



Government of Himachal Pradesh

**R F D**

(Results-Framework Document)  
for

Labour and Employment

(2014-2015)

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

### Vision

Decent working conditions and improved quality of life of workers and enhancing employability through Employment Services.

### Mission

Improving the working conditions and the quality of life of workers, eliminating child labour from hazardous occupations and processes, ensuring parity of remuneration and equal opportunity for women, strengthening enforcement of Labour Laws and enhancing employability through Employment Services.

### Objectives

- 1 Prevention and settlement of Industrial disputes resulting in industrial peace and increasing of industrial productivity and redressal of Complaints like non payment of wages, gratuity claims, non-implementation of safety and welfare provisions etc from the workers.
- 2 Enforcement of Labour Laws
- 3 Registration of establishments under various Labour Laws
- 4 Employment Assistance to the registrants and especially to the youth.
- 5 Ensuring Collection,Compilation, Dissemination and analysis of Employment trends in Organised sector
- 6 Ensuring maximum Employment to Himachalis in private sector
- 7 Capacity building of Departmental Employees
- 8 Providing Vocational and Career Guidance especially to registrants and youth.
- 9 Ensuring Employment Assistance to Disabled
- 10 IT initiatives to bring about Efficiency and Transparency in Departmental functioning.

### Functions

- 1 To promote harmonious relation between workers and Management.
- 2 Enforcement of Labour Laws
- 3 To implement Employment Exchanges (Compulsory Notification of Vacancies) Act.
- 4 To provide Employment Assistance to employment seekers including the disabled persons
- 5 To collect, compile, analyse and disseminate employment trends in Organised Sector

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

6 To provide vocational and career guidance

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
[1] Prevention and settlement of Industrial disputes resulting in industrial peace and increasing of industrial productivity and redressal of Complaints like non payment of wages, gratuity claims, non-implementation of safety and welfare provisions etc from the workers.	15.00	[1.1] Disposing of Industrial Disputes	[1.1.1] % of Industrial Disputes in which conciliation proceedings are completed within 120 days	%	5.00	100	90	80	70	60
			[1.1.2] % of cases in which submission of failure report is sent within 30 days under section 12(4) of I.D. Act	%	5.00	100	90	80	70	60
			[1.1.3] % of cases in which final disposal was done within 90 days	%	2.00	100	90	80	70	60
		[1.2] Redressal of Complaints	[1.2.1] % of Complaints disposed of within 120 days	%	3.00	100	90	80	70	60
[2] Enforcement of Labour Laws	15.00	[2.1] Inspection conducted under various Labour Laws	[2.1.1] % of Inspections conducted as per schedule	%	3.00	100	90	80	70	60
			[2.1.2] % of cases in which rectification notice was issued within 30 days.	%	2.00	100	90	80	70	60
			[2.1.3] % of Prosecution sanctions within 60 days	%	2.00	100	90	80	70	60
			[2.1.4] % of complaints filed in competent	%	2.00	100	90	80	70	60

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			court within 30 days after receiving Prosecution Sanction							
			[2.1.5] % of cases in which prosecution sanction awarded.	%	2.00	100	90	80	70	60
		[2.2] Enforcement of Child Labour (Prohibition & Regulation) Act, 1986	[2.2.1] Survey to find out incidence of child labour in H.P.	Date	2.00	01/01/2015	15/02/2015	28/02/2015	15/03/2015	31/03/2015
			[2.2.2] % of Inspections conducted as per schedule	%	2.00	100	90	80	70	60
[3] Registration of establishments under various Labour Laws	10.00	[3.1] To expedite the various processes of registration	[3.1.1] % of cases in which examination and identification of deficiencies in application for license/ registration certificate is done within 40 days	%	5.00	100	90	80	70	60
			[3.1.2] % of cases in which license/registration certificate is issued, after receipt of completed documents, within 30 days	%	5.00	100	90	80	70	60
[4] Employment Assistance to the registrants and especially to the	9.00	[4.1] Enrollment for employment Assistance	[4.1.1] Registration of Employment	No	2.00	160000	150000	140000	130000	120000

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
youth.			seekers							
		[4.2] Details of Employment Assistance	[4.2.1] Sponsoring of registrants against notified vacancies	No	2.00	70000	60000	50000	40000	30000
			[4.2.2] Placement of registrants	No	2.00	8000	7000	6000	5000	4000
		[4.3] Allowance under SDA Scheme	[4.3.1] No of registrants benefited under SDA Scheme	No	2.00	25000	20000	15000	10000	5000
		[4.4] Inspection of Employment Exchanges	[4.4.1] Assessment of working of Regional /District/Sub Office Employment Exchanges	No	1.00	30	25	20	15	10
[5] Ensuring Collection,Compilation, Dissemination and analysis of Employment trends in Organised sector	8.00	[5.1] Implementation of EE(CNV)Act 1959	[5.1.1] Publication of annual report on employment trends in Organised Sector	Date	5.00	01/07/2014	01/08/2014	01/09/2014	01/10/2014	01/11/2014
			[5.1.2] Identification of New Establishments including Service Sector	No	3.00	225	200	175	150	125
[6] Ensuring maximum Employment to Himachalis in private sector	7.00	[6.1] Placement Assistance in Private sector	[6.1.1] Campus Interview	No	2.00	150	148	145	140	135
			[6.1.2] Job Fair	No	2.00	8	7	6	5	4

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		[6.2] Monitoring of 70 % Employment to Himachalis	[6.2.1] Inspection of Industries and Hydro Electric Projects	No	3.00	200	180	160	140	120
[7] Capacity building of Departmental Employees	6.00	[7.1] Training	[7.1.1] % of Employees Trained	%	6.00	18	16	14	12	10
[8] Providing Vocational and Career Guidance especially to registrants and youth.	4.00	[8.1] Organising Vocational Guidance and Career Counselling	[8.1.1] Vocational Guidance Talks/camps	No	4.00	160	150	140	130	120
[9] Ensuring Employment Assistance to Disabled	4.00	[9.1] Enrollment for Employment Assistance	[9.1.1] Registration of Disabled persons	No	2.00	1500	1400	1300	1200	1100
		[9.2] Delivery of Employment Assistance	[9.2.1] Placement	No	2.00	100	90	80	70	6
[10] IT initiatives to bring about Efficiency and Transparency in Departmental functioning.	2.00	[10.1] Software for SDA Scheme	[10.1.1] Implementation of software being prepared by NIC	Date	1.00	30/09/2014	15/10/2014	30/10/2014	30/11/2014	30/12/2014
		[10.2] Computerisation of Employment Exchanges	[10.2.1] Internet Connectivity of Employment Exchanges	No	1.00	67	66	65	64	63
* Annual Plan Performace	4.00	Submission of Quarterly Plan Expenditure Report	No. of Reports Submitted on time(by 10th of August, 10th November, 10th of Febuary & 10th May)	Numbers	2.0	4	3	2	1	--
		Submission of Monthly Progress Report of Flagship Programmes	No. of Reports Submitted on time (by 10th of Next Month).	Numbers	2.0	12	11	10	8	--
* Twenty Point Programme	3.00	Submission of Monthly Progress Report	No. of Reports Submitted on time (by 20th of Next Month).	Number	3.0	12	11	10	8	--

\* Mandatory Objective(s)

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

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
* Budget Assurances	3.00		No. of Reports Submitted on time (by 10th of Next Month).	Number	3.0	12	11	10	8	--
* Efficient Functioning of the RFD System	10.00	Timely Submission of Draft RFDs	On Time Submission	Date	4.0	30/04/2014	10/05/2014	20/05/2014	31/05/2014	--
		Timely Submission of Final RFD	On Time Submission	Date	3.0	30/08/2014	10/09/2014	20/09/2014	30/09/2014	--
		Timely Submission of Results	On Time Submission	Date	2.0	30/04/2015	05/05/2015	10/05/2015	15/05/2015	--
		Finalize a strategic Plan	Finalize the Strategic Plan for next Five Years	Date	1.0	30/06/2014	31/07/2014	31/08/2014	30/09/2014	--

\* Mandatory Objective(s)



### 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	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
[1] Prevention and settlement of Industrial disputes resulting in industrial peace and increasing of industrial productivity and redressal of Complaints like non payment of wages, gratuity claims, non-implementation of safety and welfare provisions etc from the workers.	[1.1] Disposing of Industrial Disputes	[1.1.1] % of Industrial Disputes in which conciliation proceedings are completed within 120 days	%	61.98	90	90	90	90
		[1.1.2] % of cases in which submission of failure report is sent within 30 days under section 12(4) of I.D. Act	%	74.45	90	90	90	90
		[1.1.3] % of cases in which final disposal was done within 90 days	%	0	90	90	90	90
	[1.2] Redressal of Complaints	[1.2.1] % of Complaints disposed of within 120 days	%	64.89	90	90	90	90
[2] Enforcement of Labour Laws	[2.1] Inspection conducted under various Labour Laws	[2.1.1] % of Inspections conducted as per schedule	%	90.7	90	90	90	90
		[2.1.2] % of cases in which rectification notice was issued within 30 days.	%	95.91	90	90	90	90
		[2.1.3] % of Prosecution sanctions within 60 days	%	44.28	90	90	90	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	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		[2.1.4] % of complaints filed in competent court within 30 days after receiving Prosecution Sanction	%	97.5	90	90	90	90
		[2.1.5] % of cases in which prosecution sanction awarded.	%	92.29	90	90	90	90
	[2.2] Enforcement of Child Labour (Prohibition & Regulation) Act,1986	[2.2.1] Survey to find out incidence of child labour in H.P.	Date	--	15/02/2014	15/02/2015	15/02/2016	15/02/2017
		[2.2.2] % of Inspections conducted as per schedule	%	98.41	90	90	90	90
[3] Registration of establishments under various Labour Laws	[3.1] To expedite the various processes of registration	[3.1.1] % of cases in which examination and identification of deficiencies in application for license/ registration certificate is done within 40 days	%	100	90	90	90	90
		[3.1.2] % of cases in which license/registration certificate is issued, after receipt of completed documents, within 30 days	%	95.54	90	90	90	90
[4] Employment Assistance to the registrants and especially to the youth.	[4.1] Enrollment for employment Assistance	[4.1.1] Registration of Employment seekers	No	--	--	40000	30000	30000

### 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	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
	[4.2] Details of Employment Assistance	[4.2.1] Sponsoring of registrants against notified vacancies	No	--	--	70000	80000	80000
		[4.2.2] Placement of registrants	No	--	--	6000	10000	10000
	[4.3] Allowance under SDA Scheme	[4.3.1] No of registrants benefited under SDA Scheme	No	--	--	25000	25000	25000
	[4.4] Inspection of Employment Exchanges	[4.4.1] Assessment of working of Regional /District/Sub Office Employment Exchanges	No	--	--	30	32	32
[5] Ensuring Collection,Compilation, Dissemination and analysis of Employment trends in Organised sector	[5.1] Implementation of EE(CNV)Act 1959	[5.1.1] Publication of annual report on employment trends in Organised Sector	Date	29/06/2013	01/08/2013	01/08/2014	01/08/2015	01/08/2016
		[5.1.2] Identification of New Establishments including Service Sector	No	419	200	200	200	200
[6] Ensuring maximum Employment to Himachalis in private sector	[6.1] Placement Assistance in Private sector	[6.1.1] Campus Interview	No	204	150	110	150	150
		[6.1.2] Job Fair	No	9	8	8	8	8
	[6.2] Monitoring of 70 % Employment to Himachalis	[6.2.1] Inspection of Industries and Hydro Electric Projects	No	261	180	180	180	180
[7] Capacity building of Departmental Employees	[7.1] Training	[7.1.1] % of Employees Trained	%	36.86	16	16	16	16

### 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	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
[8] Providing Vocational and Career Guidance especially to registrants and youth.	[8.1] Organising Vocational Guidance and Career Counselling	[8.1.1] Vocational Guidance Talks/camps	No	181	150	150	150	150
[9] Ensuring Employment Assistance to Disabled	[9.1] Enrollment for Employment Assistance	[9.1.1] Registration of Disabled persons	No	--	--	1400	1400	1400
	[9.2] Delivery of Employment Assistance	[9.2.1] Placement	No	--	--	50	90	90
[10] IT initiatives to bring about Efficiency and Transparency in Departmental functioning.	[10.1] Software for SDA Scheme	[10.1.1] Implementation of software being prepared by NIC	Date	--	15/02/2014	15/02/2015	15/02/2016	15/02/2014
	[10.2] Computerisation of Employment Exchanges	[10.2.1] Internet Connectivity of Employment Exchanges	No	--	67	67	67	67
* Annual Plan Performace	Submission of Quarterly Plan Expenditure Report	No. of Reports Submitted on time (by 10th of August, 10th November, 10th of February & 10th May)	Numbers	--	--	3	3	3
	Submission of Monthly Progress Report of Flagship Programmes	No. of Reports Submitted on time (by 10th of Next Month).	Numbers	--	--	11	11	11
* Twenty Point Programme	Submission of Monthly Progress Report	No. of Reports Submitted on time (by 20th of Next Month).	Number	--	--	11	11	11
* Budget Assurances		No. of Reports Submitted on time (by 10th of Next	Number	--	--	11	11	11

\* Mandatory Objective(s)

### 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	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		Month).						
* Efficient Functioning of the RFD System	Timely Submission of Draft RFDs	On Time Submission	Date	--	--	10/05/2014	--	--
	Timely Submission of Final RFD	On Time Submission	Date	--	--	10/09/2014	--	--
	Timely Submission of Results	On Time Submission	Date	--	03/07/2014	20/04/2015	--	--
	Finalize a strategic Plan	Finalize the Strategic Plan for next Five Years	Date	--	--	31/07/2014	--	--

\* Mandatory Objective(s)

## Section 4: Acronym

Sl.No	Acronym	Description
1	Campus Int	Campus interviw orgaised general in different Employment Exchanges for unskilled manpower requiremnt of one private secto establishment, numbering minimum 10 unskilled persons at one time.
2	EE(CNV)Act	Employment Exchanges (Compulsory Notification of Vacancies)Act,1959
3	ER1	Employment return 1(Quaterly)
4	ID Act	Industrial Dispute Act 1947
5	Job Fair	It is organised for manpower requirement of manyprivate sector establishment at one time in different part of state.
6	Pub Sector	Public Sector Establishment is with any number of Employees

## Section 4: Acronym

Sl.No	Acronym	Description
7	Pvt Sector	Private Sector Establishment is that which is ordinaly employing 25 or more person
8	SDA Scheme	Skill Development Scheme 2013, of H.P. Government whereby the eligible unemployed educated Himachali youth are given 1000/- P.M. for the 50% permanently physically disabled for teh duration of training subject to the maximum of 24 months.

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
1	[1.1.1] % of Industrial Disputes in which conciliation proceedings are completed within 120 days	Whenever any industrial dispute occurs in an establishment or apprehended, the collection officer starts conciliation proceedings to settle the dispute. If the dispute is settled, report in this regard is sent to the Appropriate govt u/s 12(3) of the Industrial Dispute Act,1947	maintenance of industrial peace	Unit of industrial measurement is %age and same is measured on the basis of input from field offices.	
2	[1.1.2] % of cases in which submission of failure report is sent within 30 days under section 12(4) of I.D. Act	If the dispute is not settled at the level of Conciliation Officer, a report u/s 12(4) of the ibid Act is sent to the Appropriate Govt.	Maintenance of industrial peace	Unit os measurement is %age and same is measured on the basis of input from field offices	
3	[1.1.3] % of cases in which final disposal was done within 90 days	On receiving the report	Maintenance of industrial peace		
4	[1.2.1] % of Complaints disposed of within 120 days	When the worker do not get the minimum wages fixed by the Govt. or they don't get the wages in time, the complaint is made to the Labour Officer and same is settled at the level of labour Officer & Labour Inspector.	Ensuring timely monetary benefits to the workers as prescribed under the Minimum Wages Act, 1948.	It is measured in %age on the basis of record maintained in field offices.	



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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
5	[2.1.1] % of Inspections conducted as per schedule	Department has prescribed the norms for conducting of inspections under various labour laws.	Enforcement of Labour Laws.	It is measured in terms of %age on the basis of record available.	
6	[2.1.2] % of cases in which rectification notice was issued within 30 days.	After conducting inspections the concerned establishment is issued rectification notice to rectify the shortcoming found during the course of inspection.	Enforcement of Labour Laws.	It is measured in terms of %age on the basis of record available.	
7	[2.1.3] % of Prosecution sanctions within 60 days	If the employer fails to rectify shortcomings with in a stipulated period time, the prosecution sanction is sort from the competent authority.	Enforcement of Labour Laws.	It is measured in terms of %age on the basis of record available.	
8	[2.1.4] % of complaints filed in competent court within 30 days after recieving Prosecution Sanction	The inspecting authority files the complaint in competent court of law after receiving prosecution sanction from the competent authority.	Enforcement of Labour Laws.	It is measured in terms of %age on the basis of record available.	
9	[2.1.5] % of cases in which prosecution sanction awarded.	Authority competent to grant the prosecution sanction examine the case on merit and grant the sanction which are fit case to be filed in the Court.	Elimination of Child Labour	It is measured in terms of %age on the basis of record available.	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
10	[2.2.1] Survey to find out incidence of child labour in H.P.	In orders to check the prevalence of child labour survey is proposed to be conducted.	Elimination of Child Labour	The same is measured in terms of %age and date for conducting survey.	
11	[2.2.2] % of Inspections conducted as per schedule	Department has prescribed the inspection norms for filed functionaries for conducting the inspection under the Child Labour ( P&R) Act, 1986.	Elimination of Child Labour	The same is measured in terms of %age and date for conducting survey.	
12	[3.1.1] % of cases in which examination and identification of defeciencies in application for license/ registration certificate is done within 40 days	Registration is done under various labour laws and application for the same is checked, and shortcomings if any in the documents, is conveyed within 40 days.	To register various establishments under various labour lawsss as per applicability and to ensure the compliance regarding provisions registrations under various labour laws.	Same is measured in terms of %age and the record available in the office.	
13	[3.1.2] % of cases in which license/registration certificate is issued, after reciept of completed documents, within 30 days	If the documents are complete, the Registration Certificate/ license is granted in 30 days under various labour laws.	To register various establishments under various labour laws as per applicability and to ensure the compliance regarding provisions of registrations under various labour laws.	The same is measured in terms of %age and date for conducting survey.	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
14	[4.1.1] Registration of Employment seekers	Registrants are sponsored against vacancies notified by employers in the Government and Private Sector.	In accordance with provisions of the Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 and Rules 1960, vacancies are to be notified to Employment Exchanges and Employment Exchanges are required to sponsor registrants against notified vacancies.	Number of registrants sponsored.	
15	[4.2.1] Sponsoring of registrants against notified vacancies				
16	[4.2.2] Placement of registrants	The number of Physically Disabled registrants selected/appointed by Employers.	The number of Physically Disabled registrants selected/appointed by Employers.	The number of Physically Disabled registrants selected/appointed by Employers.	
17	[4.3.1] No of registrants benefited under SDA Scheme	Youth who get Allowance under SDA Scheme.	The eligible unemployed educated Himachali youth get allowance @ Rs.1000/- or Rs.1500/- P.M. for training subject to maximum 24 months.	No of registrants who get Allowance under SDA Scheme	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
18	[4.4.1] Assessment of working of Regional /District/Sub Office Employment Exchanges	Inspection of Regional / District / Sub Office Employment Exchanges by the designated officers of the department.	In order to ensure that the Regional / District / Sub Office Employment Exchanges are functioning properly, it is required that they be inspected.	Number of Employment Exchanges Inspected.	
19	[5.1.1] Publication of annual report on employment trends in Organised Sector				
20	[5.1.2] Identification of New Establishments including Service Sector	New Establishments which come into existence recently (as well as old establishments which were not covered till now) are to be brought in the coverage of the Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 and Rules 1960.	As per the provisions of the Employment Exchanges (Compulsory Notification of Vacancies) Act 1959 and Rules 1960 all establishments in the Government Sector (Irrespective of the number of Employees) and Establishments in the Private Sector ordinarily employing 25 or more persons are to be covered.	"Number of Establishments. 100"	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
21	[6.1.1] Campus Interview	Job fair is organized for manpower requirement of many private sector establishments at one time in different parts of the state.	Job fair is organized for manpower requirement of many private sector establishments at one time in different parts of the state.	8 Nos.	
22	[6.1.2] Job Fair				
23	[6.2.1] Inspection of Industries and Hydro Electric Projects	Inspection of industries and hydro Electric projects	The percentage of Himachali's and total employees working with the employer is checked from the record of employer and reported.	180(90 for Employment Wing & 90 for Labour Wing)	
24	[7.1.1] % of Employees Trained	Employees of the Department of Labour and Employment are to be Trained on Departmental functioning as well as all on other areas like Information Technology, Public Dealing, Stress Management etc.	In accordance with the Training Policy of the Government and the Training Manual of the Department, the Departmental Employees are to be Trained on a regular basis.	Number of Employees Trained.	
25	[8.1.1] Vocational Guidance Talks/camps	Guidance is given to youth about job and careers.	Vocational guidance to the youth about careers, jobs etc. is given by engaging resource person or by departmental	150 Nos.	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
25	[8.1.1] Vocational Guidance Talks/camps	Guidance is given to youth about job and careers.	officers.	150 Nos.	
26	[9.1.1] Registration of Disabled persons	The Disabled persons are to be registered in Special Employment Exchange (for Physically Handicapped) because their sponsoring against 3% Vacancies reserved for Physically Handicapped is to be done by this Special Employment Exchange.	The Physically Disabled persons for whom 3% Vacancies are reserved in the Government Sector are those who are minimum 40% Permanently Disabled as Certified by the District/ State Level Constituted Medical Boards. At present there is 1% reservation for the Locomotor Handicapped, 1% for the Hearing Handicapped and 1% for the Visually Handicapped.	"Number of Disabled registrants. 1400"	
27	[9.2.1] Placement	The number of Physically Disabled registrants selected/appointed by Employers.	The number of Physically Disabled registrants selected/appointed by Employers.	The number of Physically Disabled registrants selected/appointed by Employers.	

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

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
28	[10.1.1] Implementation of software being prepared by NIC	This software will allow the Employment Exchanges & beneficiaries to submit their application online and help the Department in generating various reports.	Online software required to be prepared for Skill Development Allowance Scheme 2013, of HP Government whereby the eligible unemployed educated Himachali youth are given Allowance.	Number of beneficiaries getting Allowance.	
29	[10.2.1] Internet Connectivity of Employment Exchanges				

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
State Government	HP	Departments	Finance	[1.1.1] % of Industrial Disputes in which conciliation proceedings are completed within 120 days	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage tp achieving the targets
				[1.1.2] % of cases in which submission of failure report is sent within 30 days under section 12(4) of I.D. Act	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage tp achieving the targets
				[1.1.3] % of cases in which final disposal was done within 90 days	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage tp achieving the targets
				[1.2.1] % of Complaints disposed of within 120 days	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per	There will be slippage tp achieving the targets



## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[1.2.1] % of Complaints disposed of within 120 days	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	annum Total 90 Lacs per Annum	There will be slippage tp achieving the targets
				[2.1.1] % of Inspections conducted as per schedule	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage tp achieving the targets
				[2.1.2] % of cases in which rectification notice was issued within 30 days.	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage tp achieving the targets
				[2.1.3] % of Prosecution sanctions within 60 days	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage tp achieving the targets
				[2.1.4] % of complaints filed in competent court within 30 days after	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per	There will be slippage tp achieving the targets

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				receiving Prosecution Sanction	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage to achieving the targets
				[2.1.5] % of cases in which prosecution sanction awarded.	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage to achieving the targets
				[2.2.1] Survey to find out incidence of child labour in H.P.	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage to achieving the targets
				[2.2.2] % of Inspections conducted as per schedule	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage to achieving the targets
				[5.1.1] Publication of annual report on	Funding for MObility	To Enable Departmental functionaries to tour their	Rs.30000 per month 12 DEOs and 12 LOs Total	There will be slippage to achieving the targets

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				employment trends in Organised Sector	Funding for MObility	jurisdiction	of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slirage tp achieving the targets
				[5.1.2] Identification of New Establishments including Service Sector	Funding for MObility	To Enable Departmetal functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slirage tp achieving the targets
				[6.2.1] Inspection of Industries and Hydro Electric Projects	Funding for MObility	To Enable Departmetal functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slirage tp achieving the targets
				[7.1.1] % of Employees Trained	Funding for MObility	To Enable Departmetal functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slirage tp achieving the targets

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[8.1.1] Vocational Guidance Talks/camps	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage to achieving the targets
				[9.1.1] Registration of Disabled persons	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage to achieving the targets
				[10.1.1] Implementation of software being prepared by NIC	Funding for MObility	To Enable Departmental functionaries to tour their jurisdiction	Rs.30000 per month 12 DEOs and 12 LOs Total of 3.20 Lacs per month or 86.4 Lacs per annum and Rs.30000 per month for DDF Una, Rs.3.60 Lacs per annum Total 90 Lacs per Annum	There will be slippage to achieving the targets
				[1.1.1] % of Industrial Disputes in which conciliation proceedings are completed within 120 days				

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				<p>[1.1.2] % of cases in which submission of failure report is sent within 30 days under section 12(4) of I.D. Act</p> <p>[1.1.3] % of cases in which final disposal was done within 90 days</p> <p>[1.2.1] % of Complaints disposed of within 120 days</p> <p>[2.1.1] % of Inspections conducted as per schedule</p> <p>[2.1.2] % of cases in which rectification notice was issued within 30 days.</p> <p>[2.1.3] % of Prosecution sanctions within 60 days</p> <p>[2.1.4] % of complaints filed in competent court within 30 days after receiving Prosecution Sanction</p>				

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				<p>[2.1.5] % of cases in which prosecution sanction awarded.</p> <p>[2.2.1] Survey to find out incidence of child labour in H.P.</p> <p>[2.2.2] % of Inspections conducted as per schedule</p> <p>[5.1.1] Publication of annual report on employment trends in Organised Sector</p> <p>[5.1.2] Identification of New Establishments including Service Sector</p> <p>[6.2.1] Inspection of Industries and Hydro Electric Projects</p> <p>[7.1.1] % of Employees Trained</p> <p>[8.1.1] Vocational Guidance Talks/camps</p> <p>[9.1.1] Registration of Disabled persons</p>				

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[10.1.1] Implementation of software being prepared by NIC				
			All State Departments	[4.1.1] Registration of Employment seekers	Notifications of vacancies to Employment Exchanges by employers in Government Sector, PSUs and Private Sector	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets
				[4.2.1] Sponsoring of registrants against notified vacancies	Notifications of vacancies to Employment Exchanges by employers in Government Sector, PSUs and Private Sector	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets
				[4.2.2] Placement of registrants	Notifications of vacancies to Employment Exchanges by employers in Government Sector, PSUs and Private Sector	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets
				[6.1.1] Campus Interview	Notifications of vacancies to Employment Exchanges by employers in	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[6.1.1] Campus Interview	Government Sector, PSUs and Private Sector	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets
				[6.1.2] Job Fair	Notifications of vacancies to Employment Exchanges by employers in Government Sector, PSUs and Private Sector	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets
				[6.2.1] Inspection of Industries and Hydro Electric Projects	Notifications of vacancies to Employment Exchanges by employers in Government Sector, PSUs and Private Sector	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets
				[9.1.1] Registration of Disabled persons	Notifications of vacancies to Employment Exchanges by employers in Government Sector, PSUs and Private Sector	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets
				[9.2.1] Placement	Notifications of vacancies to Employment Exchanges by employers in	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets



## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[9.2.1] Placement	Government Sector, PSUs and Private Sector	More Vacancies will result in more requisitions, more submissions, more placements, more job fairs	NA	Slippage in achieving the targets
			Industries	[6.2.1] Inspection of Industries and Hydro Electric Projects	Take appropriate actions against those Employers who default in providing 70% of the employment to Himachalis and whose details are supplied	Will help in achieving higher placement of Himachalis in Industrial establishments and hydro electric projects in the private sector	Action against defaulting employers	There will be slippage in achieving the target.
			SC/OBC and Minority Affairs Department	[2.1.1] % of Inspections conducted as per schedule	Better implementation of scheme for welfare of child by Department of Women and Child welfare and Elementary Education	Will result in lower incidence of child labour	NA	will result in slippage in achieving the targets
				[2.1.2] % of cases in which rectification notice was issued within 30 days.	Better implementation of scheme for welfare of child by Department of Women and Child welfare and Elementary Education	Will result in lower incidence of child labour	NA	will result in slippage in achieving the targets
				[2.1.3] % of Prosecution	Better implementation of	Will result in lower incidence of child labour	NA	will result in slippage in achieving the targets

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				sanctions within 60 days	scheme for welfare of child by Department of Women and Child welfare and Elementary Education	Will result in lower incidence of child labour	NA	will result in slippage in achieving the targets
				[2.1.4] % of complaints filed in competent court within 30 days after receiving Prosecution Sanction	Better implementation of scheme for welfare of child by Department of Women and Child welfare and Elementary Education	Will result in lower incidence of child labour	NA	will result in slippage in achieving the targets
				[2.1.5] % of cases in which prosecution sanction awarded.	Better implementation of scheme for welfare of child by Department of Women and Child welfare and Elementary Education	Will result in lower incidence of child labour	NA	will result in slippage in achieving the targets
				[2.2.1] Survey to find out incidence of child labour in H.P.	Better implementation of scheme for welfare of child by Department of Women and Child welfare and Elementary	Will result in lower incidence of child labour	NA	will result in slippage in achieving the targets

## Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[2.2.1] Survey to find out incidence of child labour in H.P.	Education	Will result in lower incidence of child labour	NA	will result in slippage in achieving the targets
				[2.2.2] % of Inspections conducted as per schedule	Better implementation of scheme for welfare of child by Department of Women and Child welfare and Elementary Education	Will result in lower incidence of child labour	NA	will result in slippage in achieving the targets

## Section 6: Outcome/Impact of Department/Ministry

Outcome/Impact of Department/Ministry	Jointly responsible for influencing this outcome / impact with the following department (s) / ministry(ies)	Success Indicator	Unit	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY 16/17
1 Speedy disposal of industrial Disputes	1.Employers 2.Workers 3. Trade Unions	% of Industrial Disputes in which conciliation proceedings are completed in 120 days	%	61.98	90	90	90	90
2 Better Compliance of Labour Laws		Reduction in Industrial Disputes	%	3136	2400	2400	2300	2200
3 Prompt issuance of Licenses/REGistration Certificates under Labour Laws		% of cases in which examination and identification of deficiencies in application is done within 40 days and % of cases in which license registration certificate is issued after receipt of completed documents within 30 days	%	95.54	90	90	90	90
4 Elimination of child labour	1.Education Department 2.Women & Child Welfare Department 3.Inspecting authorities as notified by Department of Labour & Employment	% of Establishments inspected for finding out child labour as per schedule	%	90.7	90	90	90	90
5 Employment Assistance	1.Employers 2.REGistrants	Number of registrants placed in employment	No	11197	10000	10000	10000	10000