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STANDING COMMITTEE ON LABOUR

(2019-20)

(SEVENTEENTH LOK SABHA)

MINISTRY OF LABOUR AND EMPLOYMENT

DEMANDS FOR GRANTS

(2020-21)

FIFTH REPORT



LOK SABHA SECRETARIAT

NEW DELHI

March, 2020/Phalguna, 1941 (Saka)

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MINISTRY OF LABOUR AND EMPLOYMENT

**DEMANDS FOR GRANTS
(2020-21)**

Presented to Lok Sabha on 13.03.2020

Laid in Rajya Sabha on 13.03.2020



LOK SABHA SECRETARIAT

NEW DELHI

March, 2020/Phalguna, 1941 (Saka)

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* Not appended with this cyclostyled copy.

COMPOSITION OF THE STANDING COMMITTEE ON LABOUR

(2019-20)

Shri Bhartruhari Mahtab - Chairperson

MEMBERS LOK SABHA

2. Shri Subhash Chandra Baheria
3. Shri John Barla
4. Shri Raju Bista
5. Shri Pallab Lochan Das
6. Shri Pasunoori Dayakar
7. Shri Feroze Varun Gandhi
8. Shri Satish Kumar Gautam
9. Shri B.N. Bache Gowda
10. Dr. Umesh G. Jadhav
11. Shri Dharmendra Kumar Kashyap
12. Dr. Virendra Kumar
13. Adv. Dean Kuriakose
14. Shri Sanjay Sadashivrao Mandlik
15. Shri K. Navaskani
16. Shri Khalilur Rahaman
17. Shri D. Ravikumar
18. Shri Nayab Singh Saini
19. Shri Ganesh Singh
20. Shri Bhola Singh
21. Shri K. Subbarayan

RAJYA SABHA

22. Shri Husain Dalwai
23. Shri Ram Narain Dudi
24. Shri Oscar Fernandes
25. Shri Elamaram Kareem
26. Dr. Raghunath Mohapatra
27. Dr. Banda Prakash
28. Shri Rajaram
29. Ms. Dola Sen
30. Shri M. Shanmugam
31. *Vacant*

SECRETARIAT

1. Shri T.G. Chandrasekhar - Joint Secretary
2. Ms. Miranda Ingudam - Deputy Secretary
3. Shri Gaurav Attray - Assistant Executive Officer

INTRODUCTION

I, the Chairperson, Standing Committee on Labour (2019-20) having been authorized by the Committee do present on their behalf this Fifth Report on 'Demands for Grants (2020-21)' of the Ministry of Labour and Employment.

2. The Committee considered the Demands for Grants (2020-21) of the Ministry of Labour and Employment which were laid on the Table of the House on 10th February, 2020. After obtaining the Budget Documents, Explanatory Notes, etc., the Committee took evidence of the representatives of the Ministry of Labour and Employment on 19th February, 2020. The Committee considered and adopted the Report at their sitting held on 12th March, 2020.

3. The Committee wish to express their thanks to the officers of the Ministry of Labour and Employment for tendering oral evidence and placing before them the detailed written notes and post evidence information as desired by the Committee in connection with the examination of the Demands for Grants.

4. For ease of reference, the Observations and Recommendations of the Committee have been printed in thick type in the body of the Report.

New Delhi;
12th March, 2020
22nd Phalguna, 1941 (Saka)

BHARTRUHARI MAHTAB
CHAIRPERSON,
STANDING COMMITTEE ON LABOUR

PART-I **REPORT**

INTRODUCTORY

Work is integral to one's daily life and found crucial to one's dignity, well-being and overall development. The global challenges of a changing international environment have justifiably placed emphasis on the people-centric approach and the increasing importance of the Decent Work concept. Decent Work acknowledges that one cannot justifiably examine issues pertaining to trade, technology, international capital flows, intellectual property rights and market access without placing equal emphasis on other issues such as poverty reduction, gender equality, social security and workers rights. These issues have a direct impact not only on the people's jobs, but their cultures and their very existence. Consequently, the decent living concept therefore, acknowledges the fact that some equilibrium must be found between economic and financial matters on one hand and social justice, both at the work place and in the wider society at large on the other hand. The focus must be placed not just on the quantity but the quality of employment, regardless of the occupation in which the worker is engaged. Economic development means not only creation of jobs but also working conditions which guarantees freedom, safety and dignity of labour.

2. The Ministry of Labour & Employment (MoLE), one of the oldest and important Ministries of the Government of India has the mandate of protecting and safeguarding the interest of workers in general and the poor, deprived and disadvantaged sections of society. The Ministry's main function is focused on improving the life and dignity of labour force of the Country through enactments and implementation of various Labour Laws; regulation of the terms and conditions of service and employment of workers; promotion of their welfare and providing social security to the labour force both in organized and unorganized Sectors.

3. The Annual Report of the Ministry of Labour and Employment also highlights major initiatives taken *viz.* legislative reforms, governance reforms, launch of new mega schemes, etc with the overall objective of bringing about (i) transparency and accountability; (ii) ease of compliance by establishments so as to catalyze creation of more employment opportunities; and (iii) strengthening the safety, health and social security of each and every worker.

(i) Labour Law Reforms: Four Labour Codes to simplify, amalgamate and rationalise existing Labour Laws.

As per the recommendations of the 2nd National Commission on Labour, the Ministry has taken steps for codification of existing 44 Central Labour Laws into 4 Codes *viz*

- (i) The Code on Wages, 2019 subsuming four existing laws has since been enacted *w.e.f* 08.08.2019:
- (ii) The Occupational Safety, Health & Working Conditions Code, 2019 subsuming thirteen Labour laws was introduced in Lok Sabha on 23.7.2019. The Standing Committee on Labour, after detailed examination of the Code, have given their report which was presented to both Houses on 11.02.2020.
- (ii) The Code on Industrial Relations, 2019 subsuming 3 existing laws has since been introduced in Lok Sabha on 28.11.2019 and stands referred to the Standing Committee on Labour on 24.12.2019 which is currently examining the Code.
- (iv) The Code on Social Security, 2019 subsuming 9 Labour laws has since been introduced in the Lok Sabha on 11.12.2019 and stands referred to Standing Committee on Labour on 24.12.2019 which is currently examining the Code.

(ii). Governance Reforms through Technology *viz.* Shram Suvidha Portal and SAMADHAN (Software Application for Monitoring and Disposal, Handling of Apprehended/ Existing Industrial Disputes).

- Shram Suvidha Portal entails *inter-alia* allotment of unique Labour Identification Number (LIN); Transport Labour Inspection Scheme in Central Sphere through the portal; Unified Online Annual Returns in respect of various Labour Laws; Common Registration for EPFO and ESIC; Integration of States through the portal with Data sharing facility; Start-Up India - Facility for exemption from labour inspections to Start-Ups on submission of self certified declaration through the portal, etc.
- SAMADHAN Portal is an e-dispute portal for filing disputes by workmen in a very easy and simple way.

(iii). Social Security Schemes viz PM-SYM and NPS-Traders:

4. Two Mega Pension Schemes for old age protection and social security of Unorganised Workers were launched in the year 2019 viz. (i) Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) and (ii) National Pension Scheme for Traders, Shopkeepers and Self-Employed Persons - a voluntary and contributory pension scheme both with an assured pension amount of Rs. 3,000/- p.m.

II. NEW INITIATIVES

i. National Pension Scheme for Traders & Self-employed persons

5. After the success of the Pradhan Mantri Shram Yogi Yojana (PM-SYM) launched in March, 2019 for old age protection and social security of unorganised workers, Government has launched the National Pension Scheme for Traders and Self Employed Persons on 12.09.2019 with the intention to provide old age social security and promote inclusiveness among Traders and Self Employed Persons. The entry age for enrolment under the scheme is 18-40 years. Traders and Self Employed Persons having 'annual turnover' not exceeding Rs.1.5 crore; who are not a member of EPFO/ESIC/ Govt Contributed NPS / PM-SYM and also not an income tax payer are eligible to join the scheme. It is a voluntary and contributory pension scheme on 50:50 basis, where prescribed age-specific contribution shall be made by the beneficiary with matching contribution by the Central Government as per the scheme guidelines. The provisions of this Scheme shall apply to the small traders, who are self-employed and working as shop owners, retail traders, rice mill owners, oil mill owners, workshop owners, commission agents, brokers of real estate, owners of small hotels, restaurants and other small traders. The operations of such small traders are generally characterized by family owned establishments, small scale of operations, labour intensive, inadequate financial aid, seasonal in nature and extensive unpaid family labour. Each eligible subscriber under this Scheme shall receive assured minimum monthly pension of three thousand rupees after attaining the age of sixty years. This scheme is administered by Ministry of Labour and Employment and implemented by Life Insurance Corporation of India (LIC) and Common Service Centre, a special purpose vehicle of Ministry of Electronics and Information Technology.

6. The Committee sought to know whether allocations made in the Budget for the PM-SYM and NPS-Traders would be sufficient considering the differential in the number of beneficiaries which stood at 41,23,000 and 32,379 respectively.

“For the BE 2020-21, an amount of Rs.500 crores was granted towards Pradhan Mantri Shram Yogi Maandhan Yojana (PM-SYM), whereas for National Pension Scheme for Traders (NPS-Traders), an amount of Rs.180 crores was allocated. For PM-SYM, as observed by the Committee, the total budget of Rs.500 crores may appear slightly less. However, additional funds will be requisitioned at the RE stage, after ascertaining the total subscribers actually enrolled under the said Scheme.’

7. Further, in their post evidence replies, the Ministry added as under:

“In respect of NPS-Traders, the allocation of Rs.180 crores appears to be sufficient. It is submitted that this Scheme was launched only w.e.f. 12th Sept. 2019 and as such the enrolments in the current year 2019-20 are slightly less. However, efforts have been made in the Ministry for bringing more awareness among targeted groups, about the Scheme. Further, weekly review meetings in the Ministry and also regular vide conference meetings with all the State/UTs are also being made at the level of Secretary(Labour & Employment) for speeding up enrolments and for bringing more awareness among public about the Schemes. Therefore, it is presumed that the enrolments will gain momentum during the financial year 2020-21 and the budget amount of Rs.180 crores would be sufficiently utilized for the said Scheme”.

ii. Governance Reforms through Technology

a. Shram Suvidha Portal:

8. The Ministry of Labour & Employment has developed a unified Web Portal ‘Shram Suvidha Portal’, to bring transparency and accountability in enforcement of labour laws and ease complexity of compliance. It caters to four major Organizations under the Ministry of Labour, namely Office of the Chief Labour Commissioner (Central), Directorate General of Mines Safety, Employees’ Provident Fund Organization; and Employees’ State Insurance Corporation. The main features of the Portal are as follows:

- Unique Labour Identification Number (LIN): LIN is allotted to units after the registration to facilitate online inspection & compliance.
- Online Return: Units are now required to file single self-certified and simplified annual return instead of filing separate returns as required earlier.
- Transparent Labour Inspection Scheme through computerized system on risk based criteria.

- Allotment of unique Labour Identification Number (LIN) to Units after registration to facilitate online inspection & compliance was started on the Portal with its launch on 16.10.2014 itself. Unique Labour Identification Number (LIN) has been allotted to 27,81,065 units as on 08.11.2019.
- Transparent Labour Inspection Scheme in Central Sphere was started on the Portal with its launch on 16.10.2014 itself. The main features of the inspection scheme are as follows:
 - A computerized list of inspections is generated randomly based on risk based objective criteria.
 - Serious matters are to be covered under the mandatory inspection list.
 - Complaints based inspections are determined centrally by Central Analysis and Intelligence Units (CAIU) of each of the enforcement agencies after examination based on data and evidence.
 - Mandatory uploading of inspection reports within 48 hours.
 - Since the launch of the Labour Inspection Scheme, 5,24,189 inspection reports across the four Central Labour Enforcement Agencies have been uploaded on Shram Suvidha Portal.

b. Samadhan Portal: Technology Initiative for Seamless handling of Industrial Disputes

9. The prime responsibility of Ministry of Labour & Employment has always been to protect, preserve and uplift the interests of workers. Industrial workers are the most marginalized group in any economy and need assistance of Government for handling the complexities of law. The Industrial Disputes Act, 1947 (ID Act) is considered to be one of the most important Labour Law with the primary objective to make provisions for investigation and settlement of Industrial Disputes (IDs) defined under Sections 2-A and 2(k) of the Industrial Disputes Act, 1947.

10. The Act provides for dealing of disputes by way of mediation by the Conciliation Officer of the Appropriate Government. The Conciliation Officer endeavors to make a settlement and in case of failure, sends a report on failure of conciliation (FOC report) with observations substantiating reference and non-reference. The Ministry, as an appropriate Government, administratively examines an industrial dispute to see whether a dispute exists or not and either makes a reference to the Central Government Industrial Tribunal (CGIT) or declines such reference stating the reason for non-reference.

11. However, these disputes normally take years to resolve due to procedural traps, ignorance and red-tapism entailing great sufferings caused to workers, many of whom die before seeing the outcome of their efforts to get justice. Lack

of knowledge, unorganized way of handling accessibility to information, cost of hiring advocates, lack of accountability of the role players and considerable delay in settling the disputes remain the major reasons for such delays in disposal of cases.

12. In this backdrop, the Ministry has taken the initiative to develop an e-dispute portal *i.e.* SAMADHAN (Software Application for Monitoring and Disposal, Handling of Apprehended/Existing Industrial Disputes) for filing disputes by a workmen in a very simple, easy and lucid way. Launched on 6th February, 2019, the SAMADHAN portal is user friendly, makes monitoring of disputes transparent, allows for quick retrieval of information, and will ensure speedy justice to workmen. At present, the portal is being run in 6 states (*viz.* Delhi, Rajasthan, Chhattisgarh, Karnataka, Orissa and Madhya Pradesh) on a pilot basis.

13. Based on the information received from Labour Bureau on the number and spatial dispersion of strikes/lockouts, number of workers involved and mandays lost, number of units reporting retrenchment and the extent of layoffs, the Ministry monitors the industrial harmony prevalent in the Country. Data pertaining to the total number of strikes and lockouts and man-days lost during the period 2015-2019(P), as submitted by the Ministry, are as follows:

No. of Strikes and Lockouts and Mandays lost during 2015-2019(P)

| Year | Strikes | Lockouts | Total | Man-days lost |
|-------------|----------------|-----------------|--------------|----------------------|
| 2015(P) | 112 | 29 | 141 | 4,014,559 |
| 2016(P) | 104 | 26 | 130 | 4,619,868 |
| 2017(P) | 84 | 22 | 106 | 3,544,156 |
| 2018(P) | 62 | 14 | 76 | 1,292,695 |
| 2019(P) | 59 | 9 | 68 | 1,044,269 |

III. FINANCIAL AND PHYSICAL PERFORMANCE

14. The Demands for Grants in respect of Ministry of Labour and Employment is given under Demand No.62.

Total allocation for Ministry for the year 2020-21 is as under:-

Budgetary Allocations 2020-21

| (Rs. In Crore) | | | |
|----------------|----------------|----------------|--------------|
| Sl.No | Revenue | Capital | Total |
| 1 | 12021.49 | 44.00 | 12065.49 |

Budgetary allocation under Revenue & Capital is Rs. 12021.49 crore and Rs. 44.00 crore, respectively. Employees' Pension Scheme, 1995 - a budgetary allocation of Rs. 7457.00 crore accounts for 62.03 % of Revenue budgetary allocation.

15. The budgetary provision and utilisation figures of the last three years as enumerated by the Ministry are as under:

"The year-wise Budget Estimate, Revised Estimate and actual utilization of funds from the year 2016-17 to 2018-19 along with reasons for shortfalls in optimal utilization of funds is as under:

(Rs. In crore)

| Year | BE | RE | AE | Remarks |
|---------|---------|---------|---------|--|
| 2017-18 | 7188.38 | 6580.90 | 6515.55 | Ministry was able to utilize 99.00 % against the funds allocated at RE Stage and 90.64% against funds allocated at BE stage. Savings against the funds allocated at BE stage occurred majorly due to delay in the formalization of technical platform for Pradhan Mantri Rojgar Protsahan Yojana which took place in January, 2017. The expenditure under the scheme started picking up slowly thereafter. |
| 2018-19 | 7700.00 | 9749.58 | 9291.23 | Ministry was able to utilize 95.29 % against the funds allocated at RE Stage and 120 % against funds allocated at BE stage since it was enhanced at RE Stage. Allocation of funds during 2018-19 was revised at RE Stage due to additional demand for funds in Pradhan Mantri Rozgar Protshan Yojana after significant increase in no. of beneficiaries. Minor saving occurred in the Pradhan Mantri Rozgar Protshan Yojana due to non-availability of beneficiaries in NER having Aadhar seeded UAN number as benefits under Pradhan Mantri Rozgar Protshan Yojana can only be provided to the beneficiary having Aadhar seeded UAN number. |
| 2019- | 10684.0 | 11184.0 | 9130.50 | Rs. 10684.09 Cr was allocated to the |

| | | | | |
|----|---|---|---|--|
| 20 | 9 | 9 | (as on 10 th February, 2020) | Ministry of Labour & Employment through Vote on Accounts in the Month of March-2020. BE 2020-21 was revised upwards by Rs. 500 Cr in regular Budget (July-2020) to run newly launched "Pradhan Mantri Karam Yogi Man Dhan Yojana" (launched in the Month of July- 2019). |
|----|---|---|---|--|

16. Asked to furnish the reasons for the quantum jump in BE (2019-20) of Rs.10684.09 crore as compared to BE (2018-19) of Rs.7700 crore and further increase in the AE figure standing at Rs.11184.09 crore thereby recording an excess expenditure of Rs.500 crore, the Ministry submitted as under:

"The quantum jump in the BE 2019-20 as compared to the BE 2018-19 is mainly due to enhancement of Budget for Pradhan Mantri Rozgar Protshan Yojana in RE 2018-19. The Budget allocated for the above mentioned Scheme for FY 2018-19 was Rs. 1652.09 Crore. However, the actual expenditure under PMRPY in the FY 2018-19 was Rs. 3499.14 crore due to significant increase in no. of beneficiaries. Considering the expenditure under PMRPY in FY 2018-19, the BE 2019-20 was increased to Rs. 4500 crore. In addition, Rs. 500 crore was allocated in regular Budget 2019-20 for newly launched Pradhan Mantri Karam Yogi Man Dhan Yojana."

| S. No | Name of the Scheme | BE 2018-19 | BE 2019-20 | Difference |
|-------|--|------------|------------|------------|
| 1 | Pradhan Mantri Rozgar Protshan Yojana | 1652.09 | 4500.00 | 2847.91 |
| 2 | Pradhan Mantri Karam Yogi Man Dhan Yojana. | Nil | 500 | 500.00 |
| | Total | 1652.09 | 5000.00 | 3347.91 |

17. On a pointed query by the Committee as to whether the enhanced BE for the year 2019-20 has been estimated accurately taking into account the need of funds of the Ministry for the whole year so as to obviate scope for upward revision at RE stage, the Ministry replied as under:

"They were able to utilize 99.01 % and 120.67% of the RE in the FY 2017-18 and 2018-19 respectively. It is likely to utilize complete Budget allocated to the Ministry for the FY 2019-20. Considering the expenditure in each scheme of the Ministry over the past years a total of Rs. 15278.00 crore was proposed for BE 2020-21. However, Rs. 12065.49 crore is allocated in the BE 2020-21 and the same is likely to be utilized completely. Due to the substantial decrease in the proposed BE 2020-21, we may need additional funds in the RE 2020-21 especially in view of pending liability in Employees' Pension Scheme and Labour Welfare Schemes."

18. The details of quantum of funds spent in each quarter during Fiscals 2017-18, 2018-19 and 2019-20 as furnished by the Ministry of Labour and Employment is as under:

Rs. in crore

| Sl. No. | FY | 1st Quarter | 2 nd Quarter | 3 rd Quarter | 4 th Quarter | Total |
|---------|---------|-------------|-------------------------|-------------------------|--------------------------|---------|
| 1 | 2017-18 | 195.94 | 2598.21 | 1663.04 | 2071.38 | 6528.57 |
| 2 | 2018-19 | 1391.76 | 2950.01 | 1498.11 | 3451.35 | 9291.23 |
| 3 | 2019-20 | 504.88 | 5975.92 | 1806.77 | 842.93 (up to 10.2.2020) | 9130.50 |

19. In addition, the Ministry furnished year wise physical targets and achievements from 2017-18 to 2019-20 along with reasons for shortfalls in achievements of earmarked Projects/Schemes, as per **Annexure-I**.

IV. PERFORMANCE OF CENTRALLY SPONSORED SCHEMES

20. The Financial Outlays for 2019-20 with regard to Centrally Sponsored Schemes along with other components are as under:-

(Rupees in Crore)

| Sl. No. | Name of Schemes | Financial Outlay 2019-20 Total | Allocation for Welfare of Scheduled Castes | Allocation for Welfare of Scheduled Tribes |
|---------|---|--------------------------------|--|--|
| 1. | Labour and Employment Statistical System | 22.00 | 2.00 | 1.25 |
| 2.. | Machinery for Better Conciliation, Preventive Mediation, Effective Enforcement of labour Laws, Chief Labour Commissioner | 23.60 | 2.00 | 1.25 |
| 3. | Creation of National Platform Of Unorganised Workers and allotment of an Aadhar seeded identification numbers | 1.00 | 0.16 | 0.09 |
| 4. | Employee's Pension Scheme, 1995 | 4500.00 | 747.00 | 387.00 |
| 5. | Social Security for Plantation Workers in Assam | 19.90 | 2.72 | 1.71 |
| 6. | National Child Labour Project including grants -in- aid to voluntary agencies and reimbursement of assistance to bonded labour. | 100.00 | 16.60 | 8.60 |
| 7. | Employment Generation Programme | | | |
| (i) | National Career services | 50.00 | 8.30 | 4.30 |
| (ii) | Pradhan Mantri Rojgar Protsahan Yojna | 4500.00 | 747.00 | 387.00 |
| (iii) | Coaching and Guidance for SC, ST and OBCs | 18.00 | 8.03 | 4.00 |
| (iv) | Employment Promotion Scheme | 15.79 | 1.66 | 0.86 |
| 8. | Strengthening of DGFASLI organisation and | 18.50 | 1.83 | 0.95 |

| | | | | |
|--------------|---|----------|---------|--------|
| | OSH in factories , ports and docks | | | |
| 9. | Strengthening of Infrastructure facilities and core function of Directorate General of Mines Safety(SSID) | 13.00 | 1.68 | 1.01 |
| 10. | Dattopant Thengadi National Board for Workers Education &Development, Nagpur (formerly known as CBWE) | 78.00 | 12.95 | 6.71 |
| 11. | V.V. G.NLI, Noida | 12.00 | 1.99 | 1.03 |
| 12. | Labour Welfare Scheme | 164.00 | 28.59 | 14.10 |
| 13. | Bima Yojna for Unorganised workers | 17.01 | 3.27 | 1.69 |
| 14. | Incentive for Entities for providing Maternity benefits | 0.10 | 0.02 | 0.01 |
| 15. | Pradhan Mantri Shram Yogi Maandhan | 500.00 | 83.00 | 43.00 |
| 16. | Pradhan Mantri Karam Yogi Maandhan | 750.00 | 124.50 | 64.50 |
| 17. | Seeding and Authentification of AAadhar number of all Insured Persons under ESI database | 0.10 | 0.00 | 0.00 |
| Total | | 10803.00 | 1793.30 | 929.06 |

21. The Scheme-wise Budgetary provisions *vis-a-vis* utilisation figures for the previous year 2019-20 are as under:

(Rs. in Crore)

| S. No. | Description | BE 2019-20 | RE 2019-20 | Actual 2019-20 (Up to 10.02.2020) | % Exp over RE | BE 2020-21 |
|---------------|---|-------------------|-------------------|--|----------------------|-------------------|
| 1 | Employees Pension Scheme | 4500.00 | 6075.52 | 4500.00 | 74.07% | 7457.00 |
| 2 | Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) | 4500.00 | 3400.00 | 3400.00 | 100.00% | 2550.00 |
| 3 | National Child Labour Project (NCLP) | 100.00 | 79.00 | 59.94 | 75.87% | 120.00 |
| 4 | National Career Services (NCS) | 50.00 | 66.00 | 40.18 | 60.88% | 79.39 |
| 5 | Labour Welfare Scheme | 164.00 | 147.00 | 118.85 | 80.85% | 150.00 |
| 6 | Labour and Employment Statistical System (LESS) | 22.00 | 21.50 | 15.80 | 73.49% | 25.00 |
| 7 | Grant to Autonomous Bodies | 90.00 | 125.00 | 90.00 | 72.00% | 100.00 |
| 8 | Pradhan Mantri Shram Yogi Man Dhan Yojana | 500.00 | 408.00 | 344.99 | 84.56% | 500.00 |
| 9 | National Pension Scheme for Traders & Self Employed Persons | 750.00 | 160.15 | 154.27 | 96.33% | 180.00 |

| | | | | | | |
|----|-------------------------------------|--------|--------|--------|--------|--------|
| 10 | Establishment and other Expenditure | 508.09 | 701.92 | 406.48 | 57.91% | 904.10 |
|----|-------------------------------------|--------|--------|--------|--------|--------|

(V) EMPLOYMENT SCHEMES

(i) Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)

22. Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) was launched on 9th August, 2016 with the objective to incentivise employers for creation of new employment. Under the Scheme, Government of India is paying Employer's full contribution i.e. 12% towards EPF and EPS both (as admissible from time to time) for a period of three years to the new employees through EPFO. The scheme is targeted for employees earning upto Rs. 15,000 per month and also aims to cover a large number of informal workers to the formal workforce. The terminal date for registration of beneficiaries through establishment was 31st March, 2019.

23. Initially, Government was paying 8.33% EPS contribution of the employer for all sectors in respect of these new employees. The benefits of the scheme were also extended to the Textile Sector under Pradhan Mantri Paridhan Rojgar Protsahan Yojana (PMRPY) for made-ups and apparels sector where the Government was paying additional 3.67% EPF contribution of the employer in respect of these new employees thus bringing the total incentive to 12%. The scope of the scheme was enhanced w.e.f. 1.4.2018 with the approval of CCEA to provide the benefit of full 12% employers contribution for all sectors.

24. This scheme has a dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, a large number of workers will find jobs in such establishments. A direct benefit is that these workers will have access to social security benefits of the organized sector. All the beneficiaries under this scheme are Aadhar Seeded.

PMRPY STATISTICS (as on 16.12.2019)

| | |
|-------------------------------------|---------------|
| Number of Establishments Registered | 185022 |
| Number of Employees Registered | 13791049 |
| Total Establishments benefitted | 152849 |
| Total Employees benefitted | 12167940 |
| Total Amount Disbursed (Rs.) | 7101.56 Crore |

25. On the PMRPY, the Secretary of Ministry of Labour & Employment during his deposition before the Committee submitted as under:

"...there was a huge demand for the PMRPY. The enrolment was much ahead of the target so we had to seek cash supplementary in the RE stage and it was granted"

26. On being sought the details of the welfare measures intended to be achieved under this scheme as also the details of consequential reduction in the Budgetary Estimate, the Ministry submitted as under:-

Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) was launched on 09.08.2016 with an objective to incentivise the employers to recruit unemployed persons and also to bring them under the ambit of formal sector. Under this scheme Government of India was paying the Employee's Pension Scheme (EPS'95) contribution of 8.33% for all new employees enrolled under the Employees' provident Fund Scheme, 1952 (with EPFO) for the first three years of their employment. The Scheme was applicable to those with salary/wages up to Rs 15000/= per month and who had not worked in any establishment registered with EPFO prior to 01/04/2016 and did not have UAN prior to 01/04/2016. With effect from 01/04/2018, the whole of employer's share of EPF & EPS contribution (10% or 12% as the case may be) is being paid by Government of India to the employers for a period of three years in respect of the new employees and to the existing employees for their remaining period of three years through EPFO.

This Scheme had a dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, these workers will have access to social security benefits of the organised sector. To check duplication errors and prevent unscrupulous members from availing the benefit, it was mandated that the UAN of beneficiaries will be seeded with AAadhar. The terminal date for registration of beneficiary through establishment was 31st March, 2019. However, the existing beneficiaries will continue to receive benefits for their remaining period of three years.

Details of the consequential reduction after 2018-19 in the budget estimates are as follows:

(Rs. In Crores)

| Financial year | Budget estimates | Revised Estimates |
|----------------|------------------|-------------------|
| 2019-20 | 4500.00 | 3400.00 |
| 2020-21 | 2550.00 | - |

ii. National Career Services (NCS) - Employment Exchanges Mission Mode Project

27. The NCS Project envisages a digital portal that provides a national wide online platform for jobseekers and employers for job matching in a dynamic, efficient and responsive manner. It has a rich repository of career content of

over 3000 occupations. The Portal (www.ncs.gov.in) was launched in March, 2015 and dedicated to the nation by the Prime Minister on 20.07.2015. The NCS Portal is supported by a dedicated helpdesk (multi-lingual) which is also available from Tuesday to Sunday on 1800-425-1514 (from 8 AM to 8 PM) for assisting users. The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations. The portal also facilitates organization of job fairs where both employers and job seekers can interact. Capacity building of employment exchange officers has been initiated, for use of NCS Portal and its features.

28. The NCS Project also envisages setting up of Model Career Centres (MCCs) to be established by States to deliver employment services using technology. The Government has approved establishment of 207 Model Career Centres.

29. The present Budget proposal is to enhance the scope of National Career Service for revitalizing all the Employment Exchanges to Career Centres making so that employment services can be effectively delivered to the jobseekers and other stakeholders. The proposal includes improving the basic IT infrastructure of all the Employment Exchanges, minor refurbishing and organisation of job fairs on a quarterly basis in all Districts using the NCS platform.

30. The financial allocation and expenditure for the last three fiscals are as under:

(Rs in Crores)

| S. No. | Year | BE | RE | AE |
|---------------|-------------|-----------|-----------|-----------|
| 1. | 2017-18 | 125.00 | 77.31 | 64.51* |
| 2. | 2018-19 | 109.00 | 38.71 | 38.7 |
| 3. | 2019-20 | 50.00 | 66.00 | 35.09 |
| 4 | 2020-21 | 79.39 | | |

31. A perusal of the documents furnished by the Ministry of Labour & Employment revealed that BE for the year 2018-19 and 2019-20 was revised downwards drastically. However, even after such downward revision the Ministry could not utilize the reduced RE. For instance in 2019-20 the BE of Rs.50 crore was revised to Rs.66 crore whereas the AE stood at mere Rs. 35.09

crore showing utilisation of about 53% of funds at RE stage. In response, the Ministry deposed as under:

"During BE 2018-19, Rs 75 crores were kept for integration of NCS portal with DOPT for unified and transparent recruitment process for group B (non Gazetted) and below posts in Government of India. The said proposal was dropped by DOPT, hence the funds were reduced in RE stage. Further, during RE 2019-20, Rs 66 crore is allocated under NCS scheme which is Rs16 crore over and above BE 2019-20. Proposals have already been processed for expenditure of Rs.16 crore. Further, as on 11th February, 2020 total utilization of funds under the scheme is Rs. 40.18 crore which is 80.36% of BE 2019-20".

32. On being asked to furnish the number of job seekers registered with these Model Career Centers who got employment regular/ad-hoc/part time/on contract basis and average time taken between the registration and offer of employment, for candidates who actually received offers as also the time gap between the offer of employment and actual employment, the Ministry submitted the following:

"A functionality for capturing placement has been introduced in NCS portal since March 2018, but it is not mandatory. Since March 2018, employers have notified 2115 hiring. The placement figures are very low as the employers do not report placement (i.e. close the vacancies), further jobseekers also do not want to disclose the status of their employment/placement, to have better jobs/placement prospects.

In order to improve the placement figures a reward system has been introduced for the employers wherein the top five employers are displayed on the NCS portal home page every month on the basis of hiring done, jobs closed and jobs posted on the NCS portal. Further, 3.69 lakh candidates have been given final offer letter through 3751 job/placement drives conducted by various MCCs.

As regards to the average time taken between the registration and offer of employment, for candidates who actually received offers as also the time gap between the offer of employment and actual employment"

33. On a pointed query pertaining to the declining trend of linking of Employment Exchange from 87 in 2018-19 and to a total of only 766 in 2019-20 and considerable fall in organisation of Job fairs at District level from 1441 to 841, the Ministry responded as under:-

"The Central Government provides Grants-in-Aid to the State/UT Governments for organising the job fairs at District level. A total of 85 Employment Exchanges was interlinked with the NCS portal during 2017-18 making the cumulative figure for number of Employment Exchanges for which grant has been released to State Governments to 678. Further, 87 more Employment Exchanges were interlinked with NCS Portal during 2018-19 making the tally of total interlinked exchanges to 765. During 2019-20 grant was released to one more UT i.e. Andaman & Nicobar. Thus till date total 766 Employment Exchanges have been covered so far for which grant have

been released. As per the information received, 932 job fairs have been organised through Model Career Centre till December, 2019

34. On being pointed out about the apparent contradiction in number of registrations for seeking employment on National Career Service Portal mentioned as 1.07 crore in the presentation before the Committee against 1,06,26,642 registrations mentioned in the written replies to the questionnaire, the Ministry clarified as under:

"Jobseekers' registration on National Career Service Portal is a dynamic process which depends on direct registration of jobseekers on NCS portal as well as registration through Model Career Centres, Common Service Centres, through Employment Exchanges interlinked with NCS portal and archival policy of inactive registered jobseekers etc. Therefore, statistics on registration of jobseekers is dynamic and keeps changing on day to day basis. The figures mentioned in the written reply to the questionnaire was prepared on 10th February, 2020, whereas in presentation the figure of registration of jobseekers was indicated as 1.07 crore based on the status shown in the NCS portal on 19th February, 2020."

35. Documents furnished by the Ministry reveal that, till December, 2019 3751 Job Fairs were organized in which 19.71 lakh candidates participated and only 3.69 lakh finally got job offers. The reasons furnished for this substantial difference between the number of candidates registered *vis-a-vis* those who finally got job offers by the Ministry are as under:-

"The objective of Job Fairs is to bring the employers and jobseekers to a common platform with a view to facilitate employers to make right choices of potential workforce they are looking at and for job seekers, the employment opportunities and exposure to the world of work. Employers join job fairs with certain type of jobs involving variety of skill sets specific to the industry concerned. However, due to wide publicity, job seekers who may not be necessarily unemployed, along with jobseekers with or without required skill sets for jobs on offer also report to job fairs. Given this background, skewed pattern of jobseekers to that of jobs on offer by the employers is being perceived. Steps are being taken to have a pre- job fair short listing of candidates whose profile matches with the jobs on offer. Agencies organizing job fairs are being advised to publicize the organization of job fairs in such a manner that only eligible candidates report to job fairs which would minimize the imbalance of ratio of jobseekers to that of jobs offered. "

iii. National Career Service Centre For Differently Abled (Erstwhile VRCs)

36. The Ministry of Labour & Employment established 24 National Career Service Centres for Differently Abled (NCSDA) for enhancing the employability of differently abled (DAs). These Centres counsel and assess the DA candidates

and provide skill training based on their assessed capacity and aptitude. The Centres have professionally trained personnel in various vocational trades and impart theoretical and practical training to DA candidates. This vocational training assists the candidates in pursuing careers in the manufacturing and services sector and also for entrepreneurial activities. The NCSC-DAs engage with local industry, associations, NGOs etc. to ensure mainstreaming of DA candidates.

37. On being sought the reasons for downward revision of RE from the BE stage during the years 2017-18 & 2018-19 which further remained unutilized, the Ministry responded as under:-

“A sum of Rs 4.75 Cr was allocated at BE stage for each of the fiscal 2017-18 & 2018-19 under Major Work object head for construction of NCSC-DA building at Una (H.P.). For want of clearance from various Departments and delay in tendering process by CPWD, considerable amount allocated for the purpose remained unutilized hence downward revision took place at RE stage. Actual utilization stood even lower than RE figures primarily due to procedural delay in establishment of 3 new NCSC-DAs and filling up posts anticipated during the reference period.”

iv. Welfare of SC/ST job seekers through Coaching, Guidance and Vocational Training

38. A Scheme for “Welfare of SC/ST job seekers through Coaching, Vocational Guidance & Training” is being implemented through National Career Service Centres for SC/STs (NCSCs) through which career guidance and training facilities are extended to SC/ST job seekers. Subsequently, a new Scheme on “Introduction of New Courses in existing National Career Service Centres for SC/ST” for providing one year ‘O’ level Computer Training by outsourcing through National Institute of Electronics & Information Technology (NIELTT) or its Accredited Institutions was started during 2009-10 and will be continued till 14th Finance Cycle i.e. 2019-20. A new Scheme on “Introduction of New Course in existing NCSCs for providing one year ‘O’ level Computer Hardware Maintenance was also started during 2011-12 through NIELIT. Based on the availability of funds, the number of candidates enrolled for ‘O’ level Computer Training and ‘O’ level Computer Hardware Maintenance Training are 650 and 400 candidates per annum respectively.

39. On being asked to furnish the number of SC/STs beneficiaries of this particular scheme since its inception, the Ministry furnished the following data:

SC/ST jobseekers that have so far been benefited from this particular scheme since 1985 are

(Rs. In Crore)

| Name of activities | Year 1985-2019 |
|-----------------------------------|----------------|
| Guidance and Counselling services | 4441070 |
| Typing and Shorthand | 349412 |
| Special Coaching Scheme | 20136 |
| Computer Training | 27510 |

40. On a pointed query about the percentage of SC/STs who have since got employment after such Training Programmes, the Ministry made the following submissions:-

“The National Career Service Centres for SCs/STs (NCSCs) are set up to enhance the employability of SC/ST educated jobseekers through Coaching/ training/counseling etc. As such placement is not the mandate of NCSCs. Therefore, data regarding employment of SC/ST jobseekers is not captured by NCSC for SC/STs. However, the experience gained over the years has revealed that the scheme has made positive impact on the employability of SC/ST job seekers.

41. On being enquired about the locations of the Training Institutes imparting such training to SC/STs and their accessibility to the candidates, the Ministry submitted as under:-

“The Training institutes are located in the cities well connected with public transport and easily accessible to SC/ST jobseekers. While establishing NCSC for SC/STs utmost care is taken to identify the locations having industrial establishments. So far twenty five National Career Service Centres for SCs/STs have been set up, one each at Delhi, Jabalpur, Kanpur, Chennai, Hyderabad, Thiruvananthapuram, Kolkata, Jaipur, Ranchi, Surat, Aizawl, Bangalore, Imphal, Hisar, Nagpur, Bhubaneswar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun, Puducherry and Vishakhapatnam. All National Career Service Centres for SC/ST are located in the vicinity of Employment Exchange buildings. All the SC/ST jobseekers visit the employment exchanges for their registration or guidance related services and they get referred to NCSC of SC/STs from the employment exchanges. The training programmes organized by NCSC of SC/STs are given wide publicity through Employment News and are also hoisted in website of Ministry / NCS portal.”

VI. NATIONAL CHILD LABOUR PROJECT

42. National Child Labour Project (NCLP) Scheme was started in 1988 in areas of high concentration of child labour for identification, withdrawal and rehabilitation of children put in employment against the provisions of the law. The package of benefits to child labour for their identification, withdrawal and rehabilitation include non-formal/formal education, vocational training, health care, stipend, etc. The other activities include

strict enforcement of child labour related laws, raising awareness against the evils of child labour and extension of welfare facilities to the child labour. The Scheme has been progressively expanded. The operation of NCLP Scheme with modifications is extended till 31st March, 2020. The rates of honorarium to volunteers and staff of Project Society and Special Training Centres have been enhanced w.e.f. 01.04.2017 as per the recommendations of Standing Finance Committee (SFC).

43. Further, the Ministry of Labour & Employment has carried out evaluation of the National Child Labour Projects (NCLPs) Scheme during 2017-18 through V. V. Giri National Labour Institute (VVGNI), Noida. The Main Recommendations of the Evaluation Report *vis-a-vis* the Action Taken by the Ministry are reproduced as under:

"Main Recommendations:

Expansion of NCLP Scheme: With the amendment in the Child Labour Act the target group for NCLP has been widened as working of children upto 14 years in any occupation and process and also adolescents (14-18 years) are now prohibited. Hence, there is a need to expand the Scheme to all districts having incidence of child labour.

- Strengthening Infrastructure for NCLP like accommodation, sanitation facility, stationery, teaching learning material, food, etc.
- Strengthening of NCLP Scheme as a tool for effective enforcement of Child Labour Act.
- Development of communication and feedback facility between District Project Society and Ministry of Labour and Employment.
- Enhancement of rate of stipend to children
- Increase in rate of honorarium to volunteers: The honorarium of volunteers of NCLP need to be increased to competitive market rate so that competent qualified teacher or other volunteers may be engaged.
- Developing Child Tracking System and Effective monitoring mechanism.
- Enhancement of rates for other basic parameters for NCLP.
- Training for teachers and other volunteers.
- Scope for raising fund for the Scheme through other sources like local resource mobilization, external agencies, private companies, voluntary organizations, etc.

Action taken by Ministry

- Ministry has decided to expand the NCLP Scheme to all districts having incidence of child labour. In this regard, State Governments have been requested to conduct survey to identify child labour.
- The rate of stipend for children enrolled under NCLP has been increased from Rs.150/- per month per child to Rs.400/- per month per child.
- Ministry has developed an online portal "PENCIL" (Platform for effective enforcement for no child labour) for effective implementation and monitoring of the NCLP Scheme and enforcement of Child Labour Act.

- The rate of honorarium for teaching volunteers and other staff of NCLP has been enhanced. The volunteers involved in the Scheme would be provided additional incentive based on their performance.
- The rates of other parameters like rent; water; electricity, teaching learning material, office support expenses, health kits, teacher training, etc.
- Instructions have been issued to all States implementing NCLP to create State Resource Centre (SRC) under the chairmanship of Principal Secretary (Labour) to ensure involvement of State Government in implementation & monitoring of NCLP.
- Further, the operation of NCLP Scheme with modifications is extended till 31st March, 2020 as per the recommendations of Standing Finance Committee (SFC)."

44. During the evidence, the representative of the Ministry submitted that as per 2011 census Report 43.5 lakh child workers are in the Country. The Committee thereupon enquired as to how the Ministry seek to address this large number of child workers and take enhanced proactive measures towards total elimination of child labour. The Ministry responded as follows:-

"In a continued endeavour to achieve the objective of elimination of child labour from the Country, the Government has taken several steps which include amendment to the Child Labour (Prohibition & Regulation) Act, 1986 and enactment of Child Labour (Prohibition & Regulation) Amendment Act, 2016 which inter-alia covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act. The Child & Adolescent Labour (Prohibition & Regulation) Act, 1986 after aforesaid amendment, came into effect on 01.09.2016.

Child Labour is an outcome of various social-economic problems such as poverty, economic backwardness and illiteracy. The major tool of Government of India for elimination of child labour in the country is the Central Government's National child Labour Project(NCLP) Scheme for rehabilitation of child labour. The Scheme is being implemented by the State Governments through the District Magistrates/District Collectors.

Under the National Child Labour Project(NCLP) Scheme, the State Governments are requested to get the surveys conducted to identify all the child labour in the District. It has been an endeavour of the Government to get the surveys conducted in all the Districts of the country. For this, not only all Principal Secretaries of the States were addressed, but also the Hon'ble Minister of State, Labour & Employment (Independent Charge) on 02.8.2019 addressed all Chief Ministers to direct the concerned authorities to conduct the surveys to identify the child labour in all districts in their respective States. For each survey, the Government provides funds to the tune of Rs.4 lakh.

Under the NCLP Scheme, children in the age group of 9-14 years identified through the surveys are rescued/withdrawn from work and enrolled in the NCLP Special Training Centres, where they are provided with bridge education, vocational

training, mid-day meal, stipend, health care, etc. before being mainstreamed into formal education system. Children in the age group of 5-8 years are directly linked to the formal education system through a close coordination with the Sarva Shiksha Abhiyan (SSA).

The District Magistrate of the concerned district is the nodal officer for implementation of the NCLP Scheme. The Scheme is being regularly monitored and evaluated by Project Directors, District Magistrates, District Nodal Officers, Labour Commissioners and Ministry of Labour & Employment.

To ensure smooth implementation of the NCLP Scheme, a separate online portal PENCIL (Platform for Effective Enforcement for No Child Labour) has also been functional w.e.f. 26.9.2017 which connects Central Government to State Governments, Districts, all project societies and the general public."

VII. REHABILITATION OF BONDED LABOUR

45. The Bonded Labour System has been abolished by law throughout the Country with effect from 25th October, 1975 under the Bonded Labour System (Abolition) Ordinance which was replaced by the Bonded Labour System (Abolition) Act, 1976. As and when existence of bonded labour is detected, such persons are identified for rehabilitation. Under the Bonded Labour System (Abolition) Act, 1976, identification, release and rehabilitation of freed bonded labour is the direct responsibility of the concerned States/Union Territories. However, in order to assist the State Governments in the task of rehabilitation of identified and released bonded labour, a Central Sector Scheme for Rehabilitation of Bonded Labourer-2016 is in operation since 17.05.2016. As per the Scheme, for special category beneficiaries such as children including orphans or those rescued from organized and forced begging rings or other forms of forced child labour and for women, the amount of rehabilitation assistance shall be Rs. 2 lakhs out of which at least Rs. 1,25,000/- shall be deposited in an annuity scheme in the name of each beneficiary and the balance amount shall be transferred to the beneficiary account through ECS. In cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or women or children rescued from ostensible sexual exploitation such as brothels, massage parlor, placement agencies etc, or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit, the rehabilitation assistance shall be Rs. 3 lakhs, out of which at least Rs. 2 lakhs shall be deposited in an annuity scheme in the name of each beneficiary and Rs. 1 lakh shall be transferred to the beneficiary account through ECS.

46. Further, the District Administration in a convergence approach shall undertake measures for providing safe and secure environment for the capacity

building of child bonded labourers in coordination with all relevant Government Departments. Accordingly, facilities for ensuring their proper education, psycho social counselling, short stay home till education upto class 12th, skill development shall be an integral component of the rehabilitation package.

47. On being asked to furnish the action taken or action sought to be taken by the Ministry on the Recommendation made in the First Report of the Standing Committee on Labour on DFG 2019-20 of the Ministry of Labour & Employment wherein it was recommended that the Ministry take cogent measures to establish a corpus fund in all the States/ UTs etc, at the District level, strictly implement the penal provisions of the Act and deal with violation with an iron hand, the Ministry submitted as under:

"The Government of India has implemented a Central Sector Scheme for Rehabilitation of Bonded Labourer, 2016. As per para 5 (Xiii) of the Scheme, a Bonded Labour Rehabilitation Fund shall be created at the District level by each State with a permanent corpus of at least Rs.10.00 lakh at the disposal of the District Magistrate which should be renewable. This fund will be utilized for extending immediate help to the released bonded labourers. The responsibility for creation of Corpus Fund is completely lies with the State Governments. However, this Ministry has issued instructions to the State Governments/ UTs from time to time to ensure creation of Corpus Fund in all Districts in terms of the Central Sector Scheme for Rehabilitation of Bonded Labourer, 2016".

VIII. NATIONAL BENEFIT INCENTIVE SCHEME FOR PRIVATE ENTITIES

48. On being enquired about the meager allocations proposed for year 2020-21 for incentives to entities for providing maternity benefit which stood at Rs.420 crore as against the received allocation of Rs.10 lakhs only, the Ministry submitted as under:

"The Maternity Benefit Act, 1961 was amended in 2017 wherein, inter alia, the paid maternity leave to women employees has been increased from 12 weeks to 26 weeks. However, there is a perception that employers in private sector are hesitant to employ women employees because if they employ, they will have to provide the benefits to women employees provided for in the amendment (i.e., 26 weeks of paid maternity leave benefits).

It was conceptualized that an incentive scheme be considered from the side of Government of India to encourage entities not only to employ women employees but also to provide the requisite maternity benefits to them. The broad contours of scheme are as follows:

- (i) From the Government of India, seven weeks wages shall be reimbursed to employers who employ women workers and provide the maternity benefit of 26 weeks paid leave, as provided for in the Maternity Benefit (Amendment) Act, 2017,
- (ii) To enable an entity to avail of the incentive, the women employees working in their entity should be a wage earner of less than Rs. 15,000/- per month and a member of EPFO for at least one year and not covered under ESIC"

49. Further, on being asked whether the Ministry have come across any complaint against organizations/ firms/ establishments not complying with the Maternity Benefit Act and cases where firms were found not extending benefits to the female employees, the Ministry submitted the following data:

"Implementation of the Maternity Benefit Act rests with the respective State Governments, except Mines and Circus. In respect of Mines & Circus, the information is as under:

| S. No. | Particulars | 2017-18 | 2018-19 | 2019-20 (up to Dec-2019) |
|---------------|------------------------------------|----------------|----------------|-------------------------------------|
| 1 | Number of Inspections conducted | 207 | 295 | 327 |
| 2 | Number of Irregularities detected | 381 | 209 | 267 |
| 3 | Number of Irregularities Rectified | 89 | 119 | 139 |
| 4 | Number of Prosecutions Launched | 8 | 3 | 6 |
| 5 | Number of Convictions | 0 | 4 | - |

IX. NATIONAL DATABASE FOR UNORGANISED WORKERS (NDUW)

50. The term unorganised worker has been defined under the Unorganised Workers' Social Security Act, 2008, as a home based worker, self- employed worker or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by any of the Acts mentioned in Schedule-II of Act i.e. The Employee's Compensation Act, 1923 (3 of 1923), The Industrial Disputes Act, 1947 (14 of 1947), The Employees' State Insurance Act, 1948 (34 of 1948), The Employees Provident Funds and Miscellaneous Provision Act, 1952 (19 of 1952), The Maternity Benefit Act, 1961 (53 of 1961) and The Payment of Gratuity Act, 1972(39 of 1972).

51. Asked whether the Ministry is building a national data base of the un-organised workers and subsequently providing them with an identity number, the Ministry replied in the affirmative and submitted as under:-

"The Ministry is working for development of a National Database for Unorganised Workers (NDUW), seeded with AAadhar number. No identity number card will be issued separately."

52. The Ministry further submitted a detailed note on National Data base for Unorganised Workers (NDUW) which is reproduced below:-

Detailed Note on NDUW:-

1. The pilot project for Unorganised Workers Identification Number (UWIN) was commissioned in the State of Maharashtra in September, 2018 and the portal had also been made live. However, during the dry run of the project, it was observed that the software application, although was field ready, lacked the necessary security features, scalability for national rollout and reasonable availability for concurrent usage in multiple regions of the country. Further, the data base also required to be AAadhar seeded to ensure targeted delivery at a later stage of the project.
2. Accordingly, in a review meeting held on 13.05.2019 under the Chairmanship of Secretary (L&E), it was decided that NIC would develop UWIN portal on end to end solution basis. In the meantime, a concern was raised not to issue again a unique number or card to the unorganized workers unnecessarily and it was advised that in future AAadhar should be used for all references to access the database of unorganized workers.
3. Subsequently, in a meeting held under the chairpersonship of CEO UIDAI cum Secretary (Revenue) on 12.06.2019 to address the issue, it was decided not to issue again a number to the unorganised workers. CEO, UIDAI suggested that Ministry may develop a National Database of Unorganised Workers with some Unique Internal Identifier(UII) which can be used for internal tracking of the beneficiaries. This Database/Portal will be seeded with AAadhar and accessible through AAadhar number.
4. Meanwhile, UIDAI rejected the proposal to develop the UWIN portal seeded with AAadhar under section 7 of the AAadhar Act 2016 as no 'benefits' are defined to be bestowed to the beneficiaries which is a primary requirement for applying Section 7 of the AAadhar Act 2016.
5. Accordingly, the project has been retuned and renamed as National Database for the Unorganised Workers (NDUW). NIC was entrusted with the task to develop a Portal/ National Database for the Unorganised Workers (NDUW) on which platform PM-SYM, NPS-TRD etc. schemes will be integrated in phased manner. DDG, NIC vide DO letter dated 10.06.2019 intimated that the phase-I of the UWIN Project will be executed by NIC through NICS I at a total estimated cost of Rs.161.18 crore and requested to release 25% of the total cost amounting to Rs.49.92 crore (including GST) to NICS I. As per Proforma Invoice (PI) of NICS I, the project cost includes design, development, hosting, server set up and maintenance for the UWIN project for a period of 5 years. DDG, NIC

also intimated that once funds are received in NICS, the project will be executed in AGILE mode.

6. The application of Ministry of Labour & Employment (MoLE) for onboarding as Global AUA/KYC User Agency (KUA) for Pradhan Mantri Shram Yogi Maandhan (PM-SYM) with consent for Authentication Service Agency (ASA) service from NIC, has been approved by Unique Identification Authority of India (UIDAI) and the agreement between Ministry of Labour & Employment and UIDAI has been signed on 18.11.2019.

7. In the meeting, held on 20.12.2019 under the Chairmanship of Secretary (L&E), in reference to the proposal for re-appropriation of funds of Rs.51.00 crore for the scheme of Creation of National Database of Unorganised Workers, AS&FA informed that since the SFC period of two years (2017-18 to 2018-19) has expired on 31st March, 2019, further funds can only be made available to the scheme after approval of the fresh SFC by the Competent Authority.

8. In the meeting, AS (L&E) informed that EPFO is already issuing an Universal Account Number (UAN) and this could be extended to all workers irrespective of organized or unorganized sector. It was deliberated that as Ministry is creating a data base for Unorganised Workers, the same UAN may also be issued to workers and in future this will facilitate tracking of transition of unorganized workers to organized sector and vice versa. It was decided that JS&DGLW may finalize a Scope of Work (SoW) in consultation with EPFO for National Database for the Unorganised Workers (NDUW) and thereafter SFC may be finalized.

9. The Hon'ble Supreme Court in its judgement dated 28.01.2020 in the SLP No. 150/2012 filed by Shramjeevi Mahila Samiti before the Hon'ble Supreme Court versus the State of NCT of Delhi and Union of India (MoL&E) as respondents has directed that time for the development of a portal/National Database of Unorganised Workers (NDUW) seeded with AAADHAR across the country is extended by further six months. The learned Govt. Counsel has informed that no further extension will be considered by the Hon'ble Court.

10. A meeting was held on 30.01.2020 under the Chairpersonship of AS&FA on the cost estimates of the project submitted by NIC wherein it was deliberated that NIC may relook the Cost Estimates pertaining to requirement study, design, development and maintenance cost etc. of the project. AS&FA also stated that fund could be released under the project only after approval of SFC/EFC.

11. Subsequently, a meeting was held on 14.02.2020 with CSC-SPV under the Chairmanship of Secretary (L&E) to decide on the cost component of the NDUW Project wherein it was decided that CSC-SPV will submit a detailed proposal for development of the portal/ National Database of Unorganised Workers. The cost estimates received from CSC-SPV on 18.02.2020 has been submitted on file for approval of the competent authority.

53. During the evidence, the Committee sought to be apprised of the unorganised labour fund which is contributed by the Central and State Governments in the ratio 50:50 and details of the Centres contribution State wise, other than for the Construction Workers Cess amount. The Ministry thereupon informed as follows:-

"This Ministry is implementing the convergence of the Aam Admi Bima Yojana (AABY) with the PMJJBY / PMSBY, for the unorganized workers under which 50% of the total premium per beneficiary per annum, for an amount of Rs. 342/- is given by the Central Government (from the Social Security Fund maintained by Life Insurance Corporation of India) and the balance 50% is contributed by the State/UT Government. It is submitted that funds under PMJJBY/PMSBY are not directly allocated to the State/UT Governments, for implementation. The Central share of contribution is deducted from the Social Security Fund being maintained by LIC. The central share of premium deducted from the Social Security Fund maintained by LIC, towards implementation of converged PMJJBY/PMSBY is, as follows:

| Year | Expenditure (Rs. Crores) |
|---------------------------|--------------------------|
| 2016-17 | 383.34 |
| 2017-18 | 435.16 |
| 2018-19 | 587.52 |
| 2019-20(as on 25.02.2020) | 307.58 |

54. On being asked about the number of beneficiaries under Bima Yojna for Un-organised Workers where contribution for workers and Government is in ratio 50:50, the Ministry replied as under:-

"Life and disability cover is provided through Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) to the unorganised workers depending upon their eligibility. This Ministry is implementing the convergence of the Aam Admi Bima Yojana (AABY) with the PMJJBY / PMSBY, for the unorganized workers under which 50% of the total premium per beneficiary per annum, for an amount of Rs. 342/- is given by the Central Government (from the Social Security Fund maintained by Life Insurance Corporation of India) and the States /UTs have been requested to contribute the balance 50%. PMJJBY covers natural death at the rate of 330/- per annum for an age span from 18 to 50 years and a coverage of Rs. 2 Lakhs. PMSBY covers accidental death and disability at the rate of Rs.12/- per annum, covering an age span from 18 years to 70 years with a coverage of Rs. 2 lakhs. The number of beneficiaries covered under the Scheme since 207-18 are as follows:

| Year | Number of beneficiaries covered |
|-------------------------------|---------------------------------|
| 2017-18 | 2,83,78,851 |
| 2018-19 | 3,42,18,315 |
| 2019-20 (as on 24.02.2020) | 2,45,61,910 |

55. On the issue of identification of un-organised workers such as construction workers and development of the portal/ National Database of Unorganised Workers including contract workers, Ministry replied as under:-

"For development of the portal/ National Database of Unorganised Workers such as construction workers including contract workers, a meeting was held on 14.02.2020 with CSC-SPV under the Chairmanship of Secretary (L&E) to decide on the cost component of the NDUW Project wherein it was decided that CSC-SPV will submit a detailed item-wise proposal. The cost estimates received from CSC-SPV on 18.02.2020 has been submitted on file for approval of the competent authority. An amount of Rs.50 crore has been allocated for the project in BE 2020-21."

X PRADHAN MANTRI SHRAM YOGI MAAN-DHAN (PM-SYM)

56. Government of India has introduced a pension scheme for unorganised workers in the name of Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) to ensure old age protection for Unorganised Workers. The enrollment under the scheme has started since 15th February, 2019. The unorganised workers mostly engaged as home based workers, street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washer men, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, beedi workers, handloom workers, leather workers, audio- visual workers and similar other occupations whose monthly income is Rs 15,000/ per month or less and belong to the entry age group of 18-40 years. They should not be covered under New Pension Scheme (NPS), Employees' State Insurance Corporation (ESIC) scheme or Employees' Provident Fund Organisation (EPFO). Further, he/she should not be an income tax payee.

57. During the oral evidence, the Committee observed that an allocation of Rs.500 crore has been made for the PM-SYM Yojana this year whereas by 10 February, 2020, only Rs.345 crore was stated to have been spent. On being asked to state whether the Ministry would be able to spend the rest of the funds during the fiscal, the following submission was made:-

"It is submitted that during the financial year 2019-20, an allocation of Rs.500 crores was made for PM-SYM. However, the same was reduced to Rs. 408 crores under RE 2019-20. Efforts are being made to spend the remaining amount towards clearing the bills to Directorate of Advertising and Visual Publicity (DAVP), releasing of funds towards information Education and Commutation (IEC) activities, disbursing the amount to the Pension Fund Manager, i.e. LIC."

XI REVISED INTEGRATED HOUSING SCHEME (RIHS)

58. During the oral evidence, the representatives of the Ministry of Labour and Employment stated that certain Labour Schemes were being revised perhaps pertaining to Housing which has since been stopped. The Committee thereupon asked the Ministry to furnish the factual position. Accordingly, the Ministry submitted as under:-

"Revised Integrated Housing Scheme (RIHS) 2016 was introduced w.e.f. 22.03.2016 to provide subsidy of Rs.1,50,000/- (per beneficiary) in three (03) installments at 25:60:15 ratio i.e. Rs.37,500, Rs.90,000 and Rs.22,500 receptively to Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Mines, Dolomite Mines (LSDM)/Mica Mines and Cine Workers for construction of pucca houses."

59. On the issue of convergence of housing schemes, the Ministry further submitted that:-

"A meeting of Expenditure Finance Committee under the Ministry of Finance for appraisal and continuation of the "Labour Welfare Scheme" was held on 11.05.2018 under the Chairmanship of Secretary (Expenditure). It was decided in the meeting that the Ministry of Labour & Employment will explore the possibilities to converge the Housing Scheme with the Pradhan Mantri Awaas Yojana of the Ministry of Urban Development and Pradhan Mantri Awaas Yojana (Grameen) of the Ministry of Rural Development. It was suggested by the Committee to frame a timeline and to draw a transition plan when all new sanctions under RIHS will be stopped and housing subsidy will be drawn from PMAY and a transition plan may be drawn up when all new sanction under RIHS will be stopped and housing subsidy will be drawn from PMAY. Accordingly all Welfare Commissioners were directed on 25.09.2018 not to issue new sanction of 1st installment under RIHS and send the pending applications to the concerned Blocks/ULBs for sanction under PMAY. However, 2nd & 3rd instalment under RIHS 2016 was kept continued."

60. On being asked the details of the welfare measure of providing Housing facilities to workers by the Ministry of Labour & Employment viz, pucca houses in rural areas and reasons for reducing the provision of Rs.1.50 lakh to Rs.1.20 lakh, the Ministry submitted as under:-

"As per Revised Integrated Housing Scheme (RIHS) 2007, Rs. 40,000 (Rs. Forty Thousand only) was provided to Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Mines, Dolomite Mines (LSDM)/Mica Mines for construction of a house. The assistance was increased to Rs. 1,50,000/- under Revised Integrated Housing Scheme (RIHS) 2016. RIHS 2016 was introduced w.e.f. 22.03.2016 to provide subsidy of Rs.1,50,000/- (per beneficiary) in three (03) installments at 25:60:15 ratio i.e. Rs.37,500, Rs.90,000 and Rs.22,500 receptively to Beedi/Iron Ore Mines,

Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Mines, Dolomite Mines (LSDM)/Mica Mines and Cine Workers for construction of pucca houses.”

XII. EMPLOYEES' PENSION SCHEME, 1995 (EPS)

61. According to the Ministry, the Employees’ Pension Scheme, 1995 (EPS, 1995) came into effect from 16th November, 1995. On introduction of EPS, 1995, the erstwhile Employees’ Family Pension Scheme, 1971 ceased to operate and all the assets and liabilities of the old scheme were transferred and merged with the Employees’ Pension Fund. The EPS, 1995 has been designed as a “Benefit defined Social Insurance Scheme” following actuarial principles for ensuring long term financial viability. The Scheme aims at providing for economic sustenance during old age and survivorship coverage to the member and his family. Under this scheme, workers having monthly income upto Rs. 15,000/- are covered. The funding contribution is given below:-

| | | |
|----|--------------------|-------|
| 1. | Worker/Employee | Nil |
| 2. | Employer | 8.33% |
| 3. | Central Government | 1.16% |

62. Documents furnished by the Ministry revealed that there is increase in EPS membership in both Exempted establishments & Un-exempted establishments as shown in the table below:

| Year | No. of EPS members of exempted & un-exempted establishment | | |
|-------------------|--|---------------------------|--------------|
| | Exempted Establishment | Un-Exempted Establishment | Total |
| 2017-18 | 96,64,109 | 19,98,18,042 | 20,94,82,151 |
| 2018-19 | 1,04,52,846 | 21,77,32,211 | 22,81,85,057 |
| % increase | 8.16% | 8.96% | 8.93% |

63. On being sought the details pertaining to complaints under the EPS and status of disposal of Court Cases, the Ministry furnished the following information:-

(i) There is no enabling provision in the EPS’ 1995 providing for restoration of original pension after expiry of completion of 15 years from the date of commutation of pension.

- (ii) A reading of the erstwhile Para 12-A which provided for commutation of pension shows that a pensioner is entitled to commute his pension and that thereafter he is entitled to get reduced pension.
- (iii) This position was upheld by Division Bench of the Hon'ble High Court of Kerala in its judgement dated 21.10.2016 in WA No. 83 of 2016.
- (iv) As such the pensioners who opted for commutation during the currency of the provision in Para 12-A do not have any legal right for restoration of original pension after expiry of 15 years of the date of commutation of pension.
- (v) However, the demand for restoration of commuted value of pension after 15 years was considered by the High Empowered Monitoring Committee constituted by the Ministry on 04.01.2018 for complete evaluation and review of EPS' 1995.
- (vi) The High Empowered Monitoring Committee in its report submitted to the Government in December, 2018, recommended restoration of commuted value of pension after expiry of 15 years for EPS pensioners who had opted for commutation.
- (vii) This recommendation of the High Empowered Monitoring Committee was approved by the CBT in its 225th meeting held on 21.08.2019 and Vide notification no. G.S.R. 132(E) dated 20.02.2020, Para 12-B has been inserted in EPS, 1995 providing for restoration of normal pension after completion of 15 years from the date of commutation of pension.
- (viii) The proposal to restore the Commuted Value of Pension after expiry of 15 years will benefit approx. 6.30 Lakh pensioners who had commuted their pension under the erstwhile paragraph 12A on or before 25.09.2008.
- (ix) Hon'ble Kerala High Court judgement in WP (C) No. 13120 of 2015 and connected cases dated 10.12.2018 set aside the Notification No. GSR 609(E) dated 22.08.2014.
- (x) SLP No. 8658-8659 of 2019 was filed by the EPFO in the Hon'ble Supreme Court against the order of the Hon'ble Kerala High Court judgement in WP (C) No. 13120 of 2015 and connected cases dated 10.12.2018. The Hon'ble Supreme Court vide its order dated 01.04.2019 dismissed the said SLP in limine.
- (xi) EPFO has filed Review Petition (Civil) No.1430-1431 of 2019 before Hon'ble Supreme Court against the order dated 01.04.2019 in SLP No. 8658-8659 of 2019 of the Hon'ble Supreme Court.
- (xii) Union of India has filed SLP (Civil) Diary No.11023/2019 against the order of the Hon'ble Kerala High Court judgement in WP (C) No. 13120 of 2015 and connected cases dated 10.12.2018.
- (xiii) The Hon'ble Supreme Court vide order dated 12.07.2019 has issued directions to list the SLP along with Review Petition (Civil) Nos.1430-1431/2019 in open court. The matter is under consideration of Hon'ble Supreme Court and as such the matter is sub judice.
- (xiv) Employees of exempted and un-exempted establishments have filed Writ Petitions in various High Courts claiming for benefits of revision of pension on higher wages by allowing them to modify their implicit option. In addition to the Writ Petitions

filed in various High Courts, more than 40 Writ Petitions under Article 32 have been directly filed in the Supreme Court by employees of exempted establishments.

(xv) All the cases filed in the Hon'ble Supreme Court have been clubbed together and the matter came for hearing on **06.02.2020** and the Hon'ble Court ordered to list the matters along with the petitions arising out from the judgement of the Kerala High Court being SLP (Civil) Nos. 16721-16722/2019 and Review Petition (Civil) Nos.1430-1431/2019. As such the matter is sub-judice.

64. On being enquired about the present status of grant of pensions under EPS to those workers whose contributions were deducted but due to closure of the factory/ establishment they have not been given their dues yet, the Ministry deposed as under:-

"Even in case of closed factories / establishments, monthly member pension is payable on superannuation / retirement if the following two conditions are satisfied:

- The member should have completed 10 years of pensionable service; and
- The member should have attained the age of 58 years.

Early pension may be availed at the option of the member before attaining the age of 58 year, but not less than 50 years of age, on ceasing employment. In such an event the pension is reduced by 4% for every year of shortfall.

Under Para 16-A of EPS, 1995 it has been provided that none of the pensionary benefits under the scheme shall be denied to any member / beneficiary for want of compliance by the employer provided that the employer shall not be absolved of his liabilities under the Scheme."

XIII. EMPLOYEES' PROVIDENT FUND ORGANIZATION (EPFO)

65. The Employees' Provident Fund Organisation (EPFO) came into existence under the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 [Act 19 of 1952]—an Act to provide for the institution of provident funds, pension fund and deposit-linked insurance fund for employees in factories and other establishments. The Ministry of Labour & Employment is only providing 1.16% Government Share towards Employees' Pension Scheme'1995. which was framed under EPF & MP Act, 1952 w.e.f. 16th November, 1995. On introduction of EPS,1995, the erstwhile Employees' Family Pension Scheme, 1971 ceased to operate and all the assets and liabilities of the old scheme were transferred and merged with the Employees' Pension Fund.

66. Benefits under the proposed of EPS-95, to the members and their families include Member Pension upon retirement/superannuation; Member Pension upon disablement while in service; Withdrawal Benefit upon leaving

service after putting in less than 10 year but more than six months of service; Spouse Pension upon death of member; Spouse Pension upon death of member as pensioner; Children Pension along with spouse pension (up to age 25) for two children at a time; Orphan Pension upon death or remarriage of spouse (up to age 25); Disabled Child Pension to children/orphan (life-long); Nominee Pension to the Nominee when no family exists; and Dependent Parent Pension when no family and nominee exist.

67. During the evidence, it was pointed out to the representatives of the Ministry that in the First Report of the Standing Committee on Labour on DFG (2019-20) of the Ministry of Labour & Employment presented to both the Houses on 29.11.2019, the Committee had recommended the Ministry as well as the EPFO to resolve the procedural glitches in the Aadhar seeding of all the workers in the North Eastern Region (NER) (Rec.10). On being enquired about the status of EPF Aadhar seeding project especially in NER, in response Ministry submitted as under:-

“The AAadhar seeding with UAN is an ongoing exercise. The AAadhar seeding project in EPFO had been commenced in 2015. However, the AAadhar seeding of EPF member in North East is low at present because of the suspension of AAadhar enrollment in Assam due to updation of National Register of Citizens For the employees of Assam, Meghalaya and Nagaland joining in EPF covered establishments, AAadhar is not mandatory for generation of UAN. In the NER, the percentage of AAadhar seeding in the UAN is low as many EPF members do not have AAadhar allotted to them. Most of the total 4.97 lakhs EPF contributing members in NER are from three States, namely, Assam, Meghalaya & Nagaland having very low AAadhar seeding. It is ascertained by the Regional Office, NER of EPFO from the Deputy Commissioner of Assam that the AAadhar enrolment in the State of Assam was suspended during the period from January 2017 to November 2019. UIDAI and Government of Assam has re-started the enrollment process since November 2019. The progress of AAadhar seeding of EPF members is in tandem with the AAadhar enrollment in the North Eastern States. However, in order to facilitate the members one AAadhar enrolment center is functioning at EPFO, RO, Guwahati premises from December 2019. It is continuously being monitored by Addl. CPFC (HQ), NER of EPFO. The steps are being taken to fully saturate the seeding of all accounts with AAadhar.”

68. On being asked to furnish details of Firms exempted for EPF indicating their present financial conditions, the Ministry submitted the following:

“ EPFO has informed that as on 2018-19 there are 3514 PF exempted unique code and 1414 PF exempted Trusts which had link for filling online returns. As on date the number of exempted Establishments having link to file online returns is 1350. Total corpus of the exempted establishments as on 31.03.2019 was Rs. 4,94,301.42 Crore. The financial health of the Exempted establishments were seen at the time of

Compliance Audit which has been completed for 1289 establishments for 2017-2018 and the rest is in progress. No deviation has been reported.

On the basis of information collected from ACC Zones recently, with regard to mismanagement of funds by the Exempted Trust, no such cases were reported by the ACC Zones. However, the interest of EPF members is protected by the following provisions:

- In the event of any loss to the trust as a result of any fraud, defalcation, wrong investment decisions etc., the employer shall be liable to make good the loss (Condition no. 28 of Appendix A of conditions of grant of exemption as per para 27 AA of EPF Scheme 1952).
- The employer shall bear all the expenses of the administration of the provident fund and also make good any loss that may be caused to the provident fund due to theft, burglary, defalcation, misappropriation or any other reason. (Condition no. 6 of Appendix A of conditions of grant of exemption as per para 27 AA of EPF Scheme 1952).
- Any deficiency in the interest declared by the Board of Trustees is to be made good by the employer to bring it upto the statutory limit (Condition no. 7 of Appendix A of conditions of grant of exemption as per para 27 AA of EPF Scheme 1952).
- A company reporting loss for three consecutive financial years or erosion in their capital base shall have their exemption withdrawn from the first day of the next / succeeding financial year (Condition no 25 of Appendix A of conditions of grant of exemption as per para 27 AA of EPF Scheme 1952)".

69. Further, when the Committee enquired about the status of grant of pensions under EPS to those workers whose contributions were deducted but due to closure of the factory/ establishment they have not been given their dues yet, the Ministry replied that:-

“Even in case of closed factories / establishments, monthly member pension is payable on superannuation / retirement if the following two conditions are satisfied:

- The member should have completed 10 years of pensionable service; and
- The member should have attained the age of 58 years.

Early pension may be availed at the option of the member before attaining the age of 58 year, but not less than 50 years of age, on ceasing employment. In such an event the pension is reduced by 4% for every year of shortfall.

Under Para 16-A of EPS, 1995 it has been provided that none of the pensionary benefits under the scheme shall be denied to any member / beneficiary for want of compliance by the employer provided that the employer shall not be absolved of his liabilities under the Scheme”.

70. On the steps taken to put in place a system to help workers viz, the online claim receipt and settlement system of EPFO for filing claim without the inter mediation of employers, with the help of UAN, the Ministry was asked to clarify whether the absence of employees mediation would not create other complications. And also to state if employers’ organisations have been consulted in the matter. In response thereto, the Ministry submitted as under:-

“The role of the employer with regard to seeding and verification of KYC and member details like AAadhar, mobile and bank account is intact. This process is done at the time of enrollment of the employee as a PF member and is done under the digital signature (DSC) of the employer. This verification by the employer ensures authentication of a member’s identity. After the initial verification of AAadhar, mobile and bank details, subsequent verification at each stage for any claim settlement is now no more needed and online claim settlement is being allowed only in cases where KYC seeding is completed. The online process allows smooth and hassle-free claim settlement.

Further, Adequate care has been taken to strengthen the KYC norms so that payments are made to legitimate beneficiaries only. The process of online claim settlement is being done since 2017 in stages and this is facilitated only in 100% e-KYC compliant/seeded employees PF account and hence interference by employers in online claim settlement process is not required. The online claim receipt & settlement process is applicable only in cases where the PF members KYC like AAadhar, mobile and bank details has been duly verified and seeded. All employers and employees are benefitted due to hassle free and transparent processes involved in online claim process by bringing efficiency in the system. The facility of submission of physical forms duly attested by the employer is also available to the subscribers. EPFO takes constant feedback and suggestions from employers fora through monthly awareness programs, workshops etc. In addition, the employers’ associations e.g. CII, ASSOCHAM, FICCI, are duly represented in the Central Board of Trustees, EPF.”

71. Asked to furnish details of the interest accrued for the EPF deposited in the form of Government Security Bonds for the last 3 years, the Ministry submitted the following data:-

“The interest received on Government Security Bonds [Central Government Security (CTG) + State Development Loan (SDL)] in the last 3 financial years is as under:

| (Rs. in Crores) | |
|-----------------|-----------|
| Year | Amount |
| 2016-17 | 19,171.29 |
| 2017-18 | 23,611.84 |
| 2018-19 | 28,373.05 |

XIV. EMPLOYEES’ STATE INSURANCE CORPORATION

72. Employee’s State Insurance Corporation is a statutory body under the Administrative control of Ministry of Labour & Employment, Government of India. The Chairperson of the Corporation is appointed by the Central Government and the members are appointed by Central and State Government, representing the Central/State Governments respectively and also

representatives of employers and employees recognized for the purpose by Central Government. The Employees' State Insurance Corporation does not receive any grant-in-aid/budgetary allocation from Government of India. The Employees' State Insurance Act, 1948 applies to all non-seasonal factories employing 10 or more persons. The provision of the Act are being extended area-wise by stages. The Act contains an enabling provision under which the "Appropriate Government" is empowered to extend the provisions of the Act to other classes of establishments – industrials, commercial, agricultural or otherwise. Under these provisions, several State Governments have extended the provisions of the Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, newspaper establishments, educational and medical institutions employing 10/20 or more employees. Twenty four State Governments have reduced the threshold of coverage of shops and other establishments to 10 or more persons. Employees of factories and establishments covered under Act drawing monthly wages upto Rs.15,000/- (Rs.21000/- w.e.f. 01.01.2017) p.m. and Rs.25,000/-p.m for physically challenged employees are covered under the Scheme. To encourage employers to engage physically challenged persons, Govt. of India fully bears the employers' contribution for 3 years.

73. The Scheme provides medical care and cash benefits in sickness, maternity, employment injury and dependant benefit to the dependants of Insured Persons in case of death due to employment injury besides payment of funeral expensed of an Insured Person. The medical care including hospitalization facilities is also provided to members of the family of the Insured Persons.

74. The Employees' State Insurance Scheme is mainly financed by the employers' and employees' contribution. The rate of employers' share of contribution is 4.75% of the wages of the employees while the employees' share of contribution is 1.75% of their wages (3% and 1% of wages in respect of employers' and employees' contribution in new area where the scheme is implemented for the first time w.e.f. 06.10.2016). Employees earning wages upto Rs.100/- per day (Rs.137/- per day w.e.f 14.06.2016) are exempted from payment of their share of contribution. The expenditure on medical care is shared between the Employees' State Insurance Corporation and the State Governments in the ratio of 7:1. The Corporation does not receive any financial assistance from the Central Government. Scheme for Promoting Registration of Employers and Employees (SPREE) was launched and more than 1 lakh employers and more than 1.3 crore employees were covered under ESIC Scheme.

75. The rate of contribution under employees State Insurance Scheme has been reduced from 6.5% to 4% with effect from 01.07.2019. The Employers' share of contribution has come down from 4.75% to 3.25% and for Employees' share from 1.75 to 0.75%. This reduction would benefit 3.6 crore employees and 12,85 lakh employers. The reduced rate of contribution will bring about a substantial relief to workers and will bring more and more workforce into the formal sector.

76. Under the SPREE (Scheme for Promotion of Registration of Employees & Employers) till 31.12.2019, the Ministry was asked about to furnish the number of registered in both categories indicating the sectors therefrom along with the present year's targets. In response, the Ministry submitted as under:-

“ Scheme to Promote Registration of Employers/Employees (SPREE) was launched to give one-time opportunity to the employer to cover left/uncovered employees. The Scheme was initially open from 20.12.2016 to 31.03.2017 and further extended up to 30.06.2017. During SPREE Scheme, 1,02,013 no. of units and 1,30,78,766 no. of employees were covered under the ESI Act. However, it includes the coverage due to enhancement in wage ceiling from Rs. 15,000/- to Rs. 21,000/- per month and extension of ESI Scheme in new areas. It was one-time Scheme, therefore, no target has been fixed beyond completion of the Scheme on 30.06.2017”.

77. On being asked about the overall performance of ESIC after the enhancement of wage ceiling under the ESI Act from Rs.15,000/- per month to Rs.21,000/- per month w.e.f. 1.1.2017 as well as enhancement in the per insured Persons (IP) expenditure ceiling from Rs. 2150 to Rs.3000 per annum w.e.f. 1.4.2017, the Ministry submitted that:-

“The enhancement of wage ceiling led to new employees, whose wages were more than the earlier wage ceiling of Rs. 15,000/-, becomes eligible for coverage as also those who had gone out of coverage due to wage enhancement. Actuarial evaluation is done at the end of each financial year to determine the Insured Persons covered under ESI Scheme. The details of no. of Insured Persons of ESI Scheme is as under: -

| Sl. | Year | No. of Insured Persons |
|------------|-------------|-------------------------------|
| 1. | 2015-16 | 2.14 Crores |
| 2. | 2016-17 | 3.19 Crores |
| 3. | 2017-18 | 3.43 Crores |
| 4. | 2018-19 | 3.49 Crores |

As a result of wage ceiling enhancement as well as host of other factors like implementation of ESI scheme to new areas, SPREE etc, there has been a considerable increase in the number of Insured Persons covered under ESI Act, 1948.

The State Govt. is responsible for providing primary & secondary care of the (Medical) benefits under the scheme. For carrying out this mandate ESIC shares 7/8th of the total expenditure incurred on ESI scheme and the state has to pay 1/8th share (Has been done away with for a period of three years effective from 01.04.2019.)

The share of an account payment made to the states has also risen due to increase in per IP expenditure ceiling from 2150 to Rs.3000 per annum effective from 01.04.2017. The details of payments made to the states are as under:-

| Sl. | Year | Amount |
|-----|---------|----------------|
| 1. | 2016-17 | 2442.31 Crores |
| 2. | 2017-18 | 2906.66 Crores |
| 3. | 2018-19 | 3546.31 Crores |

The Corporation is now making provisions for 100% expenditure to the State Govts. up to the prescribed ceiling from the year 2019-20, as decided in the 177th meeting of the ESI Corporation held on 19.02.2019. Accordingly, total payment to State Govts. as the Corporation's 100% share of medical care expenses is expected to be Rs.4162.17 crores in the year 2019-20. As a result of above decisions, more employees have been covered under the ESI Act and are eligible for Social Security benefits under the Act.”

78. On being asked about that impact on the employment generation for Physically Challenged employees after the wage ceiling to avail ESIC benefit have been raised to Rs.25,000/- per month, the Ministry submitted as follows:-

“To encourage Private Sector to employ Persons with Disabilities, a scheme of Incentive to employers in private sector for providing employment to Persons with Disabilities was launched by the Ministry of Social Justice & Empowerment in year 2008 which envisaged payment of employer's contribution to the ESI by the Government for the first three years for employing PWDs with wages up to Rs.25,000/- PM. This incentive scheme is basically voluntary in nature. Rule 50 and 54 of the ESI (Central) Rules were amended and Rule 51A was inserted. These provisions came into effect w.e.f. 01.04.2008. Till December 2019 a total 3978 PWDs have been employed in the private sector under this scheme”.

79. During the evidence, the Ministry was asked to furnish their comments on the feasibility of linkage of hospitals for all workers so that an integrated system of hospital is put in place. The Ministry thereupon submitted as under:-

“For Hospitals under ESIC: Linkage of all ESIC/ESIS hospitals is in existence for all workers through their respective ESI Dispensaries under ESIC Dhanwantri

module, facilitating integrated hospital system in place. Persons of ESIC have unique IP number which can be used to avail benefits available under the ESI Act and Hospitals under Labour Welfare Organisation: Earlier, a proposal was moved to hand over the hospitals and dispensaries to ESI but the same was not materialized as ESIC reimburses an amount Rs.2150/- per year per insured persons family to concerned State Government under the ESI Scheme which implies that more than Rs.1000 crore budgetary support would be required in case the 50 lakh beedi and other workers are catered by ESIC. The total budget allocated to LWO is less than Rs.300 crore. The following are the comments on the feasibility of linkage of hospitals for all workers so that an integrated system of hospital is put in place:-

- (i) As the most of the dispensaries are running on the private rented buildings, it would be appropriate to either transfer it to the State Government or close the same.
- (ii) The better facilities may be provided to these dispensaries for primary health care of these segments of workers. And for secondary and tertiary health care, the matter may be taken to Ayushman Bharat for providing them secondary and tertiary health care with their annual premium to be borne by the Ministry from its budget under Labour Welfare Schemes”.

PART-II
OBSERVATIONS/RECOMMENDATIONS

FINANCIAL PERFORMANCE

1. The Committee note that for the year 2017-18, the BE, RE and AE figures stood at Rs.7,188.38 crore, Rs.6,580.90 crore and Rs.6,515.55 crore respectively. While there has been a significant cut in the Budget allocation at RE stage during the year, the overall utilization of the RE funds, at 99% has been to a substantial extent. For the year 2018-19, the BE, RE and AE figures stood at Rs.7,700 crores, Rs.9,749.58 crore and Rs.9,291.23 crore respectively implying thereby that the utilisation of funds at 95.29% of the allocation at RE stage has once again been substantive. For the current year 2019-20, BE, RE and AE (upto 10.02.2020) figures stood at Rs.10,684.09 crore, Rs.11,184.09 crore and Rs.9,130.50 crore respectively recording a utilisation rate of 81.64% against funds allocated at RE stage. The upward revision in RE 2019-20 was attributed to the Pradhan Mantri Karam Yogi Man Dhan Yojana which was launched in the month of July, 2019 for which an additional Rs.500 crore was allocated. The Committee are concerned to

note that underutilised funds amounting to Rs.2,053.59 crore still remain for the fiscal 2019-20.

The Committee further find that for the current fiscal 2019-20, the utilisation of funds was not evenly spread out across all the four quarters which stood at Rs.504.88 crore, Rs.5,975.92 crore, Rs.1,806.77 crore, Rs.842.93 crore (upto 10.02.2020) respectively. The Committee were apprised that complete utilisation of the budgeted funds was expected for the fiscal 2019-20. Moreover, additional funds would be requested at the RE 2020-21 stage as there has been a substantial decrease in proposed BE 2020-21 standing at only Rs.12,065.49 crore as against the Ministry's Projected outlay of Rs.15,278.00 crore. The Committee also find that Scheme Wise analysis of utilisation of funds for fiscal 2019-20 (upto 10.02.2020) reveal that only the Scheme *viz.* PMRPY recorded 100% expenditure *vis-a-vis* RE whereas for most other Schemes, utilisation percentage has been to the extent of 70% and above while NCS recorded a low of 60.88%. The Committee expect a better financial performance for the Ministry in terms

of enhanced and optimal utilisation of budgeted funds so that funds granted for implementation of planned Central Schemes are utilised evenly across all the quarters for maximum impact of these schemes on the labour force of this Country. Needless to say, under utilisation of funds impact the efficacy of Schemes under implementation and defeats the laudable intentions to a great extent. The Committee therefore, exhort upon the Ministry to improve their implementation mechanism and bring forth more robust interventions to considerably improve their overall performance in physical and financial terms. While taking note of the decreased outlay for the year 2020-21, the Committee desire that the Ministry seek adequate supplementary allocation so that Schemes envisaged for 2020-21 are not affected due to want of funds.

PHYSICAL TARGETS AND ACHIEVEMENTS

2. The Committee note with satisfaction that there has been 100% achievement of physical targets set for the National Career Service (NCS); and Welfare of SC/ST Job seekers through coaching, Guidance and Vocational Training Schemes for the

last three years. The Committee express their satisfaction at the achievement recorded went much beyond 100% for the last three years in respect of Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) i.e. 605% in 2017-18 and 1749% in 2018-19. The Committee were apprised that there was a huge demand for the PMRPY and enrolment went much above the targets entailing supplementary grants at the RE stage of an amount of Rs.500 crore. The Committee also find that the National Career Service Centre for Differently abled (Erstwhile URCs) recorded an achievement of 102% in 2017-18 and 100.37% in 2018-19 whereas for the National Child Labour Project (NCLP), the percentage of achievement stood at 89.25% in terms of enrolment and 102.2% in terms of mainstreaming. The Committee, while applauding these achievements nevertheless would like to underscore that target setting needs to be realistic to the extent possible. To this end, the Committee desire that real time inputs/ data needed for assessment of targets set for each of the Centrally Sponsored Schemes should be sought timely from all the agencies involved including State Governments and then meticulously analysed. The Committee

emphasise that the Ministry should not reduce target setting and achievements to mere quantitative numbers only but go well beyond to qualitative achievements resulting in overall well-being of the intended beneficiary in true spirit of the welfare oriented intentions with which these Schemes were launched. The Committee may be apprised of the action taken in the matter.

PRADHAN MANTRI ROJGAR PRO TSAHAN YOJANA (PMRPY)

3. The PMRPY was launched on the 9th August, 2016 to incentivise employers for generating new employment, where Government was paying the employer's contribution of 12% or as applicable towards both EPF & EPS *w.e.f.* 01.04.2018 for cases of new employment. As the Scheme had a dual benefit of increasing the employment base of workers in the establishment as well as large number of workers finding jobs in such establishments with access to social security benefits of the organised sector, the response to the Scheme has been overwhelming.

The Committee note that the achievement of the Schemes exceeded the targets fixed by the Ministry for 2017-18 and 2018-19. The performance has been to the extent of 605% and 1749% respectively vis-à-vis the targets fixed. The Committee are, however, deeply concerned to note that the PMRPY has been closed w.e.f. 31st March, 2019, despite the fact that during the period of its implementation i.e. between 01.04.2016 to 31.03.2019, a large number of people were employed i.e. 1,21,67,940 of workers with 1,85,022 establishments being benefitted under the Scheme. Also, during 2019-20, the BE of Rs.4,500 crore was reduced to Rs.3,400 crore at the RE stage and the outlay of 2020-21 stands further reduced at Rs.2,550 crore. The Committee trust that the decrease in funds allocation has been consciously done taking due care to ensure that it does not affect those who are already registered under the Scheme. The Committee also desire that timely and proper utilisation of funds be ensured so that employees and employers do not suffer from the discontinuation of the Scheme. Being guided by the fact that the PMRPY, during the period of its implementation, though for

a limited period of three years, was able to generate employment to the tune of 1.18 crore people, the Committee reiterate their earlier recommendation made in the First Report of 17th Lok Sabha on Demands for Grants (2019-20) of the Ministry of Labour & Employment that the Scheme needs to be given a continued run. The Committee are of the considered view that a Scheme like this can help as a catalyst for employment generation as evident from the data submitted by the Ministry and would go a long way in reducing the unemployment figures in the Country and widening the social security net. The Committee desire to be apprised of the action taken in this regard.

NATIONAL CAREER SERVICES (NCS)

4. The Committee note that the NCS Project launched on 20.07.2015 envisages a digital portal that provides a nationwide online platform for jobseekers and employers for job matching in a dynamic, efficient and responsive manner with a rich repository of career content of over 3,000 occupations. The Committee find that the Government has already approved

establishment of 207 Model Career Centers (MCCs) in the States under this Project with a laudable objective of delivering technology driven employment services. For the year 2020-21, an increased budget proposal of Rs.79.39 crore has been kept with the view to enhance the scope of NCS towards revitalising all the Employment Exchanges to Career Centers for effective delivery of Employment Services to jobseekers and stakeholders. As stated, the focus is intended to be on improving the basic IT infrastructure of all Employment Exchanges, minor refurbishing, and organisation of Job fairs on a Quarterly basis in all Districts using the NCS Platform. The Committee, however, find that the functionality for capturing placements in the NCS Portal has only been introduced belatedly since March, 2018, which is also not made mandatory, due to which the Ministry has not been able to generate data on the registration vs. placement. The Committee are also deeply concerned to note that the expenditure over RE 2019-20 stood at a mere 60.88% thereby revealing that the utilization of the allocated funds has been poor. The performance of the Scheme has been the poorest

amongst all others as compared to the other schemes. The Committee were apprised that till December,2019, 766 Employment Exchanges have been linked and 932 Job Fairs organised under this Scheme with a total of 1.07 crore jobseekers as on 19.02.2020 under the Scheme. The Committee observe that the poor performance in utilization of funds is indicative of systemic lacunae and desire that the Ministry to further intensify their monitoring mechanisms besides leveraging consultation process with concerned State Governments so as to iron out the impediments and constraints faced towards optimal utilisation of funds allocated for this Scheme. The Committee may be apprised of the action taken in this matter.

WELFARE OF SC/ST JOB SEEKERS THROUGH COACHING/ GUIDANCE AND VOCATIONAL TRAINING

5. The Committee note that a Scheme for welfare of SC/ST job seekers through coaching, vocational guidance and training is being implemented through National Career Service Centers (NCSC) through which career guidance and training facilities are extended to SC/ST job seekers. As stated, 25 NCS Centers

for SC/STs have been set up. The Committee, however, find that, though a huge number of SC/ST candidates have been benefited from this Scheme since its inception in 1985, there is no quantifiable data to establish that this has resulted in enhancing their employability. As informed by the Ministry, maintenance of data on placements is not a part of the mandate of NCSCs owing to which the data regarding the employment of SC/ST job seekers is not captured by NCSC. Undoubtedly, a credible real time data on the training inputs *vis-a-vis* placement/employment gained would establish the qualitative achievements of the endeavours towards augmenting employability of SC/STs. An emerging ratio would undoubtedly motivate new enrollment. The Committee, therefore, are of the considered opinion that a mechanism be developed within the NCSC Scheme through which monitoring and correlation on data of training *vis-à-vis* placements may be done. The Committee also desire that the Ministry should take more innovative steps to publicise this Scheme apart from the usual advertising in employment newspapers and internet portal. Towards this end, Ministry may consider using the

medium of community radio stations; and local newspapers/magazines in regional languages etc. so as to reach out to SC/STs located even in the remotest areas of the Country where the reach of national newspapers and internet access is limited.

NATIONAL CHILD LABOUR PROJECT (NCLP)

6. The Committee are deeply concerned to note that 2011 Census Report estimated that a total of 43.5 lakh child workers continue to exist in the Country despite a number of legislative interventions made by the Government viz. Child Labour (Prohibition and Regulation) Act, 1986; Child Labour (Prohibition and Regulation) Amendment Act, 2016, completely prohibiting employment or working of children below 14 years of age in all occupations and processes, free and compulsory education under RTE, 2009, prohibition of employment of adolescents (14-18) years of age in hazardous occupations and processes, making stricter punishment for employees etc. The State Governments are responsible for getting surveys done for identification of child labour in their Districts under National Child Labour Project (NCLP). As stated, a separate online

portal/ Platform for Effective Enforcement for No Child Labour (PENCIL) w.e.f. 26.09.2017 under the aegis of NCLP connecting the Central Government to State Governments, Districts, project societies along with interface of the general public has also been put in place. The Committee are, however, dismayed that despite this online portal envisaging, instant transmission of data pertaining to Child Labour, the Ministry could not furnish information pertaining to the reasons for shortfall in the achievement of targets of physical performance as sought. The Ministry have merely replied by stating that 'complete information is still awaited from all the NCLP District Project Societies'. The Committee find this totally unacceptable in the present 'digital age' that too for a sensitive Scheme. The Committee, therefore, exhort the Ministry to take corrective steps and proactive measures to ensure timely reporting of data from districts and other allied agencies so that reported cases of Child Labour may be acted upon promptly for timely rescue and rehabilitation. The Committee may be apprised of the action taken in the matter.

REHABILITATION OF BONDED LABOUR (RoBL)

7. The Committee yet again express their anguish and concern on the fact that the scourge of bonded labour still exists in our Country, though this inhumane practice was abolished in the year 1976 by the Bonded Labour System (Abolition) Act. The bonded labour rehabilitation scheme was revamped w.e.f. 17.05.2016 and named as Central Sector Scheme for Rehabilitation of Bonded Labour, 2016. Under para.5 (xiii) of the Scheme, a bonded labour rehabilitation fund needs to be created at the district level by each State with a permanent corpus of atleast Rs.10 lakh at the disposal of District Magistrate, which should be renewable. Statedly, this fund is to be utilised for extending immediate help to the released bonded labourers. While the responsibility for creation of the Corpus Fund rests with the State Governments, the Ministry issues instructions from time to time to ensure creation of Corpus Fund in all Districts in terms of the Central Sector Scheme for Rehabilitation of Bonded Labourer, 2016. The Committee are, compelled to note in this regard that the

Ministry's role is confined to merely passing on instructions from time to time and there is no real time assessment of the progress in creation and utilization of the corpus at the District level. The Committee express the need on the part of the Ministry to evolve more robust and effective mechanisms to identify, rescue and rehabilitate bonded labour with the overall objective of totally eliminating this social evil. While reiterating their earlier recommendation made in their first Report of 17thLok Sabha on Demands for Grants (2019-20) of the Ministry of Labour& Employment for establishment of corpus funds in all districts of States/UTs, and ensuring stringent implementation of the penal provisions of the Act, the Committee desire that special fast track Courts be set up for speedier trial and conviction of the violators found guilty. The Committee exhort upon the Ministry of Labour& Employment to impress upon all States/ UTs for ensuring transmission of real time data on bonded labour cases/ convictions for possible mid-term correction/re-assessment thereof. The Committee may be apprised of the action taken in this regard.

MATERNITY BENEFIT INCENTIVE SCHEME FOR PRIVATE ENTITIES

8. The Committee note that subsequent to the 2017 amendment to the Maternity Benefit Act, 1961 increasing paid maternity leave for twelve weeks to twenty six weeks, a perception developed that employers in the private sector are hesitant to employ women employees as they are also liable to provide maternity benefits. The Maternity Benefit Incentive Scheme for Private Entities was conceptualised to encourage entities not only to employ women employees but also to provide requisite maternity benefits. Broad contours of the Scheme include *inter-alia* reimbursement of seven weeks wages to employees who employ women workers and provide maternity benefit of 26 weeks paid leave. While appreciating the initiative of encouraging private entities to employ women, the Committee are, however, concerned to note that the allocation for the scheme, which stood at Rs. 10 lakhs for 2020-21 is very meager. The Committee desire that the Ministry take a serious relook into the allocations made for this particular Scheme and seek adequate funds so that the

larger goal of welfare of the women labour force is achieved in letter and spirit

NATIONAL DATA BASE FOR UNORGANISED WORKERS (NDUW)

9. Notably, the term 'Unorganised Worker' has been defined under the Unorganised Workers' Social Security Act, 2008 as a home based worker, Self-employed worker or a wage worker in the unorganised sector and also includes a worker in the Organised sector not covered by any of the Acts viz. The Employees' Compensation Acts, 1923, The Industrial Disputes Act, 1947, The Employees' State Insurance Act, 1948, The Employees Provident Funds and Miscellaneous Provisions Act, 1952, The Maternity Benefit Act, 1961 and the Payment of Gratuity Act, 1972. The large workforce in the unorganised sector and the long felt need for creating a National Database for their welfare and security has engaged the attention of the Committee since long. The Committee, in their first Report of 17th Lok Sabha on Demands for Grants (2019-20) of the Ministry of Labour& Employment had recommended that appropriate measures be taken for garnering and building a

National Data Base of the number of Unorganised workers engaged in different occupational trades. The Committee are, therefore, happy to note that the Ministry have initiated work towards development of a National Database for Unorganised Workers (NDUW) seeded with Aadhar number and a pilot project with a live portal for unorganised workers Identification Number (UWIN) has since been commissioned in the State of Maharashtra. Constraints/impediments that have been cited as hindering the implementation of the project include *inter-alia*, lack of necessary security features in the Software application scalability for national roll out and reasonable availability for concurrent usage in multiple regions of the Country; UIDAI's rejection of the proposal to develop UWIN portal seeded with Aadhar under section 7 of the Aadhar Act,2016; which was subsequently approved consequent to the signing of the modified agreement on 18.11.2019.The Committee were apprised that subsequent to the Supreme Court Judgement dated 28.01.2020 giving directions that time for development of the NDUW seeded with Aadhar would be extendable by another six months only, the cost estimates for the NDUW

Project have since been submitted for approval of the Competent Authority on 18.02.2020 and an amount of Rs.50 crore has been allocated for the Project in BE 2020-21. As emphasised upon earlier, the Committee feel that having concrete and reliable data on the workforce gives further credence to welfare measures conceived for them. While expressing appreciation of the steps taken by the Ministry towards this monumental task of creation of NDUW, the Committee hope that the constraints and impediments faced in the implementation of this laudable Project are ironed out in consultation with all concerned and the Project reaches its logical conclusion within a reasonable time frame. The Committee would like to be apprised of the progress achieved in the matter.

PRADHAN MANTRI SHRAM YOGI MAAN-DHAN (PM-SYM) YOJANA

10. The Committee note that the Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM) Scheme has been introduced as a pension scheme w.e.f. 15th February, 2019 to ensure old age protection for Unorganised Workers within the age group of 18-40 years.

Unorganised Workers whose monthly income is Rs 15,000/ per month or less; who are not covered under New Pension Scheme (NPS), Employees' State Insurance Corporation (ESIC) Scheme or Employees' Provident Fund Organisation (EPFO); and who are not income tax payees are eligible for enrollment under the Scheme. The Committee, in their First Report, 17th Lok Sabha on Demands for Grants (2019-20) of the Ministry of Labour& Employment had opined that the introduction of the pension scheme was a step in the right direction for providing social security to the hitherto neglected unorganised workforce and felt that, if properly implemented, this scheme would go a long way in providing social security to this vulnerable labour force of the Country. Surprisingly, in the first year of implementation of the scheme, only Rs.345 crore was stated to have been spent by 10 February, 2020 against an allocation of Rs.500 at BE 2019-20 which was downscaled to Rs.408 crore at RE 2019-20 stage. Statedly, major expenditure in the inaugural year of the Scheme went towards clearing bills of Directorate of Advertising and Visual Publicity (DAVP), releasing of funds towards Information Education and Commutation (IEC)

activities, disbursing the amount to the Pension Fund Manager, *i.e.* LIC, etc. The Committee express dissatisfaction on the under utilisation of the budgeted amount in the very first year of launch of the Scheme, which apparently is indicative of a sluggish response from the intended beneficiaries. The Committee, therefore, urge the Ministry to make concerted efforts to remove the initial friction so that the initiative which was started in right earnest, fructifies in a more popular Scheme amongst the unorganised workers lest a major portion of whom may be left out of the social security net.

REVISED INTEGRATED HOUSING SCHEME (RIHS)

11. The Committee note that Revised Integrated Housing Scheme (RIHS) 2016 introduced *w.e.f.* 22.03.2016 which seeks to provide subsidy of Rs.1,50,000/- per beneficiary in three installments at 25:60:15 ratio *i.e.* Rs.37,500, Rs.90,000 and Rs.22,000 respectively to Beedi / Iron Ore Mines (IOMC)/ Limestone Mines, Dolomite Mines (LS DM)/ Mica Mines and Lime Workers for construction of pucca houses. On the issue of convergence of housing schemes, the Committee were apprised

that the Ministry of Labour & Employment will explore the possibility of convergence the Housing Scheme with the PM Awaas Yojana of the Ministry of Urban Development and PM Awaas Yojana (Grameen) of Ministry of Rural Development. Accordingly, a transition plan to stop all new sanctions under RIHS and initiate drawl of subsidy from PMAY was drawn up. The Committee wish to point out in this regard that the MoLE has the mandate of looking after the welfare of the workforce, which would include provision of pucca houses. The Committee, therefore, find it intriguing that a decision which is apparently contrary to the Ministry's mandate has been taken by converging the housing Schemes and thereby keeping the matter of housing for the workforce out of the purview of the Ministry of Labour. The Committee would like the Ministry to furnish their justification in this regard.

EMPLOYEES PENSION SCHEME (EPS)

12. The Employee's Pension Scheme, 1995 came into effect from 16th November, 1995 by subsuming erstwhile 'Employees Family Pension Scheme, 1971' alongwith all assets and

liabilities transferred and merged with EPS-95. The Scheme was envisaged to provide economic sustenance during old age and survivorship coverage to the members and their families. The funding pattern of the Scheme is in 'ratio worker : Employer : Central Government :: Nil : 8.33% : 1.16%. The Committee note that the number of exempted contributory members under EPS as on 15.02.2020 stands at 40,46,55 and unexempted ones at 4,04,43,615. The Committee were apprised that the number of beneficiaries at 1.16% under EPS-1995 has steadily risen from 56,49,797 beneficiaries in 2016-17 to 66,50,212 in 2019-20 whereas the number of beneficiaries getting minimum pension of Rs. 1,000/- under EPS - 1995 have marginally increased from 18,37,624 in 2016-17 to 19,37,192 within four financial years. The Committee observe that Employees of both exempted and unexempted establishments have filed writ petitions in various High Courts claiming benefits of revision of pension; higher wages and restoration of commuted value of pension after expiry of 15 years. The Committee were apprised that all the cases filed in the Supreme Court have since been clubbed together and the matter is subjudice. The Committee

are concerned to note the rising number of litigations pending in various Courts which may take a long time to resolve. The Committee desire that the Ministry should come out with systemic mechanisms to bring down litigations. The Committee may be apprised about the developments on these pending cases.

EMPLOYEES' PROVIDENT FUND ORGANISATION (EPFO)

13. The Committee in their First Report, 17th Lok Sabha on Demands for Grants (2019-20) of the Ministry of Labour & Employment recommended that procedural glitches in the process of Aadhar seeding with Universal Account Numbers (UAN) for all workers in NER be resolved at the earliest. The Committee were apprised that the main reason for slow progress in the Aadhar seeding with UANs of EPF Members in NER was due to the fact the many EPF Members in the Region do not have Aadhar as generation of UAN cannot be done without Aadhar number. This was compounded with the suspension of Aadhar enrollment in Assam due to updation of National Register of Citizens. Keeping in the view the basic

necessity for Aadhar seeding as entitled benefits of workers are linked to it, the Committee are dismayed to find that Aadhar enrollment was suspended due to the work pertaining to NRC. Both the NRC and Aadhar should be ideally complementing each other, being the data base of the populace. The Committee observe that these developments have left the common man in the lurch without having the basic documents needed to avail the pension benefits under EPF. The Committee, therefore, reiterate their earlier recommendation that the vulnerable workers to this extent should not be penalised for no fault of theirs. To this extent, the Committee urge the Ministry of Labour& Employment / EPFO to have a relook into the matter with the needed empathy and humanitarian concern that it deserves so that the Aadhar seeding process is completed in a time bound manner especially in NER. As regards the online claim receipt and settlement system of EPFO for filing claims without the intermediation of employers with the UAN, the Committee were apprised that the role of the employer remains intact as the seeding and verification of KYV and Member details are done at

the time of enrollment under the digital signature of the employer eliminating the need for subsequent verification and thereby enabling a smooth and hassle free claim settlement. The Committee hope that an equally easy and hassle free online grievance redressal system to address problems and glitches that are usually encountered be put in place to complement this innovative initiative.

EMPLOYEES' STATE INSURANCE CORPORATION (ESIC)

14. The Committee note that under the ESIC Act, 1948, employees of the factories and establishments covered under the Act drawing monthly wages of Rs. 21,000/- revised w.e.f. 01.01.2017 per month and Rs.25,000/- for physically challenged employees are covered under the Scheme. The Committee were apprised that 24 State Governments have reduced the threshold of coverage of shops and other establishments to 10 or more persons. The Scheme is mainly financed by the Employers and Employee's contribution in the ratio of 4.75% to 1.75% respectively. Employees earning Rs. 137/- per day are exempted from payment of their share of

contribution. The Committee are happy to note that the employers contribution has come down from 4.75% to 3.25% and employees share from 1.75% to 0.75% w.e.f. 1.7.2019 thereby giving substantial relief to the workers while encouraging employers and employees to become part of the formal workforce. Intriguingly, despite the increase in the wage ceiling from Rs.15,000/- to Rs.21,000/- the number of insured persons added in the year 2018-19 has only seen a marginal increase from 3.43 crore in 2017-18 to 3.49 crores in 2018-19 which amounts an effective increase of 6 lakh beneficiaries in the year 2018-19, which is very low as compared to the other years. The Committee desire the Ministry of Labour & Employment to enquire into the reasons for fall in the enrollment of insured persons and furnish a report in the matter. As regards the issue of linkages of ESIC Hospitals the Committee are of the view that an integrated system of hospitals covering all the workers would be a step in the right direction. The Committee were apprised that linkage of all ESIC/ESIS hospitals was already in place for all the workers through their respective ESI Dispensaries under ESIC

Dhanwantri module. However, the linkage of hospitals under Labour Welfare Organisations couldn't be materialised as ESIC currently reimburses an amount of Rs. 2,150/- per year per insured persons family to concerned State Government. As per the Ministry's estimate, an additional Rs.1,000 crore budgetary support would be needed for inclusion of 50 lakh beedi and other workers under the ESIC Scheme. The alternate view of the Ministry placed before the Committee was that better facilities may be provided to these dispensaries for primary healthcare services and secondary and tertiary Health Care services can be taken care by Ayushman Bharat Scheme with their annual premium borne by the Ministry from its budget under the Labour Welfare Schemes. The Committee endorses the Ministry's view and expect that the same is taken up with the Ministry of Health and Family Welfare to workout modalities to develop sustainable healthcare infrastructure of the Ministry of Labour& Employment/ESIC and enable them to take care of the ever increasing number of beneficiaries. The Committee may be apprised of the action taken in the matter.

**New Delhi;
12th March, 2020
22nd Phalgun, 1941 (Saka)**

**BHARTRUHARI MAHTAB
CHAIRPERSON,
STANDING COMMITTEE ON LABOUR**

1. Labour Bureau

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|--|-----------|--|
| | | Targets | Achievements (up to December, 2019) |
| 1 | Labour & Employment Statistical System | 22 cr | 13.37cr |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|---|--|--|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| 1 | Consumer Price Index Number for Industrial Workers on Base 2001=100. | i) Collection and Processing of Weekly/monthly retail price data pertaining to 289 markets of 78 centres every month from March, 2019 to Feb., 2020. ii) Construction, maintenance and release of CPI Numbers for Industrial Workers on base 2001=100 in respect of 78 centres & All-India for the months of March, 2019 to Feb., 2020. | i) Price data pertaining to the months of March, 2019 to November, 2019 was processed. ii) The indices for all India and 78 centres from the month of March, 2019 to November, 2019 were compiled and released. | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|----------|--|---|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | <p>iii). Conduct of Repeat House Rent Surveys in respect of all the 78 centres (Jan. to June and July to Dec.) for 35th& 36th round and compilation of 156 House Rent Indices at the rate of two indices per centre per year.</p> <p>iv) Preparation of Annual Report on Consumer Price Index Numbers for Industrial Workers on base: 2001=100 for the year 2019.</p> | <p>iii) House Rent Indices for 35th round (Jan-Jun, 2019) and 36th round (July to Nov., 2019) have been compiled and released.</p> <p>iv) Annual Report for the year 2018 has been submitted for approval. Preparation of Annual Report for the year 2019 is in progress.</p> | |
| 2 | Rural Labour enquiry (including consumer price Index Numbers for Agricultural and Rural Labourers | <p>i) Examination of the data received from NSSO and generation of text tables for RLE reports.</p> | <p>i) Correspondence with NSS for supply of next quinquennial round NSS data has been initiated.</p> | |
| | | <p>ii)CPI Numbers for Agricultural and Rural Labourers on base 1986-87=100 for 20 States and All-India on month to month basis will be compiled and released.</p> <p>iii)Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2018-2019.</p> | <p>ii) CPI Numbers for Agricultural and Rural Labourers on base 1986-87=100 for 20 States and All-India upto the month of November, 2019 compiled and released.</p> <p>iii) Annual Report on CPI Numbers for AL/RL for the year 2018-19 is in progress.</p> | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|--|---|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | iv)Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and non-agricultural occupations every month. | iv)Collection, processing, analysis and publication of wage rate data for 600 sample villages for agricultural and non-agricultural occupations upto the month of October, 2019 completed. | |
| | | v)Compilation/release of a booklet on “Wage Rates in Rural India” for the year 2018-19. | v) Booklet on “Wage Rates in Rural India” for the year 2018-19 is in progress. | |
| | | | | |
| 3 | Occupational Wage Survey | Field work of 8th round of OWS in 4 Mining, 3 Plantation and 4 service sector Industries and release of reports. | i) Reports of 7 th round of OWS on Nine Engineering Industries, Nine Manufacturing Industries and Four Service sector industries have been released. ii) Proposal for conduct of 8 th Round of OWS has been sent to the Ministry for approval. | |
| 4. | Socio-Economic Surveys of Different Segment of Labour | | | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|--|---|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | a) Survey of Working and Living Conditions of workers engaged in Unorganised Sector of Industries. | Out of four components, Socio Economic Survey of Working and Living Conditions of Workers belonging to SC/ST communities in urban areas will be conducted and Report thereon will be released. (Collection of Frame Sampling, Conduct of Pilot Survey, Conduct of main survey, data processing of report writing and release of Report.) | i) Observations made by the Ministry on the draft report on the Survey of Unorganized sector in Readymade Garment Industry are being incorporated. ii) The draft report of Survey on “Working and Living conditions of the Scheduled Caste workers in Unclean Occupations” has been submitted to Ministry for approval in October, 2019. | |
| | b) Conduct of Quarterly Employment Survey (New series). | - | - | |
| | c) 6 th Annual Employment and Unemployment Survey | To release the report of 6 th EUS with the approval of Ministry after processing of data. | The final report of 6 th Annual Employment-Unemployment Survey has been prepared and submitted to the Ministry for approval. | |
| 5 | Annual Survey of Industries (Sample Sector) | Report on Employment and Labour Cost (Vol.I) and report on Absenteeism, Labour Turnover, Employment and Labour Cost (Vol. II).in respect | i) Report on “Statistics on Employment and Labour Cost – Volume-I” and “Report on Absenteeism, Labour | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|---|--|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | of ASI for the year 2016-17 will be released. | Turnover, Employment and Labour Cost – Volume-II” based on ASI 2014-15 have been released. ii) Data processing work relating to report based on ASI 2015-16 is in progress. | |
| 6 | Modernization of Machine Tabulation Unit | Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers/staff in IT tools and implementation of NeGP and E-office. | i) The work of different activities of Labour Bureau has been facilitated by promoting use of IT tools. ii) Website of Labour Bureau has been regularly updated. iii) Training has been imparted to officers/staff in IT tools. iv) NeGP and E-office are being implemented. | |
| 7 | Base Updation of Consumer Price Index for Industrial Workers | i) Re-casting of weighting diagrams as per the recommendations of TAC on SPCL. ii) Compilation of Centre Level and All India Indices based on Geometric Mean. iii) Completion of 4th and 5th rounds of RHRS. | i) Weighting diagrams as per the recommendations of TAC on SPCL have been re-casted. ii) Compilation of Centre Level and All India Indices based on Geometric Mean for the year 2017 & 2018 has been done. iii) RHRS 4 th Round is completed and 5 th | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|--|---|--|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | iv) Regular Collection of prices and price audit. v) Liaisoning with Tripartite bodies regarding the release of New CPI-IW Base: 2016=100 and release of New Series. vi) Collection of employment data for selection of Centres. vii) Finalisation of linking factor at Centre/ All India Level. | round is in progress. iv) Regular Collection of prices and price audit is in progress. v) Meeting of Group of TAC on SPCL held on dated 04/11/2019 at MoSPI New Delhi. vi) Targets for collection of employment data for selection of Centres have been shifted to next FY. vii) Finalization of linking factor at Centre/ All India Level is yet to be initiated. | |
| 8 | L.S. Factories Act, 1948 | i) Drafting, finalization, printing & release of the Report of Annual Review on Statistics of Factories-2017. ii) Scrutiny and posting of data in respect of Returns for the year 2018. iii) Issue of reminders to the non-responding States/U.Ts. at regular intervals for the year 2018. | i) Report of Annual Review on Statistics of Factories-2015 has been released. ii) Preparation of final tables of Annual Report under Factories Act -2016 is in progress. iii) Scrutiny Notes were issued to the States / UTs which sent defective returns. iv) Reminders and DO Letters to the | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|--|--|--|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | | Non-responding States/U.Ts. at regular intervals for the year 2017 and 2018 were issued. | |
| 9 | Trade Unions Act, 1926 (Non-Plan) | i) Scrutiny, posting and finalization of the data of Trade Unions in India-2017. ii) Scrutiny, posting & checking of data for Annual Returns – 2018 received from various States/U.Ts. | i) Scrutiny and posting of data of Annual Returns for the year 2017 is under progress. ii) Reminders and scrutiny letter were issued to the non-responding States/U.Ts. | |
| 10 | Labour Statistics (Shimla) Six Acts | To compile and publish all India reviews on the working of Six Acts viz., for the year 2017 (i) Industrial Employment (Standing Orders) Act, 1946, (ii) Shops and Commercial Establishments Act, (iii) Plantations Labour Act, 1951, (iv) Motor Transport Workers Act, 1961, (v) Maternity Benefits Act, 1961 and (vi) Workmen's Compensation Act, 1923. | i) Review on Plantations Labour Act, 1951 for the year 2016 has been released. ii) Reviews on Workmen's Compensation Act, 1923 and Motor Transport Workers Act, 1961 for the years 2016 and 2017 are under progress. ii) Reviews on Industrial Employment (Standing orders) Act 1946, Shops and Commercial Establishments Act, Maternity Benefits Act, 1961 and Plantations Labour Act, 1951 for the year 2017 are under progress. | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|--|--|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| 11 | L.S (Industrial Disputes Act) | <p>i) Monthly reviews on Industrial Disputes, Closures, Retrenchments and Lay-offs for the period February 2019 to January, 2020 to be compiled and published.</p> <p>ii) Annual Review Industrial Disputes, Closures, Retrenchments and Lay-offs for the year 2017 would be brought out.</p> | <p>i) Monthly Review from February, 2019 to October, 2019 published in the ILJ.</p> <p>ii) Annual Review for the years 2015, 2016 and 2017 are under process.</p> | |
| 12 | Publications | <p>(i) Pocket Book of Labour Statistics 2018 will be released.</p> <p>ii) Indian Labour Statistics 2018 (bi-lingual) will be released.</p> <p>iii) Indian Labour Year Book – 2018 will be released.</p> | <p>(i) Pocket Book of Labour Statistics 2018 has been released.</p> <p>ii) Indian Labour Statistics 2018 (bi-lingual) has been released.</p> <p>iii) Indian Labour Year Book – 2018 has been released.</p> | |
| 13 | Improvement of Labour Statistics Training-cum-Liaison Scheme | <p>i) Organization of Central training course in Labour Statistics during September every year with a view to bring about improvement in timeliness of receipt and quality of statistical data being received in the Bureau on the working of various Labour Acts.</p> <p>ii) Decentralized Training Programmes conducted by the Labour Bureau on the request of State Governments / UT's for the benefits their staff</p> | <p>i) 57th Central Training course in Improvement of Labour Statistics was conducted during 11th to 13th September, 2019 at Shimla. In this programme, 27 officers / officials from various States / UTs / Central Departments participated.</p> <p>ii) 28th Central Training programme on price collection and index compilation for Price Supervisors and Price</p> | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|--|--|--|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | <p>concerned with Labour Welfare Acts.</p> <p>iii) Training Programmes at various Centres of Northern Region, which includes Jammu and Kashmir, Himachal Pradesh, Punjab, Haryana, Chandigarh, National Capital Territory of Delhi, Uttar Pradesh, Bihar, Uttranchal and Jharkhand.</p> <p>iv) Organization of ad-hoc training programmes for IES and ISS probationers /JCCS / ISEC trainee-officers and in-service Senior Officers of IES and ISS Cadres.</p> <p>v) Organization of ad-hoc training programme for students.</p> | <p>Collectors was conducted during 04th to 06th September 2019 at Labour Bureau, Shimla. In this programme, 55 officers / officials from various States participated.</p> <p>iii) Training programme for 49th batch of 24 employees of Ordnance Factory, Medak was organised on 18th April, 2019.</p> <p>iv) Training programme for 50th batch of 22 employees of Ordnance Factory, Medak was organised on 03rd May, 2019.</p> <p>v) Training programme in Labour Statistics was organized for 02 employees of Labour Department Maharashtra on 11th and 12th July, 2019.</p> <p>vi) Training programme for 51st batch of 23 employees of Ordnance Factory, Medak was organised on 19th August, 2019.</p> <p>vii) Training programme for 52nd batch of 18 employees of Ordnance Factory, Medak was organised on 09th</p> | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|--|--|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | | <p>September, 2019.</p> <p>viii) Training programme for 25 employees of Ordnance Factory, Medak was organised on 15th October, 2019.</p> <p>ix) Training programme for 11 participants from Maharashtra Institute of Labour Studies, Mumbai was organised on 28/11/2019.</p> | |
| 14 | Wages | <p>A. Payment of Wages Act, 1936</p> <p>i) Collection, compilation, processing and finalization of data received from State/ Union Territories under Payment of Wages Act, 1936 for the year 2017 in respect per capita annual earning and per capita daily earnings.</p> <p>B. Minimum Wages Act, 1948</p> <p>i) Collection, compilation, processing and finalization of data received under Minimum Wage Act, 1948 for the year 2018 in respect of</p> | <p>i) Annual Reports on Working of Payment of Wages Act for the year 2016 is under progress.</p> <p>ii) Reminders to non-responding States / U.T.s were issued.</p> <p>i) Annual Report of Minimum Wages Act for the year 2015 has been released.</p> <p>ii) Posting and Scrutiny of Annual</p> | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|--|---|--|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | unskilled workers employed in various scheduled employments in different States/ U.Ts. | Returns for the year 2016 is under progress. | |
| 15 | Wage Rate Index | i) Drafting and finalization of Article on Wage Rate Index for the year 2019. | i) Article on Wage Rate Index for the years 2016, 2017, 2018 and 2019 are under progress. | |
| 16 | Research | <p>A. Digest of Indian Labour Research</p> <p>i) Bringing out the Twelfth Digest of Indian Labour Research.</p> <p>B. Statistical Profile on Women Labour</p> <p>i) Bringing out the Statistical Profile on Women Labour 2016-17.</p> | <p>A. Digest of Indian Labour Research</p> <p>i) Examination of the Research Studies received from the Organizations/ Institutions relating to the 11th Digest.</p> <p>ii) Reminders have been sent to the non-responding Organizations/ Institutes 2012-2015.</p> <p>iii) Summarization of the studies for the Digest 2012-2015 is in progress.</p> <p>B. Statistical Profile on Women Labour</p> <p>i) Statistical Profile on Women Labour 2014-15 has been released.</p> | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---|--|--|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | | ii) Preparation of Statistical Profile on Women Labour 2015-16 is in progress. | |
| 17 | Contract Labour Survey | i) Report on identified sector in Contract Labour Survey will be released. | <p>i) Field work of Contract Labour Survey in Food Corporation of India has been completed except in one state which is under progress.</p> <p>ii) The collection of frame for next survey in NTPC is under progress.</p> | |
| <u>18. NEW ACTIVITIES (TO BE INITIATED FROM 2018-19 / 2019-20)</u> | | | | |
| | i) Base Updation of CPI (AL/RL) | <p>(i) Preparation of State-wise and All-India weighting Diagrams separately for AL and RL.</p> <p>(ii) Examination/ processing of price data and compilation State wise and All-India index separately for AL and RL on month to month basis.</p> | <p>(i) Technical issues regarding new series of CPI-AL/RL have been finalized in consultation with the Expert Group constituted by TAC on SPCL under the chairmanship of Dr. G. M. Boopathy, Retd. ADG, CSO.</p> <p>(ii) After imparting training to the field investigators, Market Survey and Regular Price Collection work has been launched and Collection of data on market survey</p> | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|---|---|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | | <p>through NSSO-FOD regarding identification, listing, sampling of local areas, shops and specifications of items for the selected sample village spread over various states/UTs is presently in progress.</p> <p>(iii) Examination Analysis & scrutiny of market survey data is in progress. Fixation of specifications/units of each item is under process.</p> <p>(iv) The 5th Meeting of Expert Group and the 66th Meeting of TAC on SPCL was held on 25th and 26th September, 2019 to discuss the status of ongoing market survey, fixation of specification, price validation, methodology for treatment of prices of commodities sold in ration / Fair Price Shops and weighting diagram for CPI-AL & RL new series.</p> | |
| | ii. Base Updation of Wage Rate Indices (WRI) | <p>i) Regular collection of occupation-wise data on employment and wages.</p> <p>ii) Test compilation of wage rate indices with new base.</p> | <p>(i) The proposal for Base revision of WRI for approval of hiring 43 contractual personnel has been prepared and submitted to the Ministry.</p> <p>(ii) The Ministry has reconstituted</p> | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|--|---|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | | <p>Technical Advisory Committee for Base revision of WRI on 01-11-2019.</p> <p>(iii) The first Meeting of TAC to examine the technical aspects of Base revision of WRI was held on 16th December, 2019.</p> <p>iv) Examination/ analysis of seventh OWS Employment data has been undertaken.</p> <p>v) Industries to be covered under new series of WRI are being identified in consultation with TAC.</p> | |
| | iii. Extension of QES to units employing less than 10 workers | Bringing out Quarterly reports on changes in employment in selected sectors/sub-sectors of economy. | <p>(i) During the field work at All India level, approximately 1500 FSUs were canvassed under AFES.</p> <p>(ii) As per decision taken by the Expert Group during Expert Group meeting held on 22.08.2019 at Kolkata, a fresh Area Frame Establishment Survey (AFES) is to be launched and a proposal for the same has been sent to the Ministry on</p> | |

| SL. No. | Name of the Scheme/ Project/ Programme | Physical | | Reasons for variation of Achievement vis-à-vis targets |
|---------|---|---|---|--|
| | | Targets | Achievements (up to December, 2019) | |
| 1 | 2 | 3 | 4 | 5 |
| | | | 01.10.2019. | |
| | iv. Base updation of CPI-IW:2021=100 | Initiation of preliminary work for base revision. Collection of employment data from States / UTs for finalizing the centres for the new base year. Also launching of pilot survey for setting of price collection machinery. | – | |
| | v. Survey on PMMY | To release the report of Survey on PMMY. | i) The report on PradhanMantri Mudra Yojna (PMMY) Survey has been released on 07 th November, 2019 | |

2. Office of the Chief Labour Commissioner(C)

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|--------------------------------------|-----------|--------------|
| | | Targets | Achievements |
| | | | |

| | | | |
|----------|--|-----------------|----------------|
| 1 | Machinery for better conciliation and preventive mediation and more effective enforcement of Labour Laws and Improving efficiency by providing better facilities and construction of combined office complex for the office of CLC(C) and RLC(C), New Delhi. | 34.97 cr | 17.74cr |
|----------|--|-----------------|----------------|

| Name of Scheme /Project/Programme | Division | 2019-20 | | Remark |
|--|------------|----------------------------|--------------|---------------------|
| | | Target | Achievements | |
| Machinery for better conciliation and preventive mediation and more effective enforcement of Labour Laws and Improving efficiency by providing better facilities and construction of combined office complex for the office of CLC(C) and RLC(C), New Delhi. | O/o CLC(C) | Claim Cases - 6059 | 5177 | Up to November 2019 |
| | | Industrial Disputes – 8478 | 5378 | |
| | | Training - 139 | 124 | |

3 Director General of Factory Advice, Service & Labour Institute

3A 1 Name of the Scheme/Programme: Strengthening of DGFASLI organization and OSH in Factories, Ports and Docks

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|--------------------------------------|-----------|--------------|
| | | Targets | Achievements |
| | | | |

| | | | |
|----------|--|-----------------|----------------|
| 1 | Plan Scheme I-Strengthening of DGFASLI organization and OSH in Factories, Ports and Docks | 18.50 cr | 3.76 cr |
|----------|--|-----------------|----------------|

| Sl. | Name of scheme | Activities | 2019-20 | | | % of achievements for the last 3 years | 2020-21 Target |
|-----|---|--|--|--|--|--|---|
| | | | Target | Anticipated Achievements | Shortfall if any | | |
| 1. | Strengthening & Development of | | | | | | |
| 2. | DGFASLI organization and OSH in Factories | Construction of Integrated Knowledge Centre, at CLI Mumbai | Award of contract for construction of IKC. | Sanction received for conduction of geothermal investigation of soil, survey of plot and payment of fees to local authorities. | - | - | Completion of geo-technical investigation of soil and approvals from local authorities. |
| 3. | , Ports and Docks | Organization of International Conference on Vision Zero. | - | - | - | - | Training of Inspectorate Dock Safety officers on handling hazardous chemicals and advanced material handling systems in Dock. |
| 4. | | Organization of seminars/workshops. | 4 | 8 | | | 2 |
| 5. | | . Number of ships/warehouses/wharfs/berths/installations/gears inspected | 1600 | 2000 | | | 1600 |
| 6. | | Number of programmes conducted to create awareness on OSH. | 4 | 0 | Construction of IKC is yet to be completed | | 1 |
| 7. | | Number of accidents of workers in factories, ports, and docks | 0 | - | | | - |

| | | | | | | |
|-----|--|-----|-----|---|---|---|
| 8. | Number of fatal accidents of workers. | 0 | - | | | - |
| 9. | Number or Organization participating (international and domestic) . | 4 | 0 | | | 1 |
| 10. | Number of improvement notices /warnings issued/ No of prosecutions | 28 | 28 | | | |
| 11. | Number of labs set-up at RLI, Faridabad. | 2 | 0 | | | |
| 12. | Number of officers trained with specialized skills in the area of OSH at RLI, Faridabad. | 4 | 4 | | | |
| 13. | Number of surveys carried out | 8 | 8 | - | - | - |
| 14. | Number of industries covered by RLI, Faridabad. | 24 | 30 | - | - | - |
| 15. | Number of people trained under the short and long duration programmes at RLI, Faridabad. | 200 | 300 | - | - | - |
| 16. | Number of people receiving the one-year diploma at RLI, Faridabad. | 60 | 60 | - | - | - |
| 17. | Number of in-plant trainings conducted by RLI, Faridabad. | 4 | 4 | - | - | - |
| 18. | Number of managers and owners trained at RLI, Faridabad. | 24 | 30 | - | - | - |
| 19. | Number of National Seminars/Conferences/Workshops organized at RLI, Faridabad. | 4 | 0 | - | - | - |
| 20. | Number of people | 200 | 0 | - | - | - |

| | | | | | | | |
|-----|--|---|-----|-----|---|---|--|
| | | participating in the seminars/conferences/workshops at RLI, Faridabad. | | | | | |
| 21. | | Release of film on OSH by RLI, Faridabad. | 2 | 0 | - | - | - |
| 22. | | Number of people completing AFIH Course at RLI, Faridabad. | 60 | 80 | - | - | - |
| 23. | | Number of people undertaking the Five Weeks Certificate Course at RLI, Faridabad. | 80 | 0 | - | - | - |
| 24. | | Number of units in MSME sector to whom services rendered by RLI, Faridabad. | 20 | 12 | - | - | 10 |
| 25. | | Number of officers trained at RLI, Faridabad. | 4 | 0 | - | - | All officers on the strength of this Directorate |
| 26. | | Number of owner/managers trained at RLI, Faridabad. | 40 | 40 | - | - | 250 |
| 27. | | Number of accidents in MSME units. | 0 | - | - | - | - |
| 28. | | Number of supervisors / managers trained in different areas of OSH at RLI, Faridabad. | 200 | 300 | - | - | 1000 |
| 29. | | Number of supervisors trained at RLI, Faridabad. | 60 | 200 | - | - | 5000 |
| 30. | | Number of people viewing film on OSH at RLI, Faridabad. | 300 | 0 | - | - | 6000 |
| 31. | | Number of doctors trained at RLI, Faridabad. | 80 | 80 | - | - | 300 |

| | | | | | | | |
|-----|--|---|---|---|---|---|-----|
| 32. | | Number of supervisors trained for Hazardous process industries at RLI, Faridabad. | 80 | 0 | - | - | 100 |
| 33. | | Commencement of Construction of the building for RLI, Shillong. | Initiation of construction of building by CPWD. | Excavation, foundation and steel work of hostel and institute building will be completed. | - | - | - |
| 34. | | Number of workers/ supervisors / managers trained in different areas of OSH at RLI, Shillong. | 200 | 100 | - | - | 120 |

3B Strengthening of core functions of DGMS

3B1 Strengthening of system and infrastructure of DGMS (SSID)

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | | |
|----------|---|------------------------------------|----------------|---------|
| | | Targets | Achievements | |
| 1 | Strengthening of system and infrastructure of DGMS (SSID) | 13.00cr | 6.07cr | |
| Activity | | PHYSICAL | | Remarks |
| | | Target | Achievements | |
| 1.1 | Number of reports regarding accident analysis prepared | 80 | 58 | |
| 1.2 | Number of Alerts & Circulars (based on all fatal accident analysis, etc.) issued | 25 | 06 | |
| 1.3 | Computerization and e-governance including Modernizing Mine accidents & Mine information Database and developing infrastructure for the same | Development of one software module | Under progress | |
| 1.4 | Training of DGMS Officers on inspection/Safety Audit, Accident investigating etc by exposing them to National/International Institutes Organization | 20 officers | 0 | |
| 1.5 | Number of reports published | 3 | 0 | |
| 1.6 | Number of DG's Technical instructions and circulars and issues of new instruction and circulars on technical and other matters reviewed | 10 | 11 | |
| 1.7 | Number of workshops and seminars on different development of ShramSuvidha Portal, use of developed software modules, accident investigation annual return, procurement through GeM etc. | 6 | 0 | |
| 1.8 | National Safety Awards (Mines) organized (Y/N) | Y | On-going | |
| 1.9 | Number of trainings on facilitating preparation of Safety Management Plan held | 24 | 0 | |
| 1.10 | Number of Programmes for safety awareness in small mines with the help of state governments organized | 24 | 08 | |
| 1.11 | Training of DGMS officials on OHS & technical subjects through training/seminars, etc by exposing them to national & international institutes, seminars, conferences etc | 40 officers | 05 | |
| 1.12 | Number of mines and abandoned mine plans digitized | 500 | 250 | |
| 1.13 | Number of scientific studies in 24 mines on various subjects in key problem areas of | 24 | 07 | |

| Activity | PHYSICAL | | Remarks |
|---|-----------------------------|--------------|---------|
| | Target | Achievements | |
| mining to support the mining industry by providing appropriate standards, protocols and guidelines released. | | | |
| 1.14 Circulars/guidelines/standards/protocols on occupational safety and Health in mines issued | 8 | 02 | |
| 1.15 Number of workshops and seminars on development of guidelines/standards/protocols, new technologies, occupational safety and health matters and on other subjects held | 2 | 01 | |
| 1.16 Number of computer based Statutory Examination | 4 | 02 | |
| 1.17 Number of examination records computerized and digitized | Progress will be continuous | On-going | |
| 1.18 Number of middle level management officials, workmen's inspectors, workers and others by MSHA trained | 100 | 0 | |
| 1.19 Number of mines inspected for implementation labour laws out of the total mines | Continuous progress | On-going | |

4. Name of the Scheme: Labour Welfare Scheme

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|---|-----------|--------------|
| | | Targets | Achievements |
| 1 | Revised Integrated Housing Scheme (RIHS). | 41.00cr | 21.65cr |
| 2 | Health Scheme | 12.50cr | 5.60cr |
| 3 | Education | 22.75 cr | 17.26 cr |

| Activity | PHYSICAL | | Remarks |
|---|---|---|--|
| | Target | Achievements | |
| Revised Integrated Housing Scheme (RIHS). | 29613 (2 nd /3 rd installment) | 20424 (2 nd /3 rd installment) | Outputs/Deliverables are directly dependent on the number of proposals received Budget available). |
| Health Scheme | Health is a continuous activity hence it is not possible to fix a target in this category. Benefits under this scheme will be extended to all eligible workers and their dependants | 13.53 lakh | -- |
| Education | 4 lakh | 1.61 lakh | -- |

5.1 Child Labour

Name of the Scheme: National child Labour Project (NCLP) scheme including Grant-in-Aid Scheme.

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|--|-----------|--------------|
| | | Targets | Achievements |
| 1 | National child Labour Project (NCLP) scheme including Grant-in-Aid Scheme. | 92 cr | 56.04cr |

| SL.No. | Name of the Scheme/Project/Programme | PHYSICAL | |
|--------|--|--|--|
| | | Targets | Achievements |
| 1 | National child Labour Project (NCLP) scheme including Grant-in-Aid Scheme. | (i) To attain new enrolment of 45000 working children in special training Centres (ii) Mainstreaming of 45000 children to formal education system | (i) 24216 new enrolments made (ii)40050 children mainstreamed |

* The figures given under Achievements for 2019-20 is on the basis of data received vide the Quarterly Progress Reports (QPRs) from District Project Societies under NCLP Scheme upto December, 2019.

5.2 Name of the Scheme: Rehabilitation of Bonded Labour, 2016.

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|--------------------------------------|-----------|--------------|
| | | Targets | Achievements |
| 1 | Rehabilitation of Bonded Labour | 8cr | 0cr |

| Activity | PHYSICAL | | Remarks |
|---------------------------------|---|---|---------|
| | Target | Achievements | |
| Rehabilitation of Bonded Labour | No target has been fixed by the State Governments | Information is still awaited from State Governments | |

6. DIRECORATE GENERAL OF EMPLOYMET (DG&E)

6.1 Name of the Scheme: Coaching-cum-Guidance Centres for SC/ST jobseekers through Coaching, Guidance and Vocational Training and Introduction of new courses in existing CGCs & establishments of new CGCs in States and covered so far.

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|---|-----------|--------------|
| | | Targets | Achievements |
| 1 | Coaching-cum-Guidance Centres for SC/ST | 18.00cr | 11.38cr |

| SL.No. | Activity | PHYSICAL | | Remarks |
|--------|---|--|---|---------|
| | | Targets | achievements | |
| 1 | Providing vocational guidance and career counselling services to educated SC/ST job-seekers | To provide vocational guidance, career counselling, typing and shorthand facilities to 1300 SC/ST job seekers and also prepare them for competitive examination/selection tests for Group 'C' posts. | Under Special Coaching Scheme 100% targets were achieved. | |

| | | | | |
|---|--|---|---|--|
| 2 | To provide Computer Training to educated SC/ST job seekers | To provide Computer Training to 1050 educated SC/ST job seekers | Computer Training to 600 educated SC/ST job seekers is being provided. The Computer Hardware Maintenance Training was provided to 450 SC/ST jobseekers | |
|---|--|---|---|--|

6.2 Name of the Scheme:-National Career Service Centre for Differently Abled (NCSDA)

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|---|-----------|--------------|
| | | Targets | Achievements |
| 1 | Coaching-cum-Guidance Centres for SC/ST | 15.79cr | 12.15cr |

| SL.No. | Activity | PHYSICAL | |
|--------|----------------|----------|-------------|
| | | Targets | Achievement |
| 1 | Intake | 32000 | 21487 |
| 2 | Evaluation | 31000 | 21451 |
| 3 | Rehabilitation | 11500 | 7540 |

6.3 Name of the Scheme:-PradhanMantriRojgarProtsahanYojna(PMPRY)

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|---|-----------|--|
| | | Targets | Achievement |
| 1 | Coaching-cum-Guidance Centres for SC/ST | 4500.00cr | 2620.00cr (for the backlog of last year) |

| SL.No. | Activity | PHYSICAL | |
|--------|---|--|-------------|
| | | Targets | achievement |
| 1 | To incentivize creation of jobs for employees | No targets have been assigned for the said period as the terminal date for registration under PMRPY was 31.03.2019 | --- |

6.4 Name of the Scheme:- National Career Service

| SL.No. | Name of the Scheme/Project/Programme | FINANCIAL | |
|--------|--------------------------------------|-----------|-------------|
| | | Targets | Achievement |
| 1 | National Career Service | 50.00cr | 35.09cr |

| SL.No. | Activity | PHYSICAL | |
|--------|---|---|-------------|
| | | Targets | achievement |
| 1 | To incentivize creation of jobs for employees | 200 MCC to be established | 145 |
| | | 978 Emp. EX to be interlink with NCS portal | 766 |
| | | Organisation of Job Fair at district level | 841 |

Labour Bureau

| Name of the Scheme/ Project Programme | Division | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|--|---------------|---|--------------|--|---------|--------------|--|
| | | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| *Labour & Employment Statistical System | Labour Bureau | (a) Consumer Price Index Numbers for Industrial Workers Base 2001=100 | | | | | |

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|--|--|--|--|--|--|--|--|
| | | i) Collection and Processing of Weekly/monthly retail price data pertaining to 289 markets of 78 centres every month from March, 2017 to Feb., 2018. | i) Price data pertaining to the months of March, 2017 to February, 2018 was processed. | | i) Collection and Processing of Weekly/monthly retail price data pertaining to 289 markets of 78 centres every month from March, 2018 to Feb., 2019. | i) Price data pertaining to the months of March, 2018 to February, 2019 was processed. | |
| | | ii) Construction, maintenance and release of CPI Numbers for Industrial Workers on base 2001=100 in respect of 78 centres & All-India for the months of March, 2017 to Feb., 2018. | ii) The indices for all India and 78 centres from the month of March, 2017 to February, 2018 were compiled and released. | | ii) Construction, maintenance and release of CPI Numbers for Industrial Workers on base 2001=100 in respect of 78 centres & All-India for the months of March, 2018 to Feb., 2019. | ii) The indices for all India and 78 centres from the month of March, 2018 to February, 2019 were compiled and released. | |

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| | | iii). Conduct of Repeat House Rent Surveys in respect of all the 78 centres (Jan. to June and July to Dec.) for 31 st & 32 nd round and compilation of 156 House Rent Indices at the rate of two indices per centre per year. | iii) House Rent Indices for 31 st round (Jan-Jun, 2017) and 32 nd round (July to Oct., 2017) have been compiled and released. | | iii). Conduct of Repeat House Rent Surveys in respect of all the 78 centres (Jan. to June and July to Dec.) for 33 rd & 34 th round and compilation of 156 House Rent Indices at the rate of two indices per centre per year. | iii) House Rent Indices for 33 rd round (Jan-Jun, 2018) and 34 th round (July to Oct., 2018) have been compiled and released. | |
| | | iv) Preparation of Annual Report on Consumer Price Index Numbers for Industrial Workers on base: 2001=100 for the year 2017. | iv) Preparation of Annual Report for the year 2017 is in progress. | | iv) Preparation of Annual Report on Consumer Price Index Numbers for Industrial Workers on base: 2001=100 for the year 2018. | iv) Annual Report for the year 2017 has been released. Preparation of Annual Report for the year 2018 is in progress. | |

| 2019-20 | | Shortfall, if any Indicating the reasons thereof in brief | %age of achievements for the last three years | 2020-21 |
|---------|--------------|--|---|---------|
| Targets | Achievements | | | Targets |
| 9 | 10 | 11 | 12 | 13 |

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|---|---|----------|--|---|
| <p>i) Collection and Processing of Weekly/monthly retail price data pertaining to 289 markets of 78 centres every month from March, 2019 to Feb., 2020.</p> | <p>i) Price data pertaining to the months of March, 2019 to November, 2019 was processed.</p> | <p>-</p> | | <p>i) Collection and Processing of Weekly/monthly retail price data pertaining to 289 markets of 78 centres every month from March, 2020 to Feb., 2021.</p> |
| <p>ii) Construction, maintenance and release of CPI Numbers for Industrial Workers on base 2001=100 in respect of 78 centres & All-India for the months of March, 2019 to Feb., 2020.</p> | <p>ii) The indices for all India and 78 centres from the month of March, 2019 to November, 2019 were compiled and released.</p> | <p>-</p> | | <p>ii) Construction, maintenance and release of CPI Numbers for Industrial Workers on base 2001=100 in respect of 78 centres & All-India for the months of March, 2020 to Feb., 2021.</p> |

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| iii). Conduct of Repeat House Rent Surveys in respect of all the 78 centres (Jan. to June and July to Dec.,) for 35 th & 36 th round and compilation of 156 House Rent Indices at the rate of two indices per centre per year. | iii) House Rent Indices for 35 th round (Jan-Jun, 2019) and 36 th round (July to Nov., 2019) have been compiled and released. | - | | iii). Conduct of Repeat House Rent Surveys in respect of all the 78 centres (Jan. to June and July to Dec.,) for 37 th & 38 th round and compilation of 156 House Rent Indices at the rate of two indices per centre per year. |
| iv) Preparation of Annual Report on Consumer Price Index Numbers for Industrial Workers on base: 2001=100 for the year 2019. | iv) Annual Report for the year 2018 has been submitted for approval. Preparation of Annual Report for the year 2019 is in progress. | - | | iv) Preparation of Annual Report on Consumer Price Index Numbers for Industrial Workers on base: 2001=100 for the year 2020. |

| Name of the Scheme/ | Division | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|---------------------|----------|---------|--------------|--|---------|--------------|--|
| | | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
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| b) Rural Labour Enquiry (including Consumer Price Index Numbers for Agricultural and Rural Labourers | | | |
| i) Compilation and release of RLE (2009-10) report on Employment and Unemployment of Rural Labour Households. | i) RLE reports on 'Indebtedness', 'Wages & Earnings' and 'Employment and Unemployment of Rural Labour Households' have been compiled and released. | | i) Initiate correspondence with NSS for supply of next quinquennial round NSS data for bringing out RLE reports. |
| ii) CPI Numbers for Agricultural and Rural Labourers on base 1986-87=100 for 20 States and All-India on month to month basis will be compiled and released. | ii) CPI Numbers for Agricultural and Rural Labourers on base 1986-87=100 for 20 States and All-India upto the month of February, 2018 compiled and released. | | ii) CPI Numbers for Agricultural and Rural Labourers on base 1986-87=100 for 20 States and All-India on month to month basis will be compiled and released. |
| | | | i) Correspondence with NSS for supply of next quinquennial round NSS data has been initiated. |
| | | | ii) CPI Numbers for Agricultural and Rural Labourers on base 1986-87=100 for 20 States and All-India upto the month of February, 2019 compiled and released. |

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| <p>iii) Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2016-2017.</p> | <p>iii) Annual Report on CPI Numbers for AL/RL for the year 2016-17 has been compiled and submitted for approval.</p> | | <p>iii)Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2017-2018.</p> | <p>iii) Annual Report on CPI Numbers for AL/RL for the year 2016-17 and for the year 2017-18 have been released.</p> | |
| <p>iv) Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and non-agricultural occupations every month.</p> | <p>iv) Collection, processing, analysis and publication of wage rate data for 600 sample villages for agricultural and non-agricultural occupations upto the month of January, 2018 completed.</p> | | <p>iv)Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and non-agricultural occupations every month.</p> | <p>iv)Collection, processing, analysis and publication of wage rate data for 600 sample villages for agricultural and non-agricultural occupations upto the month of January, 2019 completed.</p> | |
| <p>v)Compilation/release of a booklet on “Wage Rates in Rural India” for the year 2016-17.</p> | <p>v) A booklet on “Wage Rates in Rural India” for the year 2016-17 has been compiled and submitted for approval.</p> | | <p>v)Compilation/release of a booklet on “Wage Rates in Rural India” for the year 2017-18.</p> | <p>v) Booklets on “Wage Rates in Rural India” for the year 2016-17 and for the year 2017-18 have been released.</p> | |

| 2019-20 | | Shortfall, if any Indicating the reasons thereof in brief | %age of achievements for the last three years | 2020-21 |
|--|--|--|--|--|
| Targets | Achievements | | | Targets |
| 9 | 10 | 11 | 12 | 13 |
| i) i) Examination of the data received from NSSO and generation of text tables for RLE reports. | i) Correspondence with NSS for supply of next quinquennial round NSS data has been initiated. | | | i) i) Examination of the data received from NSSO and generation of text tables for RLE reports. |
| ii)CPI Numbers for Agricultural and Rural Labourers on base 1986-87=100 for 20 States and All-India on month to month basis will be compiled and released. | ii) CPI Numbers for Agricultural and Rural Labourers on base 1986-87=100 for 20 States and All-India upto the month of November, 2019 compiled and released. | | | ii)CPI Numbers for Agricultural and Rural Labourers on base 1986-87=100 for 20 States and All-India on month to month basis will be compiled and released. |
| iii)Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2018-2019. | iii) Annual Report on CPI Numbers for AL/RL for the year 2018-19 is in progress. | | | iii)Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2019-20. |

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| <p>iv)Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and non-agricultural occupations every month.</p> | <p>iv)Collection, processing, analysis and publication of wage rate data for 600 sample villages for agricultural and non-agricultural occupations upto the month of October, 2019 completed.</p> | | | <p>iv)Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and non-agricultural occupations every month.</p> |
| <p>v)Compilation/release of a booklet on “Wage Rates in Rural India” for the year 2018-19.</p> | <p>v) Booklet on “Wage Rates in Rural India” for the year 2018-19 is in progress.</p> | | | <p>v)Compilation/release of a booklet on “Wage Rates in Rural India” for the year 2019-20.</p> |

| Name of the Scheme/ Project Programme | Division | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|---------------------------------------|----------|---|--|--|---|--|--|
| | | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | | c) Occupational Wage Survey | | | | | |
| | | <p>i) Collection of data of in respect of Service, Textile Garments, Tea Processing, Ten Engineering, Nine Engineering, Ten Manufacturing and Nine Manufacturing Sector Industries.</p> <p>ii) Data entry and generation of tables.</p> <p>iii) Drafting and finalisation of reports on Service, Textile Garments, Tea Processing, Ten Engineering, Nine Engineering, Ten Manufacturing and Nine Manufacturing Sector Industries.</p> | <p>i) Report on Five Textile Industries and Textile Garments Industry duly cleared by Technical Advisory Committee have been sent to the Ministry for approval.</p> <p>ii) The Reports on Mining Sector, Plantation Sector and Tea Processing Industry are under consideration of the TAC.</p> | | <p>Preparatory work for next round (8th round) of Occupational Wage Survey.</p> | <p>i) Reports on Five Textile Industries, Textile Garments Industry, Mining Sector, Plantation Sector, Tea Processing Industry, Ten Engineering Industries and Ten Manufacturing Industries have been released.</p> <p>ii) Reports on Nine Engineering Industries and Nine Manufacturing Industries are under consideration of the Ministry for release.</p> | |
| | | | | | | | |

| 2019-20 | | Shortfall, if any Indicating the reasons thereof in brief | %age of achievements for the last three years | 2020-21 |
|--|--|--|--|--|
| Targets | Achievements | | | Targets |
| 9 | 10 | 11 | 12 | 13 |
| Field work of 8th round of OWS in 4 Mining, 3 Plantation and 4 service sector Industries and release of reports. | <p>i) Reports of 7th round of OWS on Nine Engineering Industries, Nine Manufacturing Industries and Four Service sector industries have been released.</p> <p>iv) Proposal for conduct of 8th Round of OWS has been sent to the Ministry for approval.</p> | | | Preparatory work for 8 th round of OWS. |

| Name of the Scheme | Division | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|--------------------|----------|--|---|--|---|---|--|
| | | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | | (d) Socio-Economic Surveys of Different Segment of Labour | | | | | |
| | | <p>i) Survey of Working and Living Conditions of Workers engaged in Unorganised Sector of Industries.</p> <p>Conduct of survey in Readymade Garment Industry.</p> | <p>The Survey of Unorganized sector in Readymade Garment Industry has been completed and draft report has been submitted to Ministry for approval.</p> <p>ii) A pilot survey and testing of schedules on working and living of SC workers was conducted at Ludhiana centre was conducted.</p> | | <p>Out of four components, Socio Economic Survey of Working and Living Conditions of Workers belonging to SC/ST communities in urban areas will be conducted and Report thereon will be released. (Collection of Frame Sampling, Conduct of Pilot Survey, Conduct of main survey, data processing of report writing and release of Report.)</p> | <p>Data validation and data processing work pertaining to Survey on "Working and Living conditions of the Scheduled Caste workers in Unclean Occupations" has been completed. Report writing work is in progress.</p> | |

| Name of the Scheme | Di vision | 2017-18 | | | 2018-19 | | |
|--------------------|-----------|---|---|---|--|--|---|
| | | Targets | Achievements | | Targets | Achievements | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | | <p>ii) Conduct of Quarterly Employment Survey (New series).</p> <p>i) To conduct the fifth round of Quarterly Employment Survey for the period of April, 2017 to June, 2017.</p> <p>ii) To conduct the Sixth round of Quarterly Employment Survey for the period of July, 2017 to Sept, 2017.</p> <p>iii) To conduct the Seventh round of Quarterly Employment Survey for the period of Oct, 2017 to Dec, 2017.</p> <p>iv) To conduct the eighth round of Quarterly Employment Survey for the period of Jan., 2018 to March, 2018.</p> | <p>i) Report of the Fourth round of Quarterly Employment Survey has been released in April, 2017.</p> <p>ii) Conducted 5th Quarterly Employment Survey for period (April 2017 - June, 2017) and report thereon has been released.</p> <p>iii) Conducted 6th Quarterly Employment Survey for period (July 2017 - Sept, 2017) and report thereon has been released.</p> <p>iv) Conducted 7th Quarterly Employment Survey for period (Oct. 2017 - Dec, 2017) and report thereon has been released.</p> <p>v) Field work of 8th round of Quarterly Employment Survey (Jan. 2018 – Mar, 2018) has been completed and Data Entry and Data Validation work is in progress.</p> | | <p>i) To conduct the Ninth round of Quarterly Employment Survey for the period of April, 2018 to June, 2018.</p> <p>ii) To conduct the Tenth round of Quarterly Employment Survey for the period of July, 2018 to Sept, 2018.</p> <p>iii) To conduct the Eleventh round of Quarterly Employment Survey for the period of Oct, 2018 to Dec, 2018.</p> <p>iv) To conduct the Twelfth round of Quarterly Employment Survey for the period of Jan., 2019 to March, 2019.</p> | <p>i) Field work of 8th round of QES completed and Data tabulation work is in progress.</p> <p>ii) Field work of 9th round of QES completed and Data tabulation work is in progress.</p> <p>iii) Field work of 10th round of QES completed and data entry work is in progress.</p> <p>iv) Preparatory work for 11th round of QES is in progress.</p> | <p>Due to constitution of Dr. T.C. Anant Committee, QES surveys were kept in hold since seventh round of QES.</p> |
| | | | | | | | |

| 2019-20 | | Shortfall, if any Indicating the reasons thereof in brief | %age of achievements for the last three years | 2020-21 |
|--|--|--|---|---|
| Targets | Achievements | | | Targets |
| 9 | 10 | 11 | 12 | 13 |
| <p>i) Survey of Working and Living Conditions of Workers engaged in Unorganised Sector of Industries.</p> <p>Out of four components, Socio Economic Survey of Working and Living Conditions of Workers belonging to SC/ST communities in urban areas will be conducted and Report thereon will be released. (Collection of Frame Sampling, Conduct of Pilot Survey, Conduct of main survey, data processing of report writing and release of Report.)</p> | <p>i) Observations made by the Ministry on the draft report on the Survey of Unorganized sector in Readymade Garment Industry are being incorporated.</p> <p>ii) The draft report of Survey on “Working and Living conditions of the Scheduled Caste workers in Unclean Occupations” has been submitted to Ministry for approval in October, 2019.</p> | | | <p>Out of four components, Socio Economic Survey of Working and Living Conditions of Workers belonging to SC/ST communities in urban areas will be conducted and Report thereon will be released. (Collection of Frame Sampling, Conduct of Pilot Survey, Conduct of main survey, data processing of report writing and release of Report.)</p> |

| Name of the Scheme/ Project Programme | Division | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|---------------------------------------|----------|---|--------------|--|---------|--------------|--|
| | | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | | (e) Annual Survey of Industries (Sample Sector) | | | | | |

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|----------------|--|---|--|---|---|----------------|--|-----------|--|
| | <p>i) Processing, finalization and release of Statistics on Employment & Labour Cost ASI Volume-I {2013-14} & Processing of ASI Data 2014-15 for Statistics on Employment & Labour Cost ASI Volume-I {2014-15}</p> <p>ii) Processing, finalization and release of report on Absenteeism, Labour Turnover, Employment and Labour Cost ASI Volume-II {2013-14} and Processing of ASI Data 2014-15 for report on Absenteeism, Labour Turnover, Employment and Labour Cost ASI Volume-II {2014-15}</p> | <p>i) Reports of ASI Volume-I and II for the year {2013-14} have been completed and are under submission.</p> <p>ii) Report of ASI Volume-I and II {2014-15} is under progress.</p> | | <p>Report on Employment and Labour Cost (Vol.I) and report on Absenteeism, Labour Turnover, Employment and Labour Cost (Vol. II).in respect of ASI for the year 2015-16 will be released.</p> | <p>i) Reports of ASI Volume-I and II for the year {2013-14} have been released.</p> <p>ii) Data processing work relating to report on “Statistics on Employment and Labour Cost – Volume-I” and “Report on Absenteeism, Labour Turnover, Employment and Labour Cost – Volume-II” based on ASI 2014-15 has been completed and the Reports are being finalized.</p> | | | | |
| 2019-20 | | Shortfall, if any Indicating the reasons thereof in brief | | %age of achievements for the last three years | | 2020-21 | | | |
| Targets | | Achievements | | | | Targets | | | |
| 9 | | 10 | | 11 | | 12 | | 13 | |

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|--|---|-------------------|--|--|
| <p>Report on Employment and Labour Cost (Vol.I) and report on Absenteeism, Labour Turnover, Employment and LabourCost (Vol. II).in respect of ASI for the year 2016-17 will be released.</p> | <p>i) Report on “Statistics on Employment and Labour Cost – Volume-I” and “Report on Absenteeism, Labour Turnover, Employment and Labour Cost – Volume-II” based on ASI 2014-15 have been released.</p> <p>ii) Data processing work relating to report based on ASI 2015-16 is in progress.</p> | <p>-</p> <p>-</p> | | <p>Report on Employment and Labour Cost (Vol.I) and report on Absenteeism, Labour Turnover, Employment and LabourCost (Vol. II).in respect of ASI for the year 2017-18 will be released.</p> |
|--|---|-------------------|--|--|

| Name of the Scheme/ Project Programme | Division | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | Shortfall if any indicating reasons in brief |
|---------------------------------------|----------|---|---|--|---|---|--|
| | | Targets | Achievements | | Targets | Achievements | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | | f) Modernization of Machine Tabulation Unit | | | | | |
| | | (i) Import of data & Tabulation of Annual Survey of Industries for Sample as well Census Sector for the year 2014-2015. | Tabulation of ASI Data is under progress. | | Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers/staff in IT tools and implementation of NeGP and E-office | i) The work of different activities of Labour Bureau has been facilitated by promoting use of IT tools. ii) Website of Labour Bureau has been regularly updated. iii) Training has been imparted to officers/staff in IT tools. iv) NeGP and E-office are being implemented. | |
| | | (ii) Installation of new P.Cs and Printers. | On going process | | | | |

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| | | (iii) Training to the Staff of the Bureau in the use of PCs. | On going process | | | | |
| | | (iv) Implementation of NeGP. | On going process | | | | |
| | | (v) Maintenance of website of Bureau. | On going process | | | | |
| | | (vi) Network & Server Administration. | On going process | | | | |
| | | (vii) E-Office implementation | Installation of e-Office components :- FMS, KMS, EMD, AMS, Pays Slip, LMS, TMS, RD, PIMS have been completed. | | | | |

| 2019-20 | | Shortfall, if any Indicating the reasons thereof in brief | %age of achievements for the last three years | 2020-21 |
|--|---|--|---|--|
| Targets | Achievements | | | Targets |
| 9 | 10 | 11 | 12 | 13 |
| Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers/staff in IT tools and implementation of NeGP and E-office. | i) The work of different activities of Labour Bureau has been facilitated by promoting use of IT tools. ii) Website of Labour Bureau has been regularly updated. iii) Training has been imparted to officers/staff in IT tools. iv) NeGP and E-office are being implemented. | | | Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers/staff in IT tools and implementation of NeGP and E-office. |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|---------------------------------------|---------|--------------|--|---------|--------------|--|
| | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | | | | | | |

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|---|--|--|------------------------|---|--|--|
| <p>Base Updation of Consumer Price Index for Industrial Workers:</p> | <p>a) Base Updation of CPI-IW:</p> <p>i) Checking of error lists received from NIELIT.</p> <p>ii) Processing and Tabulation of income and expenditure data.</p> <p>iii) Derivation of centre wise weighting diagrams.</p> <p>iv) Compilation of indices on new series to be commenced.</p> <p>v) Parallel comparison of CPI-IW indices for the existing series and new series to be initiated.</p> <p>vi) Regular collection of prices and price audit.</p> | <p>i) Checking of Error Lists received from NIELIT had been completed.</p> <p>ii) Tables received from NIELIT were analysed on regular basis.</p> <p>iii) Derivation of centre wise weighting diagrams was in progress.</p> <p>iv) Regular Collection of Prices and price audit was in progress.</p> <p>v) The RHRS Field Work for Zero and First Round had been completed at all the 88 Centres under New Series.</p> | <p>-</p> | <p>i) Regular Collection of prices and price audit.</p> <p>ii) Finalisation of linking factor at Centre/ All India Level.</p> <p>iii) Laisioning with Tripartite bodies regarding the release of New CPI-IW Base: 2016=100 and release of New Series.</p> | <p>i) Regular Collection of Prices and price audit was in progress.</p> <p>ii) Indices of all the 88 centres have been finalized by using existing methodology.</p> <p>iii) The status of weighting diagrams and indices with 2016=100 base were presented before the 64th meeting of TAC on SPCL held on dated 22/10/2018 at New Delhi. TAC on SPCL recommended modifications in index compilation procedure and change in Group/Sub-Group structure at par with MOSPI's COICOP Classification.</p> <p>iv) The target related to preparatory work for New Series 2021=100 has been shifted due to extension of 2016=100 series for compilation of indices on GM.</p> <p>v) The Field work of Second and Third round of Repeat House Rent Survey (RHRS) had been completed at all the 88 centres.</p> | |
| <p>2019-20</p> | | <p>Shortfall, if any</p> | <p>% age of</p> | <p>2020-21</p> | | |

| Targets | Achievements | indicating the reasons thereof in brief | achievements for the last three years | Targets |
|--|---|---|---|---|
| 8 | 9 | 10 | 11 | 12 |
| <p>i) Re-casting of weighting diagrams as per the recommendations of TAC on SPCL.</p> <p>ii) Compilation of Centre Level and All India Indices based on Geometric Mean.</p> <p>iii) Completion of 4th and 5th rounds of RHRS.</p> <p>iv) Regular Collection of prices and price audit.</p> <p>v) Laisioning with Tripartite bodies regarding the release of New CPI-IW Base: 2016=100 and release of New Series.</p> <p>vi) Collection of employment data for selection of Centres.</p> <p>vii) Finalisation of linking factor at Centre/ All India Level.</p> | <p>i) Weighting diagrams as per the recommendations of TAC on SPCL have been re-casted.</p> <p>ii) Compilation of Centre Level and All India Indices based on Geometric Mean for the year 2017 & 2018 has been done.</p> <p>iii) RHRS 4th Round is completed and 5th round is in progress.</p> <p>iv) Regular Collection of prices and price audit is in progress.</p> <p>v) Meeting of Group of TAC on SPCL held on dated 04/11/2019 at MoSPI New Delhi.</p> <p>vi) Targets for collection of employment data for selection of Centres have been shifted to next FY.</p> <p>vii) Finalization of linking factor at Centre/ All India Level is yet to be initiated.</p> | <p>Delay in sanction of contractual manpower resulted in shifting of actual timelines of base updation.</p> | <p>100 %</p> <p>100%</p> <p>50%</p> <p>90%</p> <p>100%</p> <p>Targets have been shifted to next FY</p> <p>Yet to be initiated</p> | <p>i) Compilation of Centre Level and All India Indices based on Geometric Mean of year 2019.</p> <p>ii) Completion of 5th and 6th rounds of RHRS.</p> <p>iii) Regular Collection of prices and price audit.</p> <p>iv) Laisioning with Tripartite bodies regarding the release of New CPI-IW Base: 2016=100 and release of New Series.</p> <p>v) Finalization of linking factor at Centre/ All India Level.</p> <p>vi) Centre wise report generation and finalization.</p> |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | Shortfall if any |
|---------------------------------------|---------|--------------|--|---------|--------------|------------------|
| | Targets | Achievements | | Targets | Achievements | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

NON- PLAN SCHEMES:

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|--|---|---|--|---|---|--|
| i) L.S. Factories Act, 1948 (Non-Plan) | <p><u>Factories Act, 1948.</u></p> <p>i) Drafting, finalization, printing & release of the Report of Annual Review on Statistics of Factories-2015.</p> <p>ii) Posting of data, preparation & checking of final Tables for the drafting of the report of Annual Review on Statistics of Factories-2016.</p> <p>iii) Scrutiny, posting and finalization of data in respect of Half Yearly Returns for the year 2017.</p> <p>iv) Issue of reminders to the non-responding States/U.Ts. at regular intervals for the year 2016 & 2017.</p> <p>v) Preparation and supply of information for different Publications of the Labour Bureau and out-side agencies.</p> | <p>i) Annual Report “Statistics of Factories 2014” has been released.</p> <p>ii) Scrutiny and posting of data of annual returns 2015 is under progress.</p> <p>iii) Scrutiny Notes were issued to the States / UTs which sent defective returns.</p> <p>iv) Reminders and DO Letters to the Non-responding States/U.Ts. at regular intervals for the year 2016 and 2017 were issued.</p> <p>v) Prepared and supplied information for Publications of the Labour Bureau i.e. for I.L.S., I.L.Y.B, Pocket Book of Labour Statistics etc. and Parliament Questions and out-side agencies i.e. C.S.O., DGFASLI, National Safety Council, I.L.Y.B., etc.</p> | | <p><u>Factories Act, 1948.</u></p> <p>i) Drafting, finalization, printing & release of the Report of Annual Review on Statistics of Factories-2016.</p> <p>ii) Posting of data, preparation & checking of final Tables for the drafting of the report of Annual Review on Statistics of Factories-2017.</p> <p>iii) Scrutiny, posting and finalization of data in respect of Half Yearly Returns for the year 2017.</p> <p>iv) Issue of reminders to the non-responding States/U.Ts. at regular intervals for the year 2017 & 2018.</p> <p>v) Preparation and supply of information for different Publications of the Labour Bureau and out-side agencies.</p> | <p>i) Final Tables of Annual Report under Factories Act -2015 have been prepared.</p> <p>ii) Scrutiny and posting of data of annual returns 2016 is under progress.</p> <p>iii) Scrutiny Notes were issued to the States / UTs which sent defective returns.</p> <p>iv) Reminders and DO Letters to the Non-responding States/U.Ts. at regular intervals for the year 2016 and 2017 were issued.</p> <p>v) Prepared and supplied information for Publications of the Labour Bureau i.e. for I.L.S., I.L.Y.B, Pocket Book of Labour Statistics etc. and Parliament Questions and out-side agencies i.e. C.S.O., DGFASLI, National Safety Council, I.L.Y.B., etc.</p> | |
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| 2019-20 | Shortfall, if any indicating | % age of | 2020-21 |
|---------|------------------------------|----------|---------|

| Targets | Achievements | the reasons thereof in brief | achievements for the last three years | Targets |
|---|---|---|---------------------------------------|--|
| 8 | 9 | 10 | 11 | 12 |
| <p><u>Factories Act, 1948.</u></p> <p>i) Drafting, finalization, printing & release of the Report of Annual Review on Statistics of Factories-2017.</p> <p>ii) Scrutiny and posting of data in respect of Returns for the year 2018.</p> <p>iii) Issue of reminders to the non-responding States/U.Ts. at regular intervals for the year 2018.</p> | <p>i) Report of Annual Review on Statistics of Factories-2015 has been released.</p> <p>ii) Preparation of final tables of Annual Report under Factories Act -2016 is in progress.</p> <p>iii) Scrutiny Notes were issued to the States / UTs which sent defective returns.</p> <p>iv) Reminders and DO Letters to the Non-responding States/U.Ts. at regular intervals for the year 2017 and 2018 were issued.</p> | <p>Shortfall due to non-receipt of annual returns/reports/clarifications from certain States and UTs.</p> | | <p><u>Factories Act, 1948.</u></p> <p>i) Drafting, finalization, printing & release of the Report of Annual Review on Statistics of Factories-2018.</p> |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|---------------------------------------|--|---|--|---|--|------------------|
| | Targets | Achievements | | Targets | Achievements | Shortfall if any |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| ii) Trade Unions Act, 1926 (Non-Plan) | <p><u>Trade Unions Act, 1926.</u></p> <p>i) Scrutiny, posting, drafting, finalization of data for the year, 2015.</p> <p>ii) Scrutiny, posting & checking of data for Annual Returns – 2016 received from various States/U.Ts.</p> <p>iii) Tabulation of data and its checking, preparation of final tables and its checking for the year 2016.</p> | <p>i) Report on “Trade Unions in India 2014” has been released.</p> <p>ii) Scrutiny and posting of data of Annual Returns for the year 2015 is under progress.</p> <p>iii) Reminders and scrutiny letter were issued to the non-responding States/U.Ts.</p> | | <p><u>Trade Unions Act, 1926.</u></p> <p>i) Drafting, finalization & release of the Report of Trade Unions in India-2016. Posting of data, and checking of final tables -2017.</p> <p>ii) Scrutiny, posting & checking of data for Annual Returns – 2017 received from various States/U.Ts.</p> <p>iii) Generation of final tables and its checking for the year 2017.</p> | <p>i) Data for Trade Unions Act for the year 2015 has been finalized. The Biennial Report on “Trade Unions in India 2016” has been released.</p> <p>ii) Scrutiny and posting of data of Annual Returns for the year 2017 is under progress.</p> <p>iii) Reminders and scrutiny letter were issued to the non-responding States/U.Ts.</p> | |

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| | <p>iv) Preparation & supply of information for different Publication of the Labour Bureau and out-side agencies.</p> | <p>iv) Prepared and supplied information/data for different publications (i.e. I.L.S. I.L.Y.B., C.S.O. and Pocket Book etc.) and the Labour Bureau framing, reply to Parliament Question and out-side agencies</p> | | <p>iv) Preparation & supply of information for different publication of the Labour Bureau and out-side agencies</p> | <p>iv) Prepared and supplied information/data for different publications (i.e. I.L.S. I.L.Y.B., C.S.O. and Pocket Book etc.) and the Labour Bureau framing, reply to Parliament Question and out-side agencies.</p> | |
|--|--|--|--|---|---|--|

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|---|--|---|--|--|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| <u>Trade Unions Act, 1926.</u> i) Scrutiny, posting and finalization of the data of Trade Unions in India-2017. ii) Scrutiny, posting & checking of data for Annual Returns – 2018 received from various States/U.Ts. | i) Scrutiny and posting of data of Annual Returns for the year 2017 is under progress. ii) Reminders and scrutiny letter were issued to the non-responding States/U.Ts. | – | | <u>Trade Unions Act, 1926.</u> i) Drafting, finalization & release of the Report of Trade Unions in India-2018. |

| Name of the Scheme / Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | Shortfall if any indicating reasons in brief |
|--|--|--|---|--|--|--|
| | Targets | Achievements | | Targets | Achievements | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| iii) LS(Shimla) Six Acts | To compile and publish all India reviews on the working of Six Acts viz., for the year 2015 (i) Industrial Employment (Standing Orders) Act, 1946, (ii) Shops and Commercial Establishments Act, (iii) Plantations Labour Act, 1951, (iv) Motor Transport Workers Act, 1961, (v) Maternity Benefits Act, 1961 and (vi) Workmen's Compensation Act, 1923. | i) Reviews on working of Six Minor Acts for the year 2014 have been released. ii) Annual reviews on the working of industrial employment (Standing orders) act 1946, Shops and Commercial Establishments Act, Maternity Benefits Act, 1961, and Plantations Labour Act, 1951, for the year 2015 has been finalized and released and remaining two reviews on Workmen's Compensation Act, 1923 and Motor Transport Workers Act, 1961 for the year 2015 have been submitted for approval. | Shortfall due to non-receipt of annual returns/reports/clarifications from certain States and UTs may cause delay in the release of annual reviews. | To compile and publish all India reviews on the working of Six Acts viz., for the year 2016 (i) Industrial Employment (Standing Orders) Act, 1946, (ii) Shops and Commercial Establishments Act, (iii) Plantations Labour Act, 1951, (iv) Motor Transport Workers Act, 1961, (v) Maternity Benefits Act, 1961 and (vi) Workmen's Compensation Act, 1923. | i) Workmen's Compensation Act, 1923 and Motor Transport Workers Act, 1961 for the year 2015 have been released. ii) Reviews on Industrial Employment (Standing orders) Act 1946, Shops and Commercial Establishments Act and Maternity Benefits Act, 1961 for the year 2016 have been compiled and released. The reviews on Plantations Labour Act, 1951, Motor Transport Workers Act, 1961, and Workmen's Compensation Act, 1923 for the year 2016 are under progress. | |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|--|---|---|--|--|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| To compile and publish all India reviews on the working of Six Acts viz., for the year 2017 (i) Industrial Employment (Standing Orders) Act, 1946, (ii) Shops and Commercial Establishments Act, (iii) Plantations Labour Act, 1951, (iv) Motor Transport Workers Act, 1961, (v) Maternity Benefits Act, 1961 and (vi) Workmen's Compensation Act, 1923. | <p>i) Review on Plantations Labour Act, 1951 for the year 2016 has been released.</p> <p>ii) Reviews on Workmen's Compensation Act, 1923 and Motor Transport Workers Act, 1961 for the years 2016 and 2017 are under progress.</p> <p>ii) Reviews on Industrial Employment (Standing orders) Act 1946, Shops and Commercial Establishments Act, Maternity Benefits Act, 1961 and Plantations Labour Act, 1951 for the year 2017 are under progress.</p> | Shortfall due to non-receipt of annual returns/reports/clarifications from certain States and UTs may cause delay in the release of annual reviews. | | To compile and publish all India reviews on the working of Six Acts viz., for the year 2018 (i) Industrial Employment (Standing Orders) Act, 1946, (ii) Shops and Commercial Establishments Act, (iii) Plantations Labour Act, 1951, (iv) Motor Transport Workers Act, 1961, (v) Maternity Benefits Act, 1961 and (vi) Workmen's Compensation Act, 1923. |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|---------------------------------------|--|---|--|---|--|--|
| | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| iv) L.S. (Industrial Disputes Act) | <p>i) Monthly Review on Industrial Disputes (Strikes and Lockouts), Closures, Retrenchments and Lay-offs to be published in the ILJ.</p> <p>ii) Annual Review for the year 2015.</p> | <p>i) Monthly Review from February, 2017 to January, 2017 published in the ILJ.</p> <p>ii) Annual Review for the year 2014 has been published and Annual review for the year 2015 is under process.</p> | <p>Shortfall due to non-receipt of returns/reports/clarifications from certain States and RLC(C) and shortage of staff may cause delay in the release of annual reviews.</p> | <p>i) Monthly reviews on Industrial Disputes, Closures, Retrenchments and Lay-offs for the period February 2018 to January, 2019 to be compiled and published.</p> <p>ii) Annual Review Industrial Disputes, Closures, Retrenchments and Lay-offs for the year 2016 would be brought out.</p> | <p>i) Monthly Review from February, 2018 to January, 2019 published in the ILJ.</p> <p>ii) Annual Review for the year 2015 and Annual review for the year 2016 is under process.</p> | <p>Shortfall due to non-receipt of returns/reports/clarifications from certain States and RLC(C) and shortage of staff may cause delay in the release of annual reviews.</p> |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|---|---|--|--|---|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| <p>i) Monthly reviews on Industrial Disputes, Closures, Retrenchments and Lay-offs for the period February 2019 to January, 2020 to be compiled and published.</p> <p>ii) Annual Review Industrial Disputes, Closures, Retrenchments and Lay-offs for the year 2017 would be brought out.</p> | <p>i) Monthly Review from February, 2019 to October, 2019 published in the ILJ.</p> <p>ii) Annual Review for the years 2015, 2016 and 2017 are under process.</p> | <p>Shortfall due to non-receipt of returns/reports/clarifications from certain States and RLC(C) and shortage of staff may cause delay in the release of annual reviews.</p> | | <p>i) Monthly reviews on Industrial Disputes, Closures, Retrenchments and Lay-offs for the period February 2020 to January, 2021 to be compiled and published.</p> <p>ii) Annual Review Industrial Disputes, Closures, Retrenchments and Lay-offs for the year 2018 would be brought out.</p> |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|--|--|---|---|--|---|--|
| | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| v) Publications | To publish annual publications namely Pocket Book of Labour Statistics 2016 and Indian Labour Statistics 2016. | Annual reports on Pocket Book of Labour Statistics 2016 and Indian Labour Statistics 2016 have been released. | Shortfall due to non-receipt of returns/reports/clarifications and shortage of staff may cause delay. | (i) Pocket Book of Labour Statistics 2017 will be released. ii) Indian Labour Statistics 2017 (bi-lingual) will be released. iii) Indian Labour Year Book – 2017 will be released. | (i) Pocket Book of Labour Statistics 2017 has been released. ii) Indian Labour Statistics 2017 (bi-lingual) has been released. iii) Indian Labour Year Book – 2017 has been released. | To publish annual publications namely Pocket Book of Labour Statistics 2016 and Indian Labour Statistics 2016. |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|--|---|--|---|--|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| (i) Pocket Book of Labour Statistics 2018 will be released. ii) Indian Labour Statistics 2018 (bi-lingual) will be released. iii) Indian Labour Year Book – 2018 will be released. | (i) Preparation of Pocket Book of Labour Statistics 2018 is in progress. ii) Preparation of Indian Labour Statistics 2018 (bi-lingual) is in progress. iii) Preparation of Indian Labour Year Book – 2018 is in progress. | | | (i) Pocket Book of Labour Statistics 2019 will be released. ii) Indian Labour Statistics 2019 (bi-lingual) will be released. iii) Indian Labour Year Book – 2019 will be released. iv) Indian Labour Journal will be released (on monthly basis). |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | Shortfall if any |
|---|--|---|--|--|--|------------------|
| | Targets | Achievements | | Targets | Achievements | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| vi) Improvement of Labour Statistics Training-cum-Liaison Scheme | <p>i) Organization of Central training course in Labour Statistics during September every year with a view to bring about improvement in timeliness of receipt and quality of statistical data being received in the Bureau on the working of various Labour Acts.</p> <p>ii) Decentralized Training Programmes conducted by the Labour Bureau on the request of State Governments / UT's for the benefits their staff concerned with Labour Welfare Acts.</p> | <p>The 55th Central Training course in Labour Statistics was held in Labour Bureau, Shimla from 06-09-2017 to 08-09-2017. Twenty three delegates from various State Governments / Union Territories / Central Departments attended the said training programme.</p> <p>i) Training programme for 25 participants from ISEC, Kolkata sponsored by NSSTA on 21/12/2017(Proposed).</p> <p>ii) Training programme for 25 employees of 42nd batch of Ordnance Factory Medak on 17/08/2017,</p> | | <p>i) Organization of Central training course in Labour Statistics during September every year with a view to bring about improvement in timeliness of receipt and quality of statistical data being received in the Bureau on the working of various Labour Acts.</p> <p>ii) Decentralized Training Programmes conducted by the Labour Bureau on the request of State Governments / UT's for the benefits their staff concerned with Labour Welfare Acts.</p> | <p>The 56th Central Training course in Labour Statistics was held in Labour Bureau, Shimla from 05-09-2018 to 07-09-2018. Thirty delegates from various State Governments / Union Territories / Central Departments attended the said training programme</p> <p>i) Training programme for the benefit of Primary Units conducted by RO Kanpur in Bihar in June, 2018.</p> | |

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| | <p>iii) Training Programmes at various Centres of Northern Region, which includes Jammu and Kashmir, Himachal Pradesh, Punjab, Haryana, Chandigarh, National Capital Territory of Delhi, Uttar Pradesh, Bihar, Uttranchal and Jharkhand.</p> <p>iv) Organization of ad-hoc training programmes for IES and ISS probationers /JCCS / ISEC trainee-officers and in-service Senior Officers of IES and ISS Cadres.</p> <p>v) Organization of ad-hoc training programme for students.</p> | <p>iii) Training programme for 25 employees of 44th batch of Ordanance Factory Medak on 02/11/2017,</p> <p>iv) Training programme for 18 employees of MTS women batch-I of Ordanance Factory Medak on 10/11/2017,</p> <p>v) Training programme for 19 participants from Maharashtra Institute of Labour Studies, Mumbai on 17/11/2017.</p> <p>vi) Training programme for 26 ISS probationers from 21-23 March 2018.</p> | | <p>iii) Training Programmes at various Centres of Northern Region, which includes Jammu and Kashmir, Himachal Pradesh, Punjab, Haryana, Chandigarh, National Capital Territory of Delhi, Uttar Pradesh, Bihar, Uttranchal and Jharkhand.</p> <p>iv) Organization of ad-hoc training programmes for IES and ISS probationers /JCCS / ISEC trainee-officers and in-service Senior Officers of IES and ISS Cadres.</p> <p>v) Organization of ad-hoc training programme for students.</p> | <p>ii) Training programme for 23 employees of Ordinance Factory Medak on 16.08.2018.</p> <p>iii) Training programme for 19 participants from MeghajiLokhande Maharashtra Institute of Labour Studies, Mumbai on 26/11/2018.</p> <p>iv) A Training programme for 29 ISS probationers from 13-15 March 2019 was conducted in Labour Bureau with the sponsorship of NSSTA.</p> | |
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| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|---|--|---|--|--|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| <p>i) Organization of Central training course in Labour Statistics during September every year with a view to bring about improvement in timeliness of receipt and quality of statistical data being received in the Bureau on the working of various Labour Acts.</p> <p>ii) Decentralized Training Programmes conducted by the Labour Bureau on the request of State Governments / UT's for the benefits their staff concerned with Labour Welfare Acts.</p> <p>iii) Training Programmes at various Centres of Northern Region, which includes Jammu and Kashmir,</p> | <p>i) 57th Central Training course in Improvement of Labour Statistics was conducted during 11th to 13th September, 2019 at Shimla. In this programme, 27 officers / officials from various States / UTs / Central Departments participated.</p> <p>ii) 28th Central Training programme on price collection and index compilation for Price Supervisors and Price Collectors was conducted during 04th to 06th September 2019 at Labour Bureau, Shimla. In this programme, 55 officers / officials from various States participated.</p> <p>iii) Training programme for 49th batch</p> | - | | <p>i) Organization of Central training course in Labour Statistics during September every year with a view to bring about improvement in timeliness of receipt and quality of statistical data being received in the Bureau on the working of various Labour Acts.</p> <p>ii) Decentralized Training Programmes conducted by the Labour Bureau on the request of State Governments / UT's for the benefits their staff concerned with Labour Welfare Acts.</p> <p>iii) Training Programmes at various Centres of Northern Region, which includes Jammu and Kashmir, Himachal Pradesh, Punjab, Haryana, Chandigarh, National Capital Territory of</p> |

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| <p>Himachal Pradesh, Punjab, Haryana, Chandigarh, National Capital Territory of Delhi, Uttar Pradesh, Bihar, Uttranchal and Jharkhand.</p> <p>iv) Organization of ad-hoc training programmes for IES and ISS probationers /JCCS / ISEC trainee-officers and in-service Senior Officers of IES and ISS Cadres.</p> <p>v) Organization of ad-hoc training programme for students.</p> | <p>of 24 employees of Ordnance Factory, Medak was organised on 18th April, 2019.</p> <p>iv) Training programme for 50th batch of 22 employees of Ordnance Factory, Medak was organised on 03rd May, 2019.</p> <p>v) Training programme in Labour Statistics was organized for 02 employees of Labour Department Maharashtra on 11th and 12th July, 2019.</p> <p>vi) Training programme for 51st batch of 23 employees of Ordnance Factory, Medak was organised on 19th August, 2019.</p> <p>vii) Training programme for 52nd batch of 18 employees of Ordnance Factory, Medak was organised on 09th September, 2019.</p> | | | <p>Delhi, Uttar Pradesh, Bihar, Uttranchal and Jharkhand.</p> <p>iv) Organization of ad-hoc training programmes for IES and ISS probationers /JCCS / ISEC trainee-officers and in-service Senior Officers of IES and ISS Cadres.</p> <p>v) Organization of ad-hoc training programme for students.</p> |
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| | <p>viii) Training programme for 25 employees of Ordnance Factory, Medak was organised on 15th October, 2019.</p> <p>ix) Training programme for 11 participants from Maharashtra Institute of Labour Studies, Mumbai was organised on 28/11/2019.</p> | | | |
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| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | Shortfall if any |
|--|---|---|--|---|---|------------------|
| | Targets | Achievements | | Targets | Achievements | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| vii)wages | <p>A. Payment of Wages Act, 1936</p> <p>i) Collection, compilation, processing and finalization of data received from State/ Union Territories under Payment of Wages Act, 1936 for the year 2015 in respect per capita annual earning and per capita daily earnings.</p> <p>B. Minimum Wages Act, 1948</p> <p>i) Collection, compilation, processing and finalization of data received under Minimum Wage Act, 1948 for the year 2016 in respect of unskilled workers employed in various scheduled employments in different States/ U.Ts.</p> | <p>A. Payment of Wages Act, 1936</p> <p>i) Report on the working of payment of wages act, 1936 for the year 2014 has been submitted for approval.</p> <p>ii) Scrutiny and posting of two states annual return under payment of wages act, 1936 for the year 2015 is in progress.</p> <p>B. Minimum Wages Act, 1948</p> <p>i) Preparation of Annual Report on the Working of Minimum Wages Act, 1948 for the year 2015 remained in progress.</p> <p>ii) Reminder to non-responding States / U.T.s for the year 2016 were issued.</p> | Shortfall due to shortage of staff. | <p>A. Payment of Wages Act, 1936</p> <p>i) Collection, compilation, processing and finalization of data received from State/ Union Territories under Payment of Wages Act, 1936 for the year 2016 in respect per capita annual earning and per capita daily earnings.</p> <p>B. Minimum Wages Act, 1948</p> <p>i) Collection, compilation, processing and finalization of data received under Minimum Wage Act, 1948 for the year 2017 in respect of unskilled workers employed in various scheduled employments in different States/ U.Ts.</p> | <p>i) Annual Reports on Working of Payment of Wages Act for the year 2014 and for the year 2015 have been released.</p> <p>ii) Reminders to non-responding States / U.T.s were issued.</p> <p>i) Annual Report of Minimum Wages Act for the year 2015 has been submitted for approval.</p> <p>ii) Posting and Scrutiny of Annual Returns for the year 2016 is under progress.</p> | |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|---|--|--|--|---|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| <p>A. Payment of Wages Act, 1936</p> <p>i) Collection, compilation, processing and finalization of data received from State/ Union Territories under Payment of Wages Act, 1936 for the year 2017 in respect per capita annual earning and per capita daily earnings.</p> <p>B. Minimum Wages Act, 1948i) Collection, compilation, processing and finalization of data received under Minimum Wage Act, 1948 for the year 2018 in respect of unskilled workers employed in various scheduled employments in different States/ U.Ts.</p> | <p>i) Preparation of Annual Report on Working of Payment of Wages Act for the year 2016 is under progress.</p> <p>i) Annual Report of Minimum Wages Act for the year 2015 has been released.</p> <p>ii) Preparation of Annual Report of Minimum Wages Act for the year 2016 is under progress.</p> | <p>Shortfall due to non-receipt of annual returns/reports/clarifications from certain States and UTs may cause delay in the release of annual reviews.</p> | | <p>A. Payment of Wages Act, 1936</p> <p>i) Collection, compilation, processing and finalization of data received from State/ Union Territories under Payment of Wages Act, 1936 for the year 2018 in respect per capita annual earning and per capita daily earnings.</p> <p>B. Minimum Wages Act, 1948</p> <p>i) Collection, compilation, processing and finalization of data received under Minimum Wage Act, 1948 for the year 2018 in respect of unskilled workers employed in various scheduled employments in different States/ U.Ts.</p> |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|---|---|---|--|---|---|--|
| | Targets | Achievements | | Targets | Achievements | Short fall if any indica ting reaso ns in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| viii) Wage Rate Index | i) Drafting and finalization of Article on Wage Rate Index for the year 2017. | i) Article on Wage Rate Index for the years 2016 and 2017 are under progress. | | i) Drafting and finalization of Article on Wage Rate Index for the year 2018. | i) Article on Wage Rate Index for the years 2016, 2017 and 2018 are under progress. | |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|---|---|--|---|---|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| i) Drafting and finalization of Article on Wage Rate Index for the year 2019. | i) Article on Wage Rate Index for the years 2016, 2017, 2018 and 2019 are under progress. | - | | i) Drafting and finalization of Article on Wage Rate Index for the year 2020. |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | Shortfall if any indicating reasons in brief |
|--|---|--|--|---|--|--|
| | Targets | Achievements | | Targets | Achievements | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| ix) Research | <p>A. Digest of Indian Labour Research</p> <p>i) Bringing out the Twelfth Digest of Indian Labour Research.</p> <p>B. Statistical Profile on Women Labour</p> <p>i) Bringing out the Statistical Profile on Women Labour 2014-15.</p> | <p>A. Digest of Indian Labour Research</p> <p>i) Examination of the Research Studies received from the Organizations/ Institutions relating to the 11th Digest.</p> <p>ii) Reminders have been sent to the non-responding Organizations/ Institutes 2012-2015.</p> <p>iii) Summarization of the studies for the Digest 2012-2015 is in progress.</p> <p>B. Statistical Profile on Women Labour</p> <p>i) Work under progress for Statistical Profile on Women Labour 2014-15.</p> | | <p>A. Digest of Indian Labour Research</p> <p>i) Bringing out the Twelfth Digest of Indian Labour Research.</p> <p>B. Statistical Profile on Women Labour</p> <p>i) Bringing out the Statistical Profile on Women Labour 2015-16.</p> | <p>A. Digest of Indian Labour Research</p> <p>i) Examination of the Research Studies received from the Organizations/ Institutions relating to the 11th Digest.</p> <p>ii) Reminders have been sent to the non-responding Organizations/ Institutes 2012-2015.</p> <p>iii) Summarization of the studies for the Digest 2012-2015 is in progress.</p> <p>B. Statistical Profile on Women Labour</p> <p>i) Work under progress for Statistical Profile on Women Labour 2014-15.</p> | |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|---|--|---|--|---|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| <p>A. Digest of Indian Labour Research</p> <p>i) Bringing out the Twelfth Digest of Indian Labour Research.</p> <p>B. Statistical Profile on Women Labour</p> <p>i) Bringing out the Statistical Profile on Women Labour 2016-17.</p> | <p>A. Digest of Indian Labour Research</p> <p>i) Examination of the Research Studies received from the Organizations/ Institutions relating to the 11th Digest.</p> <p>ii) Reminders have been sent to the non-responding Organizations/ Institutes 2012-2015.</p> <p>B. Statistical Profile on Women Labour</p> <p>i) Statistical Profile on Women Labour 2014-15 has been released.</p> <p>ii) Preparation of Statistical Profile on Women Labour 2015-16 is in progress.</p> | | | <p>A. Digest of Indian Labour Research</p> <p>i) Bringing out the Twelfth Digest of Indian Labour Research.</p> <p>B. Statistical Profile on Women Labour</p> <p>i) Bringing out the Statistical Profile on Women Labour 2017-18.</p> |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | Shortfall if any indicating reasons in brief |
|--|---|---|--|--|--|--|
| | Targets | Achievements | | Targets | Achievements | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| x) Contract Labour Survey | i) Selection of industries. ii) Collection of frame list. iii) Sampling / Selection and designing of units. iv) Conduct of field work. v) Preparation of tables. vi) Generation of tables. vii) Drafting of report. viii) Release of report. | i) Survey launched in Food Corporation of India in July, 2017. ii) Collection of frame list completed in September, 2017. iii) Sampling / Selection and designing of units completed in September, 2017. iv) Conduct of field work in North zone of FCI completed in November, 2017. | | i) Report on identified sector in Contract Labour Survey will be released. | i) Field work of Contract Labour Survey in Food Corporation of India has been completed except in one state which is under progress. ii) The collection of frame for next survey in NTPC is under progress. | |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|--|--|--|---|--|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| i) Report on identified sector in Contract Labour Survey will be released. | i) Field work of Contract Labour Survey in Food Corporation of India has been completed and scrutiny work is under progress. ii) The collection of frame for next survey in NTPC is under progress. | | | i) Report on identified sector in Contract Labour Survey will be released. |

NEW ACTIVITIES

| Name of the Scheme/ Project Programme | 2016-17 | | Shortfall if any indicating reasons in brief | 2017-18 | | |
|---|---|---|--|--|--|--|
| | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| xi) Base Updation of CPI (AL/RL) | <p>(i) Selection of States and finalization of sample villages in consultation with TAC on SPCL.</p> <p>(ii) Conduct of market survey for selection of markets/outlets.</p> <p>(iii) Preparation of price collection schedule and related instructions.</p> | <p>i) Interaction with regard to market survey for base updation with NSSO initiated.</p> <p>ii) Sample size estimation and other technical work initiated.</p> | – | <p>(i) Examination of Consumer Expenditure data and finalization of price collection schedule on the basis of the CES results.</p> <p>(ii) Collection of price data from the selected markets/outlets by the NSSO and its examination for working out the base year prices separately for AL and RL.</p> | <p>(i) States/ UTs and sample villages have been finalized in consultation with TAC on SPCL.</p> <p>(ii) Training programmes were conducted at each of 6 zones for the Field Staff of NSSO (FOD). staff in under process.</p> | |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|--|---|---|--|---|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| <p>(i) Preparation of State-wise and All-India weighting Diagrams separately for AL and RL.</p> <p>(ii) Examination/ processing of price data and compilation State wise and All-India index separately for AL and RL on month to month basis.</p> | <p>(i) Technical issues regarding new series of CPI-AL/RL have been finalized in consultation with the Expert Group constituted by TAC on SPCL under the chairmanship of Dr. G. M. Boopathy, Retd. ADG, CSO.</p> <p>(ii) After imparting training to the field investigators, Market Survey and Regular Price Collection work has been launched and Collection of data on market survey through NSSO-FOD regarding identification, listing, sampling of local areas, shops and specifications of items for the selected sample village spread over various states/UTs is presently in progress.</p> <p>(iii) Examination Analysis</p> | | | <p>(i) Collection of price data from the selected villages.</p> <p>(ii) Finalization of price collection.</p> <p>(iii) Examination of collected price data and finalization of the base prices for each State/UT.</p> <p>(iv) In view of the press release by PIB (MOSPI) regarding non-release of 75th round of Consumer Expenditure Survey data, alternate possibility will be explored in order to continue the base updation exercise.</p> |

| | | | | |
|--|--|--|--|---|
| | <p>&scrutiny of market survey data is in progress. Fixation of specifications/units of each item is under process.</p> <p>(iv) The 5th Meeting of Expert Group and the 66th Meeting of TAC on SPCL was held on 25th and 26th September, 2019 to discuss the status of ongoing market survey, fixation of specification, price validation, methodology for treatment of prices of commodities sold in ration / Fair Price Shops and weighting diagram for CPI-AL & RL new series.</p> | | | <p>(iii) Market survey has been initiated by the NSSO-FOD.</p> <p>(iv) Instruction Manual for conducting market survey & other survey instruments has been prepared.</p> <p>(v) RFP for engagement of contractual</p> |
|--|--|--|--|---|

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|--|--|--------------|--|--|--------------|--|
| | Targets | Achievements | | Targets | Achievements | Shortfall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| xii) Base Updation of Wage Rate Indices (WRI) | <p>i) Examination/ analysis of seventh OWS Employment data.</p> <p>ii) Initiation of identification of industries to be covered.</p> <p>iii) Past data verification of some units to confirm the latest status of occupations, employment, wages, etc.</p> | - | Process will be initiated after receipt of data from 7 th round of OWS which is a pre-requisite for Base updation of WRI. | <p>i) Completion of industry and occupation identification for coverage.</p> <p>ii) Analysis of wage rate data with a view to derive the weighting diagram.</p> <p>iii) Initiation of regular collection of occupation specific employment and wage rate data.</p> | - | Process will be initiated after receipt of data from 7 th round of OWS which is a pre-requisite for Base updation of WRI. |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|---|---|---|--|--|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| <p>i) Regular collection of occupation-wise data on employment and wages.</p> <p>ii) Test compilation of wage rate indices with new base.</p> | <p>(i) The proposal for Base revision of WRI for approval of hiring 43 contractual personnel has been prepared and submitted to the Ministry.</p> <p>(ii) The Ministry has reconstituted Technical Advisory Committee for Base revision of WRI on 01-11-2019.</p> <p>(iii) The first Meeting of TAC to examine the technical aspects of Base revision of WRI was held on 16th December, 2019.</p> <p>iv) Examination/ analysis of seventh OWS Employment data has been undertaken.</p> <p>v) Industries to be covered under new series of WRI are being identified in consultation with TAC.</p> | | | <p>i) Past data verification of some units to confirm the latest status of occupations, employment, wages, etc.</p> <p>ii) Completion of industry and occupation identification for coverage.</p> <p>iii) Analysis of wage rate data with a view to derive the weighting diagram.</p> <p>iv) Initiation of regular collection of occupation specific employment and wage rate data.</p> <p>v) Compilation of WRI on base 2016=100.</p> |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|--|--|--|--|---|--|------------------|
| | Targets | Achievements | | Targets | Achievements | Shortfall if any |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| xiii) Extension of QES to units employing less than 10 workers) | Conduct of Area Frame Survey (covering less than 10 workers) | Proposal for Area Frame Survey has been sent to the Ministry on 07.11.2017. The scheme of Area Frame Survey has been sanctioned by the Ministry on 09 th March, 2018. | – | Bringing out Quarterly reports on changes in employment in selected sectors/sub-sectors of economy. | <p>i) Technical details of the survey have been finalized in consultation with the Expert Group.</p> <p>ii) All India Training of Trainers (AIToT) has been conducted at Chandigarh on 30th and 31st January, 2019 and the regional Level training at various ROs along with HQ has been conducted during the 1st week of February, 2019.</p> <p>iii) The field work at All India level has been launched in first week of February, 2019 and approximately 500 FSUs have been covered under AFES.</p> | |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|---|--|--|--|---|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| Bringing out Quarterly reports on changes in employment in selected sectors/sub-sectors of economy. | <p>(i) During the field work at All India level, approximately 1500 FSUs were canvassed under AFES.</p> <p>(ii) As per decision taken by the Expert Group during Expert Group meeting held on 22.08.2019 at Kolkata, a fresh Area Frame Establishment Survey (AFES) is to be launched and a proposal for the same has been sent to the Ministry on 01.10.2019.</p> | During the Expert Group meeting at Kolkata, it was decided by the expert group to start the survey afresh due to the technical reason of long gap in field survey. | | To Conduct the field work of fresh Area Frame Survey (covering less than 10 workers). |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|--|---------|--------------|--|---|--------------|---|
| | Targets | Achievements | | Targets | Achievements | Short fall if any indicating reasons in brief |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| xiv) Base updation of CPI-IW:2021=100 | – | – | – | Collection of employment data for selection of Centers for 2021=100 series. | | - |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|---|---------------------|--|---|---|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| Initiation of preliminary work for base revision. Collection of employment data from States / UTs for finalizing the centres for the new base year. Also launching of pilot survey for setting of price collection machinery. | — | - | - | Initiation of preliminary work for Base revision of CPI-IW. |

| Name of the Scheme/ Project Programme | 2017-18 | | Shortfall if any indicating reasons in brief | 2018-19 | | |
|---------------------------------------|--|---|--|---|--|------------------|
| | Targets | Achievements | | Targets | Achievements | Shortfall if any |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| xv) Survey on PMMY | To conduct the survey on PradhanMantri Mudra Yojna (PMMY). | i) Expert Group on PMMY survey was constituted by the Ministry on 29.12.2017. Consultations were held with the Expert Group to finalize the technical details of the PMMY survey. | – | To conduct the survey on PradhanMantri Mudra Yojna (PMMY) and release the report. | <p>i) The technical details pertaining to PMMY Survey have been finalized in a series of Expert Group Meetings.</p> <p>ii) Field work for the survey was launched on 10th April, 2018 and has been completed on 30th November, 2018.</p> <p>iii) Data processing and Tabulation work under PMMY Survey has been completed.</p> <p>iv) Report writing work of the PMMY Survey is in progress.</p> | |

| 2019-20 | | Shortfall, if any indicating the reasons thereof in brief | % age of achievements for the last three years | 2020-21 |
|--|---|--|---|----------------|
| Targets | Achievements | | | Targets |
| 8 | 9 | 10 | 11 | 12 |
| To release the report of Survey on PMMY. | i) The report on PradhanMantri Mudra Yojna (PMMY) Survey has been released on 07 th November, 2019 | - | - | - |

2. Office of the Chief Labour Commissioner(C)

| Name of Scheme /Project/Programme | Division | 2017-18 | | 2018-19 | | 2019-20 | | 2020-21 Target |
|--|------------|----------------------------|-------------|----------------------------|-------------|----------------------------|--------------|---------------------------|
| | | Target | Achievement | Target | Achievement | Target | Achievements | |
| Machinery for better conciliation and preventive mediation and more effective enforcement of Labour Laws and Improving efficiency by providing better facilities and construction of combined office complex for the office of CLC(C) and RLC(C), New Delhi. | O/o CLC(C) | Claim Cases –4330 | 6420 | Claim Cases - 5770 | 8006 | Claim Cases - 6059 | 5177 | Claim Cases-6362 |
| | | Industrial disputes – 7690 | 7774 | Industrial Disputes – 8074 | 7976 | Industrial Disputes – 8478 | 5738 | Industrial Disputes- 8478 |
| | | Training - | | | | | | Training- 139 |

| | | | | | | | | |
|--|--|-----|----|----------------|----|----------------|-----|--|
| | | 120 | 58 | Training - 120 | 33 | Training - 139 | 124 | |
|--|--|-----|----|----------------|----|----------------|-----|--|

3.Strengthening of core functions of DGFASLI

| Sl. | Name of scheme | Activities | 2017-18 | | | 2018-19 | | | 2019-20 | | | % of achievements for the last 3 years | 2020-21 Target |
|-----|---|--|---------|-------------|--|---------|--|--|--|--|--|--|---|
| | | | Target | Achievement | Shortfall if any indicating reasons in brief | Target | Achievement | Shortfall if any indicating reasons in brief | Target | Anticipated Achievements | Shortfall if any indicating reasons in brief | | |
| 1. | Strengthening & Development of DGFASLI organization and OSH in Factories, Ports and Docks | | | | | | | | | | | | |
| 2. | | Construction of Integrated Knowledge Centre, at CLI Mumbai | - | - | - | | (i) Geo-technical investigation of soil has been completed. (ii) Conversion of drawing into preDCR format and autoDCR scrutiny report as per MCGM autoDCR rule for construction of IKC at CLI, Mumbai is in progress. | Delay is because tender for point (ii) was awarded by CPWD in the month of March, 2019. | Award of contract for construction of IKC. | Sanction received for conduction of geothermal investigation of soil, survey of plot and payment of fees to local authorities. | - | - | Completion of geo-technical investigation of soil and approvals from local authorities. |
| 3. | | Organization of International Conference on Vision Zero. | - | - | - | 1 | 1 | - | - | - | - | - | Training of Inspectorate Dock Safety officers on handling hazardous chemicals and advanced material handling systems in Dock. |
| 4. | | Organization of seminars/workshops. | 25 | 19 | Shortage of manpower | 3 | 12 | | | 4 | 8 | | 2 |
| 5. | | . Number of ships/warehouses/wharfs/berths/installations/ | 1500 | 2793 | - | 1500 | | | | 1600 | 2000 | | 1600 |

| | | | | | | | | | | | | | |
|-----|--|--|----|----|----------------------|-----|-----|---|-----|-----|---|---|---|
| | | gears inspected | | | | | | | | | | | |
| 6. | | Number of programmes conducted to create awareness on OSH. | 30 | 29 | - | | 0 | Delay is because construction of IKC at CLI, Mumbai is still in process. | 4 | 0 | Constr uction of IKC is yet to be comple ted. | | 1 |
| 7. | | Number of accidents of workers in factories, ports, and docks | - | - | - | 0 | 39 | DGFASLI is working on achieving target of 0 fatal accidents of workers in ports and docks. | 0 | - | | | - |
| 8. | | Number of fatal accidents of workers. | - | - | - | 0 | 14 | DGFASLI is working on achieving target of 0 fatal accidents of workers in ports and docks. | 0 | - | | | - |
| 9. | | Number or Organization participating (international and domestic) . | - | - | - | - | - | DGFASLI is making efforts to restart the training programme. | 4 | 0 | | | 1 |
| 10. | | Number of improvement notices /warnings issued/ No of prosecutions | - | - | - | - | 28 | | 28 | 28 | | | |
| 11. | | Number of labs set-up at RLI, Faridabad. | 1 | 0 | - | 2 | 0 | IH and medical Labs are already set up | 2 | 0 | | | |
| 12. | | Number of officers trained with specialized skills in the area of OSH at RLI, Faridabad. | - | - | - | 3 | 0 | No officers could be trained because DGFASLI is the only specialized agencies on OSH. | 4 | 4 | | | |
| 13. | | Number of surveys carried out | 9 | 2 | Shortage of manpower | 4 | 7 | | 8 | 8 | - | - | - |
| 14. | | Number of industries covered by RLI, Faridabad. | - | - | - | 25 | 22 | Units to be covered were not running thus left out for study/survey. | 24 | 30 | - | - | - |
| 15. | | Number of people trained under the short and long duration programmes at RLI, Faridabad. | 8 | 6 | Shortage of manpower | 200 | 205 | | 200 | 300 | - | - | - |
| 16. | | Number of people receiving the one-year diploma at RLI, Faridabad. | 1 | 1 | - | 50 | 43 | Due to non availability of suitable candidates for admission. | 60 | 60 | - | - | - |

| | | | | | | | | | | | | | |
|-----|--|--|---|---|-----------------------|-----|-----|---|-----|-----|---|---|--|
| 17. | | Number of in-plant trainings conducted by RLI, Faridabad. | 4 | 0 | - | 2 | 2 | | 4 | 4 | - | - | - |
| 18. | | Number of managers and owners trained at RLI, Faridabad. | - | - | - | 25 | 5 | Lukewarm response in the training programme offered by the institute. | 24 | 30 | - | - | - |
| 19. | | Number of National Seminars/Conferences/ Workshops organized at RLI, Faridabad. | 3 | 3 | - | 2 | 2 | | 4 | 0 | - | - | - |
| 20. | | Number of people participating in the seminars/conferences/ workshops at RLI, Faridabad. | - | - | - | 100 | 23 | | 200 | 0 | - | - | - |
| 21. | | Release of film on OSH by RLI, Faridabad. | 1 | 0 | Shortage of manpower. | | | | 2 | 0 | - | - | - |
| 22. | | Number of people completing AFIH Course at RLI, Faridabad. | 1 | 1 | - | 50 | 19 | Sanctioned strength is 25 but admitted 19 candidates due to non availability of suitable candidates. | 60 | 80 | - | - | - |
| 23. | | Number of people undertaking the Five Weeks Certificate Course at RLI, Faridabad. | 1 | 0 | - | 30 | 0 | Cancelled | 80 | 0 | - | - | - |
| 24. | | Number of units in MSME sector to whom services rendered by RLI, Faridabad. | - | - | - | | 10 | | 20 | 12 | - | - | 10 |
| 25. | | Number of officers trained at RLI, Faridabad. | - | - | - | 3 | 0 | No officers could be trained because DGFASLI is the only specialized agencies on OSH. | 4 | 0 | - | - | All officers on the strength of this Directorate |
| 26. | | Number of owner/managers trained at RLI, Faridabad. | - | - | - | 30 | 5 | Less participation in the prog floated for MSME sector | 40 | 40 | - | - | 250 |
| 27. | | Number of accidents in MSME units. | - | - | - | 0 | 0 | | 0 | - | - | - | - |
| 28. | | Number of supervisors / managers trained in different areas of OSH | - | - | - | 200 | 205 | | 200 | 300 | - | - | 1000 |

| | | | | | | | | | | | | | |
|-----|--|---|---|---|---|--|--|---|---|---|---|---|------|
| | | at RLI, Faridabad. | | | | | | | | | | | |
| 29. | | Number of supervisors trained at RLI, Faridabad. | - | - | - | 50 | 25 | Due to cancellation of Course specialized for Supervisors | 60 | 200 | - | - | 5000 |
| 30. | | Number of people viewing film on OSH at RLI, Faridabad. | - | - | - | 300 | 500 | | 300 | 0 | - | - | 6000 |
| 31. | | Number of doctors trained at RLI, Faridabad. | - | - | - | 50 | 19 | During the training calendar of 2018-19, only AFIH course was conducted for specialized doctors. | 80 | 80 | - | - | 300 |
| 32. | | Number of supervisors trained for Hazardous process industries at RLI, Faridabad. | - | - | - | 60 | 0 | Due to cancellation of course | 80 | 0 | - | - | 100 |
| 33. | | Commencement of Construction of the building for RLI, Shillong. | - | - | - | First Phase - Construction of Building completion. | Excavation for foundation of hostel and institute building is in progress. | Delay is due to awarding of tender by CPWD in February, 2019. | Initiation of construction of building by CPWD. | Excavation, foundation and steel work of hostel and institute building will be completed. | - | - | - |
| 34. | | Number of workers/ supervisors / managers trained in different areas of OSH at RLI, Shillong. | - | - | - | 200 | 0 | Delay is because establishment of RLI, Shillong's office is still in progress. | 200 | 100 | - | - | 120 |

4. Welfare Schemes

4.1 Name of the Scheme: Revamped Scheme for the Rehabilitation of Bonded Labour, 2016.-

| Sl. No. | Name of the Scheme/Project/ Programme | Division | 2017-18 | | | 2018-19 | | | 2019-20 | | | 2020-21 Target |
|---------|--|-------------------------------------|---|--|--|---|--|--|---|--|--|---|
| | | | Target | Achievement | Shortfall if any indicating reasons in brief | Target | Achievement | Shortfall if any indicating reasons in brief | Target | Achievement | Shortfall if any indicating reasons in brief | |
| 1. | Centrally Sponsored Scheme for Rehabilitation of Bonded Labour | Labour Welfare Division O/O DG (LW) | No targets are fixed by the State Governments | 1978 bonded labourers had been rehabilitated | NA | No targets are fixed by the State Governments | 853 bonded labourers have been rehabilitated | NA | No targets are fixed by the State Governments | Information still awaited from State Governments | | No targets are fixed by the State Governments |

| Sl. No. | Name of the Scheme/Project/Programme | Division | 2017-18 | | | 2018-19 | | | 2019-20 | | | Target 2020-21 |
|---------|--------------------------------------|----------|---------|-------------|--|---------|--|--|---------|--|--|----------------|
| | | | Target | Achievement | Shortfall if any indicating reasons in brief | Target | Achievement | Shortfall if any indicating reasons in brief | Target | Achievement | Shortfall if any indicating reasons in brief | |
| 2 | Education | DGLW | 4 lakh | 1.45 lakh | -- | 4 lakh | 2.52 lakh | -- | 4 lakh | 1.61 lakh | | 4 lakh |
| 3 | Health | | -- | 14.01 lakh | -- | -- | 11.26 lakh | -- | -- | 13.53 lakh | | -- |
| 4. | Housing | | 24000 | 23200 | Deliverables are directly dependent on the number of proposals received Budget available). | 20000 | 12394 (2 nd /3 rd installment) | Deliverables are directly dependent on the number of proposals received Budget available). | 29613 | 20424 (2 nd /3 rd installment) | -- | |

5 Child Labour

Name of the Scheme: National child Labour Project (NCLP) scheme including Grant-in-Aid Scheme.

| Sl. No. | Activities | 2017-18 | | | 2018-19 | | | 2019-20 | | | % of Achievement for the last three years | 2020-21 Target |
|---------|--------------|--|---|--|--|---|--|--|---|---|--|--|
| | | Target | Achievement | Short fall, if any indicating reasons in brief | Target | Achievement | Short fall, if any indicating reasons in brief | Target | Achievement 22-12-2017 | Shortfall, if any indicating reasons in brief | | |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) |
| 1 | Child Labour | (i) To attain new enrolment of 40000 working children in special training Centres (ii) Mainstreaming of 45000 children to formal education system | (i) 46370 new enrolments made (ii) 47635 children mainstreamed | | (i) To attain new enrolment of 40000 working children in special training Centres (ii) Mainstreaming of 45000 children to formal education system | (i) 40980 new enrolments made (ii) 50284 children mainstreamed | | (i) To attain new enrolment of 45000 working children in special training Centres (ii) Mainstreaming of 45000 children to formal education system | (i) 24216 new enrolments made (ii) 40050 children mainstreamed | (i) Complete information still awaited from all NCLP District Project Societies. (ii) Complete information still awaited from all NCLP District Project Societies. | (i) 11156/12500 = 89.25% (ii) 13796/13500 = 102.20% | (i) To attain new enrolment of 50000 working children in special training Centres (ii) Mainstreaming of 50000 children to formal education system |

| Sl. No. | Activities | 2017-18 | | | 2018-19 | | | 2019-20 | | | % of Achievement for the last three years | 2020-21 Target |
|---------|------------|---------|-------------|---|---------|-------------|---|---------|------------------------|---|---|----------------|
| | | Target | Achievement | Shortfall, if any indicating reasons in brief | Target | Achievement | Shortfall, if any indicating reasons in brief | Target | Achievement 22-12-2017 | Shortfall, if any indicating reasons in brief | | |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) |
| | | | | | | | | | | | | |

6 DIRECORATE GENERAL OF EMPLOYMET (DGE)

6.1 NATIONAL CAREER SERVICE CENTRE FOR DIFFERENTLY ABLED (ERSTWHILE VRCS)

| Item No: 8 | | | | | | | |
|------------|--------------------------------------|---------|---------|--|--|---|----------------|
| Sl. No. | Name of the Scheme/Project Programme | 2017-18 | 2018-19 | | | % of achievement for the last three years | 2020-21 Target |
| | | | | | | | |

| | | Division | Target | Achievement | Short-fall/ if any, | Target | Achievement | Short-fall/ if any, indicating reasons in brief | Target | Anticipated achievement | Short-fall/ if any, | | |
|----|---|---|--|--------------------|---|--|--------------------|--|---|---|----------------------------|---|--|
| 1. | NATIONAL CAREER SERVICE CENTRE FOR DIFFERENTLY ABLED (ERSTWHILE VRCS) | Inake: 32000 Eval: 31000 Rehab.: 11500 | 32254 32155 11759 | N/A | Inake: 32000 Eval: 31000 Rehab.: 11500 | 31592 31466 11721 | N/A | | Inake: 32000 Eval.:31000 Rehab.: 11500 | 21487 21451 7540 | N/A | 2017-18 102% 2018-19 100.37% | Inake: 32000 Eval.:31000 Rehab.:11500 |

6.2 NATIONAL CAREER SERVICE

| S. N. | Name of the Scheme | 2017-18 | 2018-19 | 2019-20 | % of achievement | 2020-21 Target |
|-------|--------------------|---------|---------|---------|------------------|----------------|
| | | | | | | |

| | | | Target | Achievement | Short-fall/ if any, | Target | Achievement | Short-fall/ if any, | Target | achievement | Short-fall/ if any, | | |
|---|-------------------------|-----|--|-------------------------|---------------------|---|--------------------------|---------------------|--|-------------------|---------------------|------|--|
| 1 | NATIONAL CAREER SERVICE | NCS | 100 MCC to be established 978 Emp. EX to be interlink with NCS Organisation of Job Fair at district level Trg to Emp. Officers on NCS | 107 85 618 762 | N/A | 100 MCC to be established 978 Emp. EX to be interlink with NCS portal Organisation of Job Fair at district level Trg to Emp. Officers on NCS | 146 87 1441 418 | N/A | 200 MCC to be established 978 Emp. EX to be interlink with NCS portal Organisation of Job Fair at district level | 145 766 841 | N/A | 100% | 200 MCC to be established 978 Emp. EX to be interlink with NCS portal Organisation of Job Fair at district level |

6.3 Name of the Scheme:-PradhanMantriRojgarProtsahanYojna

| Sl. No. | Name of the Scheme/Project/Programme | 2017-18 | | | | 2018-19 | | | 2019-20 | | | % of achievements for the last three years | 2020-21 Target |
|---------|--------------------------------------|----------|------------------------|--------------|---|------------------------|--------------|---|--|-------------|---|--|--|
| | | Division | Targets | Achievements | Shortfall, if any indicating reasons in brief | Targets | Achievements | Shortfall, if any indicating reasons in brief | Targets | achievement | Shortfall, if any indicating reasons in brief | | |
| (1) | (2) | | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) |
| | PradhanMantriRojgarPratsahanyojna | PMRPY | 5 lakh (beneficiaries) | 30.25 lakh | N/A | 5 lakh (beneficiaries) | 87.46 lakh | N/A | No targets have been assigned for the said period as the terminal date for registration under PMRPY was 31.03.2019 | -- | -- | 2017-18 : 605% 2018-19 : 1749% | No targets have been assigned for the said period as the terminal date for registration under PMRPY was 31.03.2019 |

6.4 Name of the Scheme:-Welfare of SC/ST job seekers through Coaching, Guidance and Vocational Training

| Sl. No. | Name of the Scheme/Project/Programme | 2017-18 | | | 2018-19 | | | 2019-20 | | | % of achievements for the last three years | 2020-21 Target | |
|---------|---|------------------|---|--|---|-------------|---|---|-------------|---|--|--|---|
| | | Division | Targets | Achievements | Shortfall, if any indicating reasons in brief | Targets | Achievements | Shortfall, if any indicating reasons in brief | Targets | achievement | | | Shortfall, if any indicating reasons in brief |
| (1) | (2) | | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) |
| 1 | Welfare of SC/ST job seekers through Coaching, Guidance and Vocational Training and introduction of new courses in existing NCSCs & establishme | D G E T | To provide vocational guidance, career counselling, typing and shorthand facilities to 1300 SC/ST job seekers and also prepare them for competitive examination/selection tests for Group 'C' | 1300 SC/ST candidates were imparted training under special coaching scheme. 100 % achievement | No shortfall | As in Col 3 | 1300 SC/ST candidates would be imparted training under special coaching scheme. The target will be fully achieved. | No shortfall | As in Col 3 | 1300 SC/ST candidates would be imparted training under special coaching scheme. The target will be fully achieved. | No shortfall | Under Special Coaching Scheme 100% targets were achieved. 100 % achievement | As in Col 3 |

| | | | | | | | | | | | | | |
|--|---|--|---|---|--------------|---|---|--------------|---|--|--------------|------------------|---|
| | nt of new NCSCs in the States not covered so far. | | posts. | | | | | | | | | | |
| | | | To provide Computer Training to 3000 educated SC/ST job seekers | Computer Training to 2000 educated SC/ST job seekers were provided. The Computer Hardware Training was provided to 1000 SC/ST job seekers | No shortfall | To provide Computer Training to 2200 educated SC/ST job seekers | Computer Training to 1500 educated SC/ST job seekers is being provided. The Computer Maintenance Training was provided to 700 SC/ST job seekers | No shortfall | To provide Computer Training to 1050 educated SC/ST | Computer Training to 600 educated SC/ST job seekers is being provided. The Computer Hardware Maintenance Training was provided to 450 SC/ST jobseekers | No shortfall | 100% achievement | To provide Computer Training to 3000 educated SC/ST job seekers |

STANDING COMMITTEE ON LABOUR

(2019-20)

Minutes of the Twentieth Sitting of the Committee

The Committee sat on Wednesday, the 19th February, 2020 from 1430 hrs. to 1700 hrs. in Committee Room No. '2', Parliament House Annexe-Extension Building, New Delhi.

PRESENT

Shri Bhartruhari Mahtab - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Subhash Chandra Baheria
3. Shri John Barla
4. Shri Raju Bista
5. Shri Pallab Lochan Das
6. Shri Satish Kumar Gautam
7. Dr. Umesh G. Jadhav
8. Shri Dharmendra Kumar Kashyap
9. Dr. Virendra Kumar
10. Shri K. Navaskani
11. Shri Nayab Singh Saini
12. Shri Bhola Singh

RAJYA SABHA

13. Shri Husain Dalwai
14. Shri Ram Narayan Dudi
15. Shri Elamaram Kareem
16. Dr. Banda Prakash
17. Ms. Dola Sen
18. Shri M. Shanmugan

SECRETARIAT

- | | | | |
|----|-------------------------|---|------------------|
| 1. | Shri T.G. Chandrasekhar | - | Joint Secretary |
| 2. | Shri P.C. Choulda | - | Director |
| 3. | Shri D.R. Mohanty | - | Addl. Director |
| 4. | Shri Kulvinder Singh | - | Deputy Secretary |

Witnesses

REPRESENTATIVES OF THE MINISTRY OF LABOUR & EMPLOYMENT

| Sl. No. | Name | Designation |
|----------------|-----------------------------|--|
| 1. | Shri Heeralal Samariya | Secretary |
| 2. | Shri M. Peter Johnson | Director General |
| 3. | Ms. Anuradha Prasad | Additional Secretary |
| 4. | Ms. Sibani Swain | AS&FA |
| 5. | Shri Sunil Barthwal | Central Provident Fund Commissioner |
| 6. | Shri Rajan Verma | Chief Labour Commissioner |
| 7. | Shri R.K. Gupta | Joint Secretary |
| 8. | Ms. Vibha Bhalla | Joint Secretary |
| 9. | Ms. Kalpana Rajsinghot | Joint Secretary |
| 10. | Shri Ajay Tewari | Joint Secretary |
| 11. | Shri S.B. Singh | Deputy Director General |
| 12. | Shri Sunil Prakash Bhardwaj | Deputy Director General |
| 13. | Shri Ajay Shanker Singh | Chief Controller of Accounts |
| 14. | Shri R.K. Elangovan | Deputy Director General |
| 15. | Shri Bharat Bhushan | Deputy Director General |
| 16. | Shri R. Subramanian | DGMS |
| 17. | Shri Srinivas Hanumankar | Director General |
| 18. | Shri Hemant Jain | FA&CAO |

| | | |
|-----|--------------------|------------------------|
| 19. | Ms. Sandhya Shukla | Financial Commissioner |
| 20. | Shri A.K. Sinha | Insurance Commissioner |
| 21. | Dr. R.K. Kataria | Medical Commissioner |

2. At the outset, the Chairperson welcomed the Members of the Committee and representatives of the Ministry of Labour & Employment (MoLE) to the sitting of the Committee, convened for taking oral evidence of the Ministry on 'Demands for Grants (2020-21)'. Drawing the attention of the representatives to Direction 58 of the 'Directions by the Speaker' regarding confidentiality of the proceedings of the Committee, the Chairperson asked the Secretary, MoLE, to give an overview of the actual expenditure for the previous year (2019-20) and the Budgetary provisions for the year 2020-21 for various programmes/activities/schemes and the plan of action on the part of the Ministry for optimal utilisation of the earmarked funds as well as maximum achievement of physical targets.

3. The Secretary, Ministry of Labour & Employment, accordingly, briefed the Committee *inter-alia* highlighting the Budget Estimates (BE) of the Ministry, Schemes/Activities of the Ministry, Major Schemes (2019-20), requirement of additional funds, labour law reforms, initiatives of the Ministry under various organisations like ESIC, EPFO, DGFASLI, DGLW, DGMS, CLC(C), Labour Bureau etc. The secretary also apprised the Committee of the actual expenditure vis-à-vis allocations made during the previous fiscal and the physical performance in various schemes/projects/ programmes announced by the Ministry. The Secretary and other representatives of the Ministry also responded to various queries raised by the Members which *inter-alia* included under utilisation of allocated funds under various schemes, Initiatives and achievements of ESIC and EPFO, Vision of 'India without Child Labour', Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) scheme for welfare of unorganized sector workers, Review of Pradhan Mantri Rojgar Protsahan Yojana (PMPRY) for generation of new jobs for another two years, Rehabilitation of 'Bonded Labour', Industrial relations between employees and employer, Employees Pension Scheme 1995, National Child Labour Project, Bima Yojana for unorganised workers; etc.

4. As some points required detailed and statistical reply, the Chairperson asked the Secretary, Ministry of Labour & Employment to furnish written replies thereon within a week. The secretary assured to comply:

5. The Chairperson, then thanked the Secretary and other representatives of the Ministry for furnishing valuable information on the subject and responding to the queries of the Members.

(The witnesses then withdrew)

[A copy of the verbatim record of proceedings was kept on record]

The Committee then adjourned.