

Employees Awareness and Utilisation towards ESI Scheme with Special Reference to Chalakudy

Miny MJ

Assistant Professor

Nirmala College of Arts and Science, Meloor, Kerla, India

Abstract: *ESI Scheme of India is a unified social security scheme modified to provide social protection to workers and their family members, during the time of eventualities, such as, sickness, maternity and death or impairment due to an employment injury or job-related risk. The provisions of ESI Act have been extended by “appropriate, state or central government. Of establishments, industrial, commercial or agricultural or otherwise. The ESI Act have also extended to certain specific class of establishments, such as, shops, hotels, restaurants, cinemas, preview theatres, motors transport undertakings and newspaper establishments etc., employing 20 employees or more. The fund can be financed by employees and employers by a certain percentage from their wages. This study focus on the awareness and utilisation of ESI scheme and its utilisation by the employees.*

Keywords: Employee Awareness, Satisfaction of employees, Utilisation of benefits, Employees behaviour towards the scheme

REFERENCES

- [1]. Muthulakshmi, G., (2014) “Study on performance of ESI scheme with special reference to Tuticorin district”, Golden Research Thoughts.
- [2]. Health Insurance in India-Opportunities, Challenges and Concerns. Dileep Mavalankar, Ramesh Bhat. Indian Institute of Management, Ahmedabad, workshop (IIMA) November 2000.
- [3]. Employees State Insurance Scheme: An Analysis of Performance and Growing Resentment, Indian Journal of Social Development. Vol 2, No 1, June 2002
- [4]. Jonathan Gruber and Robin McKnight. (2003). Why did employee health insurance contributions rise? Journal of Health Economics, Volume 22, Issue 6, November, 1085-110.
- [5]. Dr. Mamta Jain, Kanika Kaondal (2019). A Study on Satisfaction of beneficiaries’ by Employees’ State Insurance Scheme, International Journal of Management, Technology And Engineering, IX (I), ISSN NO: 2249-7455.
- [6]. Satpathy I, Patnaik. B.C.M & Dev Padma (2011). Role of Employees State Insurance (ESI) in the district of Cuttack- A survey, International Journal of Research in IT & Management (IJRIM), 1(7), (ISSN 2231-4334).
- [7]. Mahal A, Sakthivel S & Nagpal S, (2005). National Health Accounts for India. Back ground papers National Commission on macroeconomics and Health.
- [8]. G. Ramanujam, (2003). ESI Scheme a Waste, Fear Junior Executives, The Indian Express, 128, p. 8.
- [9]. Mrs. Sumitra Pujari (2018). A Study on Welfare Schemes of ESI, International Journal of Engineering Technology Science and Research IJETSRS www.ijetsrs.com, 5(1), ISSN 2394 – 3386.
- [10]. Dr. Enid Masih, Aamir Abidi, (2018). Medical Care under Employee State Insurance, International Journal of Management Studies ISSN (Print) 2249-0302 ISSN (Online) 2231-2528.