

ROLE OF EMPLOYEES STATE INSURANCE SCHEME IN ENHANCING THE SOCIAL SECURITY BENEFITS

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Abstract

A man in a society faces a number of contingencies in his life such as ill health, maternity, disablement, unemployment, employment injury, death etc. To tackle these unforeseen problem individual normally do not have sufficient resources and it results in tremendous hardships, sufferings or in certain cases leads to death. Such contingencies affected the man from time immemorial since he started economic activities and urged him during the centuries to find out effective measures for solving or mitigating such unforeseen hardships. As individuals themselves are unable to provide means for above contingencies, so society has come forward with a plan, called social - security. Employees State Insurance Scheme of India is an integrated social security scheme which was initiated to provide protection to workers in the organized sector and their dependants in various contingencies, such as sickness, maternity and death or disablement due to an employment injury or occupational disease. It provides full amount of medical bill irrespective of the premium contribution of beneficiaries. The purpose of the present study is to analyze the awareness of this scheme and continuous increment of adjoining beneficiaries with this scheme. The study uses secondary data and published sources for analyzing the awareness of this scheme.

Keywords: ESI, Employee Satisfaction, Social Security Benefits, Employment Injury, Economic Activities.

Introduction

Industrialization leads to economic development and a nation's prosperity and progress. It paves the way for the modernization of the country and better standards of living to the working people. An industrially advanced country is also an economically advanced one, when it is well developed in all sectors. Healthy industrialization requires various steps such as introduction of labor welfare programmes. Each and every human being wants protection from womb to tomb and a status in the society. So, workers also require protection in and out of the course of employment through the institutions of social security schemes enacted by the government from time to time. Labour is an important factor of production and has a key position in an industrial organization. It is the workers only who are responsible for industrial production in a concern. Even an automatic machine cannot be handled without the help of labour force. Thus the worker should be provided protection and other welfare facilities by the government and the employer, so that he may work willingly and efficiently. Steps for providing protection and welfare facilities to industrial workers either by the government or the employers will have a favourable effect on industrial productivity and harmony. It is possible only if the workers are satisfied and give full cooperation. It is very necessary that the work force should feel secure against various types of hazards involved in their work. A poor worker cannot afford huge expenses to protect himself and his family against risks and uncertainties.

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