

Section 2:										
Inter Se Priorities among Key Objectives, Success indicators and Targets										
SR.NO	Objective	Weight	Action	Success Indicator	Unit	Weight	Progress	Result	Marks Achieved	Remarks
1	To ensure safety, welfare amenities and health and working environment at work place.	12.00	1. To complete the study of safety in rolling mills and confined space.	To submit report by 30th November 2011.	Date	4.00	Reports with regard to study of safety in Rolling Mills and Confined space have been completed within the stipulated period and reports were submitted on 28-11-2011	100%	4.00	
			2. Enforcement of Factories Act, 1948 and Punjab Factory Rules framed thereunder.	To conduct joint inspections of Major Accident Hazard (MAH) units.	Numbers	4.00	55 joint inspections of Major Accident Hazard (MAH) Units have been conducted during the period 01-04-2011 to 31-03-2012	100%	4.00	
				Inspections especially of silicosis prone factories.	Numbers	4.00	580 inspections especially of silicosis prone factories have been conducted during the period from 01-04-2011 to 31-03-2012	90%	3.60	
2	Screening for occupational health hazard.	12.00	1. Number of workers to be medically examined	Medical examination of 5,000 workers per doctor. (Presently there are two doctors with the deptt.)	Percentage	6.00	15828 workers have been medically examined during the period from 01-04-2011 to 31-03-2012	100%	6.00	
			2. Collection and testing of samples to detect notified occupational diseases	To collect at least 500 samples per doctor. (Presently there are two doctors with the deptt.)	Percentage	3.00	2084 samples have been collected during the period from 01-04-2011 to 31-03-2012	100%	3.00	
			3. Submission of test results of samples to the Director of Factories	Test report of at least 500 samples to be submitted per doctor. (Presently there are two doctors with the deptt.)	Percentage	3.00	2084 test reports have been submitted during the period from 01-04-2011 to 31-03-2012	100%	3.00	

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3	To minimise the number of accidents	12.00	1. To conduct complete enquires in all fatal/serious bodily injury cases within 30 days.	Percentage of enquiries completed in such cases within stipulated time.	Percentage	6.00	32 Fatal Accidents and 4 serious bodily injury accidents occurred during the period from 01-04-2011 to 31-03-2012. Inquiries of all the 32 cases of Fatal Accidents and 4 Serious bodily injury accidents have been conducted and reports have been received within 30 days	100%	6.00	
			2. Action taken report within 90 days.	Percentage of cases where action has been taken within the stipulated time.	Percentage	6.00	Action has been completed within 90 days.	100%	6.00	
4	To conduct safety Training Programmes.	6.00	Organising Safety Training Programmes.	To impart training for First-Aid, use of Personal Protective Equipments, keeping good health at work	Numbers	6.00	25 safety training programmes have been conducted during the period from 01-04-2011 to 31-03-2012	100%	6.00	
5	Elimination of Child Labour in Dhabas, Restaurants, Tea Stalls, Roadside Eateries, Hotels and Spas etc and other hazardous occupations & Processes	12.00	1. Identification	Inspections (10,000)	Numbers	2.00	Conducted 94711 inspections.	100%	2.00	
				Joint Inspections (400)	Numbers	1.50	Conducted 1006 joint inspections	100%	1.50	
				Complaints attended	Percentage	1.50	Received 3308; Attended 3308	100%	1.50	
			2. Release	Immidiata physical release of child labours.	Percentage	2.00	Found 1180 child labour; Released 1180 child labour	100%	2.00	
				Handing over to parents/guardians or admitting to shelter homes.	Percentage	2.00	Found 1180 child labour; Handed over to parents/guardians or admitted to shelter homes 1180 child labour	100%	2.00	
			3. Rehabilitation	Providing employment to one adult member of family or deposit of Rs. 5000/- as State share in the Child Labour Rehabilitation Fund in all eligible cases.	Percentage	1.50	An amount of Rs. 10 Lacs for 200 child labour has been requisition from the Finance Deptt. But still not received.	100%	1.50	

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			4. Prosecution	Launch prosecution against all offending employers within the stipulated period.	Percentage	1.50	2833 defaulting employers were found and all of them were prosecuted within the stipulated period.	100%	1.50	
6	Ensuring welfare of workers and their families:	12.00	1. Implementation of Welfare Schemes under the Punjab Labour Welfare Fund Act, 1965	Amount to be given to the workers under various welfare schemes of Punjab Labour Welfare Board.	Amount in Lacs	6.00	An amount of Rs. 1,19,48,654/- has been disbursed to the industrial workers under various welfare schemes of the Board.	100%	6.00	
			2. Registration of Construction Workers as Beneficiaries of the Construction Board	Registration of Benificaries (15,000) by visiting various construction sites.	Numbers	3.00	22568 beneficiaries registered during the year	100%	3.00	
			3. Implementation of Welfare schemes under the Building and Other Construction Workers (RE&CS) Act, 1996	To grant ex gratia to all eligible applicants in case of death or disability of the beneficiary.	Percentage	2.00	Ex-Gratia grant to 14 eligible beneficiaries was granted and amont of Rs. 14 lacs paid to the dependents of deceased beneficiaries.	100%	2.00	
				To grant stipend to all the eligible children of construction workers.	Percentage	1.00	Stipend to all eligible 613 wards of the beneficiaries was given and an amont of Rs. 813900/- was disbursed amongst the children of the beneficiaries.	100%	1.00	
7	Ensuring Grievance Redressal of workers through	8.00	1. Increasing success Rate of Grievance Redressal	Disposal of complaints of workers by Labour Inspectors within 60 days.	Percentage	3.00	All complaints received by the inspectors were delt with and disposed of within the stipulated period.	100%	3.00	

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	settlement of complaints by Labour Inspectors		2. Inspections under various Laws.	To conduct 1400 inspections per inspector of the establishments. (Presently there are 33 Labour Inspectors in the deptt.)	Percentage	3.00	73343 as against 46200 inspections were conducted under various Labour Laws.	100%	3.00	
			3. Prosecution of offending employers in case of non compliance under various Labour Laws within limitation period.	Launching of Challans in courts against offending employers within the limitation period.	Percentage	2.00	Procecutions against all the offending emplyers were launched within limitation period for non compliance under various Labour Laws.	100%	2.00	
8	Ensuring timely Issue & Renewal of Registration and Licences under the various Labour Laws	8.00	1. Contract Labour (Regulation & Abolition) Act, 1970	Where the application for registration of establishment or to obtain licence is incomplete, to get the same completed within 30 days from the employer/contractor for issuance of registration certificate or licence.	Days	1.00	All the incomplete applications were got completed within 30 days	100%	1.00	
				Issue of Registration & Licences and renewals within 30 days of application where it is complete in all respects.	Percentage	1.00	All the registration certificates and licences were issued within 30 days from the receipt of applications.	100%	1.00	

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			2. Building & Other Construction Workers (RE&CS) Act, 1996	Where the application for registration of establishment is incomplete, to get the same completed within 30 days from the employer for issuance of registration certificate.	Days	1.00	All the incomplete applications were got completed within 30 days	100%	1.00	
				Registration of Establishments within 30 days of application where it is complete in all respects.	Percentage	1.00	All the registration certificates and licences were issued within 30 days from the receipt of applications.	100%	1.00	
			3. Motor Transport Workers Act, 1961	Where the application for registration of establishment is incomplete, to get the same completed within 30 days from the employer for issuance of registration certificate.	Days	1.00	All the incomplete applications were got completed within 30 days	100%	1.00	
				Registration and renewals of the establishments under the Motor Transport Workers Act, 1961 within 30 days of application where it is complete in all respects.	Percentage	1.00	All the registration certificates and licences were issued within 30 days from the receipt of applications.	100%	1.00	

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			4. Punjab Shops & Commercial Establishments Act, 1958 within limitation period.	Where the application for registration of establishment is incomplete, to get the same completed within 30 days from the employer for issuance of registration certificate.	Days	1.00	All the incomplete applications were got completed within 30 days	100%	1.00	
				Registration within 30 days of application under Punjab Shops & Commercial Establishment Act, 1958 where it is complete in all respects.	Percentage	1.00	All the registration certificates and licences were issued within 30 days from the receipt of applications.	100%	1.00	
			1. Online registration of Shops & Commercial Establishments.	Labour Commissioner to prepare and send the case to the Principal Secretary, Labour for approval.	Date	1.00	Case was sent for approval within 2 months.	100%	1.00	
				After the receipt of financial approval preparation and testing of the software for online registration.	Months	0.5	Work order was prepared and given to Punjab Engineering College along with advance of Rs. 1,22,000/- on 23-08-2011. Software prepared and launched on website "www.pbshops.org.in". Online testing is being carried out since March, 2012 i.e., after 7 months.	70%	0.35	

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9	New Initiatives	5.00		Launching the software for online registration.	Date	0.5	Software has been prepared and has been uploaded on the website "www.pbshops.org.in". Testing of the software is being carried out and the same will be launched by 31-05-2012.	80%	0.40	
				After receiving the approval from CM, constitution of Minimum Wage Advisory Board within 2 months.	Months	1.00	The consent to constitute Minimum Wage Advisory Board was not received from the Hon'ble Chief Minister.	100%	1.00	
				Call meeting of the Advisory Board within 2 months.	Months	1.00	No Board meetings could be called as the approval was not received from the Hon'ble Chief Minister.	100%	1.00	
				After the approval of wages from the Advisory Board, issue draft notification within 2 months.	Months	0.50	No draft notification could be issued as there was no consent of the Hon'ble Chief Minister for revision of wage.	100%	0.50	
				Issue final notification within 30 days after waiting for mandatory notice period of 2 months.	Days	0.50	No final notification could be issued as there was no consent of the Hon'ble Chief Minister for revision of Wage.	100%	0.50	
*	Efficient Functioning of the RFD System	5.00	1. Timely submission of Draft for Approval	On-time Submission	Date	2.00	The final draft was submitted on 31-05-2011 through Email to ATF members. The due date was 30-6-2011	100%	2.00	
			2. Timely submission of Results	On-time Submission	Date	1.00	The result is being submitted within time i.e before 15.5.2012	100%	1.00	

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SR.NO	Objective	Weight	Action	Success Indicator	Unit	Weight	Progress	Result	Marks Achieved	Remarks
			3. Finalize a Strategic Plan	Finalize the Strategic Plan for next 5 years.	Date	2.00	The strategic plan for next five years will be finalized before due date i.e 30-6-2012	100%	2.00	
*	Improving Internal Efficiency/ Responsiveness / Service delivery of Ministry / Department	6.00	Develop RFDs for all Responsibility Centers (Subordinate Offices, Attached Officers, Autonomous Bodies)	Percentage of RCs covered.	Percentage	2.00	RFD for 2011-2012 was prepared and circulated to the ALCs/LCOs and for Labour Inspectors Grade I & II.	100%	2.00	
			Implementation of Sevottam	Create a Sevottam complaint to implement, monitor and review Citizen's Charter.	Date	1.00	Created on 30-09-2011	100%	1.00	
				Create a Sevottam complaint system to redress and monitor public Grievances.	Date	1.00	Created on 30-09-2011	100%	1.00	
				Independent Audit of Implementation of Citizen's Charter.	Percentage	1.00	Could not be done as there was no idea whom to contact for independent audit of the Citizen Charter.	0%	0.00	
				Independent Audit of Implementation of public grievance.	Percentage	1.00	Could not be done as there was no idea whom to contact for independent audit of the Public Grievance.	0%	0.00	

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*	Ensuring compliance to the Financial Accountability Framework	2.00	Timely submission of ATNS on Audit Paras of C&AG	Percentage of ATNS submitted within due date (4 months) from date of presentation of Report to Parliament by CAG during the year.	Percentage	0.50	No ATNs on audit paras of C&AG is pending.	100%	0.50	
			Timely submission of ATRs to the PAC Sectt. On PAC Reports.	Percentage of ATRs submitted within due date (6 months) from date of presentation of Report to Parliament by PAC during the year.	Percentage	0.50	No ATRs to PAC Sectt. Is pending.	100%	0.50	
			Early disposal of pending ATNs on Audit Paras of C&AG Reports presented to Parliament before 31.3.2011	Percentage of coustanding ATNs disposed off during the year.	Percentage	0.50	No ATNs on audit paras of C&AG reports were pending to be palced before State Legislature before 31-3-2011	100%	0.50	
			Early disposal of pending ATRs on PAC Reports presented to Parliament before 31.3.2011	Percentage of outstanding ATRs disposed off during the year.	Percentage	0.50	Not ATRs on PAC reports was pending to be presented to State Legislature before 31-3-2011	100%	0.50	
									97.35	