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FINDINGS AND SUGGESTIONS

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6.1 INTRODUCTION

Social Security is increasingly seen as an integral part of the developmental process. It helps to create a more positive attitude not just too structural and technological change but also the challenge of globalization and to its potential benefits in terms of greater efficiency and higher productivity.

Social security has come to be accepted conceptually as the protection furnished by society to its members through a series of measures taken against the economic and social distress that otherwise might be caused by stoppage or substantial reduction of earnings resulting from sickness, maternity, employment injury, involuntary unemployment, old age and death. Its income maintenance aspect manifests in cash benefits to cover the said risks. Its new dimension as an addition of non-cash benefit mainly through medical care has gained much popularity in any social security system today.

The concept of social security as developed in the west and, standardized by the I.L.O through its conventions, recommendations, technical co-operation, or researches finds expression in various programmes formulated, enacted and implemented in various countries including ours. After independence a serious
thought was given for developing a system of social security which might help the nation in economic development, remove socio economic disparities by providing social justice to the parties and also pick up with the international currents in social security.

In a view to making a complete social security in India the Employees’ State Insurance Corporation Act launched and social security schemes were introduced through this corporation. In the last five decades, considerable progress in extension of social security cover at both State and Central levels has been made. However, a universal social security programme for the country remains a distant goal.

The research presented in this policy brief was conducted by Umakant Dash and VR Muraleedharan who are based at the Department of Humanities and Social Sciences at the Indian Institute of Technology, Madras, Chennai says that around 70% of total health expenditure in India is made up of out-of-pocket payments and around 30% of households spend more than 10% of their income on health. The importance of health insurance as a mechanism to provide financial protection is well grounded in both theory and experience. This research looked at the effectiveness of the Employees’ State Insurance Scheme (the Scheme) at protecting beneficiaries from out-of-pocket expenditure on healthcare. Nearly 13% of the total beneficiaries of the Scheme are located in Tamil Nadu. About 8
million out-patient cases and 0.34 million in-patient cases were treated in Scheme facilities in 2007-2008 at a cost of Rs.854 million.

In India, out of an estimated work force of about 397 million, around 28 million workers enjoy the benefit of formal social security protection. Rest of the workers is in the unorganised sector. Several and successive attempts have been made in the past to address the multifarious problems faced by the workers in the unorganised sector through legislative as well as programme oriented measures. Even though these measures have not succeeded in achieving the desired object, partly on account of the ignorance, illiteracy and lack of unionization of workers on the one hand and the resource constraints of the State on the other are some of the programmes have provided a good setting through which the hopes and expectation of the workers in the unorganised sector have been considerably aroused.
6.2 SUMMARY OF FINDINGS

This study is mainly devoted to analyze the attitudes of the members towards Employees’ State Insurance schemes.

- The majority of the sample respondents (27.50%) in the study fall under the age group of between 25 to 35 years.
- The survey points out that more than 50% of the respondents (52.25%) are men.
- According to the study, 23% of members are with the educational qualification of Diploma and others.
- A large section (42.50 %) of respondents is married.
- Most of the respondents (47%) have a family of 4 to 6 members.
- High number of respondents are having below 2 (38.50%) earning members are below.
- The majority of the sample respondents (24.5%) having the family income of Rs.3000 to Rs.5000.
- Almost 48 percent of the respondents have the work experience of 5- 10 years.
- Most of the respondents (64%) are in the entry level position in the organization.
• A vast majority of respondents (54.75%) come to know about the ESIC through the employers.

• It is observed that 62% of the respondents know the rate of contribution to ESIC by the employers and employees.

• A striking disclosure from the survey is that all respondents (100%) have availed themselves of the social security benefits most of whom have availed medical benefits (29.45%).

• When the respondents are sick around 62.01% of the respondents prefer ESI hospital to take treatment, 10.39% of the respondents prefer private hospitals having reserved beds for ESI and 15.58 percent of the respondents prefer private hospitals.

• Here (50.35%) respondents are getting medical benefits between below 5 times.

• Most of the respondents (62.34%) are availing outpatient medical benefit from the ESI hospitals.

• Many of the members (71.5%) don’t know the latest schemes in ESIC like Rajiv Gandhi Shramik Kalyan Yojana.

• It is observed that there is a very low percentage (19%) of the members face problems in availing ESI benefits while 73.68% of the respondents’ grievances are redressed.
• It is observed that 77% of the respondents don’t know about the availability of Electronic grievance in ESIC.

6.3 SUGGESTIONS

The following suggestions are offered for improvement of the ESIC Madurai towards its members.

1. ESIC Madurai must take adequate and appropriate measures to create awareness among the members by advertising the achievements with statistical data, which will help the public to understand the ESI benefits.

2. ESIC should take necessary arrangements to register all the factories which are not registered with ESIC.

3. ESIC should insist the employers to appoint a separate staff to carry out the works of the ESI with company.

4. ESIC should take steps to keep the hospitals environment clean and neat.

5. ESIC should take necessary steps to include all the employees in all the industries, whose income is below Rs.15,000 to become a member under ESI.

6. To have a smooth functioning of the corporation additional clerical staff should appointed in sub regional offices.
7. Since the employer’s contribution is higher than the employee’s contribution some of the employers are not showing the interest to register under ESIC. So ESIC may reduce the employer’s contribution to attract the employers.

6.4 AREAS FOR FURTHER RESEARCH

The following issues have been identified by the researcher for further research.

1. A comparative study of various social security measures with special reference to Employees State Insurance vs. Employees Provident Fund can be undertaken to study about the various social security measures in India.

2. A study on the government initiations under various five year plans for the social security schemes’ can be undertaken to understand the various five year plans and its influence for the social security measures.

6.5 CONCLUSION

Even today majority of people in India finding difficult to make both ends meet, as such expenses for the health or an additional burden. It is in this situation the ESI comes to the rescue of such needy people. It plays a vital role in providing social security to its members and their families. At present the
families of 125.69 lakh employees are covered under this scheme. In 2009 the beneficiaries numbered to 501.97 lakh. Thus it serves the low level income group to meet their additional expenditure on health.

The present study sheds lights on various types of social security in India; their functions; about the origin and growth of the Employees State Insurance Corporation in India; various schemes available under the Employees State Insurance Corporation; working of Employees State Insurance corporation in Madurai; the attitudes of members (beneficiaries) towards ESI schemes in Madurai District.

With the help of the data collected through the primary survey of 400 members and secondary sources the present study has attempted an in-depth analysis of the members’ attitude towards ESI and also about the benefits offered by ESI. The findings show that the overall performance of the ESI Madurai is satisfactory. Suggestions also offered for the betterment of functioning of ESI. It is hoped that the ESI will implement this suggestions so as to serve the society better in future.