



EMPLOYEE WELFARE ACTIVITIES AND SOCIAL SECURITY MEASURES IN INDIAN MAJOR PORT AUTHORITIES IN PORT SECTOR

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ABSTRACT

The maritime sector in India is a critical component of the nation's economy, with major ports serving as crucial gateways for trade and commerce. However, the well-being and social security of the workforce within these ports have often been overlooked. This research examines the current status of employee welfare and social security measures in major port authorities across India, identifies challenges faced by port workers, and proposes strategies for improvement. Through empirical research and policy analysis, this thesis aims to contribute to the enhancement of working conditions and the overall quality of life for port employees.

This research paper investigates employee welfare and social security measures offered by major port authorities in India. It analyzes the existing programs, assesses their effectiveness, and identifies areas for improvement. The research also compares Indian practices with international standards and suggests best practices for adoption.

The Indian port sector is a cornerstone of the nation's economic development. However, concerns remain regarding the well-being of the workforce employed in these demanding and potentially hazardous environments. This research delves into employee welfare and social security measures offered by major Indian port authorities. It critically analyzes their effectiveness, identifies existing gaps, and proposes evidence-based

recommendations for improvement. The research employs a mixed-methods approach, combining quantitative data analysis and qualitative interviews with port workers, trade union representatives, and management officials. By drawing comparisons with international best practices, the research aims to contribute to a more comprehensive understanding of employee welfare in Indian major port authorities. The ultimate goal is to create a framework for enhancing worker well-being, ultimately fostering a more efficient and competitive port sector.

KEYWORDS:

Employee Welfare, Social Security Measures, Major Ports, India, Maritime Sector, Labour Conditions, Occupational Health, Welfare Programs, Social Security Benefits, Welfare Policies, Social Security Schemes, Medical Care, Government, Port Authorities, Trade unions.

INTRODUCTION

The Indian port sector plays a critical role in the nation's economic growth, facilitating international trade and fostering industrial development. However, ensuring the well-being of the workforce employed in these ports, often exposed to demanding and hazardous conditions, remains a critical concern. This research report investigates employee welfare and social security measures offered by major Indian ports, analyzing their effectiveness and proposing strategies for improvement.

CONCEPT OF EMPLOYEE WELFARE :

The term "Labour Welfare" (also called Employee Welfare) as defined in the encyclopedia of Social Sciences is "the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the markets". The National Civic Federation of the United States of America defines "welfare work" as "the voluntary efforts of the employer to improve the working and living conditions of his employees" and adds that "the spirit of the age has thrown upon the employer duties involving a proper regard for the comfort, safety and well-being of the employees". Thus, both the above definitions emphasize the voluntary nature of such benefits.

The Labour Investigation Committee appointed by the Government of India in 1946, defined welfare activities as that which includes "anything done for the intellectual, physical,

moral and economic betterment of the workers, whether by employers, by Government, or by other agencies, over and above what is laid down by law or what is normally expected as part of the contractual benefits for which the workers may have bargained”.

International Labour Organisation (ILO) considers that labour welfare includes such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed therein to perform their work in healthy and congenial surroundings. Thus, there is a consensus on what specific issues are to be included under the term 'labour welfare'.

The Labour Investigation Committee included in its definition the following activities – housing, medical and educational facilities, nutrition (including provision of canteen), facilities for rest and recreation, co-operative societies, day nurseries and crèches, provision of sanitary accommodation, holidays with pay, social insurance measures undertaken voluntarily by employers either alone or jointly with workers including sickness and maternity benefit scheme, provident funds, gratuity, pension, etc.

The Committee on Labour Welfare appointed by the Government of India in 1966 included in the scope of the term 'Labour Welfare' "such services, facilities and amenities and adequate canteens, rest and recreation facilities, arrangements for travel to and from work and for the exudation of workers employed at a distance from their houses and such other services, amenities and facilities contribute to improve the conditions under which workers are employed”.

ORIGIN OF EMPLOYEE WELFARE :

Immediately after the Industrial Revolution, when the factory system was taking shape, the relationship between employer and employee was based only on wages. Under this contractual relationship, the worker agreed to work for his employer in return for an agreed wage and the employer felt that his obligation ended with the payment of wages. While under the dominant philosophy of individualism which ran with the Industrial Revolution, each individual is considered to be responsible for his own welfare. Comforts, pleasures and living standard of workers as considered to be the result of his own effort. The society of this era did not place any emphasis on those activities designed to promote employee welfare.

During the early years of industrialization, wages were extremely low, working hours excessively long, working and living conditions hazardous and unhygienic, while educational and cultural activities for the workers and their families did not exist. Thus, the early Factory System was characterized by a callous disregard for the human costs of industrialization, though economically, a concern for the human side was not beyond the realm of practical possibility. Even if it could be assumed that the earnings of the industrial workers were large enough to purchase the services, they were not available in the early days of industrialization, especially in the isolated industrial communities. It was imperative that someone take the lead to provide these services so that workers could enjoy them even at a cost.

The workers possessed no organized ability to force the employers or the State to make available these services. Hence, it was the prerogative of the employer to provide facilities for the welfare of workers in addition to paying them contractual wages. The State too, did not perceive of these and absolved itself of all obligations in this regard.

It was in this context, that some of the philanthropists and enlightened employers grew conscious of human costs of industrialization and wanted to improve the lot of the working class by providing certain services which they themselves were unable to provide singly with their meager earnings. Thus, welfare work in industry began as a sequel to the pressure of the enlightened public and employers. Consequently, certain philanthropic societies involved to look after the welfare side of workers. Gradually, the trade unions came on the scene and the State was pressurized to take upon its shoulders the responsibility of promoting employee welfare through the provisions of welfare measures. Ever since it has been accepted that the ultimate goal of all economic activities- the promotion of welfare of all participants- and promotion of labour welfare- cannot be stated to be a voluntary function of the employers or the State. The State had since taken the initiative and launched a series of welfare provisions through legislation and provision of certain benefits then became obligatory for the employers.

SIGNIFICANCE OF EMPLOYEE WELFARE :

The benefits derived from welfare activities will enhance the wages of workers realistically, improve their satisfaction and smoothen harmonious industrial relations while contributing in large measure to the overall economic growth of the country. When viewed from the employer perspective, the following benefits would accrue:

- ❖ The welfare measures would influence the sentiments of the workers.
- ❖ The welfare measures which are mandatory and necessary would influence the sentimental atmosphere in the factory.
- ❖ The overall development of a cordial relationship between the two groups of industry paves the way for industrial peace.
- ❖ It will result in the achievement of higher productivity levels and consequent improvement in the living standard of people.
- ❖ The provision of various welfare measures make the workers feel and realize that they also have a stake in the undertaking in which they are engaged and consequently and reckless or irresponsible action on their part which may prejudice the interest of the undertaking is very much likely to have boomeranging effect on their own interest.

Employee welfare in India has a special significance as the constitution provides for the provision of the welfare of the people for human condition of work and security to all workers service and cultural opportunities.

Employee welfare is a measure to promote the efficiency of labour. The variable welfare are measure provided by the employer will have immediate impact on the health, physical and mental efficiency alertness, moral and overall efficiency of the workers and there by contributing to the higher productivity.

Employee welfare means any activity designed for the promotion of economic, social and cultural well-being of the employers. The term employee welfare includes anything done for the intellectual, physical, normal and economic betterment of workers by employers by the Government or by the agencies over and above what is laid down by law in various contingencies like illness. Unemployment disability and death which have a direct impact on the well being of the workers and his dependent.

SOCIAL SECURITY :

Social security device provide by socials against in security arising out of natural, social and economic causes. Social security which the society furnishes in an organized way against certain risk to which workmen are exposes such as sickness, maternity invalidity, old age and death. The doctrine of social security is an out come of careful revelation on the particular

liabilities of social assistance and social insurance which is endeavored to adopt and reconcile with in a totally new frame work.

Social security measures provided by employers will act as a protection to the workers. Social security aims at providing collective measures to protect the members of a community against social risk at their individual resources as seldom adequate to offer protection against hardship.

Social security included the creation of family responsibilities of the state. Through the social security methods state tries to care the vital ingredients which are as under:

- Medical care in times of illness
- Maternity facilities and cash allowances before and after birth of the child in case of female
- Provision of demency invalidity
- Pension in old age after retirement
- Allowances density during the period of unemployment.

Social security is the security that society furnishes through appropriate organization, against certain risks to which its members are exposed. These risks are essentially contingencies against which the individuals of small means, or the worker, cannot effectively provide for by his own ability or foresight alone or even in private combination with his fellows.

Social security is a very comprehensive term and includes in it, schemes of social insurance and social assistance as well as some schemes of commercial insurance. Social insurance forms the most important part of any social security schemes.

VARIOUS MEASURES OF SOCIAL INSURANCE & PRESENT POSITION IN INDIA:

The risk which would deprive the workmen of the earning capacity may arise out of :

- a) Temporary inability to make a living, due to sickness, accidents, unemployment, maternity etc.
- b) Permanent incapacity, for example, total disablement, chronic invalidity, old age etc.

- c) Death of a breadwinner in the family, under which may include widowhood and orphan hood.

Therefore, the main ingredients of a complete social insurance system may be mentioned as follows:

- (1) Sickness and invalidity insurance
- (2) Accident insurance
- (3) Maternity insurance
- (4) Unemployment insurance
- (5) Old age insurance
- (6) Survivorship insurance

In India the main statutory protection, that has been provided so far, is in respect of

- A. Compensation in case of industrial accidents and industrial diseases
- B. Maternity benefits to women workers
- C. Health insurance
- D. Retrenchment compensation
- E. Provident fund

SIGNIFICANCE OF THE STUDY

India's thriving port sector relies heavily on its workforce. However, the demanding and potentially hazardous nature of port work necessitates robust employee welfare and social security measures.

1. **Policy Implications:** Offer valuable insights for policymakers, port authorities, and other stakeholders to formulate and implement effective employee welfare and social security policies.
2. **Social Impact:** Contribute to enhancing the quality of working conditions and promoting the overall well-being of port workers, thereby fostering a more inclusive and sustainable maritime sector.
3. **Economic Sustainability:** Enhance productivity and efficiency within major ports by ensuring a motivated and healthy workforce, ultimately contributing to the growth and competitiveness of the maritime industry in India.

REVIEW OF LITERATURE

Murthy and Narayana in their study on participation of workers in welfare work examined the extent of participation of workers in the welfare policy formulation, programme formulation, implementation, actual participation, level of assuming responsibility for administering the programmes and participation at the levels of assessment of results. The study was confined to the workers working in various factories in Visakhapatnam district of Andhra Pradesh. They conclude that participation of workers in welfare work mostly depends upon the age of the worker, type of welfare activity, experience and ambitions of the workers, workers living in contiguity with the work place, domestic problems of workers etc.

Mamoria stated that the basic problems of poverty, ill health, illiteracy, and economic inefficiency would have to be tackled through appropriate agencies under an all India plan, but along with the multifarious programmes of nation building, a programme of social security would lead the way to a new and better life for the masses of India. He also presented in three facts (a) Social Insurance in general, (b) Social Security in India, and (c) Social Security in some foreign Lands.

Monga, M.L., focussed on the Social Security Legislation and analysed the Employees State Insurance Act, 1948, and the Employees Provident Funds (and Family Pension Fund) Act, 1952.

Krishna Kumar Sinha had the view that Social Security to workers would ultimately accelerate the progress and prosperity. With the breaking down of the joint family system, the need to provide greater social security, particularly in industrial and urban sectors had become all the more urgent.

Sampath Kumar, examined the performance of the Employees State Insurance Corporation during the period 1980-81 to 1987-88. The scope of the scheme in terms of the number of employees and the number of beneficiaries covered under this scheme had largely remained stagnant and decreased during the period.

Guhan S., discussed the evolution of social security system in the industrial countries. The social security legislation for industrial workers suffered from several shortcomings which limit, or even thwart effective access of workers to various benefits.

Moorthy, B.M.L., revealed the Employees State Insurance Act, 1948 and the Provident Fund Act, 1952, in quoting the ILO survey of the present position of social security in the world, had given a clear indication of the growth of the "Social Conscience" as evidence by no less than 45 member states of the International Labour Organisation having a variety of schemes providing for one or more types of social security benefits.

Bhagoliwal, T.N., explained the various hazards and types of insecurity confronting the workers may be Firstly, there may be income insecurity and hazards arising out of it; such insecurity may exist owing to i) inadequate wages, ii) Faulty methods of wage payment, illegal deductions, faulty calculations etc., iii) Layoffs, dismissals and retrenchments, Secondly there may be occupational insecurity which may occur due to (i) Occupational diseases, (ii) Improper conditions of work, (iii) Industrial accidents. Thirdly, there may be Natural owing to natural factors such as old age, invalidity, death of bread winner, sickness and maternity. The author also revealed that these hazards and types of insecurity sought to be eliminated through the legislations which are discussed in the study were Minimum Wages Act, Payment of Wages Act, Industrial Disputes Act, Workmen's Compensation Act, Employees State Insurance Act, and Maternity Benefit Act.

Venkatachalam, K.S., brought out some of the important features of the ESI Amendment Act of 1989. The amendments made in the Act and the proposed rules would bring a lot of hardship to the employees are receiving substantially better benefits from their employers compared to the benefits offered under the ESI Act. This article pointed out that the working of the ESI Corporation had come up for a lot of criticism, as the medical facilities provided by the corporation were found far from adequate due to poor management of the hospitals and dispensaries.

Varandani, G., studied socio-legal in contrast to socio-economic-cum-legal study relating to social security of industrial workers in India. It was a detailed and critical study of the social security legislations in India. This study had made to compare and contrast the aspect of social security. Concept with that of industrially advanced countries of the Asia and Africa. But restricting the study to a peculiar socio-economic conditions prevailing in India.

The study also given concrete suggestions, so that the social security benefits might be provided to the industrial workers at least up to the subsistence level.

RESEARCH GAP

The maritime sector in India is integral to the country's economy, contributing significantly to trade and employment. Despite this, there exists a gap in understanding the status of employee welfare and social security measures within major port authorities. This research seeks to address this gap by examining the current practices and identifying areas for improvement. The research will identify areas where existing programs fall short and explore best practices in employee welfare from international ports.

RESEARCH FOCUS

Understanding the existing employee welfare and social security framework in major Indian port authorities. This includes:

- Types of benefits offered (health, financial, housing, etc.)
- Coverage and accessibility for different categories of workers (permanent, contract)
- Effectiveness of programs in ensuring worker well-being

OBJECTIVES

- 1) To assess the effectiveness of current employee welfare and social security measures in major port authorities in India.
- 2) To identify key challenges and areas for improvement in existing policies and practices.
- 3) To propose actionable recommendations for enhancing employee welfare and social security measures.
- 4) To analyze the existing employee welfare and social security programs offered by major Indian port authorities.
- 5) To identify areas for improvement and best practices in employee welfare and social security within the Indian port sector.
- 6) To compare the Indian scenario with international practices in port employee welfare.

METHODOLOGY

Research Design: Mixed-method approach combining qualitative and quantitative techniques.

Data Collection: Surveys, interviews, and focus group discussions with port employees, management, labor unions, and government officials.

Sampling: Stratified sampling to ensure representation from different categories of port workers (e.g., permanent, contract, casual).

Data Analysis: Thematic analysis for qualitative data and statistical analysis for quantitative data.

Literature Review: Review existing literature on employee welfare and social security practices in the maritime sector globally and in India.

Stakeholder Consultation: Engage with relevant stakeholders to validate findings and gather additional insights for developing recommendations.

Quantitative Data: Data will be collected from secondary sources like annual reports of major port trusts, government reports on labor welfare in ports, and relevant ministry websites. This data will be analyzed to determine the coverage and scope of existing employee welfare schemes.

Qualitative Data: Semi-structured interviews will be conducted with port employees (registered and contract workers), trade union representatives, and port management officials. This will provide insights into the lived experiences of employees regarding welfare programs, their effectiveness, and any existing gaps.

Expected Outcome from research :

This research is expected to contribute to the understanding of employee welfare and social security practices in the Indian port sector.

- Comprehensive understanding of the current status of employee welfare and social security measures in major ports in India.

- Identification of key challenges and barriers faced by port workers in accessing welfare benefits and social security provisions.
- Development of practical recommendations for policymakers, port authorities, and stakeholders to improve employee welfare and social security measures.
- Develop recommendations for improving existing programs and introducing new initiatives that address identified gaps.
- Inform policy decisions by government and port authorities to enhance employee well-being and create a more secure working environment.
- Benchmark Indian practices against international standards and suggest best practices for adoption
- Advocate for improved working conditions and social security measures for port workers in India.

FINDINGS OF THE STUDY

- 1) **Effectiveness of Current Measures:** While major ports have welfare and social security policies in place, their implementation varies, leading to disparities in benefits received by employees.
- 2) **Challenges Faced:** Key challenges include inadequate access to healthcare facilities, lack of awareness about welfare schemes, and issues related to social security benefits for contract and casual workers.
- 3) **Barriers to Access:** Administrative complexities, bureaucratic hurdles, and lack of coordination among stakeholders hinder port workers' access to welfare and social security benefits.

EMPLOYEE WELFARE PROGRAMS:

Major Indian ports offer a range of employee welfare programs, including:

- 1) **Statutory Social Security:** Provident Fund, Employees' State Insurance (ESI), Gratuity.
- 2) **Non-Statutory Benefits:** Health insurance schemes, subsidized canteens, housing allowances, educational scholarships for children, recreational facilities.

EFFECTIVENESS OF PROGRAMS:

- 1) **Strengths:** Statutory social security schemes offer a basic level of financial security. Some ports provide additional benefits exceeding statutory requirements, demonstrating a commitment to employee well-being.
- 2) **Weaknesses:** Coverage and accessibility of non-statutory benefits vary significantly across ports. Contract workers often have limited access to these benefits compared to registered employees.
- 3) **Gaps:** Concerns were raised regarding the adequacy of healthcare benefits, skill development opportunities, and safety protocols in some ports.

COMPARISON WITH INTERNATIONAL PRACTICES:

Leading international ports offer comprehensive welfare packages, including:

- 1) **Pension plans:** Providing more robust financial security post-retirement.
- 2) **On-site childcare facilities:** Supporting work-life balance for employees.
- 3) **Extensive training and skill development programs:** Enhancing career prospects.

RECOMMENDATIONS OF THE STUDY

- 1) **Streamline Welfare Policies:** Simplify administrative procedures and increase transparency to ensure equitable access to welfare benefits for all port workers.
- 2) **Enhance Healthcare Facilities:** Invest in improving healthcare infrastructure within major ports to provide better medical services to employees.
- 3) **Raise Awareness:** Conduct regular awareness campaigns and workshops to educate port workers about their entitlements under welfare and social security schemes.
- 4) **Extend Coverage:** Extend social security benefits to cover contract and casual workers, ensuring their financial security and well-being.
- 5) **Universal Coverage:** Ensure all port workers, including contract workers, have access to basic welfare benefits like health insurance and subsidized canteens.
- 6) **Enhanced Benefits:** Consider adopting best practices like pension plans and on-site childcare facilities, subject to cost-benefit analysis.

- 7) **Skill Development:** Implement comprehensive training programs to improve worker safety, efficiency, and career advancement opportunities.
- 8) **Grievance Redressal Mechanisms:** Strengthen grievance redressal mechanisms to ensure timely resolution of employee concerns.
- 9) **Benchmarking:** Regularly benchmark Indian port welfare practices against international standards and adopt best practices where feasible.

DEVELOP EVIDENCE-BASED RECOMMENDATIONS FOR IMPROVEMENT:

- Universal coverage of basic welfare benefits for all port workers.
- Enhanced benefits (pension plans, childcare) subject to cost-benefit analysis.
- Comprehensive skill development programs for improved safety, efficiency, and career advancement.
- Strengthening grievance redressal mechanisms.
- Regular benchmarking against international standards and adoption of best practices.

TRANSLATE THESE RECOMMENDATIONS INTO POLICY IMPLICATIONS FOR STAKEHOLDERS:

- **Government:** Strengthening relevant legislation and promoting best practices.
- **Port authorities:** Implementing effective welfare programs and ensuring equitable access.
- **Trade unions:** Advocating for employee well-being and holding stakeholders accountable.

CONCLUSION AND SUGGESTIONS

This research paper outlines a systematic approach to examining and enhancing employee welfare and social security measures in major ports across India. By addressing the current gaps and challenges, this study aims to contribute to the overall well-being and productivity of port workers and foster sustainable development in the maritime sector.

This research aims to contribute to a more comprehensive understanding of employee welfare and social security measures in major Indian port authorities. By critically analyzing existing practices and proposing evidence-based recommendations, the research strives to create a more secure and rewarding work environment for port workers. This, in turn, can lead to a more efficient and competitive Indian port sector, propelling economic growth and national prosperity.

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