

R F D
Results Framework Document
For
Chief Labour Commissioner (C)'s Organization
(2014-15)

Section 1:

Vision, Mission, Objectives and Functions

Vision: Conflict free Industrial Relations in the central Sphere.

Mission: Improving Conciliation services and enforcement of Labour Laws through training and strengthening of enforcement machinery.

Objectives:

1. Enforcement of Labour Laws and Rules made thereunder in the central sphere.
2. Prevention and settlement of industrial disputes.
3. Training and strengthening of enforcement machinery.

Functions:

1. To intervene in industrial disputes and strive for settlement.
2. To inspect the establishments in the central sphere for enforcing the labour laws.
3. To secure payment of minimum wages for workers in scheduled employments.
4. To prosecute the defaulters for non-compliance of labour laws.
5. To discharge quasi-judicial functions under various labour laws.
6. To train the personnel in the enforcement machinery for better delivery of service

SECTION – 2:

Objective 6: Prevention and settlement of industrial Disputes and strengthening labour laws enforcement machinery

Weight: 10%

S.No.	Objective	Weight	TARGET								
			Action	Success Indicator	Unit	Weight	Excellent	Very Good	Good	Fair	Poor
							100%	95%	90%	85%	80%
1.	Enforcement of labour laws to provide relief and benefit to the workers.	40	a) Percentage of inspection carried out against set target.	Nos. (Region Wise)							
				Asansol	%	0.50	100%	95%	90%	85%	80%
				Ajmer	%	0.50	100%	95%	90%	85%	80%
				Ahmadabad	%	0.50	100%	95%	90%	85%	80%
				Bangalore	%	0.50	100%	95%	90%	85%	80%
				Bhubaneswar	%	0.50	100%	95%	90%	85%	80%
				Chandigarh	%	0.50	100%	95%	90%	85%	80%
				Chennai	%	0.50	100%	95%	90%	85%	80%
				Cochin	%	0.50	100%	95%	90%	85%	80%
				Dhanbad	%	0.50	100%	95%	90%	85%	80%
				Guwahati	%	0.50	100%	95%	90%	85%	80%
				Hyderabad	%	0.50	100%	95%	90%	85%	80%
				Jabalpur	%	0.50	100%	95%	90%	85%	80%
				Kanpur	%	0.50	100%	95%	90%	85%	80%

			b) Percentage of compliance after inspection	Kolkata	%	0.50	100%	95%	90%	85%	80%
				Mumbai	%	0.50	100%	95%	90%	85%	80%
				Nagpur	%	0.50	100%	95%	90%	85%	80%
				New Delhi	%	0.50	100%	95%	90%	85%	80%
				Patna	%	0.50	100%	95%	90%	85%	80%
				Raipur	%	0.50	100%	95%	90%	85%	80%
				Dehradun	%	0.50	100%	95%	90%	85%	80%
				Nos. (Region Wise)							
				Asansol	%	0.50	55%	50%	45%	40%	35%
				Ajmer	%	0.50	55%	50%	45%	40%	35%
				Ahmadabad	%	0.50	55%	50%	45%	40%	35%
				Bangalore	%	0.50	55%	50%	45%	40%	35%
				Bhubaneswar	%	0.50	55%	50%	45%	40%	35%
				Chandigarh	%	0.50	55%	50%	45%	40%	35%
				Chennai	%	0.50	55%	50%	45%	40%	35%
				Cochin	%	0.50	55%	50%	45%	40%	35%
				Dhanbad	%	0.50	55%	50%	45%	40%	35%
				Guwahati	%	0.50	55%	50%	45%	40%	35%
				Hyderabad	%	0.50	55%	50%	45%	40%	35%
				Jabalpur	%	0.50	55%	50%	45%	40%	35%
				Kanpur	%	0.50	55%	50%	45%	40%	35%

				Kolkata	%	0.50	55%	50%	45%	40%	35%
				Mumbai	%	0.50	55%	50%	45%	40%	35%
				Nagpur	%	0.50	55%	50%	45%	40%	35%
				New Delhi	%	0.50	55%	50%	45%	40%	35%
				Patna	%	0.50	55%	50%	45%	40%	35%
				Raipur	%	0.50	55%	50%	45%	40%	35%
				Dehradun	%	0.50	55%	50%	45%	40%	35%
			c) Claim Cases filed under the Minimum Wages Act against the defaulting employers	Nos. (Region Wise)							
				Asansol	No.	0.50	95	86	76	67	57
				Ajmer	No.	0.50	160	144	128	112	96
				Ahmadabad	No.	0.50	95	86	76	67	57
				Bangalore	No.	0.50	70	63	56	49	42
				Bhubaneswar	No.	0.50	170	153	136	119	102
				Chandigarh	No.	0.50	120	108	96	84	72
				Chennai	No.	0.50	100	90	80	70	60
				Cochin	No.	0.50	40	36	32	28	24
				Dhanbad	No.	0.50	190	171	152	133	114
				Guwahati	No.	0.50	45	41	36	32	27
				Hyderabad	No.	0.50	120	108	96	84	72
				Jabalpur	No.	0.50	120	108	96	84	72
				Kanpur	No.	0.50	190	171	152	133	114
				Kolkata	No.	0.50	200	180	160	140	120

				Mumbai	No.	0.50	95	86	76	67	57
				Nagpur	No.	0.50	160	144	128	112	96
				New Delhi	No.	0.50	140	126	112	98	84
				Patna	No.	0.50	185	167	148	130	111
				Raipur	No.	0.50	95	86	76	67	57
				Dehradun	No.	0.50	110	99	88	77	66
			d) Claim Cases disposed off under the Payment of Gratuity Act								
				Asansol	No.	0.50	260	234	208	182	156
				Ajmer	No.	0.50	20	18	16	14	12
				Ahmadabad	No.	0.50	30	27	24	21	18
				Bangalore	No.	0.50	710	639	568	497	426
				Bhubaneswar	No.	0.50	70	63	56	49	42
				Chandigarh	No.	0.50	135	122	108	95	81
				Chennai	No.	0.50	185	167	148	130	111
				Cochin	No.	0.50	35	32	28	25	21
				Dhanbad	No.	0.50	310	279	248	217	186
				Guwahati	No.	0.50	25	23	20	18	15
				Hyderabad	No.	0.50	110	99	88	77	66
				Jabalpur	No.	0.50	185	167	148	130	111
				Kanpur	No.	0.50	50	45	40	35	30
				Kolkata	No.	0.50	85	77	68	60	51
				Mumbai	No.	0.50	130	117	104	91	78
				Nagpur	No.	0.50	60	54	48	42	36

				New Delhi	No.	0.50	745	671	596	522	447
				Patna	No.	0.50	40	36	32	28	24
				Raipur	No.	0.50	85	77	68	60	51
				Dehradun	No.	0.50	30	234	24	21	18
2.	Prevention and settlement of industrial disputes.	30	Industrial Disputes disposed off	Nos. (Region Wise)							
				Asansol	No.	1.5	205	185	164	144	123
				Ajmer	No.	1.5	305	275	244	214	183
				Ahmadabad	No.	1.5	380	342	304	266	228
				Bangalore	No.	1.5	370	333	296	259	222
				Bhubaneswar	No.	1.5	335	302	268	235	201
				Chandigarh	No.	1.5	375	338	300	263	225
				Chennai	No.	1.5	425	383	340	298	255
				Cochin	No.	1.5	270	243	216	189	162
				Dhanbad	No.	1.5	365	329	292	256	219
				Guwahati	No.	1.5	90	81	72	63	54
				Hyderabad	No.	1.5	350	315	280	245	210
				Jabalpur	No.	1.5	220	198	176	154	132
				Kanpur	No.	1.5	340	306	272	238	204
				Kolkata	No.	1.5	245	221	196	172	147
				Mumbai	No.	1.5	345	311	276	242	207
				Nagpur	No.	1.5	195	176	156	137	117
				New Delhi	No.	1.5	200	180	160	140	120

				Patna	No.	1.5	240	216	192	168	144
				Raipur	No.	1.5	95	86	76	67	57
				Dehradun	No.	1.5	50	45	40	35	30
3.	Training and Strengthening of Enforcement Machinery.	17	Training of Central Labour Service (CLS) Officers.	Officers trained	No.	17	130	120	110	100	90

Section: 3
Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14(Up to Dec. 2013)	Projected Value for FY 14/15	Project ed Value for FY 15/16	Projected Value for FY 16/17
Enforcement of labour laws to provide relief and benefit to the workers.	1. Enforcement of labour laws to provide relief and benefit to the workers	a) Percentage of inspection carried out against set target.	Nos. (Region Wise)	(P)				
			Asansol	6023	5233	100%	100%	100%
			Ajmer	18828	21678	100%	100%	100%
			Ahmadabad	20150	9225	100%	100%	100%
			Bangalore	29455	19529	100%	100%	100%
			Bhubaneswar	20179	15604	100%	100%	100%
			Chandigarh	16687	10961	100%	100%	100%
			Chennai	36386	16101	100%	100%	100%
			Cochin	9408	5023	100%	100%	100%
			Dhanbad	17967	10721	100%	100%	100%
			Guwahati	8131	8582	100%	100%	100%
			Hyderabad	28350	22755	100%	100%	100%
			Jabalpur	1732	16649	100%	100%	100%
			Kanpur	10896	5282	100%	100%	100%
			Kolkata	18356	12078	100%	100%	100%
			Mumbai	29448	22475	100%	100%	100%
			Nagpur	18606	8570	100%	100%	100%
			New Delhi	4167	3891	100%	100%	100%

			Patna	13101	10716	100%	100%	100%
			Raipur	6842	5275	100%	100%	100%
			Dehradun	9870	6104	100%	100%	100%
		b) Percentage of compliance after inspection	Nos. (Region Wise)					
			Asansol	45%	45%	55%	55%	55%
			Ajmer	45%	45%	55%	55%	55%
			Ahmadabad	45%	45%	55%	55%	55%
			Bangalore	45%	45%	55%	55%	55%
			Bhubaneswar	45%	45%	55%	55%	55%
			Chandigarh	45%	45%	55%	55%	55%
			Chennai	45%	45%	55%	55%	55%
			Cochin	45%	45%	55%	55%	55%
			Dhanbad	45%	45%	55%	55%	55%
			Guwahati	45%	45%	55%	55%	55%
			Hyderabad	45%	45%	55%	55%	55%
			Jabalpur	45%	45%	55%	55%	55%
			Kanpur	45%	45%	55%	55%	55%
			Kolkata	45%	45%	55%	55%	55%
			Mumbai	45%	45%	55%	55%	55%
			Nagpur	45%	45%	55%	55%	55%
			New Delhi	45%	45%	55%	55%	55%
			Patna	45%	45%	55%	55%	55%

			Raipur	45%	45%	55%	55%	55%
			Dehradun	45%	45%	55%	55%	55%
		c) Claim Cases filed under the Minimum Wages Act against the Defaulting Employers	Nos. (Region Wise)					
			Asansol	92	68	86	87	87
			Ajmer	170	87	144	145	145
			Ahmadabad	114	33	86	87	87
			Bangalore	130	77	63	64	64
			Bhubaneswar	383	97	153	154	154
			Chandigarh	181	102	108	109	109
			Chennai	781	440	90	91	91
			Cochin	17	0	36	37	37
			Dhanbad	260	250	171	172	172
			Guwahati	55	38	41	42	42
			Hyderabad	145	122	108	109	109
			Jabalpur	231	231	108	109	109
			Kanpur	203	110	171	172	172
			Kolkata	197	84	180	181	181
			Mumbai	280	219	86	87	87
			Nagpur	199	59	144	145	145
			New Delhi	204	32	126	127	127
			Patna	194	63	167	168	168
			Raipur	91	50	86	87	87

			Dehradun	73	42	99	100	100
		d) Claim Cases disposed off under the Payment of Gratuity Act	Nos. (Region Wise)					
			Asansol	184	124	234	235	235
			Ajmer	23	16	18	19	19
			Ahmadabad	68	59	27	28	28
			Bangalore	607	384	639	640	640
			Bhubaneswar	185	127	63	64	64
			Chandigarh	76	113	122	123	123
			Chennai	531	488	167	168	168
			Cochin	76	50	32	33	33
			Dhanbad	457	448	279	280	280
			Guwahati	9	8	23	24	24
			Hyderabad	134	84	99	100	100
			Jabalpur	356	193	167	168	168
			Kanpur	90	39	45	46	46
			Kolkata	120	71	77	78	78
			Mumbai	110	140	117	118	118
			Nagpur	104	95	54	55	55
			New Delhi	1501	834	671	672	672
			Patna	65	53	36	37	37
			Raipur	76	117	77	78	78
			Dehradun	12	119	234	235	235

	Disposing of Industrial Disputes	d) Industrial Disputes Disposed off	Nos. (Region Wise)						
			Asansol	211	175	185	186	186	
			Ajmer	391	160	275	276	276	
			Ahmadabad	416	217	342	343	343	
			Bangalore	359	211	333	334	334	
			Bhubaneswar	1414	517	302	303	303	
			Chandigarh	370	268	338	339	339	
			Chennai	416	365	383	384	384	
			Cochin	331	392	243	244	244	
			Dhanbad	432	377	329	330	330	
			Guwahati	77	99	81	82	82	
			Hyderabad	530	487	315	316	316	
			Jabalpur	445	192	198	199	199	
			Kanpur	331	261	306	307	307	
			Kolkata	251	52	221	222	222	
			Mumbai	507	329	311	312	312	
			Nagpur	251	108	176	177	177	
			New Delhi	403	280	180	181	181	
			Patna	276	145	216	217	217	
			Raipur	120	183	86	87	87	
			Dehradun	138	37	45	46	46	

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

Sl. No.	Success Indicator	Description	Definition	Measurement	General Comments
1	a) Percentage of inspection carried out against set target.	The set target for the success indicator has been proposed 36,000 inspections on the basis of strength of inspecting officer in organization the projected figures for the future.	Various establishments falling in the central sphere are inspected under all the applicable labour laws.The unit indicates percentage of inspection carried out against set target of 36,000 for CLC(C), Organization. The targets of Regions are set in annexure 'A'.	The measurement will be on the basis of the monthly reports of the regions.	The number of percentage of inspection carried out against set target of 36,000 will indicate the extent of Labour Enforcement activity.
2	Percentage of compliance after inspection	The target for the success indicator has been proposed on the basis of actual achievements in the previous years and the projected figures for the future.	Various establishments falling in the Central Sphere are inspected under all the applicable Labour Laws. After the inspection reports are received, the employers submit compliance reports which are also verified again. The unit indicates the percentage of such compliance.	The measurement will be on the basis of the monthly reports of the regions.	The percentage will indicate the extent of complianceofLabour Enforcement activity.
3	Claim Cases filed under the Minimum Wages Act against the defaulting employers	The target for the success indicators have been proposed on the basis of actual defaulters in the previous years and the projected figures for the future.	This indicates the number of claim cases filed under the Minimum Wages Act by the enforcement machinery against the employers who failed to pay the minimum wages fixed by the Government.	The measurement will be on the basis of monthly reports of the regions.	The number of claim cases filed will indicate the extent of enforcement in implementing the payment of minimum wages.
4	Industrial Disputes disposed off	The targets for the success indicator havebeen proposed on the basis of actual in the previous years and the projected figures for the future.	The number of industrial disputes disposed off under the I.D Act.	The measurement will be on the basis of monthly reports of the regions.	The number of industrial disputes disposed off under the I.D. Act will indicate the extent of the disposals.
5	Officers trained	The target for the success indicator has been proposed on the basis of number of training programmes and the number of officers to be accommodated.	The number of officers to be trained.	The measurement will be on the basis of monthly report of the training section.	The number of officers trained will indicate the extent of efforts taken by the CLC(C) Organization to plan and conduct training programmes.

Section 5:

Specific Performance Requirements from other Departments that are Critical for Delivering Agreed Results

Location Type	State	Organization Type	Organization Name	Relevant Success Indicator	What is your requirement from this Organization	Justification for this requirement	Please quantify your requirement from this Organization	What happens if your requirement is not met
1	2	3	4	5	6	7	8	9
All Regions	All Regions	Employers/Contractors/Trade Union/Workers	Central Govt. Establishments/CPSU'S/Contractors/Trade Unions/Workers	Enforcement of labour laws to provide relief and benefit to the workers & Disposing of industrial disputes	Compliance subsequent to inspections under Labour Laws, disposal of ID & Settlement of Claim Cases	Targets are related to effective Enforcement of Labour Laws and to maintain harmonious industrial relations.	Targets can be achieved by the Co-operation of the various organizations mentioned in column 3.	Relief to workers would be effected adversely and it would be difficult to achieve targets without the Co-operation of organization.

Section-6

Outcome/impact of activities of organization/Ministry

The details are furnished in the enclosed annexure.

S. N o	Outcome/impact of Organizations/RCs	Jointly responsible for influencing the outcome/impact with the following organization(s)/departments/Ministry(ies)	Success indicator(s)	Unit	2011-12	2012-13	2013-14	2014-15	2015-16
1.	Promotion harmonious industrial relations.	NULL	Percentage of industrial disputes in central sphere settled through conciliation	%	35	35	35	35	35

RESULT FRAME WORK DOC(RFD) 2014-2015					Annexure 'A'	
Percentage of inspection carried out against set target.						
S.No.	State	Excellent (100%)	Very Good (95%)	Good (90%)	Fair (85%)	Poor (80%)
1	Asansol	1460	1387	1314	1241	1168
2	Ajmer	2190	2081	1971	1862	1752
3	Ahmedabad	1460	1387	1314	1241	1168
4	Bangalore	2190	2081	1971	1862	1752
5	Bhubaneshwar	2190	2081	1971	1862	1752
6	Chandigarh	2190	2081	1971	1862	1752
7	Chennai	2190	2081	1971	1862	1752
8	Cochin	1460	1387	1314	1241	1168
9	Dhanbad	2190	2081	1971	1862	1752
10	Guwahati	1460	1387	1314	1241	1168
11	Hyderabad	1460	1387	1314	1241	1168
12	Jabalpur	2190	2081	1971	1862	1752
13	Kanpur	2190	2081	1971	1862	1752
14	Kolkata	2190	2081	1971	1862	1752
15	Mumbai	2190	2081	1971	1862	1752
16	Nagpur	1460	1387	1314	1241	1168
17	New Delhi	1460	1387	1314	1241	1168
18	Patna	1460	1387	1314	1241	1168
19	Raipur	1460	1387	1314	1241	1168
20	Dehradun	1460	1387	1314	1241	1168