CHAPTER - ELEVEN

SUMMARY AND SUGGESTIONS
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The present project entitled 'SOCIAL WELFARE AND SOCIAL SECURITY MEASURES IN PUBLIC AND PRIVATE SECTOR UNDERTAKINGS IN RAE BARELI DISTRICT' was undertaken with a view to study the working of the welfare and social security measures undertaken by the different Public and Private Sector undertakings. The need for a comprehensive scheme of social welfare and social security measures has been necessitated with a view to ensure reasonable standard of working and living conditions to the workers, inside and outside the factory, and also for assuring them continuity of income and assistance as well as medical benefits in case of different economic, bio-economic and social contingencies in both Public and Private Sector undertakings. The focus of study has been the four Public and four Private Sector Units selected with the object to study whether the schemes of welfare and social security have been properly implemented and are really bearing fruits. An attempt has also been made to put few workable suggestions, which may be helpful in implementing the schemes of social welfare and social security with more efficiency and fruitfulness.

The dissertation has been presented in different Chapters as under:

INTRODUCTION – CHAPTER - ONE
PROFILES OF THE SELECTED UNITS– CHAPTER - TWO
SOCIAL WELFARE- THEORETICAL CONCEPT– CHAPTER - THREE
INTRA-MURAL WELFARE WORK– CHAPTER - FOUR
A brief summary of the different Chapters and Findings are presented below:

CHAPTER - ONE:

The Chapter deals with the economic characteristics of the district, Rae Bareli. It also introduces Rae Bareli, as one of the emerging centre of hectic industrial activities in Uttar Pradesh.

It may be mentioned that due to its backwardness and political importance, Rae Bareli has attracted the attention of Central and State Governments as well as also of different private industrialists. The district has been declared as 'Capital Subsidy District' and apart from it several other facilities and incentives are provided. Now the investment environment is most suitable for speedy industrialisation of the district. Due to the personal interest undertaken by Prime Minister Smt. Indira Gandhi, the speed of industrialisation has been further accelerated. All this has resulted in the establishment of a chain of industrial units in Public as well as Private Sector, and within a short period of a decade (1971-81), Rae Bareli has emerged as one of the most developing industrial centre on the horizon of the industrial map of Uttar Pradesh. It is noteworthy that industrialisation has brought with it, great economic
and social changes particularly in an under developed area like Rae Bareli. The population of the Municipal Area has doubled during the decade 1971-81, and has shattered the existing system resulting in health, housing and social problems. The working and living conditions and wages have remained unsatisfactory in most of the units.

The Chapter also deals with the object of the present research work and method of research adopted.

CHAPTER - TWO:

This Chapter deals with the profiles of the selected industrial units. Eight industrial Units, four belonging to Public Sector viz., (1) Indian Telephone Industries Ltd., Rae Bareli, (2) Rae Bareli Textile Mills Ltd., Rae Bareli, (3) U.P. State Spinning Mills Ltd., Rae Bareli, (4) U.P. Tyres and Tubes Ltd., Rae Bareli and four belonging to Private Sector viz., (1) Modi Carpets Ltd., Rae Bareli, (2) Universal Ceramics & Insulator Ltd., Rae Bareli, (3) Rawal Papers Ltd., Rae Bareli and (4) Jaiwanti Solvent & Chemicals Ltd., Rae Bareli were selected for intensive study of social welfare and social security measures. In this Chapter information in respect of their managements, organisational structure, composition of employees, recruitment procedure, promotion policies, hours of work, holidays, statutory and non-statutory social security schemes, welfare measures etc., has been critically discussed. The intensity of desire to give their employees something more than what is required by law in respect of social welfare and social security benefits differ from employer to employer. The organisational structure of most of the units under study exhibit the absence of Research and Developmental wing. No scientific recruitment and promotion policy exist in most of the Units.
CHAPTER - THREE:

An attempt has been made in this chapter to present the theoretical concept of social welfare. It will be seen from this chapter that 'Welfare' embraces a multiplicity of activities and measures taken for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by Government or by other agencies. The importance of the social welfare work for the betterment of the workers' life, its characteristics, evolution of social welfare etc. has been analysed in this Chapter.

CHAPTER - FOUR:

The Chapter, focusses attention on the Intra-Mural Welfare Work (Welfare measures undertaken within the precincts of the different Public and Private Sector Units under study). An attempt has been made to study general working conditions viz., Cleanliness, Sanitation, Ventilation, Temperature maintenance, Working Hours, Facility of Washing and Bathing, Drinking Water, activities relating to Industrial Fatigue like Rest Pauses, Rest Shelters, Canteens and Creches etc. and also the different measures undertaken to ensure perfect industrial safety in the Public and Private Sector Units under study. Different constituents of working conditions their importance, various statutory provisions made relating to them in Factories Act, 1948 and U.P. Factories Rules, 1950 and their actual implementation in different Units have been separately analysed. It will be seen from the perusal of Chapter Four that:

(1) Cleanliness measures are followed in most of the Units except U.P. Tyres and Tubes Ltd. (Public Sector) and Universal Ceramics & Insulator Ltd.
and Rawal Papers Ltd. (Private Sector), where use of disinfectant is reported to be irregular.

(2) Drainage system is in working condition and effective in most of the units except in wool-washing and wool-colouring Department of Modi Carpets Ltd. (Private Sector),

(3) Facility of neat and clean Latrines and Urinals for the use of workers at the work place is one of the most essential services to be provided by the Management, because it enables the workers to get themselves relieved from the biological need of excretions when needed, during working hours. All the Units selected for study provide flush latrine and urinal facility. Separate arrangements in this regard have been made for male and female employees in I.T.I. Ltd., U.P. Tyres and Tubes Ltd., and Universal Ceramics Ltd.

(4) Spittoons have been provided at essential places in all the Public and Private Sector Units under study.

(5) The ratio of total employees to sanitary employees in the Public Sector Units is 82:1 and for the Private Sector Units it is 86:1.

(6) Ventilation and arrangement for maintenance of Temperature is found to be satisfactory in all the Units under study. All the Units have fully followed the provisions of section 13 of Factories Act, 1948 and Rule 19 of U.P. Factories Rules, 1950. Forced Draft Ventilation Plant has been installed in I.T.I. Ltd. Air Conditioning Plant has been installed in I.T.I. Ltd., Rae Bareli Textile Mills and U.P. State Spinning Mills (Public Sector) and Modi Carpets Ltd. (Private Sector). Workers who
work on high temperature in I.T.I. Ltd. are provided milk and vitamin tablets by the Management free of cost. No bad effect of the artificial Humidification of the air on the workers health is reported in both the Spinning Mills and Modi Carpets Ltd., either by the workers or by the Medical Officers of the Mills. In other Units under study artificial humidification of the air is not done.

(7) It is found that all the Public and Private Sector Units under study have made good lighting arrangements (Natural as well as Artificial). The workers have no complain irrespect of lighting. Eye strain or any other health trouble due to inadequate lighting was not reported by the workers. No accident was reported due to bad lighting by any of the Units under study.

(8) All the Public and Private Sector Units under study have their own water supply system and water taps for drinking and general purposes in sufficient numbers have been provided. The employees are served cold water during summer.

(9) Over crowding in work places is not only injurious to health of the workers, but it also cause inconvenience to them and effects the productivity. It is found that most of the Units of Rae Bareli are newly built and they have fully complied to the provisions of section 16 of Factories Act, 1948 and adequate space has been provided to the workers. Over crowding or any accident due to it was not reported by any of the establishments under study.
(10) Adequate washing and bathing facilities with soap have been provided in most of the Units, separate arrangements have been made for female employees in the Units employing women workers. The facility of storing and drying clothing has been provided to the workers in all Public and Private Sector undertakings.

(11) Most of the manufacturing processes in I.T.I. Ltd. are of assembling nature which can be easily and efficiently carried out in sitting positions, hence workers have been provided stools to sit in the work rooms. Whereas in remaining units most of the processes are carried on in standing position, hence workers are not provided anything to sit while on work.

(12) All the Units under study worked round the clock on three shift basis in addition a general shift is also observed. Working hours are maintained in accordance with the existing labour legislations. Workers are given short leave for performing Namaj or Puja in I.T.I. Ltd. Night Shift allowance is also paid in this Unit. However most of the Trade Union Leaders and workers in selected Units are in favour of reduction in working hours from present 48 hours per week to 40 hours per week. Employers however have objection in this regard because they fear that it will result in loss of production.

(13) Leave and holidays with pay as well as without pay are provided to the employees in all the Public and Private Sector Units under study. All the Officers and non-Officers are granted
leave in I.T.I. Ltd., according to its own leave rules, whereas Officers and Workers in the remaining seven units under study are provided leave and holidays according to the provisions of the Factories Act, 1948. In I.T.I. and Modi Carpets Ltd. workers are granted sick leave according to the Leave Rules of the respective units, whereas in the remaining 5 units workers avail sick leave according to the E.S.I. Rules. Weekly off and National and Festival Holidays are also provided to the workers.

Privilege Leave and other leave facilities are also extended to new recruits in I.T.I. Ltd. during their probationary period. Such facilities are not provided in any of the remaining units under study. Workers in I.T.I. Ltd. and Modi Carpets Ltd. are also granted study leave with full wages for undergoing specified training or for higher studies.

Availability of leave has direct impact on the rate of absenteeism. About 38.6 percent workers of Public Sector Units and 41.3 percent workers of Private Sector Units reported that leave was sanctioned by Mill Officers with great difficulties. Naturally it increases the rate of absenteeism. Some workers reported that they find it easy to take leave from E.S.I. Dispensary than from the Mill Officers, therefore they prefer to enjoy false sick leave.

As regards general working conditions, the Public Sector undertakings deserve appreciation. Out of
all the Units under study, general working conditions are reported to be extremely good by 70 percent workers in I.T.I. Ltd., Rae Bareli. When we look at the overall assessment of the general working conditions inside the factory, the Public Sector undertakings have an edge over Private Sector Units because 60 percent employees of Public Sector undertakings reported working conditions to be good, whereas, in Private Sector Units only 37.5 percent of the employees reported it to be good.

(15) Facility of well-maintained canteen inside the factory premises is now considered most essential for the workers welfare. Factories Act, 1948 provides the need for the provision of compulsory canteen in establishments employing 250 or more employees. All the four Public Sector Units and three out of the four (Excluding Jaiwanti Solvent & Chemicals) Private Sector Units are providing Canteen facility to their employees. The maintenance of Canteen in Public Sector undertakings particularly in Indian Telephone Industries Ltd. is extremely good. All the three Canteens of this Unit are well equipped and are run by contractors even then the Factory Management has also deputed Officers and non-Officers, qualified and experienced in Hotel Management and Catering to Supervise and ensure proper working and efficient service in the Canteens. Among the Private Sector Units, Modi Carpets is also maintaining a good Canteen. The arrangements in the works' Canteen of U.P. State Spinning Mills are also satisfactory. Other Public and Private Sector Units are only fulfilling the statutory requirements and the maintenance of the Canteens in these Units is not very satisfactory.
No Canteen facility is provided to the employees of Jaiwanti Solvent & Chemicals. Indian Telephone Industries' Management grants subsidy, at the rate of Rs.36/- per employee per month. The Management of U.P. State Spinning Mills and Modi Carpets Ltd. also grant subsidy at the rate of 50 percent. No subsidy is granted to the workers on food items served in the works Canteen in all the remaining Public and Private Sector Units under study.

Most of the employees take lunch, snacks and drinks in the works Canteen in I.T.I.Ltd., Modi Carpets Ltd. and U.P. State Spinning Mills, it is because of the good management, excellent service and provision of fresh delicious and nutritious food, in the Canteen of these Units.

(16) The importance of a properly equipped rest room, is very great, as it provides a good opportunity to industrial workers to restore lost energy during the period of rest pauses. Factories Act, 1948 also provides that, factories employing more than 150 workers will have to provide a suitable Rest Shelter/Lunch Room with the facility of drinking water. The factories providing Canteen facility in accordance with the provision of Section 42 of Factories Act are not required to provide this facility. Rest Room facility is provided by Rae Bareli Textile Mills and U.P. State Spinning Mills (Public Sector Units) and Modi Carpets Ltd. and Universal Ceramics Ltd. (Private Sector Units). Most of the workers in these units are dissatisfied with the arrangements made in the Shelter/Rest Room.
Factories Act, 1948 provides that factories employing more than 30 women workers should maintain suitable creches for the use of children below six years. Of all the units under study, only Indian Telephone Industries Ltd. is providing well-equipped creches facility having capacity to accommodate 50 children. Most of the female workers (82.9 percent) expressed satisfaction over the arrangements made in the creches. However, it is found that the female attendants are not paying proper attention towards the children. The facilities available in the creches have been given in detail in this Chapter.

CHAPTER - FIVE

The welfare measures taken out side the factory 'Extra-Mural Welfare Work' in selected Public and Private Sector Units have been analysed in this Chapter. Extra-Mural Welfare Work includes facilities and provisions like, Housing, Medical, Educational, Games and Transport etc. granted to the workers and their family members. The details of each facility have been analysed in detail in this Chapter. Some of the important findings in regard to extra-mural welfare work is as under:

(1) The problem of Housing is unquestionably one of the most important problems of the industrial workers in our country, as it continuously influences the health and well-being of a worker. No housing problem existed in Rae Bareli before 1970. But since 1971, with the advent of industrialisation the flow of industrial population from the villages and other districts to the city
has aggravated the housing problem in the Municipal Area of Rae Bareli and gradually the situation has become tense. The population of Rae Bareli City has increased at the rate of 13.33 percent per annum during the decade 1971-81 whereas, the number of houses in the corresponding period increased at the rate of 1.05 percent per annum. Average number of dwellers per house also increased during this period from 5.4 persons in 1961 to 7.2 persons per house in 1981. Most of the workers (57.7 percent serving in Public Sector and 82.5 percent serving in Private Sector) are keeping their families in their villages and live alone in the city. This has affected the sex ratio and the number of female per 1000 male has declined from 837 in 1961 to 817 in 1981. This has adversely affected the life and morale of the workers and they have become easy victims to the prostitution and drinking. The Medical Officers of different Mills dispensaries reported that about 5 to 10 percent employees are suffering from venereal diseases.

It is found that in case of workers belonging to Public Sector, 32.3 percent live in Factory's houses or Labour Colonies, 57 percent in rented houses and 10.7 percent in own houses, whereas, in Private Sector, about 31.1 percent live in Factory's quarters/Labour Colony, 58 percent in Rented houses and 10 percent in their own houses. There is no specified slum area in a developing City like Rae Bareli. Most of the workers are living in quarters and rooms situated in dirty and backward mohallas of the City and also in surrounding villages. The workers have to pay
exorbitant house rent. Most of the workers (about 60 percent of Private Sector and 35 percent of Public Sector) live at a distance of 4 to 10 kms. away from their work place. About 5 percent workers of both the sectors cover more than 20 kms. to and fro journey to attend Mill duty daily. The details regarding the rooms and accommodation in workers' quarters, facility of Latrine, Drinking Water, Electric Connection and play ground or Park for Children near house have been analysed in this Chapter.

The quality and quantity of the housing facilities available to the workers and employees differ from Unit to Unit. In this regard Public Sector Units deserve appriciation. I.T.I. Ltd., Rae Bareli has developed a big Labour Colony consisting of 1200 houses. The high light of the I.T.I. Colony is that in one house, only one workers' family has been accommodated. U.P. State Spinning Mills and Modi Carpets Ltd. have also developed Labour Colonies but in most of the quarters of these Colonies more than one worker have been accommodated. These one room quarters for an average workers' family are quite unsatisfactory. The different facilities available to the workers in the Colonies, rent and electricity charges, allotment procedure and criteria of entitlement have been discussed in detail.

Labour Department has also constructed a Labour Colony consisting of 220, two room quarters, in Rae Bareli. It is found that some of the houses of this Colony have been illegally occupied by the out laws. All the tenants are not paying
rent of their houses since the beginning on the plea that rents have been fixed abruptly at very high rate. Actually in practice the rent charged by the Labour Department for similar accommodations in Lucknow and Kanpur and other industrial cities is comparatively very low. Most of the residents reported unsatisfactory maintenance of houses.

A large number of workers of Public Sector undertakings as compared to Private Sector undertakings reported the housing facilities to be satisfactory.

(2) Educational facilities are extended to the workers in Public as well as Private Sector Units under Study. Trade-apprentice training is imparted to the new recruits in all the Units under study. The I.T.I. Ltd., Rae Bareli has developed a modern Training and Developmental Centre in which scientific training is imparted, whereas in the other units it is done by the superintendents and Engineers. Developmental Training to the workers is given at regular intervals in three public sector units viz., I.T.I. Ltd., Rae Bareli Textile Mills, U.P. State Spinning Mills and in one Private Sector Unit i.e. Modi Carpets Ltd. Monetary incentive for acquiring higher education is also granted to the workers in I.T.I. Ltd., Rae Bareli. Adult Education Classes are also held in Rae Bareli Textile Mills, U.P. State Spinning Mills and Modi Carpets Ltd. The I.T.I. Ltd. has adopted a nearby village Balapur, where adult education classes are organized by the Unit for the benefit of the residents. The facility of Library is also provided in I.T.I. Ltd., U.P. State Spinning Mills and Modi Carpets Ltd.
Indian Telephone Industries Ltd. and Modi Carpets Ltd. are also maintaining good Schools for the education of the workers' Children. A School for workers' children is also being maintained by the Management of U.P. State Spinning Mills. Children are provided subsidized transport facility in I.T.I. Ltd., whereas, in Modi Carpets Ltd. and U.P. State Spinning Mills the children are provided free transport facility for going to different Schools of the City. Lectures, workshops and seminars are also organised in I.T.I. Ltd., on regular intervals to discuss labour related issues.

Workers' views regarding ease of getting permission from the management for acquiring higher education was sought. In this regard most of the workers of Public Sector Units reported it to be easy whereas, most of the workers in the Private Sector Units reported that get permission from the Management for acquiring higher education very difficult.

Most of the workers of I.T.I. Ltd., U.P. State Spinning Mills (Public Sector) and Modi Carpets Ltd. (Private Sector) reported that they and their family members have been benefited by the educational facilities available in the unit.

(3) Availability of medical facilities effects labour efficiency and productivity. The health problems of Industrial Workers are dichotomous in nature. It is so because the workers are very often exposed to occupational risks in their work place in addition to health hazards common to the community as a whole. Medical Facilities, as an important essentialities of social welfare have been provided by the Managements of Public as well as Private Sector Units under study. But Public sectar
undertakings have an edge over the Private Sector undertakings in regard to the medical facilities provided to the workers. Indian Telephone Industries Ltd. may be particularly mentioned in this regard where medical facility available to the workers includes 24 bed Hospital, X-Ray Plant, facility of Auto Cardiogram, a well equipped laboratory, Operation Theatre, Ambulance Van etc. The medical establishment of this Unit has adequate medical staff. The medical facilities available to the workers in the Factory's Dispensary of the different Public and Private Sector Units under study have been analysed in detail. It is seen that although the I.T.I. Ltd. and Modi Carpets Ltd. are not covered under E.S.I. Scheme, but the workers of these two units are provided better medical facilities than those available in E.S.I. Dispensary. The number of workers visiting the factory dispensary in case of illness was also surveyed and it is seen that in I.T.I. Ltd. and Modi Carpets Ltd. most of the workers reported that they always visit the unit dispensary in case of illness. Whereas in the remaining Public and Private Sector Units most of the workers reported that they never visit Hospital/Dispensary of their Unit in case of illness. The reason for large percentage of workers not visiting the unit dispensary/hospital, in Rae Bareli Textile Mills U.P. State Spinning Mills, U.P. Tyres & Tubes Ltd. and in Universal Ceramics & Insulator, in case of illness is reported to be, (i) inadequate medical services in factory dispensary and (ii) popularity of E.S.I. Medical Services among the workers.
Most of the workers in I.T.I. Ltd. (84.6%), U.P. State Spinning Mills (52%), (Public Sector) and Modi Carpets Ltd. (73.3%), (Private Sector) were of the opinion that adequate medicines and medical care, in case of sickness are provided to them in Factory's Hospital/Dispensary. Whereas most of the workers in Rae Bareli Textile Mills (54.2%), U.P. Tyres and Tubes Ltd. (68.2%) and Universal Ceramics Ltd. (60%) reported inadequate medical arrangements in the factory's Hospital/Dispensary. Some of the workers in all the units under study were of the view that only cheap and ordinary medicines were given to them. Doctor-Patient relation is reported to be good in most of the Dispensaries. The Medical Officers were of the view that some employees were in habit of demanding medicines of their own choice, and if not provided, they start criticising the entire medical establishment of the Unit. The Medical Officer of I.T.I. Ltd. reported that several unentitled persons avail medical facilities with the help of entitled employees.

(4) The importance of free or subsidized Transport facility is too great, as it enables the workers to cover to and fro journey from home to work place and also facilitate them to visit market and other places of the city.

All the four Public Sector Units and two out of the four Private Sector Units viz., Modi Carpets Ltd. and Universal Ceramics Ltd. provide different Transport facilities to their employees. Indian Telephone Industries Ltd. provides 'Subsidized Transport Facility' to its employees on large scale. The company is running a fleet of five
buses to facilitate coming to and going back from the factory, apart from the above few buses have also been taken on hire. Conveyance allowance is also paid to those employees, who do not avail Transport Services of the Unit. In I.T.I. Ltd., U.P. State Spinning Mills and Modi Carpets Ltd., workers and their family members living in the Labour Colonies are also extended transport facility for visiting the different places of Rae Bareli. Regular bus services are run in this regard in the above three units. School going children are also provided transport facility in the above units. However in Rae Bareli Textile Mills, U.P. Tyres & Tubes Ltd. and Universal Ceramics, Transport Facilities are provided to only Officers and staff members.

Vehicle Advance (for purchase of Car, Scooter/Motor Cycle, Moped, Cycle) is provided to the entitled officers, clerical staff and workers in Indian Telephone Industries Ltd. Whereas, in Modi Carpets Vehicle Advances are given to only officers. Workers' views regarding the quality of transport facilities were sought. It is seen that 80 percent workers of I.T.I.Ltd. and 75 percent of Modi Carpets reported Factory's Transport Services to be adequate and excellent, whereas in the remaining units most of the workers reported it to be quite unsatisfactory. Some workers of I.T.I. Ltd. and Modi Carpets Ltd. were of the view that the routes covered by the factory buses are not sufficient and suggested for more routes and roads to be covered. The workers also demanded increased amount of conveyance allowance
and reimbursement of vehicle expenses. Most of the employees (about 80 percent) of I.T.I. Ltd. expressed satisfaction over the vehicle advance scheme of the company. Whereas in other Public and Private Sector undertakings most of the workers demanded for the provision of Vehicle advance.

(5) The Government of Uttar Pradesh, organises Labour Welfare Centres with the object to provide certain welfare facilities to workers and their family members for their physical, mental and social development. A Labour Welfare Centre has also been set up in Rae Bareli in 1976. The facilities extended in the Welfare Centre include medical, maternity and child welfare services, library and reading room, indoor and outdoor games, training in sewing to women and girls etc. An advisory committee consisting of nine workers representatives acts as the main executive body of the Centre. The Centre is in need of the installation of a T.V. Set and knitting machine. Although very attractive statistical figures were shown by the Superintendent in favour of different activities and facilities extended to the workers in the Rae Bareli Centre, but most of the workers 57 percent in Public Sector and 70 percent in Private Sector reported that they never visit Welfare Centre. The reason for less number of workers visiting the Centre is reported to be its unsuitable situation, as the Centre is situated in the Labour Colony of State Labour Department, adjacent to the Doorbhash Nagar Colony of I.T.I. Ltd. (Where workers are provided better recreational and medical facilities in the community welfare centre of the Unit), therefore most of the workers visit
welfare centre of Indian Telephone Industries Ltd. instead of visiting Government Labour Welfare Centre. Besides most of the workers of other industrial units generally live at the distant places from the Welfare Centre, hence it is not possible for them to reach the Centre easily. Most of the workers reported medical services of the Welfare Centre to be most hopeless. It is also reported that the workers attendance in the reading room is declining due to shortage of good books and magazines. Facility of training in sewing to women and girls is perhaps the only activity which is provided with honest spirit in Rae Bareli Welfare Centre.

Indian Telephone Industries Ltd., U.P. State Spinning Mills and Modi Carpets Ltd. are also extending facility of well equipped Welfare Centre or Community Centre for the physical, mental and social development of the workers. Officers Club and Staff Club in these establishments are provided. In addition to it a Ladies Club is also functioning in Doorbhash Nagar Township of I.T.I. Ltd. Facilities like Library—Reading Room Television, Radio, Several indoor and outdoor Games, instruction in Sewing, Knitting and Embroidery to women and girls, Swimming pool etc. have been provided. For the entertainment of the workers and their family members picture shows and cultural programmes are also organised in these Welfare Centres. It was found that in comparison to Government Labour Welfare Centre, the Welfare Centres of two Public Sector Units viz., I.T.I.Ltd. and U.P. State Spinning Mills and also the Welfare Centre of the Private Sector Unit, Modi Carpets Ltd.
have proved to be more popular among the workers.

CHAPTER - SIX:

An attempt has been made in the Chapter Six to analyse the theoretical concept of social security. The modern concept of social security originated in the late nineties. With the advent of industrialisation the pre-industrial society went on changing both in form and content and brought several evils—evils inside the factories which affected the workers and also the evils outside which affected the workers as well as community as a whole. Workers had to toil and live in most unsatisfactory and unhealthy conditions, associated with great strain, ill health and dangers of newer types to life and limb. With the deepening of industrial revolution the traditional methods of social security viz., joint family, community and caste, have become inadequate or have lost their significance. The need of a comprehensive social security scheme has become the indispensable pre-requisite for industrial peace, progress and prosperity. As the concept has evolved, social security means, provisions and facilities of cash and medical benefits which are provided through organised agencies to the victims of defined economic, biological and social contingencies, in such a manner as they are restored to gainful activity and are prevented from falling into the depth of misery.

Social security is a wider term which includes Social Insurance and Social Assistance. Social Insurance is contributory in nature, the benefits are paid according to a predetermined scale ordinarily related to contributions. Social assistance is non-contributory and is
given on the basis of the actual, demonstrated need. The contingencies covered and the evolution of Social Security has been also widely analysed in this Chapter.

CHAPTER - SEVEN

The Chapter analyses the working of Workmen's Compensation Scheme, which is an important aspect of Social Security. The growing complexity of industry, increasing use of machinery and consequent danger to workman alongwith the comparative poverty of the workers, render it advisable that worker should be protected as far as possible. Workmen's compensation Act, 1923 is based on the principle of employer's liability. It was enacted with the object of imposing an obligation upon employers to pay compensation to workers for accidents arising out of, and in the course of employment, resulting in total or partial disablement or death.

The main provisions of the Act, its application, amount payable as compensation in case of accident or death etc. has been dealt with in the begining of the Chapter. The later part of the Chapter analyses the trend of compensated cases, the amount of compensation paid and workers' views regarding ease of getting compensation. It is seen that total number of compensated cases and consequently the amount of compensation paid has been on increase. The average amount of compensation paid in each case has decreased in case of death, whereas in case of permanent and temporary disablement it has shown rising trend since the year 1978. The awareness of the Act is found to be good and it was known to about 77 percent of the employees. Most of the workers reported the amount of compensation paid
under the Act to be inadequate. Majority of the workers were of the opinion that medical facilities should be provided. Most of the workers (49.2 percent in Public Sector and 68.3 percent in Private Sector) were of the opinion that the process of claiming compensation is very difficult, and it also takes too much time in getting claim of compensation settled. It is however seen that most of the industrial units of Rae Bareli are newly established and majority of the workers, are quite young, therefore most of them want that age should be considered in calculating the amount of compensation and young workers should be paid higher amount of compensation for similar injury/death than older workers. Most of the workers (48.8 percent in Public Sector and 73.2 percent in Private Sector) are of the opinion that instead of modifying the Workmen's Compensation Scheme, it should be immediately dropped and replaced by E.S.I. Scheme. Employers expressed dissatisfaction over the unilateral Liability principle of the scheme.

CHAPTER - EIGHT:

The focus of attention in the Chapter Eight is another important scheme of social security—the Employees State Insurance Act, 1948. This Act is considered as "the foundation for a comprehensive and potentially nation-wide social insurance programme." It is designed to provide cash benefits in case of sickness, maternity and employment injury, payment in form of pension to the dependents of a worker who dies due to employment injury and also medical benefits to the workers and their family members. The E.S.I. Scheme was first implemented in Uttar Pradesh in Kanpur
on 24th February, 1952. It has been gradually extended to other fifty Centres. The details of the E.S.I. Scheme, its statutory provisions and its implementation in the Units under study have been fully analysed in this Chapter. It is seen that there has been difficulties in implementing the scheme at new centres and to new sectors of employment, the main problems being, difficulties in making adequate medical arrangements and non-availability of suitable rented building for housing the dispensary. The scope and coverage of this enactment has been multiplying over the period but the staff to administer the scheme has not increased proportionally. The administrative cost is mounting. The arrears of contribution recoverable from the defaulting public and private sector units are showing downward trend. However no unit in Rae Bareli is reported to be defaulter regarding the payment of E.S.I. contributions. The main reason for slow recovery of arrears in Uttar Pradesh is the inadequacy of the recovery machinery. Inspections are also not made properly.

It is also seen that E.S.I. Corporation has laid down the minimum requirement of beds at the rate of four beds per thousand employees but the number of beds per thousand employees is only 3.4 and 2.5 beds in U.P. Region and Rae Bareli respectively. It causes great hardships to the insured workers.

The existence of the E.S.I. Scheme is known to almost all the workers, whereas in-depth knowledge about the specific benefits viz., maternity, disablement and dependent benefits needs to be reinforced, so as to enable them to take full advantage
from the scheme. Most of the workers (73.7 percent) reported that they always visit the E.S.I. Dispensary in case of illness, while (23.7 percent) said that they occasionally visit whereas, few workers (2.6 percent) reported that they never visit the Dispensary. However the number of new patients in the E.S.I. Dispensary, Rae Bareli is declining. Only 20.6 percent workers reported that they are satisfied with medicines and medical treatment, whereas, most of them are dissatisfied. They alleged pilferage of the medicines from E.S.I. Dispensary. Most of them reported that most of the costly drugs are not available in the E.S.I. Dispensary and they have to purchase from the market. Some workers expressed that they will prefer medical reimbursement scheme rather than to take medical benefits from the E.S.I. Scheme.

The procedure for administering benefits were labelled as lengthy, however a good percentage of workers reported claiming benefits under E.S.I. Scheme to be very easy. Most of the workers expressed that it is very easy to get a Medical Certificate issued by E.S.I. Doctor. About 21 percent workers reported prevalence of bribery in the E.S.I. Dispensary and local office, Rae Bareli. The need for the posting of Lady Doctor in E.S.I. Dispensary was also expressed. The managements complained that the E.S.I. Doctors are very liberal in granting sickness Certificate and workers often resorted to false Certification which badly affects productivity.

CHAPTER - NINE:

An attempt has been made in this Chapter to analyse the Retirement Benefit Schemes. The focus of attention is on the working of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.
The main motive behind this Act has been to ensure that after serving the nation throughout the productive period of his life, a worker is not thrown into the streets to starve or compelled to live on charity but should have some reserves to fall back upon. Likewise, in case of premature death his family must get some relief in the shape of family pension and other benefits. The number of establishment covered in Uttar Pradesh under this Act has increased from 6212 in 1979 to 6622 in 1981. Consequent upon this the number of subscribers has also increased from 6.89 Lac in 1979 to 5.65 Lac in 1981. 21 Establishments/Units were covered under E.P.F. Act, having 6968 subscribers in Rae Bareli at the end of February, 1983. The coverage of the scheme is not adequate and many industries and small establishments have been left uncovered. The enforcement staff is reported to be inadequate, as the inspector-factory ratio for the Lucknow P.F. Inspectorate Office was 1:280. The Inspecting Staff has to perform multifarious duties, and even the statutory norms of inspecting per unit per year had not been done. No inspection was reported to be carried in any establishments of Rae Bareli during the period March, 1980 to December, 1982. The amount of arrears of P.F. Contributions has also mounted up from Rs. 191.71 Lac in 1977 to Rs. 399.23 Lac in 1981. It is due to inadequate staff and the absence of authority with the Regional Provident Fund Commissioner to prosecute the defaulting employers or levy penalties for violating the Act, except it could simply suggest action to the State Government.

Majority of the workers (51.5%) in exempted units were of the opinion that it is very easy to get P.F. Claims settled. Whereas, most of the workers
in unexempted units reported settlement of claims to be difficult. The number of outstanding P.F. Claims has also increased from 2483 in 1980 to 2939 in 1981.

The demand for advances from P.F. Accounts is on increase. Number of applications pending for grant of various types of advances in Uttar Pradesh has decreased from 1589 applications in 1980 to 473 in 1981. Majority of the workers in exempted units find it easy to get advance from P.F. Accounts, whereas in unexempted units, most of the workers reported it to be difficult.

Family Pension at the rate of Rs.60/- per month is payable if the member dies while in service before attaining the age of 60. Rs.2000/- is also payable as Life Assurance Benefit, in the event of death. Otherwise in case of mature retirement the member worker is paid the amount subject to maximum of Rs.4000/-. The number of outstanding Family Pension Claims, yet to be settled has increased from 2420 unsettled cases in 1980 to 3394 in 1981. This is indeed very alarming situation and deserves immediate action.

The dependents of the deceased workers, who are member of the Employees Provident Fund Scheme are also entitled for the payment of additional amount, as Assurance Benefit (Employees' Deposit - Linked Insurance Scheme), equal to the average balance in the Provident Fund Account of the deceased during preceding three years but not exceeding Rs.10,000/-. The number of claims settled in this respect has risen from 85 cases in 1978-79 to 314 cases in 1980-81. But the number of unsettled E.D.L.I. claims is swelling.
The Labour Administrators reported that some of the employers submit incomplete and defective returns and they cared less to keep the necessary registers ready for inspection. Due to submission of incomplete applications for sanction of final withdrawal or non-refundable advances, delay is caused in finalising the cases. They also reported that inadequacy of powers coupled with inadequate staff had made perfect enforcement of the Act, difficult.

The scheme had filled now gained too much popularity and it is known to almost all the workers of the Public and Private Sector undertakings under study. However workers' knowledge of some specific provisions revealed the information gap and needs to be reinforced.

Most of the workers (55.8 percent) reported the present rate of interest to be insufficient and wanted enhancement in it. The workers are however not in favour of increase in the rate of contributions.

CHAPTER TEN

Other important schemes of Social Security like Maternity Benefit Scheme, Payment of Gratuity Scheme and Old age Pension Scheme have been analysed in this Chapter.

(1) Uttar Pradesh Maternity Benefit Act was passed in the year 1938 with the object to provide security of employment to women workers during maternity period and also to provide medical, financial and leave benefits during the same period to them. The Central Government enacted the Maternity Benefit Act in the year 1961, with
the object of removing the disparity in Maternity Benefit Schemes of different States. The Scheme is administered by the Factory Inspectorate Section of Labour Commissioner Office, Uttar Pradesh. Like Workmen’s Compensation Scheme, the Maternity Benefit Schemes are based on the Employers’ Liability principle and except E.S.I. Maternity Benefit, all Schemes have placed the responsibility of paying benefits on the employers alone. This has led to evasion of cases by the employers and has resulted in the shrinkage of female employment. Therefore, the employer’s liability principle should be replaced by the social insurance principle, based on tripartite contribution. Most of the workers expressed that maternity benefits must be provided to their wives because of the skyrocketing prices and also because of lack of finances with them. Female workers reported that it is easy to claim Maternity Benefit. It is found that due to inadequate staff, in the Labour Department, the proper implementation of the Act has become most difficult.

(2) Gratuity is another important provision to protect the workers from the bio-economic contingency of old age. And attempt has been made to analyse the Payment of Gratuity Act, 1972. None of the Units both of Public and Private Sector under study is reported to be defaulter in payment of Gratuity to their employees.

(3) Old Age Pension Scheme of Uttar Pradesh Government is a pioneer Social Security measures of its kind was enforced with the object to provide income
security to the poor and destitute old persons. The details of this scheme has also been analysed in this Chapter. It is found that the amount of pension is very meagre and is quite insufficient to meet the necessities. Even the facility is not extended to all needy persons.

TENTATIVE SUGGESTIONS:

The present study of different Social Welfare and Social Security Schemes has revealed that the actual implementation and working of these schemes in different Public and Private Sector undertakings face multiplicity of problems. These problems have been analysed at relevant places in the thesis. In view of these problems, following suggestions are put forth which may be helpful in implementing the different Social Welfare and Social Security Schemes efficiently and also making them more beneficial and capable of ensuring maximum welfare and protection to the Industrial Proletariat.

SOCIAL WELFARE:

(1) The extension of the Social Welfare facilities to smaller industrial units and unorganised sectors of the economy is pleaded for. This is so because during the last few years a large number of smaller units have come into existence, employing a considerable segment of working force, who are deprived of different welfare amenities and facilities as the managements of these units are not statutorily required to do so. Amendments should also be made in existing Labour Laws in this connection, specially in Factories Act, 1948 and U.P. Factories Rules, 1950, so that the employers of small units may also be made liable to provide essential welfare facilities to the workers of their unit.
connection setting of a committee, comprising of Government, Employers and Employees representatives is recommended.

**INTRA-MURAL WELFARE WORK:**

Suitable working conditions are a part of larger concept of Labour Welfare, hence allout efforts should be made to provide and maintain good working conditions inside the factory, which may be able to improve health, safety and welfare of the workers. In this connection following recommendations are made:

(1) Cleanliness directly effects the mental and physical health of the workers, following steps are suggested for ensuring best sanitary conditions inside the factory:

   (i) Regular use of disinfectant should be made essential so as to ensure destruction of germs and insects. Statutory provisions should be made by amending Section 11(b) of Factories Act, 1948 to ensure that every work room should be cleaned at least twice a week by washing, using detergents and disinfectants.

   (ii) Wet floor may cause accidents, therefore, it is recommended that drainage system should be made more effective in factories. Particularly in Modi Carpets Ltd. where several manufacturing processes involve excessive use of water due to which the floor is liable to become wet and slippery.

   (iii) Metalled or brick road, inside the factory helps in keeping the work room and factory as a whole in neat and clean condition.
Therefore, it is suggested that statutory provisions should be made requiring the factories employing more than 150 employees to maintain metalled road, whereas those employing less than 150 employees should provide brick road, within three years from the date of commencement of production in the Unit.

(iv) Facility of soap in the toilets should be strictly followed. Some more Latrine seats should be constructed in Universal Ceramics Ltd., for the use of male workers. The facility of Latrine and Urinals in other Units is not only to be maintained but it should be expanded according to the emerging requirements.

(v) It is also suggested that number of sanitary employees to be appointed in a factory should be statutorily fixed. Factories employing 500 or less number of employees should be required to appoint one sanitary employee on every 50 employees, up to the 500 employees and one sanitary employee on every 100 employees thereafter. However in any case no factory should be allowed to appoint less than two employees.

It is further suggested that Factories employing more than 250 employees should be also statutorily required to appoint trained sanitary Inspectors/Supervisors to supervise the sanitary work. Members of Industrial Security Force should not be deputed for supervising the sanitary work.
(vi) Workers should also be inspired for maintaining good sanitary conditions. A panel of workers may be asked to select the most clean workshop, and the workers of selected workshop may be encouraged by financial awards and granting them special casual leave etc. every year. Interesting lectures, drama etc. may be organised to develop sanitary habit in the workers. Attractive posters relating to the cleanliness may also be displayed at essential places.

(2) High Temperature causes damage to the health of the workers. It is suggested that free milk and vitamin tablets should be provided to all those workers, who work on high temperature or other hazardous occupations.

(3) Suitable Air conditioning plant should be installed immediately in U.P. Tyres & Tubes Ltd. and Exhaust Fans, Air Coolers and Khas Tattis in sufficient number should be installed in smaller units like Universal Ceramics and Insulator, Rawal Papers Ltd. and Jaiwanti Solvent, so as to ensure adequate ventilation and reasonable degree of temperature.

(4) Washing and bathing facilities should be properly maintained and it should be made statutorily compulsory for all the units employing more than 20 workers to provide soap. It is also suggested that, where the work to be done is dirty, involving contact with oil or tar etc. workers should be provided one towel in every two months period.
Facility of storing and drying wet clothing is provided to the workers in all the big Public and Private Sector Units. The need is to extend such facilities to the workers of smaller units.

(5) Statutory provisions for regulating the hours of work are adequate in Uttar Pradesh. The only need is to extend these provisions to unregulated factories, agricultural labourers and domestic servants etc.

(6) To work in Night Shift is rather more inconvenient to workers. It is suggested that workers called for duty in Night shift should be paid Night Shift Allowance at a reasonable rate. The amount of Night Shift Allowance paid to the workers in I.T.I.Ltd., Rae Bareli should be raised to Rs.2/- per shift per worker.

(7) Shortening of working hours from the present 48 hours per week to 40 hours per week without any reduction in wages is recommended with the hope that it will be beneficial to the workers, employers, consumers and society as a whole and it will also help in solving the unemployment problem, with the following conditions:

(1) Suitable alterations should be made in the production processes, so as to ensure increased productivity and higher efficiency of Labour.

(2) Perfect discipline, honest, conduct and efficient working is infused in the blood and brain of the workers.
(8) Absenteeism is a permanent problem, and workers also take false sick leave from E.S.I. Dispensary. In this connection it is recommended that Mill Authorities should take very sympathetic and considerate view in granting leave to the workers. It is also suggested that not only due leave, but even unpaid leave on essential occasions and on the need of the workers should be granted. It is also suggested that Study Leave to deserving employees should be granted.

(9) Over all assessment of the General Working Conditions of the units under study show that the conditions are not satisfactory. More steps, immediate actions and sincere efforts on the part of employers are recommended to improve the General Working Conditions particularly in Rae Bareli Textile Mills, U.P. Tyres & Tubes Ltd. and in all the Private Sector Units under study. In order to give further momentum to the work of improving the general working conditions, frequent inspections are recommended. In order to ensure speedy action on the Inspector's Report it is suggested that an inspection book may be placed with the trade unions of all the units and Inspectors may be directed to record their findings in this book. This would facilitate flow of information among employer, employees and the Labour Administrators and their combined efforts will naturally lead to the establishment of excellent General Working Conditions in the Public and Private Sector Units.

(10) Provision of well maintained canteen inside the factory premises, ensuring adequate supply of
fresh, clean, nutritious and balanced food, snacks, cold and hot drinks, is a very important welfare measure. It is therefore recommended that immediate steps be taken to provide this facility to the workers of smaller units. In this connection, Section 46 of the Factories Act, 1948 should be amended so that managements of the units employing 150 or more workers (presently 250 workers) may be compelled to provide canteen facility to their employees.

It is also suggested that workers should be served food and drinks in the works canteen at subsidized rates. It is recommended that subsidy should be granted at the rate of 40 percent of which 25 percent should be borne by the employer and 15 percent by the Government.

Immediate steps are needed to improve the quality of food served in the works canteen of Rae Bareli Textile Mills and Universal Ceramics Ltd. Suitable furniture in sufficient number should be arranged in the works canteen of Rae Bareli Textile Mills, U.P. Tyres & Tubes Ltd. (Public Sector Units) and Universal Ceramics Ltd. (Private Sector Unit). It is also suggested that a weekly special Lunch should be also served to the workers in the works canteen of every establishment.

(11) To make the facility of Rest Room/Rest Shelter purposeful, immediate steps are needed to ensure satisfactory seating arrangements in the Shelter/Rest Rooms of Rae Bareli Textile Mills and Universal Ceramics. Adequate arrangement of drinking water and electric fans should also be made. Required changes should be made in section
47 of the Factories Act, 1948, so that all establishment employing 50 or more employees (Presently 150 employees) may be compelled to provide the facility of Rest Room/Rest Shelter to the workers. It should have capacity and sufficient furniture to accommodate at least 20 percent of its total employees or 75 percent of average strength of a shift.

(12) The facility of well maintained creches, saves the children from breathing foul and contaminated air of the factory, injury from accidents and ensures proper growth of the children of women workers. Therefore, statutory provisions should be made so as all establishments employing even a single mother worker may be compelled to provide facility of creches. Creches should also be well equipped with sufficient number of beds, cradles, beddings, chairs, utensils, cooking pots and suitable toys. It is also suggested that only dutiful and trained lady attendants belonging to different caste should be appointed, who accept service of children as their religion. Frequent checkings by Welfare Officer and other officers of the Factory and by Factory Inspector is recommended.

EXTRA-MURAL WELFARE WORK:

With the object of achieving allround physical economical and social development of the worker and his family members and also for ensuring them a reasonable standard of living, comfort and happiness, it is recommended that Extra-Mural Welfare measures should be taken on large scale, with sincerity and right spirit in all the Public and Private Sector undertakings. Attempts should be made by the Employers,
Local Bodies and Government to extend these facilities to the workers of small industrial units and unorganised sectors too. In this connection following suggestions are made:

(1) The problem of housing is unquestionably one of the most important problems of Industrial Workers. Immediate steps should be taken both by the Government and the employers to ensure availability of suitable quarters to the workers. It is also suggested that construction of suitable quarters and development of Labour Colonies should be given top priority. In this connection following recommendations are made:

(i) Employers employing 250 or more employees should be statutorily required to develop Labour Colonies and should be asked to provide housing accommodations to their 75 percent confirmed employees. 80 percent of the total estimated cost of construction should be financed by the Government Agencies/Banks, whereas the remaining 20 percent should be provided by the employers. The employer will be liable to refund the amount of loan alongwith interest in instalments.

(ii) For the benefit of the workers of comparatively small Public and Private Sector Units, Government Labour Colonies in sufficient number should be developed. For Rae Bareli it is suggested that two new Government Labour Colonies one each in both the Industrial Area of the district should be developed. Each Colony should
consist of 1000, two room quarters with essential facilities, out of which 50 percent quarters should be allotted to Public Sector workers, 30 percent to Private Sectors workers and the remaining 20 percent houses should be strictly allotted to the workers of small units and of unorganised sectors.

(iii) The more practical and correct approach to the housing problem will be to provide house building loans to those workers who wish to construct their own houses. Regarding this it is recommended that all confirmed workers who wish to construct their own house and have completed seven years of service, should be granted House Building Loan upto the tune of 60 times of the basic salary. The money should be financed through the Banks or other agencies and security be furnished by the Management of the Unit. The Loan sanctioned for construction of houses should be recovered in easy instalments.

It is also suggested that the Rae Bareli Development Authority should develop residential plots near Industrial Areas which should be allotted to the workers at reasonable price.

(iv) The workers living in their own houses, should be provided adequate loans (upto 20 times of their basic salary) for the repair and extension of their present dwellings.
(v) The employees who have not been provided accommodation by the Management, should be paid House Rent Allowance at the rate of 20 percent of their Basic Salary.

(vi) In regard to the issue of non-payment of House Rent, in the Labour Colony of Labour Department, it is suggested that a committee represented by 10 workers representatives (resident of the Labour Colony of Labour Department) and 5 Labour Officers of different Industrial districts, two economists and two sociologists should be constituted. House Rent should be fixed at a reasonable level on the basis of the recommendations of the said committee. It is also suggested that illegally occupied houses should be immediately evicted and allotted to the needy employees.

(2) The importance of Educational facilities in our country, where 68 percent of the population is illiterate is very great. Following steps are recommended in this regard:

(i) It is recommended that a drive in all the Public and Private Sector Units should be launched by the managements to eradicate illiteracy among the workers and their family members. Regular adult education classes should be organised and teaching should be imparted in most attractive way.

(ii) It is also suggested that Trade Apprentice Training should be imparted to the recruits in most scientific manner, as lack of
systematic technical know-how leads to industrial accidents.

(iii) It is recommended that Developmental Teaching to the workers through workshops and seminars be imparted at regular intervals so as to keep the workers well informed about different Labour Laws, Social Welfare and Social Security provisions and also about their rights. It will also ensure knowledge of new techniques and improvement in the intelligence of the workers.

(iv) It is also recommended that for encouraging the workers for acquiring higher education quick permissions, monetary help and incentives should be given.

It is suggested that all the Public and Private Sector Units having developed Labour Colonies/quarters, should be statutorily required to maintain a good School for the Children of the employees. The Children should also be given awards for securing good marks and other incentives.

(3) Industrial Health, Labour Efficiency, Productivity and Welfare are inter-related. Workers are exposed to occupational diseases and risks in addition to health hazards common to the community as a whole. Therefore, it is suggested that workers should be provided best possible medical facilities in the Unit Dispensary. Following recommendations are made in this regard:
(i) Essential changes should be made in the statutory provisions by amending Section 45(4) of the Factories Act, 1948, requiring all the managements of Public and Private Sector Units employing 250 or more workers (presently 500) to run a Dispensary in the Factory. Factories, having Labour Colony, should also be asked to run a Dispensary in the Labour Colony for the benefit of workers and their family members. The Factories not covered under E.S.I. Scheme should be required to appoint permanent Medical Officer, whereas, the Units covered under E.S.I. Scheme should be allowed to appoint part-time qualified Medical Officers.

(ii) It is also recommended that in case of serious illness of the employee or his dependent Medical Advances, on the recommendation of the Medical Officer of the Factory Dispensary, upto Rs. 1000/- or two months salary (which ever is higher) should be granted.

(iii) Statutory provisions should be made for the facility of free ambulance van, in case of illness, to the employees and their dependents.

(iv) It is also suggested that in Industrial Units, not covered under E.S.I. Scheme, all the employees and their family members should be assured 24 hours Emergency Medical Services in the Factory's Hospital/Dispensary.
(v) All the employees not covered under E.S.I. Scheme and their dependents, should be supplied medicines prescribed by the Medical Officer of the Unit free of Cost.

(vi) It is recommended that immediate steps should be taken to improve the medical services and availability of Medicines in the Factory's Dispensary of Rae Bareli Textile Mills, U.P. State Spinning Mills, U.P. Tyres & Tubes Ltd. (Public Sector) and Universal Ceramics & Insulator (Private Sector), so that these Dispensaries may be useful in solving the health problems of the workers.

(vii) To check the tendency of unentitled persons, availing the medical facilities of the Factory's Dispensary/Hospital with the help of entitled employees, it is suggested that an Identity Card should be issued to every entitled employee, it should also contain the details of the workers' dependent. Medical facilities should be extended after verification from the Identity Card, in case of doubt. The employee found guilty should be punished according to the service conduct Rules of the Factory.

(4) Government has set-up Labour Welfare Centres, with the object of extending certain facilities to the workers for their physical, mental and social development. But the object has been defeated in Rae Bareli. To make the Centre
useful and its scheme beneficial following suggestions are made:

(i) It is suggested that the Welfare Centre should be immediately shifted to Industrial Area No. Two of the District Rae Bareli.

(ii) Reading Room is not properly maintained. It is necessary that attractive and useful books in different disciplines, in adequate number should be made available.

(iii) Most hopeless medical facilities are provided to the workers in the Dispensary of the Welfare Centre, Rae Bareli. An enquiry into the affairs of this Medical Dispensary is recommended. Budget for purchase of medicines should be increased.

(iv) Facility of Television Set in the Welfare Centre is very essential as the Radio Sets have lost attraction. It is also suggested that Kathputli, Cultural Shows should be regularly organised in the Centre for the recreation of the workers and their family members.

(v) Regular training in knitting and embroidery should be also given in the Welfare Centre to the women and girls.

More recreational facilities should be provided to the workers in the Welfare Centre and the community centre maintained by Public and Private Sector Units. Provision for more outdoor and indoor games should be made for the physical and mental development of the workers and their family members.
(1) Various Agencies responsible for disbursement of different Social Security Benefits should be integrated within one single organisation. The Study Group on Social Security (1957), the E.S.I.S. Review Committee (1966) and National Commission on Labour (1969) has also suggested for integrated Social Security Scheme.

(2) The extension of the Social Security measures should also be done for agricultural and unorganised workers. Mr. Francis Blanchard, Director-General of the International Labour Organisation said that, "the I.L.O. was anxious to ensure improvement in the lot of unorganized workers." Now it will have to be realized that unemployed and vulnerable sections of the community must be protected, otherwise they will pose great threat to the society as a whole. The reasons for the non coverage of the labour force in the unorganised sector and the rural self employed are partly owing to administrative difficulties and partly owing to financial complications. A commission may be set up to find out workable solutions. However the administrative problems may be tackled by deputing efficient trained and devoted staff in adequate number and the Government has also to find fiscal resources for financing the Social Security Schemes on large scale.

(3) The present Social Security Schemes consume too much time, paper work-formalities, efforts and energy to get a benefit claim settled. Simplification of the procedures for the quick finalisation of the cases is strongly recommended.
(4) In view of the sky rocketing prices and galloping inflation, the existing rates of various benefits in regard to different Social Security Schemes, need a revision, in order to make them adequate.

WORKMEN'S COMPENSATION SCHEME:

As regards, the working of the Workmen's Compensation Act, 1923, it is urgently needed that either the Workmen's Compensation Scheme be amalgamated in E.S.I. Scheme or the following amendments be immediately made in the scheme:

(1) The tripartite liability principle should be applied to the scheme, whereby making the employees, the employer and the Government, liable to pay proportionate contributions to the Fund of the Scheme. The contributions of course should be sufficient to cover the cost of the scheme.

(2) The Workmen's Compensation Scheme should make provision for free medical facilities to the workers and their dependents. Free supply of artificial limbs to the workers (victims of industrial accidents) should be ensured.

(3) Workmen's Compensation Scheme, should also have programmes for the rehabilitation of the victims of the industrial accidents. Victims of industrial accidents having no chance for rehabilitation and restoration to their full earning capacity should be paid retrenchment compensation.

(4) New Industrial processes are giving birth to new industrial diseases, therefore, no list of industrial diseases can be claimed to be final and all inclusive, therefore Schedule method of the coverage of employment diseases should be abandoned, and replaced by Blanket Coverage.
(5) Salary limit for coverage should be waived, all the workers employed on hazardous occupations should be extended protection through the scheme.

(6) Payment of compensation in case of all injuries and diseases, should be made on recurring basis instead of lump-sum payments.

(7) The amount of compensation should be higher for young workers than old workers, for similar permanent injury/death. The amount of compensation in case of temporary disablement and occupational diseases should be raised to 85 percent of the wages (the present rate is only 50 percent).

(8) Statutory provisions should be made for ensuring the facility of legal assistance to the workers or their dependents, it will facilitate the victims to get the compensation cases settled on an early date.

EMPLOYEES STATE INSURANCE SCHEME:

The image of the E.S.I.S. in the eyes of its members has been deteriorating due to its inability to cope with the workers' expectations. Following recommendations are made in this regard:

(1) A strict vigilance on the working of the scheme, so as to ensure systematic functioning, is recommended.

(2) The employees, whose average daily wages are less than Rs.2/- per day have been exempted from making contribution to the E.S.I. Scheme. Due to the inflationary trend in economy the paying capacity of low-paid employees has considerably declined. The National Commission on Labour, has recommended
as back as in 1969 for the rise in wage limit for exemption to Rs.4/-. But in the present context it is necessary that the exemption limit should be raised to Rs.10/- per day, so that all employees, drawing less than Rs.10/- per day as wages may avail different benefits of the E.S.I. Scheme, without paying contribution to the Scheme.

The coverage of the Act should also be extended to cover self-employed members of liberal professions and agricultural workers also. An action programme should be drawn for implementing and extending the scheme to other sectors of employment.

(3) Although, the arrears of contribution recoverable from the defaulting employers in Uttar Pradesh is showing downward trend, but more steps are immediately needed to ensure the fast recovery. The recovery machinery should be geared up, and number of Inspectors should be adequately increased. The State Government may be requested to set up a special Recovery Cell for expediting recovery of arrears of contributions.

(4) The shortage of beds in the Hospitals for the insured employees causes great hardships to them. Against the minimum requirement of four beds per thousand employees, as laid down by the Corporation, only 3.4 and 2.5 beds per thousand employees in U.P. Region and in Rae Bareli respectively are available. It is recommended that immediate action should be taken to increase the number of beds for employees covered under the E.S.I. Scheme, at least up to the required ratio of 4 beds per thousand employees.
Most of the workers are dissatisfied with the medical facilities provided to them in the E.S.I. Dispensary, Rae Bareli. It is recommended that workers and their dependents should be extended best possible medical services in the E.S.I. Dispensary, and availability of all essential drugs should be ensured in sufficient quantity. The medical and para medical staff should be trained to encourage and not scourge the use of E.S.I. Services. A sensible doctor patient ratio deserves to be worked out, and a Lady Doctor should be posted in Rae Bareli E.S.I. Dispensary. Mobile Dispensaries should be introduced to provide workers with medical attendance in their residential Colonies. This will curtail expenditure at present incurred on transportation for getting benefits which the poor beneficiaries could ill-afford.

The liberal certification of sickness by the E.S.I. Doctors has increased absenteeism in the industries. Strict vigilance by Medical Referees is necessary.

About 21 percent workers reported about the prevalence of bribery in the E.S.I. Dispensary and Local Office. In this regard it is recommended that E.S.I. Corporation should make secret detailed enquiries with the help of State Police Department in all the Hospitals/Dispensaries and Local Offices of E.S.I. in U.P. Region, and suitable punishment should be given to the staff found adopting corrupt practices, otherwise the object of the scheme will be completely defeated by these white collar, economic offenders (Corrupt employees of the E.S.I. Corporation).
The Employees’ Provident Funds and Miscellaneous Provisions Act, 1952, protects the workers from the bio-economic contingency of old age, and extend protection to the family members in case of premature death of the covered employees. Following recommendations are made in regard to this scheme:

(1) The coverage of the Act is inadequate, and many industries and small establishments have been left uncovered. The coverage therefore needs to be extended to all the industries and also to the smaller units.

(2) The enforcement staff is reported to be quite inadequate in the P.F. Inspectorate Offices. Problem of inadequate staff should not be over looked and it is recommended that Inspecting and Supporting staff in sufficient number in P.F. Inspectorate Offices should be immediately posted.

(3) The total number of cases of outstanding claim is increasing. This tendency should be effectively checked and steps should be taken to settle the claims promptly. The work of claim settlement may be entrusted to the Local Provident Fund Inspectors, and they should ensure quick settlement of claims.

(4) The demand for advances from P.F. Accounts for different purposes is on increase. However, the abnormal rise in the demand of advances for marriage purposes need to be curbed so as to discourage lavish celebrations, similarly, advances for illness can also be brought down by improving E.S.I. facilities, as the main
The object of the P.F. Scheme is to provide money security in old age.

(5) The rate of interest paid on P.F. accumulation (8.75 percent) is insufficient, and with the object of making the Scheme more attractive and beneficial, it should not be kept less than the rate of interest paid by commercial banks on long term fixed deposits (10 percent).

(6) With increasing prices, the value of money is declining very fast, therefore in the interest of contributors, it is necessary to protect the real value of the employees provident fund balances against inflation. Hence it is necessary that P.F. balances should be governed by some sort of indexation, linked to the price rise. This will also increase the popularity of the scheme.

(7) The number of outstanding Family pension claims is swelling fast. This is indeed very unsatisfactory situation. Therefore, through checking of related documents, and papers with a view to ensure correct entries and prompt action at the office level is recommended, so that early settlement of Family Pension Claims may be secured. The amount of family pension of Rs. 60/- per month is quite inadequate. It should be raised to Rs. 150/- per month.

OTHER SCHEMES OF SOCIAL SECURITY:

(1) In regard to the Maternity Benefit Act, 1961 and U.P. State Maternity Benefit Act, 1938, it is suggested that both should be dropped and
Immediately replaced by E.S.I. Scheme. It is further suggested that the female employees should be also granted extended maternity leave in case of post natal troubles.

As the sickness benefits are extended to the families of the insured employees under the E.S.I. scheme, the basis of this liberal provision is said to be the financial burden on the insured person caused by the illness of a member of his/her family. Therefore on the same lines, it would be in the fitness of things to extend the maternity benefits to the wife of an insured person in her pre and post natal periods. It is also suggested that the insured person may also be paid an allowance in case of child birth, for meeting the emergency expenses.

(2) The Gratuity Act should be amended to raise the salary limit for purpose of payment of gratuity from the present Rs. 1000/- a month to Rs. 2500/- per month. Workers should be paid Gratuity at the rate of 15 days emoluments for each completed year of service, (irrespective of the amount) and the statutory upper limit of Gratuity (Rs. 20,000) should be waived. However, statutory lower limit of Gratuity may be fixed, requiring the amount of Gratuity in case of employees who have rendered 25 years or more service in a Unit, should not be less than Rs. 15,000/- . Heavy fines should be imposed on the defaulters, to check the defaults.

(3) Old age Pension Scheme of Uttar Pradesh Government can only achieve its object of helping the poor and destitute persons by providing them regular pension, if all the needy persons are included in the list of pensioners and amount of pension is
raised to Rs.200/- per month (a amount which can assure the beneficiary bread and shelter). It is also suggested that the amount of pension should also be linked with the cost of living.

A comprehensive scheme in the sense of the one covering the entire population for all social contingencies should be the object of the planners of Social Welfare and Social Security Schemes. Of course, planning for a comprehensive scheme for the industrial population may be a step in the right direction. Therefore it is suggested that a comprehensive scheme of Social Security should be developed having potentiality to extend protection to all industrial workers, against all the biological, economic, bio-economic and social contingencies. They should be also assured best possible working conditions and other facilities inside and outside the factory which increase health, happiness, efficiency and productivity of the workers and ensures physical, mental, economic and social development of the workers and their family members. It is also suggested that more steps should be taken to ensure increased industrial safety, so as to protect the workers from being victim of industrial accidents.

'And the end is that the Workman shall live to enjoy the fruit of his labour; that his mother shall have the comfort of his arm in her old age; that his wife shall not be untimely a widow; that his children shall have a father and that cripples and hopeless wrecks who were once strong men shall no longer be the by product of the Industry.'

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(1) JUHNEY.