

Strategic Goal 3: Quality Workplaces

Foster Quality Workplaces that are Safe, Healthy and Fair

All workers are entitled to safe, healthy, and fair workplace environments. The Department has committed to achieving this goal by promoting practices that minimize safety and health hazards and provide equal opportunities for workers. In recent history, significant progress has been made in these areas. However, rapid technological advances and dynamic workplace environments have changed the nature of work, leading to new challenges for our safety and health mission. DOL promotes equal employment opportunity by enforcing regulations that deal with Federal contracting practices and the reemployment rights of veterans. In recognition of the global nature of labor markets, DOL also promotes respect for internationally recognized core labor standards. Agencies with programs supporting this goal are the Occupational Safety and Health Administration (OSHA), the Mine Safety and Health Administration (MSHA), the Employment Standards Administration (ESA), the Veterans' Employment and Training Service (VETS), and the Bureau of International Labor Affairs (ILAB).

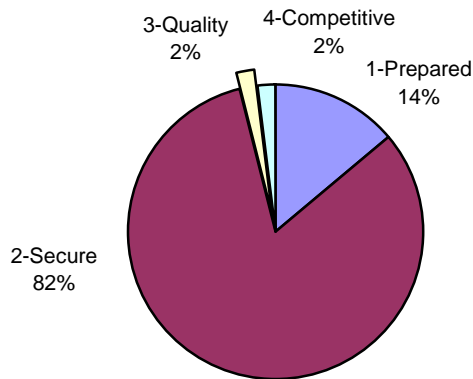
The Department's performance in achieving *Quality Workplaces* is determined by accomplishments organized at the outcome goal level and measured at the performance goal level. Three broad objectives – Outcome Goals 3.1, 3.2 and 3.3 – support Strategic Goal 3, and they contain six performance goals (see table below). In FY 2005, the Department achieved two of these goals, substantially achieved one and did not achieve three. Results, though clearly not meeting expectations in all cases, were more positive than negative. Fatalities occurred slightly more frequently than in the prior year, but overall injury and illness incidence rates continued to fall. For the fourth straight year, based on preliminary data, the United States mining industry set its best safety record since such statistics were first compiled in 1910. MSHA did not meet its target to establish three additional mining safety and health measures – two for noise exposure and one for silica exposure. These baselines will be established in December 2005, using FY 2005 data. Illegal discrimination by contractors remained very rare, and veterans' cases were resolved timely despite increased volume and complexity of complaints due to reserve mobilizations connected with the war in Iraq. DOL-funded international labor programs continued to demonstrate success by, for example, removing thousands of children from exploitation and improving work conditions for the vast majority of those targeted for assistance.

Outcome Goal 3.1 – Reduce Workplace Injuries, Illnesses, and Fatalities Two performance goals not achieved		FY 2005 Costs (millions)
OSHA/MSHA fatality reduction (05-3.1A)	Goal not achieved. MSHA target reached and OSHA target not reached.	\$823
OSHA/MSHA injury and illness reduction (05-3.1B)	Goal not achieved. OSHA target reached and five MSHA targets not reached.	115
Outcome Goal 3.2 – Foster Equal Opportunity Workplaces One performance goal achieved & one not achieved		
ESA Federal contractors' compliance with equal opportunity laws (05-3.2A)	Goal achieved. Two targets reached.	\$99
VETS reduce service members' reemployment issues (05-3.2B)	Goal not achieved. One target reached and two not reached.	16
Outcome Goal 3.3 – Reduce Exploitation of Child Labor, Protect the Basic Rights of Workers, and Strengthen Labor Markets One performance goal achieved & one substantially achieved		
ILAB eliminate worst forms of child labor internationally (05-3.3A)	Goal substantially achieved. Four targets reached, one not reached.	\$74
ILAB improve work conditions internationally (05-3.3B)	Goal achieved. Five targets reached.	43
Other (other ILAB programs)		7

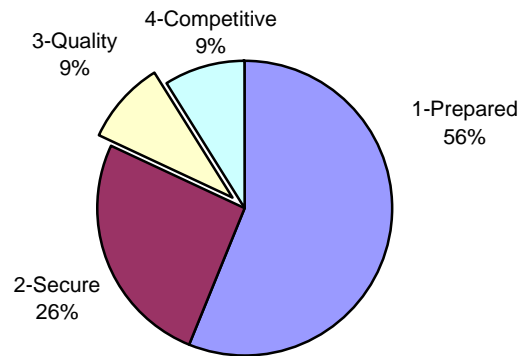
The following charts illustrate DOL's strategic goal net costs in FY 2005, with *Quality Workplaces* shares set apart. The first allocates total Departmental costs of \$49.912 billion; the second allocates an adjusted net cost of \$12.222

billion that excludes major non-discretionary items associated with Strategic Goal 2.²³ Net costs of this goal in FY 2004 were \$1.021 billion.

FY 2005 Strategic Goal 3 - \$1.062 billion
Percent of Net Costs



FY 2005 Strategic Goal 3
Percent of Net Cost excluding Income Maintenance



The outcome goals and programs listed above, along with their results, costs, and future challenges are discussed in more detail on the following pages.

²³ The excluded costs are referred to as Income Maintenance – unemployment benefit payments to individuals who are laid off or out of work and seeking employment (\$31.488 billion) plus disability benefit payments to individuals who suffered injury or illness on the job (\$5.936 billion).