

## ROLE OF EMPLOYEES STATE INSURANCE (ESI) IN THE CUTTACK DISTRICT OF ODISHA: A SURVEY

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### ABSTRACT

*The Employees State Insurance Scheme is an integrated multi dimensional Health Insurance and Social Security Scheme. It is one of the most effective and sustainable social measures available to the workmen employed in industrial and commercial establishments of varying sizes and nature. It provides comprehensive full medical care and reasonable economic assistance to the beneficiaries in contingencies like hazards of sickness, maternity, disablement and death due to employment injury. In the present paper it is an attempt to understand the ground reality of the role of ESI in the study area. Government spending lot of money in this direction and how far the benefits are being reached to the beneficiaries of the scheme is the objective of the paper. For this purpose 14 variables identified after the pilot study and perception score method used for the better understanding of the issues related to the ESI.*

**Keywords:** *ESI, Perception level, Lead score, Ideal score and Total score*

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## INTRODUCTION

Employees State Insurance Scheme is an integrated multidimensional Health Insurance & Social Security legislation for workers working in organized sector earning monthly wages up to Rs15,000/- per month and their dependent family members. There is an ESI Act 1948 which deals with entire gamut of ESI Scheme. Any establishment employing 10 or more persons can be covered under this Act. The employees covered under the Act are termed as Insured Persons (IPs). The ESI Act came in to operation in Odisha during January 1960. The contribution share for employees and employers for ESI fund is 1.75% and 4.75% of monthly income respectively. The Act envisages following benefits to insured persons and their members covered under it.

- ✓ Sickness Benefits
- ✓ Maternity Benefits
- ✓ Disablement Benefits
- ✓ Dependent Benefits
- ✓ Funeral Benefits
- ✓ Medical Benefits

Out of the above benefits, the State Government is entrusted to provide full medical care to IPs and their family members through 5 ESI Hospitals and 45 ESI Dispensaries in 20 Districts. Moreover there are tie-up arrangements with Private Medical/ Nursing Homes besides providing super specialty treatment in three Medical College & Private Medical Colleges in the State. Besides the needy cases are also referred to Institutions like AIIMS, CMC, Vellore, Tata Memorial Hospitals, Mumbai and other reputed Medical Institutions outside the State. At present the ESI Scheme in Odisha is providing full medical care to more than 2,36,500 insured persons and their family members.

### ESI Scheme in Odisha

Number of beneficiaries covered under ESI	2,36,500
Number of Hospitals	05
Number of Dispensaries	45
Number of Dispensaries functioning in rented building	35
Number of Hospitals and Dispensaries functioning in own building	12

*Source:* Labour & Employment Department of Government of Odisha as on 28/5/2011

## OBJECTIVE OF THE STUDY

- ✓ To study the medical benefits received by the insured persons
- ✓ To study the quality of service given to the insured persons.
- ✓ To study the awareness level of the people so that they can benefit from the scheme.

## LIMITATION OF THE STUDY

- ✓ The study was restricted to Cuttack District only.
- ✓ The sample size was limited and it may not represent the view of the all insured persons.

## SAMPLING PLAN

In support to the objective of the research there is a primary research through questionnaire administration in the field through stratified random sampling method used to analyze the data. 160 questionnaires served and of which 108 responded it includes 46 female respondents. The response rate was 67.5%.

### **Respondents' perception with regard to employees' empowerment through training system/ Hypotheses**

To measure the perception level of the participants with regard to role of ESI in the study area, the various attributes considered are full medical care to the members of family, medical care to the insured persons, inpatient treatment, super specialist treatment, domiciliary treatment by visits at their residence, free supply of drugs and dressings, free supply of artificial limbs, aids and appliances, Sickness benefits, extended sickness benefits, maternity benefits, disablement benefits, dependent benefits, funeral benefits and rehabilitation benefits. In this regard we have taken five point scale and assigned as +3,+2,+1,0 and -1 for the responses of the respondents " Completely agree", " Agree", " Neutral", " Disagree" and " Completely disagree" respectively. Final scores for each feature are calculated by multiplying the number of response by the weights of the corresponding response.

### **Calculation of respondents' perception: Ideal and Least scores**

Ideal scores are calculated by multiplying the number of respondents in each category with (+3) and product with total number of attributes. Least scores calculated by multiplying the number of respondents in each category with (-1) and the product with number of attributes in the questionnaires.

**Ideal score and least scores of respondents**

<i>Category</i>	<i>Equation</i>	<i>Ideal score</i>	<i>Equation</i>	<i>Least score</i>
<i>Male respondents</i>	62x 3 x14	2604	62x -1 x14	-868
<i>Female respondents</i>	46x3x14	1932	46 x -1 x14	-644

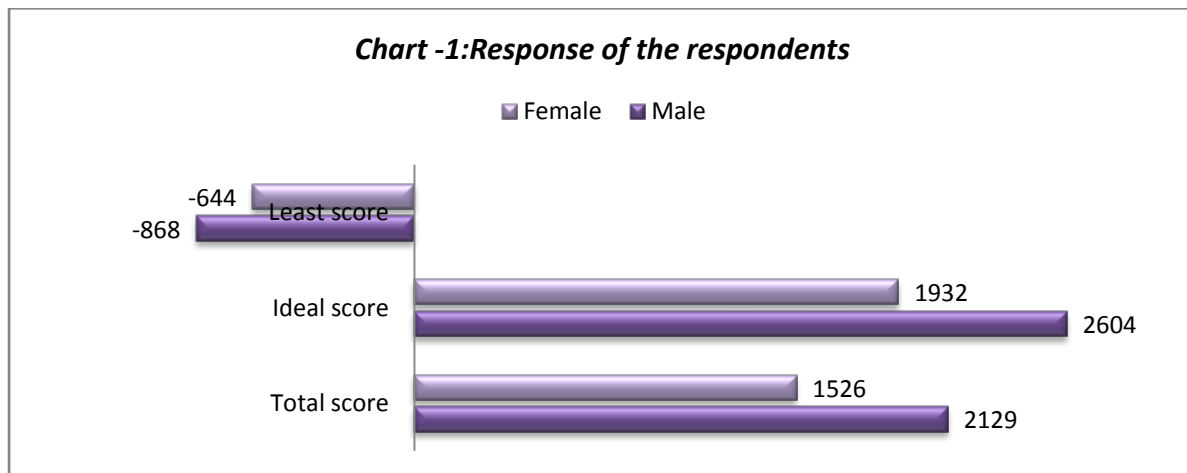
**FINDINGS OF THE STUDY**

Findings of the study are as under. The tables are formed on the basis of questions contained in the questionnaires.

**Response of the respondents**

<i>Various attributes</i>	<i>Aggregate Score</i>	
	<i>Response of study area</i>	
	<i>Male</i>	<i>Female</i>
Do your family members get the medical care?	145	105
Do you get the outpatient treatment?	144	102
Do you get the inpatient treatment?	135	107
Do you have access to the super specialist treatment?	132	107
Do you get the domiciliary treatment?	162	100
Have you got free supply of drugs and dressings at the time of need?	168	108
Do you get the free supply of artificial limbs, aids etc?	161	108
Do you get the sickness benefits?	152	102
Do you get the extended sickness benefits?	156	100
Do you get the maternity benefits?	139	106
Do you get the disablement benefits?	135	116
Do you get the dependent benefits?	162	121
Do you get the funeral benefits?	169	121
Do you get the rehabilitation allowances?	169	123
<b>Total score</b>	<b>2129</b>	<b>1526</b>
<b>Ideal score</b>	<b>2604</b>	<b>1932</b>
<b>Least score</b>	<b>-868</b>	<b>-644</b>
<b>No. of respondents</b>	<b>62</b>	<b>46</b>

Source: Annexure A & B



## INTERPRETATION

In the above table, the total score are 2129 and 1526 against this the ideal cores are 2604 and 1932 respectively for the male and female respondents. The percentage of total score to the ideal score for the same are 81.26% and 79%. The average score for the male and female perception score is 80.13%. However, it is important to note that in no case the total score near to the least score. Hence the various variables considered after pilot study seems to be realistic one.

## CONCLUSION

The Employees State Insurance is one of the most effective and sustainable social security measure available to the workmen employed in industrial and commercial establishments. In our paper we tried to understand the ground reality of beneficiaries of ESI in our study area. Especially in the Cuttack district the area which we covered found to be lot of transformation in the life of the people. However it is not necessarily the entire Cuttack district got the benefit out of this programme. In certain areas till today the basic human needs are not available. During our study we had also experienced that most of the people benefited by the ESI Scheme at the same time some people need to change the mind set to derive the benefits out of this Scheme. May be as the Cuttack district is in the capital region of Odisha the implementation of programme is successful and rest of Odisha needs for further research before conclusion of successful of ESI Scheme in entire state of Odisha.

## REFERENCES

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Annexure –A (62)						
Attributes	Opinion of the male respondents					
	Completely agree	Agree	Neutral	Disagree	Completely disagree	Score
	+3	+2	+1	0	-1	
Do your family members get the medical care?	43	8	4	3	4	145
Do you get the outpatient treatment?	41	9	6	3	3	144
Do you get the inpatient treatment?	38	10	5	5	4	135
Do you have access to the super specialist treatment?	37	9	8	3	5	132
Do you get the domiciliary treatment?	50	6	2	2	2	162
Have you got free supply of drugs and dressings at the time of need?	52	5	3	1	1	168
Do you get the free supply of artificial limbs, aids etc?	51	4	2	3	2	161
Do you get the sickness benefits?	46	7	3	3	3	152
Do you get the extended sickness benefits?	47	5	5	5	0	156
Do you get the maternity benefits?	42	6	6	3	5	139
Do you get the disablement benefits?	40	4	10	5	3	135
Do you get the dependent benefits?	53	2	2	2	3	162
Do you get the funeral benefits?	54	3	2	2	1	169
Do you get the rehabilitation allowances?	55	2	1	3	1	169

**Source:** Compiled from field survey

Annexure –B (46)						
Attributes	Opinion of the female respondents					
	Completely agree	Agree	Neutral	Disagree	Completely disagree	Score
	+3	+2	+1	0	-1	
Do your family members get the medical care?	30	8	2	3	3	105
Do you get the outpatient treatment?	29	8	3	2	4	102
Do you get the inpatient treatment?	33	5	2	2	4	107
Do you have access to the super specialist treatment?	31	6	4	3	2	107
Do you get the domiciliary treatment?	28	7	5	3	3	100
Have you got free supply of drugs and dressings at the time of need?	32	4	6	2	2	108
Do you get the free supply of artificial limbs, aids etc?	34	3	3	3	3	108
Do you get the sickness benefits?	27	8	7	2	2	102
Do you get the extended sickness benefits?	26	9	6	3	2	100
Do you get the maternity benefits?	29	10	2	2	3	106
Do you get the disablement benefits?	33	9	1	1	2	116
Do you get the dependent benefits?	35	8	1	1	1	121
Do you get the funeral benefits?	36	7	1	2	0	121
Do you get the rehabilitation allowances?	38	5	1	0	2	123

**Source:** Compiled from field survey