
CHAPTER ONE

INTRODUCTION AND RESEARCH METHODOLOGY

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IMPORTANCE OF SOCIAL SECURITY IN MODERN INDUSTRY

The risks in modern industrial society are assuming alarming proportions. The speed in the factory system brings impersonalization. The traditional institutions can no longer provide varied protection required today. The labour which is still the most important factor in the production, has not been benefited duely. With increase in automation able hands remain idle. If employed their income is not sufficient to make a normal living, more so during spells of misfortune. It is impossible to save for rainy days. In the modern industrial life the need for security is felt by employee, employer and the nation. The need arose of a system to neutralize and overcome the evils of Industrial revolution. The need has been increasingly felt and become the subject of national policy.

In an industrial culture, structured labour force has come up in large cities who are vulnerable to social contingencies. Thus, a planned, comprehensive social security assuming human needs and dignity is imperative for laying a sound foundation of fu^u-ture industrialization. In welfare state the scope of social security includes all sections of society.

REVIEW OF RELATED LITERATURE

A review of literature on social security measures from Labour Welfare point of view is very significant in India.

The old literature on Indian Labour offers a deppressive picture. The Indian labour worked under pressing, unfavourable

working and living conditions, long hours of work, unfavourable and unhygienic conditions with no provisions of rest or intervals and for meagre payment. Women and children were employed for dangerous jobs. The services of women workers were terminated when they were seen in the family way. The cases of accidents and injuries usually went unreported and unrecorded and often uncompensated. The legislation to safeguard the interest of workers existed but never implemented.

During the British Rule less attention was paid towards the health and hazards of the industrial workers. Whatever welfare provisions existed, they were mainly due to voluntary efforts of the Indian employers motivated by philanthropic spirit. The conditions and characteristic of Indian labour could also be held particularly responsible for the unjust and indifferent attitude of the government and the employer towards the welfare provisions.

Around Second World War there was a definite shift in the policy of the employer and the Government. After independence Indian Government gave utmost importance to Labour Welfare. Many new acts were introduced to protect the interests of the workers. The old acts were amended or replaced by new legislations. The I.L.O. studies and reports have underlined the importance of social security. The 1952 I.L.O. convention on social security (Minimum Standards) covered a wide range of social security comprising nine components. The industrial workers employed in organised sector are covered by comprehensive social security laws whereas in unorganized and agriculture sectors and small industries workers are not covered under social security schemes.



Most of the recent studies are on the implementation of E.S.I. Schemes. Less work has been done on industries from rural areas covering old security pattern.

AIMS OF THE STUDY

1. To determine the pattern of social security in Walchand Nagar Industry.
2. To examine the adequacy of existing design of social security in the factory.
3. To ascertain the awareness and knowledge of workers toward these schemes.
4. To find out the problems faced by the workers before getting their benefits.
5. To find out the opinions and attitudes of the workers toward these measures.
6. To study the difficulties encountered by the factory in getting their claims.
7. To investigate whether any new and better schemes are proposed and designed by the Trade Union.
8. To know if any better structure of comprehensive scheme is under consideration by management.
9. To gather the suitability and effectiveness of present social security measures to the workers.
10. To suggest improvement in the existing system.

SELECTION OF THE TOPIC

The topic under study is a vital issue today. There is rapid industrialization and shift is towards rural area. But the rural worker is not getting the due facilities because he is not militant, awakened and conscious like his counter part in the urban area. He is still agrarian, peace loving, religious and less educated.

The surrounding area from which the main labour force comes, is dry, the seasonal produce is less. Once upon a time Satara Road where the factory is located, was a main rail head and had a tremendous scope for development. But it lost the importance when the broadgauge line came up to Satara city Railway Station. It was also noticed that uncertainty and apathy looms large on the workers due to frequent changes in the organization and its management policies.

Economic insecurity, inadequate medical facilities, old provisions regarding accident, lack of tempo in production, losing motivation in work were the factors felt worth studying. No such study has been conducted in this area and it was felt that this work will pave the way for further studies.

The scope of the present study is confined to the Walchand Nagar Industries Ltd. Engine and Foundry Division, Satara Road. Various social security measures available to

workers are the ingredients of the study. The emphasis is laid on the security against accident, sickness, medical and pensionary benefits.

SAMPLE PROCEDURE

The purposive sampling method was adopted in this study which comes under the major classification of non probability sampling procedure. In purposive sampling method the investigator does not necessarily have a quota to fill from various strata, neither he has to pick the nearest warm bodies as in convenience sampling. Rather the researcher uses his own judgement, about which respondents to choose, and picks only those who best meet the purposes of the study. The advantage of this method is that the researcher can use his skill and prior knowledge to choose the respondents.

The obvious advantage is that it is much less complicated, less expensive and may prove perfectly adequate if the researcher has no desire to generalize his findings beyond the sample.

Initially, the researcher thought to choose multi-stage or disproportionate stratified form of sampling from different strata. However, such a study had not been possible because of the fact that the different strata into which the population is divided (benefitwise) was not available adequately, especially, in case of permanent total disablement and cases of dependents

benefit. It was also found during the pilot study that unless the respondent has availed of the benefit, he finds it difficult to express his opinion. Hence, the effort was made to take those cases purposively which are involved into the contingencies e.g. accident, sickness etc.

Industrial accident is the biggest hazard against which prompt and adequate security is needed in the form of cash benefit, medical aid, rehabilitation etc. Out of total cases of disablement 98 cases were of temporary disablement, 6 cases were of partial permanent disablement and one case of dependant's benefit. These cases were selected from factory record.

Of the total 115 cases selected some had availed the cash benefits against sickness, for wife's delivery, funeral grants, grants for children's education. The medical service provided by the company had been enjoyed by the workers who were staying close to the factory. The pattern of oldage benefit could also be studied. All these cases could well represent the workers and their opinions. Researcher didnot find necessity of selecting separate groups for this purpose, so as to save time, energy and duplication. The interviews had been arranged in the department offices of the factory as their residences were dispersed.

TOOLS OF DATA COLLECTION

Interview Schedule :

The structured interview schedule was used to gather the first hand information. It was not a prefabricated one. The draft schedule was tested on few cases and was then finalized. The respondents were expected to be mostly permanent and having long service and also less educated, justifying the use of interview schedule as a tool of data collection. The personal presence of the researcher during interview made a good impact while eliciting the information from the respondents. The schedule was divided into different sections. In the first part, preliminary identifying information of the respondents was covered. Subsequently, family data covering economic liabilities, number of dependents, educational standards were included. Number of benefits availed and workers' opinion were included in part III and IV of the schedule, to find out the utility of the scheme. A supplementary schedule was used for cases of dependent's benefit. The questions framed were of open and close end type. leading questions were avoided.

Case Study :

A few typical case studies are given. These cases were unique and distinct in character covering a-typical problems faced by the respondents during their exigencies.

Observation :

The researcher visited the place of work of the respondents to ascertain the risk exposure. The office procedure for disbursement of claims, the hospital facilities were the other areas of observations.

Discussions :

Discussions with medical staff and Trade union office bearers proved very useful in getting the balanced view of the facts. The limitations could be known as well.

Records of Organisation :

Published and unpublished material were highly referred to while writing the report.

Limitations of the Study :

The researcher had to face many difficulties. Some of them are listed below. F-

To get, the workers at shop floor for interview was a difficult task.

There was an usual apprehension among the respondents, the researcher being unknown to them.

The voluntary retirement scheme is underway in the concern. The workers feared that the researcher is

promoting the cause on behalf of the management.

All these could be overcome by establishing rapport with them and skillful use of interview technique.

There has been a continuous change in the managerial staff, there has been voluntary retirement scheme in phases as mentioned above. With sufficient prediction of the events to come, the researcher phased out the work to keep up the continuity and loss of useful data.

Processing And Analysis :

After the collection of data the next step is to sort out the information for processing. This is done to draw meaningful inferences from the raw data. Various areas of the schedule have been tabulated. 'No response' have been subtracted as well as those respondents who have not drawn the particular benefit, while drawing the percentage or making other statistical calculations, so as to make the findings more reliable and valid. Thus, in sum, the analysis of the data and interpretation of the findings in present study are statistically derived for fulfilling the empirical requirement of the research.

Report Writing :

The final lap of the work is preparation of the report.

The present work which is mainly divided into theory and field study is given below :-

- I) Introduction and Research Methodology.
- II) Theoretical Background : Development of Social Security.
- III) Analysis and Interpretation.
- IV) Conclusions and Suggestion.

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