

Annexure ‘A’

QUESTIONNAIRE: EMPLOYEES

Name:

Age:

Designation:

Qualification:

Wage:

Total Service:

Name of the Organization:

Dear Sir/Madam,

The motto of conducting this study is to ascertain your valuable opinion on the subject of Social Security Schemes in our country and to high light the drawbacks in the existing social security schemes. It is conducted for the betterment of the present social security schemes. It is also desirable for the up-liftment of labourers in the organized sectors. The comprehensive social security scheme is proposed to you that will eliminate all the drawbacks of the existing schemes. The proposed scheme integrates all the existing schemes – The Workmen’s Compensation Act 1923, The ESI Act 1948, The EPF & Misc Act 1952, The Maturity Benefit Act 1961 & The Payment of the Gratuity Act 1972. The main idea is to have all the contributions of employees, employers and the government to these schemes to be put under one centralized fund, governed by one administrative body, which may provide with minimizing the operational cost, and centralized effective control. It will also provide adequate services and amenities to the workers.

Your valuable views on the subject certainly will help all the labourers and may serve as guidelines for the promotion of the subject.

1. Are you aware of all benefits under Social Security schemes?

Yes / No/No opinion

2. Are the social security schemes available in your organization?

Yes / No/No opinion

3. What are the Social security schemes operative in your organization?

1. 2. 3. 4.

4. Are you aware of the benefits of ESI Act 1948?

Yes / No/No opinion

5. Do you get any such benefits in your organization?

Yes / No/No opinion

6. What are the benefits available in your organization under the ESI Act 1948?

1. 2. 3.

7. Are you aware of the benefits under the EPF Act & Misc Act 1952?

Yes / No/No opinion

8. Do you get any-benefits under the Act in your organization?

Yes / No/No opinion

9. What are the benefits under the Act provided in your organization?

1. 2. 3.

10. Are you aware of the benefits under the Workmen's Compensation Act 1923?

Yes / No/No opinion

11. Do you get such benefits in your organization?

Yes / No/No opinion

12. What are the benefits under the Act provided in your organization?

1. 2. 3. 4.

13. Do you know the benefits under the Maternity benefit Act 1961?

Yes / No/No opinion

14. Does your organization provide such benefits?

Yes / No/No opinion

15. What are such benefits provided by your organization?

1. 2. 3.

16. Are you aware of benefits under the payment of Gratuity Act 1972?

Yes / No/No opinion

17. Do you get such benefits in your organization?

Yes / No/No opinion

18. Do you know the procedure for claiming these benefits under the Social Security schemes (existing)?

- The ESI Act Yes / No/No opinion
- The EPF Act Yes / No/No opinion
- The Gratuity Act Yes / No/No opinion
- The Workmen's Compensation Act Yes / No/No opinion
- The Maternity Benefit Act Yes / No/No opinion

19. What is your opinion about the procedure for claiming the benefits?

- The ESI Act. Very complex/complex/simple/ No opinion
- The EPF Act. Very complex/complex/simple/ No opinion
- The Gratuity Act. Very complex/complex/simple/ No opinion
- The WMC Act. Very complex/complex/simple/ No opinion
- The Maternity Benefit Act. Very complex/complex/simple/ No opinion

20. In case you are not aware the claim procedure, then how do you claim these benefits In case of dispute. Tick the agency as mentioned below:

1.TU 2, Advocate / labour court 3. Political leader 4 Police 5 NGO

21 In case of dispute relating to claim under the existing social security schemes, which is the method utilized at your organization?

1.TU 2, Advocate / labour court 3. Political leader 4. Police 5 NGO

22. What is your opinion about the benefits provided under the following schemes in our country?

1. Sufficient 2.Insufficient 3. No opinion

1. ESI Act

- | | |
|--------------------------|--------------------------|
| (a) Medical benefits | <input type="checkbox"/> |
| (b) Sickness benefits | <input type="checkbox"/> |
| (c) Maternity benefits | <input type="checkbox"/> |
| (d) Disablement benefits | <input type="checkbox"/> |
| (c) Funeral benefits | <input type="checkbox"/> |
| (d) Dependent benefits | <input type="checkbox"/> |

2. The EPF & Misc Act

- | | |
|-------------------------------------|--------------------------|
| (a) EPF | <input type="checkbox"/> |
| (b) Pension | <input type="checkbox"/> |
| (c) Deposit linked Insurance Scheme | <input type="checkbox"/> |

3. The Workmen's Compensation Act

- | | |
|---------------------------------------|--------------------------|
| (a) Compensation (Death) | <input type="checkbox"/> |
| (b) Compensation permanent disability | <input type="checkbox"/> |
| (c) Compensation temporary disability | <input type="checkbox"/> |

4. The Gratuity Act
 - (a) Gratuity benefit ☐

5. The Maternity Benefit Act
 - (a) Maternity leave ☐
 - (b) Monetary assistance ☐
 - (c) Family planning benefit ☐
 - (d) Job security while on Maternity leave ☐
 - (e) Maternity Sick leave ☐
 - (f) Medical Bonus ☐

23. What is your view about the benefits provided under the following schemes in your organization?

1. Satisfactory 2. Unsatisfactory 3. No opinion

1. ESI Act
 - (a) Medical benefits ☐
 - (b) Sickness benefits ☐
 - (c) Maternity benefits ☐
 - (d) Disablement benefits ☐
 - (e) Funeral benefits ☐
 - (f) Dependent benefits ☐

2. The EPF & Misc Act
 - (a) Provident Fund ☐
 - (b) Pension Scheme ☐
 - (c) Deposit linked Insurance Scheme ☐

3. The Workmen's Compensation Act
 - (a) Compensation (Death) ☐

- (b) Compensation permanent disability ☐
- (c) Compensation temporary disability ☐
- 4. The Gratuity Act
 - (a) Gratuity benefit ☐
- 5. The Maternity Benefit Act
 - (a) Maternity leave ☐
 - (b) Monetary assistance ☐
 - (c) Family planning benefit ☐
 - (d) Job security while on Maternity leave ☐
 - (e) Maternity Sick leave ☐
 - (f) Maternity bonus ☐

24. Do you have any practical difficulty in availing the benefits?

1. Yes 2. No 3. No opinion

- 1. ESI Act
 - (a) Medical benefits ☐
 - (b) Sickness benefits ☐
 - (c) Maternity benefits ☐
 - (d) Disablement benefits ☐
 - (e) Funeral benefits ☐
 - (f) Dependent benefits ☐
- 2. The EPF & Misc Act
 - (a) EPF ☐
 - (b) Pension Scheme ☐
 - (c) Deposit linked Insurance Scheme ☐

3. The Workmen's Compensation Act
- (a) Compensation (Death) ☐
- (b) Compensation permanent disability ☐
- (c) Compensation temporary disability ☐

4. The Gratuity Act
- (a) Gratuity benefit ☐

5. The Maternity benefit Act
- (a) Maternity leave ☐
- (b) Monetary assistance ☐
- (c) Family planning benefit ☐
- (d) Job security while on Maternity leave ☐
- (e) Maternity Sick leave ☐
- (f) Maternity Bonus ☐

25. How do you assess these schemes (Overall) in your organisation?

1. Poor 2. Good 3. Very good
4. Excellent

1. The ESI Act ☐
2. The EPF Act ☐
3. The Gratuity Act ☐
4. The Workmen's Compensation Act ☐
5. The Maternity Benefit Act ☐

26. How do you grade the facilities and amenities under the following social security provisions in your organisation?

1. Poor 2. Very poor 3. Good 4. Very good
5. Excellent

1. The ESI Act
 - (a) Medical benefits ☐
 - (b) Sickness benefits ☐
 - (c) Maternity benefits ☐
 - (d) Disablement benefits ☐
 - (e) Funeral benefits ☐
 - (f) Dependent benefits ☐

2. The EPF & Misc Act
 - (a) Provident Fund ☐
 - (b) Pension Scheme ☐
 - (c) Deposit linked Insurance Scheme ☐

3. The Workmen's Compensation Act
 - (a) Compensation (Death) ☐
 - (b) Compensation permanent disability ☐
 - (c) Compensation temporary disability ☐

4. The Gratuity Act ☐
 - (a) Gratuity benefit

5. The Maternity Benefit Act
 - (a) Maternity leave ☐
 - (b) Monetary assistance ☐
 - (c) Family planning benefit ☐
 - (d) Job security while on Maternity leave ☐
 - (e) Maternity Sick leave ☐
 - (f) Maternity Bonus ☐

27. What additional measures you suggest for the proper implementation of following?

1. The ESI Act
2. The EPF Act
3. The Gratuity Act
4. The Workmen's Compensation Act
5. The Maternity Benefit Act

28. Does your employer consider Social Security Schemes as financial burden?

Yes/No/No Opinion.

29. Do you want to have a District Employees Surksha Courts at the district level and Employees High Courts at the State level to resolve the dispute relating social security benefit within six months to one year?
Yes/No/No Opinion, if yes specify below.

Strongly Recommend/Recommend/ Don't recommend/ No comment

30. Do you support the view of setting up a centralized fund for all the contributions from various schemes of existing social security?
Yes/No/No Opinion, if yes specify below.

Strongly Recommend/Recommend/ Don't recommend/ No comment

31. Do you support the simple claim procedure for benefits under the proposed comprehensive scheme through Banks within 30 days?
Yes/No/No Opinion, if yes specify below.

Strongly Recommend/Recommend/ Don't recommend/ No comment

32. Do you think that the proposed comprehensive schemes will minimize the hardships of the labourers / workers?

Yes/ No/ No opinion

33. Do you support the idea of setting up the comprehensive social scheme in India?

Yes/ No/ No opinion, if yes specify below.

Strongly Recommend/Recommend/ Don't recommend/ No comment

Thanking you madam / sir,

Signature of the person interviewed