SUMMARY

Social security in a welfare state like India has assumed great importance in recent years. It is spreading all over the world. To provide social democracy Social security is very necessary because without security, democracy can never be enjoyed. Social security measures provide a kind of protection and stability in midst the stress and strains of modern life. It is one of the fundamental human rights adopted by General Assembly of United Nation on 10 December 1948.

Social security is a dynamic concept and dynamism cannot be using rigid limits. It is based on the ideas of human dignity and social justice. The basic philosophy of Social security is that who has contributed to his country’s welfare should be given protection against certain hazards of the life to which he is exposed either in his working life or consequences of it. It is way to ensure a person against various problems and mishappening and it can be financial as well as medical. Neither it is mercy nor alm but it is right of a person. The main constituents of the Social security are social insurance, social assistance, allied services and public services through which it is provided.

The concept of Social security is as old as human himself. In the ancient time the kings were expected to support the helpless, aged and sick persons and some voluntary organizations were also indulged in help of people but these sources were informal and need was arising for formal Social security measure. First time this concept was completely adopted by USA with the enactment of ‘Social security Act, 1935’. Later New Zealand adopted this idea in 1938. Prior to independence only the Workmen’s Compensation Act, 1923 was in force for the Social security of the workers but after independence Indian Government took keen interest to provide the security to workers and the Government passed a lot of legislations for them. Presently Workmen’s Compensation Act, 1923, Employees’ State Insurance Act 1948, (ESI), Employees’ Provident Fund Act,1952 (EPF), Maternity Benefit Act 1961, and Payment of Gratuity Act,1972 are working for the industrial labourers.

Workmen’s Compensation Act is completely employers’ liability and the workers do not contribute in it and at state level Compensation Commissioners are appointed to execute the Act. Now the recent amendment in the Act has replaced the
‘workmen’ word with ‘employee’ to make it gender neutral. The ESI is a social insurance and is a contributory type scheme in which both medical and cash benefits are provided by the Employees’ State Insurance Corporation (ESIC). EPF and gratuity both are paramount Acts for the Social security in old age. The EPF Act is handled by the Employees’ Provident Fund Organization (EPFO) which is a autonomous body. The Maternity Benefit Act is especially for the women workers it provides them security at the time of pregnancy for the workers it provides them security at the time of pregnancy and delivery. Twelve weeks leave, medical bonus, one month leave after miscarriage etc. advantages are given through the Act. The Maternity Benefit and Gratuity Acts are handled at departmental level and factory inspectors check the proper implementation of these Acts. Social security is a subject of concurrent list so the Central Government constituted enactments for the workers and the state government bears the responsibility of their effective enforcement through Labour Department. The headquarter of Haryana Labour Department is situated in Chandigarh and it is headed by a Labour Commissioner who is an IAS officer. He is assisted by an Additional Labour Commissioner, Joint Labour Commissioner and other clerical and field staff. The headquarter works through District Labour Offices.

OBJECTIVES OF THE STUDY

The objectives of the study are:

- to discuss the Social security legislations from historical point of view;
- to find the level of awareness about the labour welfare measures in general and Social security legislations in particular among the workers of different establishments;
- to examine the implementation of Social security legislations in selected factories;
- to know the workers’ views about the utility and impact of the Social security measures;
- to explore the less explored areas of workers' social security;
- to evaluate the administrative efficiency and effectiveness in administration of Social security legislations; and
- to suggest suitable measures for improving the implementation of Social security in the different establishments.
HYPOTHESES

Following are the hypotheses formulated for the study:

1. It seems that the implementation of Social security legislations has not got full success in achieving the goals.

2. It appears that the insufficient Social security provisions in the existing legislations might not have helped the workers in improving their socio-economic conditions.

3. It is assumed that the control exercised by the administrative machinery over different factories is below expectations.

4. The standard of benefits provided under the service system may be below the level of satisfaction and needs of the beneficiaries due to under staffing and lack of attention towards the preventive measures.

5. A large number of employees/workers have remained uncovered due to low wage limits for their coverage.

RESEARCH METHODOLOGY

The present study will be conducted in the state of Haryana because researcher belongs to this state and is fully aware of the area, people and local language. Another reason for the selection of Haryana state is that so far no study has been conducted on this topic. According to the Statistical Abstract of Haryana 2004-2005, there are three factories with 1000 or more but less than 5000 workers in Yamunanagar. There are 6134 total workers in these three factories. As Yamunanagar is a prominent industrial town in Haryana, it has been selected for the present study. From these factories, about three hundred workers will be proportionately selected at random. The officials will also be selected to know their views.

Primary Data: The primary data will be collected through well-structured interview schedules to be administered to the workers and managements. Views of trade unions leaders will be collected. Discussion and observation methods will also be used.

Secondary Data: As regards secondary data, it will be collected from the published books, journals, magazines, statistical abstracts, records, annual reports of various bodies, and files of the concerned industries/factories.
CHAPTERIZATION

The chapterization is as follows:

1. **Introduction**

   The first chapter which is an introduction covers the meaning, concept and historical development of social security, constitutional provisions for labour class, labour in five year plans, global institutions for social security, labour policy, recommendations of the second National Labour Commission, impact of New Economic Policy on labour welfare and social security, review of literature, objectives, hypotheses, research methodology and tools of data collection.

2. **Administrative Set-Up for Social Security**

   Second chapter on administrative set-up for Social security has been devoted to examine administrative set-up of Union Ministry of Labour and Labour Department Haryana.

3. **Social security Legislations and their Implementation**

   Third chapter analysis Social security legislations, and their implementation. It discusses background, objectives, provisions and benefits of Social security legislations and the implementation machinery of these Acts.

4. **Impact of Social security Legislations on the Selected Workers**

   Fourth chapter examines the impact of Social security legislations on selected workers. The data collected have been analysed and inferences drawn.

5. **Conclusions and Suggestions**

   The last chapter deals with the main findings, conclusions and suggestions have been given for the better implementation of the Social security legislations.

   The broad conclusions and suggestions have been presented below:

   - It has been found that an overwhelming majority of respondents was of males in the selected factories which were a considerable issue to discuss about.

   - A positive indication was revealed about the training of the workers because the workers in majority (64 per cent) were trained. Proper training has been imparted to the employees in selected establishments.
• An overwhelming majority (95.7 per cent) has heard about the existence of the Workmen’s Compensation Act but 42.6 per cent of respondents were aware about the various provisions.

• From the survey, it was found that an overwhelming majority i.e., 83.5 per cent of respondents was in favour of timely and properly getting of compensation under the Workmen’s Compensation Act however, only 14.9 per cent of interviewees responded negatively.

• A big fraction of respondents that was 57.5 per cent who were somewhat satisfied with the implementation of the dependent benefit which is an important provision under the Workmen’s Compensation Act.

• No doubt, the ESI Act has been implemented in a large number of factories in Haryana but the awareness level of the workers especially, about some of the provisions i.e. maternity, disablement and dependent benefits was low and overwhelming majority i.e. 71.7 per cent was unaware about the funeral benefit and as about the contribution in the ESI, 52 per cent were low aware.

• None of the respondent was fully satisfied with the implementation of medical, sickness, maternity, disablement and dependent benefits. Those found satisfied were in between 8.6 per cent and 12 per cent. The percentage of somewhat satisfied workers was in the range of 40.5 per cent and 46.9 per cent and those who were not satisfied their percentage was in the range 43.3 per cent and 48.6 per cent.

• The ESI hospitals/dispensaries are established to facilitate the workers during illness. It has been observed that most of the workers (73.9 per cent) were getting the medicines occasionally. Only 8 per cent workers mentioned regular availability of medicines.

• For the treatment of any illness, injury and disease workers have to go in the ESI dispensaries/hospitals where the ESI medical and para-medical staff deal with them but a majority of workers (65.4 per cent) pointed out the uncordial behaviour of the ESI para-medical staff and it was 54.4 per cent in case of medical staff. Workers were annoyed with factory administration and management too for not checking unethical behaviour and improper delivery of services in the ESI hospitals/dispensaries.
The ESI hospitals/dispensaries are established to help and provide medical services to the labourers but as regard the claiming of the benefits under the ESI scheme it was observed that 72.8 per cent workers, faced difficulties in claiming the benefits. Only 23.2 per cent respondents easily get the benefits.

As regarding the awareness of the Employees’ Provident Fund Act. Most of the employees (96.7 per cent) heard about it and the awareness was high in the case of superannuation, withdrawal, non-refundable advances and contribution whereas, low about the provisions death benefit, permanent invalidation, resignation and termination, dismissal and migration.

Provident Fund is an old age benefit but prior to retirement workers can get advance from it for any need such as for the construction of house, operational surgery, children marriage etc. To get advance from provident fund, workers have to go through a proper procedure. The survey revealed that an overwhelming majority of respondents favoured the easy availability of the advances from provident fund.

As many as 85 per cent workers expressing high utility of withdrawal benefit when the need arose.

About 70 per cent workers favoured that the Provident Fund Act was to some extent successful in achieving its objectives.

The Maternity Benefit Act is a paramount measure of Social security for women workers in industrial area but in the chosen industries, out of randomly selected workers i.e. 300 only 8 were women and all of them were found aware about the Act. As about the provisions of pregnancy leave, illness leave during pregnancy and medical benefits 75 per cent female employees were highly aware, however, the awareness somewhat low (62.5 per cent) in case of miscarriage, benefit after her and child death and nursing breaks.

The women employees who were asked about the satisfaction with maternity benefit majority (62.5 per cent) were somewhat satisfied with the maternity benefits and rest 37.5 per cent was satisfied.

More than 87 per cent of female employees agreed with availability of proper implementation of the Maternity Benefit Act.
The Maternity Benefit Act provides a lot of facilities to female employees after pregnancy. Women workers were asked about the utility of maternity benefits, a majority (62.5 per cent) agreed that there was high utility of the maternity benefits.

The perceptions of the interviewees showed that 80 per cent employees have knowledge about the various provisions of the Payment of Gratuity Act.

The workers were asked about the success of the Payment of Gratuity Act, 48.4 per cent opined that it was a success to some extent and 46 per cent did not opine about it.

It has been observed that in the opinion of more than three fourths of the workers, the Social security administration in the factory was to some extent efficient and effective. It was followed by those who reported full effectiveness.

To make any industry successful, workers’ participation is needed in management but during empirical study it was revealed that a large number of workers i.e. 74.4 per cent did not participate in management because managements did not have any scheme of ensuring their participation.

The Labour Department, Haryana is responsible for the proper implementation of the several Labour Acts in the state and bears the responsibility to reduce worker’s problems but it was found that officials of the Labour Department have least interest to contact the workers to know their problems. Majority (71.4 per cent) workers did not ratify officials’ visits.

SUGGESTIONS

Awareness Generation

Majority of workers were not found fully aware of the specific provisions of the various Social security Acts. Without full awareness, it will be difficult to provide them full benefits. Therefore, appropriate actions are required to generate awareness.

Strategic Objective

To enhance knowledge and awareness among workers about the several provisions and benefits of the Social security legislations.
Action to be taken

By Government

- Generate awareness among workers through seminars, workshops, press media and electronic media.
- Appoint special officers having full knowledge of the Social security and Labour Welfare Acts to visit the factories for the sake of disseminating knowledge through various means.
- Direct implementation agencies to play active role at plant level to enable the workers to have regular visits over the proper enforcement of the Acts.
- Provide financial help to the factory managements, trade unions and various bodies to conduct the awareness generation programmes or events.

By Autonomous Bodies (ESIC, EPFO)

- Establish regional boards and local committees in every industrial area to provide knowledge about requisite provisions of the Acts.
- Gear up its public relation machinery to contact with workers frequently to impart them information about their rights.
- Printing and distribution of pamphlets in English, Hindi and even in regional languages or dialects to disseminate awareness.
- Publication of small booklets about the benefits, coverage, provisions and administrative machinery of the Social security Acts and also mention the achievements and failures of them.
- Impart knowledge through advertisement and wall writings in colonies of the workers.

By Factory Management

- Arrange special lectures by experts on various provisions of the Social security Acts for the benefit of workers.
- Prepare educational programmes for illiterate workers to make them aware about their rights.
• Conduct short labour laws courses for the offices-bearers or leaders of trade unions to make them up to date about legislations.

• Encourage trade unions to organize educational or awareness programmes around the labour colonies.

• Direct the Labour Welfare Officers to constantly interact with the workers to make them aware of the specific provisions of the several Labour Acts and the contact points to get the benefits and redress the grievances if any thereof.

• Ensure that the Welfare Officers are easily available/ approachable.

By NGOs/Civil Society

• Prepare special awareness programmes.

• Help workers by providing education at free time.

• Develop requisite modules.

• Arrange ‘nukkar nataks’ and informal interactions with workers.

• Manage/arrange programmes for workers to produce awareness.

Speedy Disposal of Cases

Since the process of disposal of cases under the Labour Acts is time consuming being cumbersome, therefore, appropriate actions are required to expedite the process of providing requisite benefits to the workers.

Strategic Objective

Ensuring speedy disposal of cases.

Action to be taken

By Government

• Arrange training for the staff directly dealing with the cases under Social security Acts.

• Provide sufficient funds for the required training.

• Educate the staff for the best utilization of time in the interest of the workers.
• Instruct the staff to strictly adhere to time schedules.
• Recruit the new staff to fill the vacant posts.

**By Autonomous Bodies**

• Keep constant check on the working of the case disposal staff.
• Create dialogues with managements about pending cases since long.
• Appoint more personnel / employees to remove the insufficiency of staff.
• Punish the employees for improper or late work, if necessary.
• Motivate the staff to understand the problems of the workers.
• Open the staff collage for the employees' education for the staff duties.

**By Factory Management**

• Dispatch various cases to the concerned body as soon as possible to take necessary action.
• Regular reporting by the officials to the management for getting the feedback.
• Issue instructions and help the needy workers till the workers get compensation from the decided body.
• Create a factory level fund to assist workers immediately.

**By NGOs /Civil Society**

• Put/create pressure on management or other bodies to remove loopholes.
• Start a struggle against the staff members who infringe the rules and are inactive in work.

**Proper Implementation of Provisions**

Various benefits are provided under the Acts but without proper implementation sometimes they do not work up to the satisfaction level. Implementation machinery should work properly and efficiently.

**Strategic Objective**

Facilitate the workers for getting benefits under the Social security Acts.
Action to be taken

By Government

- Conduct the training programmes for untrained employees involved in enforcement process.
- Amend the labour laws to increase the benefits according to inflation.
- Increase the cash benefits under ESI and WCA to the satisfaction of beneficiaries.
- Create a national body to monitor the implementation of Social security measures.
- Build / construct the effective coordination in between the related bodies.

By Autonomous Bodies

- Open the mobile units to settle the claims and advances within 10 days under Employees' Provident Fund Act.
- Improve the medical benefits under the ESI Act.
- Simplify the procedure of claiming benefits under distinct Acts (ESI, EPF, MBA and WCA).
- Impose the fine on the rule- breakers as penalty.
- Increase the medical bonus for female workers under Maternity Benefit Act.
- Develop communication between the enforcement machinery and workers to know about their satisfaction level.

By Factory Management

- Make better the implementation machinery working at the factory level.
- Create coordination between factory level administrative machinery and state machinery.
- Take action on workers complaints about implementation.
- Refer to the complaints of employees to the authorized body if required.
- Arrange for sudden checking for the appropriate implementation of the Acts.

If, the above measures suggested are properly followed with sincere efforts then the government can improve the working conditions of workers.