.	0.110	620	575	525	475	425
* Efficient Functioning of the RFD System	5.00	Timely submission of Draft for Approval	On-time submission	Number	2.000	0.00	1.00	2.00	3.00	4.00
		Timely submission of Results	On- time submission	Number	2.000	0.00	1.00	2.00	3.00	4.00
		Finalize a Strategic Plan	Finalize the Strategic Plan for next 5 years	Number	1.000	0.00	1.00	2.00	3.00	4.00

\* Mandatory Objective(s)

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

Objective	Action	Success Indicator	Unit	Actual Value for FY 07/08	Actual Value for FY 08/09	Target Value for FY 09/10	Projected Value for FY 10/11	Projected Value for FY 11/12
1 Enhancing Welfare and Social Security Provisions for Unorganised Sector Workers	Implementation of Rashtriya Swasthaya Bima Yojana (RSBY).	Districts covered	Nos.	-	105	180	300	400
		Smart Card Issued	Nos.(in crore)	-	0.40	1.08	1.8	2.4
		Commissioning of Study for evaluating the Scheme Implementation	Date	-	-	31.03.2010	-	-
	Implementation of Welfare schemes for Beedi Workers and their families	Scholarship sanctioned for children of beedi workers	Nos.(in lakh)	15	15.5	15	16.5	17
		Sanction and release of subsidy for construction of houses (including first and second installment)	Nos.	53386	35354	26073	31000	34000
		Commissioning of Study for evaluating the Scheme Implementation	Date	-	-	3103.2010	-	-
2 Providing Social Security to Organized Sector Workers	Enhancing efficiency in implementing Employees' State Insurance (ESI) Scheme	New Centres opened	Nos.	37	46	50	60	65
		Increase in bed strength including reserved beds in State Government hospitals	Nos.	59	12	95	350	350
		Increase in medical personnel (Doctors)	Nos.	139	-	700	500	500
		Obtaining ISO certification by all Regional Offices of ESIC and ESIC Model Hospitals	Nos.	4	44	11	8	-
	Providing benefits to Employees Provident Fund (EPF) beneficiaries:	Old age benefits (% of disposal of claims within 30 days)	%	73.48	63.76	80	80	80
		Increase in number of establishments	Nos.	60124	40361	38000	45000	50000

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

Objective	Action	Success Indicator	Unit	Actual Value for FY 07/08	Actual Value for FY 08/09	Target Value for FY 09/10	Projected Value for FY 10/11	Projected Value for FY 11/12
		Increase in membership	Nos.	514768	2152771	2200000	2500000	2600000
		Number of offices computerized	Nos.	-	-	25	119	0
3 Eliminating Child Labour from Hazardous Occupations and Processes	Operating National Child Labour Project (NCLP) Scheme	Children enrolled in Special Schools	Nos.	50,000	30,000	22500	50000	100000
		Children from Special Schools mainstreamed for formal system of education	Nos.	50,000	30,000	18000	50000	100000
		Developing of monitoring and benchmarking for improving quality of schools under NCLP	Date	-	-	31.03.2010	-	-
	Convergence of welfare schemes of the Government of India to eliminate child labour	No. of welfare schemes extended to NCLP and their beneficiaries including parents of child labour	No.	1	1	1	1	1
4 Promoting Skill Development	Upgrading ITIs into Centre of Excellence (COE) with domestic funding	Amount of funds released	Rs. in Crore	35.69	25.77	14.4	--	--
	Upgrading ITIs into COE through World Bank assistance	Amount of funds released	Rs. in Crore	234.46	219.89	216.00	240.00	248.65
	Upgrading Government ITIs through Public Private Partnership (PPP)	Release of interest free loan to IMC societies of ITIs	Rs. in Crore	750.00	749.99	675.00	750.00	490.00
	Providing training based on Modular Employable Skills (MES) framework under Skill Development Initiative	Persons trained under MES	Nos.	22528	115306	108000	3,00,000	5,20,000
	Upgradation and establishment of ITIs in NE States and J&K	Release of funds for completing project of setting up of 2 ITIs in Sikkim and 1 ITI in Assam	Rs.in Crore	21.01	21.94	4.97	--	--

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

Objective	Action	Success Indicator	Unit	Actual Value for FY 07/08	Actual Value for FY 08/09	Target Value for FY 09/10	Projected Value for FY 10/11	Projected Value for FY 11/12
		Release of funds for completing project of setting up of one new Women ITI at Jammu and strengthening of 37 existing ITIs in J&K (on going scheme)	Rs. in Crore	7.57	7.99	11.48	--	--
	Imparting vocational training to women	Number of women to be trained in long term courses	Nos.	3200	3300	3285	3700	3800
		Number of women to be trained in short term courses	Nos.	2800	3000	3150	3600	3700
	Disposal of all applications for affiliation	Increase in seating capacity	Nos.	98176	124540	1,35000	1,70,000	1,90,000
5 Strengthening Employment Services	Formulation of National Employment Policy	Sending final Note for cabinet on the proposal of formulating National Employment Policy, to the cabinet secretariat	Date	--	--	31.03.2010	--	--
	Preparing Report to People on Employment	Initiation of Preparation of report	Date	--	--	31.03.2010	--	--
	Welfare of SC/ST jobseekers through coaching, guidance and vocational training.	Providing vocational guidance and career counseling services to educated SC/ST job seekers	Number	130000	130000	121000	153000	155000
		Providing facilities of typing and shorthand to SC/ST job seekers while waiting for placement	Number	1000	1000	9450	11000	11900
		Providing coaching to prepare SC/ST candidates for competitive exams/selection tests to Grade C posts	Number	1100	1100	990	1150	1190

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

Objective	Action	Success Indicator	Unit	Actual Value for FY 07/08	Actual Value for FY 08/09	Target Value for FY 09/10	Projected Value for FY 10/11	Projected Value for FY 11/12
		Imparting Computer training to SC/ST job seekers	Number	680	80	900	1000	1000
	Continuation and setting up of Vocational Rehabilitation Centre for Handicapped(VRCs) including Skill Training Workshops (STWs) and Rural Rehabilitation Centres	Intake in VRCs	Number	25000	26000	25200	28000	30000
		Evaluation of trainees done	Number	24700	25500	23850	27500	29500
		Rehabilitation of PWDs	Number	8000	8500	8100	9500	10000
	Upgradation and modernisation of Employment Exchanges (EEMMP)	Approval of EFC and preparation of Cabinet Note and its circulation to all concerned authorities	Date	--	--	31.03.2010	--	--
6 Prevention and Settlement of Industrial Disputes and Strengthening Labour Laws Enforcement Machinery	Enforcement of labour laws to provide relief and benefit to the workers	Inspections conducted	Nos.	40322	39376	40000	41000	41000
		Time taken for issuing formal notice of irregularities and advising employers to rectify within stipulated time to avoid penal action.	No. of days	--	--	5	4	4
		Time taken in filing complaints for irregularities not rectified before the Court of Law for punishment.	No. of days	--	--	150	150	150
	Disposing of industrial disputes	Time within which settlement through conciliation, mediation and social dialogue completed	No. of days	--	--	60	50	50

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

Objective	Action	Success Indicator	Unit	Actual Value for FY 07/08	Actual Value for FY 08/09	Target Value for FY 09/10	Projected Value for FY 10/11	Projected Value for FY 11/12
		Time for submitting Failure of Conciliation (FOC) reports where no settlement is forthcoming	No. of days	--	--	7	6	6
	Provision of computer towards Computerization of offices of Central Industrial Relations Machinery (CIRM)	Computers provided	Nos.	135	128	90	100	125
	Training of Central Labour Service (CLS) officers	Officers trained	Nos.	250	147	120	140	140
7 Improving Safety Conditions and Safety of workers	Improving working conditions and safety in Factories and Docks	Upgradation of various laboratories at Central Labour Institute (CLI) & Regional Labour Institutes (RLIs) of Directorate General of Factory Advice Service and Labour Institutes (DGFASLI)	Rs. in crore	1.30	1.31	2.25	2.5	2.75
		Conducting of studies/surveys by DGFASLI	Nos.	27	40	45	50	52
		Enforcement activities in major ports (inspection of ships, containers etc.)	Nos.	3077	2293	2385	2750	2850
		Testing of respiratory & non-respiratory PPEs	Nos.	380	262	630	700	750
	Improving working conditions in Mines	Inspections to be made by Directorate General Mines Safety (DGMS)	Nos.	5967	6086	6000	6700	6900
		Enquiry conducted by DGMS	Nos.	1065	1039	1080	1250	1300
		Grant of certificates of competency of Mines Managers, Surveyors and other Mines officials in DGMS	Nos.	382	624	575	620	620

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

Objective	Action	Success Indicator	Unit	Actual Value for FY 07/08	Actual Value for FY 08/09	Target Value for FY 09/10	Projected Value for FY 10/11	Projected Value for FY 11/12
* Efficient Functioning of the RFD System	Timely submission of Draft for Approval	On-time submission	Number	23	20	125	23	25
	Timely submission of Results	On- time submission	Number	23	20	23	23	23
	Finalize a Strategic Plan	Finalize the Strategic Plan for next 5 years	Number	23	40	32	23	23

\* Mandatory Objective(s)

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

The description and definition of Success Indicators are as indicated against the activities. The measurement methodology will be as prescribed in the guidelines.

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

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

There were series of meetings with the Ministers/ high level officers to convince the State Governments about the benefits of the schemes. The success of the scheme largely depends upon the cooperation of States by making commitment of State share of premium, preparing the BPL data in prescribed template, and making available the Field Key Officers for enrolment under RSBY. **SCHOLARSHIP to children of Beedi Workers:** The children of Beedi workers who are studying in class I and above (PG and Professional Degrees) are getting scholarship from Rs. 250 to Rs. 8000 per annum. The concerned Welfare Commissioner scrutinizes the application form and issue the sanction order for grant of scholarship. The scholarship is paid through Bank Draft in the name of Principal of the concerned School/College or it is deposited in the Savings Bank account of the individual.

**HEALTH CARE services to Beedi Workers and their families:** Health care services are being provided to Beedi workers and their families through 204 dispensaries and 07 Hospitals located at various places where the beedi workers are concentrated. The workers are also provided with various facilities like Maternity Benefits, Family Welfare Operations, Re-imburement for Heart Disease (Rs. 1.30 Lakh), Kidney Transplantation up to Rs. 2.00 Lakh, Cancer, Minor Operations up to Rs. 30,000/- T.B., Leprosy and Mental Disease etc. The concerned worker applies in the prescribed proforma to the concerned Welfare Commissioner for grant of the benefits.

**HOUSING subsidy for Beedi Workers:** Under the Revised Integrated Housing Scheme (RIHS) of beedi workers, subsidy amount of Rs. 40,000/- per house is provided in two equal instalments for the construction of houses by individual beedi workers, Co-op. Group Housing Societies and construction of houses by State Government. The proposals are processed, inspections of houses are carried out and random inspections are conducted. The success indicators include the number of houses sanctioned and subsidy released for the construction of houses by 31<sup>st</sup> March, 2010. The success depends on the number of housing proposals received from the state Govt. and individual beedi workers through field offices of Labour Welfare Organisations and the progress of construction of houses informed by the State Govt./Individual workers/Co-operative Group Housing Societies through the Labour Welfare Organizations. The number of houses sanctioned and subsidy released depend on the budget sanctioned by the Government as it is a Non Plan activity.

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

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

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

- b) Streamlining the follow up and remedial action.

## Section 5: Specific Performance Requirements from other Departments

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

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

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

1. Enrollment of children in Special Schools for child labour withdrawn from hazardous occupations and processes depends on the survey conducted by the NCLP Societies within the parameters laid down in the NCLP Scheme and also availability of sufficient numbers of such children for a particular school.
2. There are many children who have attained the age of fourteen years prefer to opt for employment/self-employment instead of opting for continuing their education.
3. Different States follow different curricula considering the local conditions. To adopt similar curricula in the NCLP Schools located in a particular State, initiative has to be taken by the State Labour Department in consultation with State Education Department. It has to be taken into consideration that the children enrolled in the special schools belong to a special category with either no or negligible educational background and will not be in a position to adapt to the normal educational text books prescribed in the schools in a particular State. Further, this will require convergence at various levels.
4. The welfare schemes of the Government of India operated by various Ministries/Departments, has a target group on which the scheme is applicable and to provide benefits to the child labourers and or their families, the schemes may require modifications. To modify the schemes, approvals of various Government agencies, such as Planning Commission, Expenditure Finance Committee/State Finance Committee, are required. This may take time varying from 3 months to 2 years. As is known that child labour is an off-shoot of poverty and as per moderate estimates there are 30 crore person living below poverty line in India and to reach out to even ten per cent of this populace needs gigantic effort.

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

1. The release of funds under different schemes is dependent on the proposals received from the State Governments.
2. ITIs are directly under the control of State Governments and all are in the process of upgradation / moderanisation in various stages and, therefore, persons imparted training or placement is not possible to monitor in absence of relevant date. MIS is being developed for this purpose.
3. The achievement of targets under MES is dependent on providing Rs.60.0 crores by the Ministry of Finance.

## Section 5: Specific Performance Requirements from other Departments

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

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

1. The number of inspections by DGFASLI with regard to Action 1, success indicator (iii) will depend on the number of Cargo ships calling on major ports as a declining trend has been noticed recently.
2. Conducting of studies, surveys and inspections by DGFASLI with regard to Action 1,