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Impact of Social Security and Labour Law on Industrial Labour Issues:

A Case of Social Security System in Pakistan

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Abstract

This study was meant to explore and report the problems being confronted by the social security concept in Pakistan and suggest for the resolution of these problems. Definitely the study would be excavating the changes brought about since the independence and their consequent repercussions. There is no doubt in accepting the fact that implementation of labour law and its concept to aware them and its education brings about a change in the social, political and cultural scenario of the country; though the change remains slow but it does have an impact on the society at large. It does bring about improvements in the organizational problem-solving through the use of design, structural paraphernalia, globalized need and quality based systems. Alongside it, the processes to enhance the efficiency and effectiveness of recurrent system is also addressed in a most befitting manner. This article is an endeavour to look into the recurrent status of industrialization issues and social security concept in Pakistan.

Keywords: Social Security, Politics, Industrial Issues, Sindh Labour Law

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INTRODUCTION

Pakistan is enlisted in the world populated countries with having over two hundred million population which has about 72 seventy two million of labour force according to the Pakistan economic survey 2014-15 and Pakistan bureau of states, labour force survey 2014-15, by the division made on the behalf of numerical and statistical data we observed that only sixty to sixty two million people are employed and about 6 million of labour are unemployed. As an agriculture-based state 120 million people lives in rural areas with the 40% labour associated to agriculture, however services sector holds about 35% and 25% in industrial and manufacturing sector. There are five main labour polices has been announced since the creation of Pakistan in 1947 and these polices has been become the part of the labour law offer the approved by the government in 1955,1957,1969,1972,2002 and 2010 respectively which give the base of the worker in term of its rights, protection , solving the objection and disputed between the employer and employee also support the collative bargaining union and the growth in righteous way but still it is insufficient and need to sensationalized the economic efforts within system for increasing the structural enhancement and implementation. In Pakistanis put sectors are not sufficiently facilitated according to the international labour organizations and Pakistan labour polices due to long working hours on the law wages in proper health and safety also with the environmental condition on the work place, in last two decades even the wages criteria and workers' rights has been revised in labour polices amendment were not implemented by override the logistics rights, welfare and social security although the government is unable to justify the workers' rights in private sector.

Industrial and Worker Conflict

After the revolution in France a first labour association formed by mining labour which creates labour movement atmosphere for the right of a workers throughout the Europe, this was the first growth and trend of the labour's legal rights and welfare states. After this another movement had been set for the eight hour a day work demand several workers died, in this revolution but that time many under develop countries of the Asia and Africa did not growth in the legal status of labour due to political or cultural impacts. British ruled for about 100 year in sub-continent or south Asia. British government took control on all local competitor through strict legal ways made by the crown and deal the labour inhuman way which in the last led to strikes, protests and the civil disobeyed. For the control of this situation the British government introduced two legal acts one known as 'employer and worker man dispute act 1960' and ' Indian factories act 1818''in first act of the employees right had not work properly protected then employee cannot against the employer for the right punishment and the other act was for the shifting s/w to mechanized worker and reduced the working hours of the child labour to 9 hour a day but these two laws only protect the British industries from local employees.

During, after the world war one, British government got political and economic disturbance which promotes the labour organization, worker of British ruled India starts struggle movement for better working condition, after the creation of ILO in 1919. Worker movement get enough momentum against the huddles in the labour right of pervious act. The British government to introduced Indian trade union act 1926and trade union act 1929 to control trade and labour union legally. In addition, for the welfare of the worker multiple act were introduced such as factories act 1934, and the wages of payment act1936, mines act 1923, workman compensation act 1923.Moreover after the world war two (ww2) British government puts soft and gentle hands on the labour and workers community throughout the ruling colonies in all over the world but in India it introduced further acts for the employees such as "essential services maintenance ordinance 1941, industrial employment act 1941, industrial employment act 1946 and industrial dispute act 1947 (Employers' Federation of Pakistan, Terms &

Conditions of Employment in Pakistan 1999 – Vol. I and II; Amjad A., Labour Legislation and Trade unions in India and Pakistan, Oxford University Press, Karachi, Pakistan, 2001.

Lack of Management to Facilitation of Worker

This scheme is given to those servants who were indulge in public salutary bodies, industries and organization such as armed forces, PIA, WAPDA, STEEL MILL, and public administration, in forms of gratuity, in some criteria of companies workers also contribute the same amount according to the way of their earning and gain the benefits after the retirement. such as the free treatment from the public and social security hospital and medical centre got residency in favourable terms, free education in the government and worker welfare school all over the Pakistan in subsidized way for their worker reserved jobs quota for their worker but these scheme are benefits only to the employees who are associated with several or provincial routs but district employees are not gain any benefits. After the economic crisis, this issue of pensioner's burden budget, federal government think strives to arrange the alternative solutions. Due to lack of proper management and political pervasive creates an unbalance situation which creates the variation for accruing the benefits equally to those who strictly entitled for it. Less attention paid in the applying of noises which creates unfunded liability. Moreover, the privatization and the pressure of completion companies become stricter and securities the term because of excessive taxation rule by the government limited the total welfare activities. (Amjad A., Labour Legislation and Trade unions in India and Pakistan, Oxford University Press, Karachi, Pakistan, 2001).

Problem Faced in Term of Social Security

- Women all over the world lives longer than men and at older age they woman needs extra care for this extra proportion of assistance needed to these deserving women. Also, in the medical care assistance our society prefers men over woman therefore deserving woman get only half or less assistance. This is not a zakat devilling pattern it is a lack of information and a social draw back even the amount spent on that women are unequal, and companies prefer to spend money over workers health and the woman and widow.
- Our social system is not much effective in the creditable therefore corruption and favouritism perception is widely cultured in it which causes to less distribution utilizing the zakat fund benefits to deserving poorest people.
- Due to system funding scope we found cumulated level in zakat fund reserves which were building up in previous decades. Which will cause the devalue of funds that will be exhausted in future.
- Due to late realizing in funds damages the adequacy support result of a low financial assistance which is quite low according to the present rate of inflation and the government still pay 1500 rupees per month.
- If the locality has 10000 people than only 10of then can get this assistance but the eligible population is for more than it. Also, the last surrey the poorest ratio was 2 to 8 million people who desire the assistance.
- The corruption highly inflected in the zakat department of whole federal, provincial and the district government and the member of the zakat committee puts their pressure in the distribution of the

assistance which also affect the benefits of zakat to poorest from all above issue this should be sort out by the government fairly.(Industrial Relations Ordinance, 1969 [as amended to 1997])

CONCEPT OF SOCIAL SECURITY

The concept of social security is basically to provide and insurance workers on its working place with better and safe environment. In Pakistan social security measure are not providing the only one law. But this difficult law such as the provincial employee's social security ordinance 1965 and workman compensation act 1923, workers worker (education) ordinance, 1972 and the standing order section 10; B (compulsory group)

Essi

On march 1967 the federal government introduced essi scheme which further adopted by all praised in July 1970, this scheme gives the benefits to the worker welfare in term of maternity, work injury, sickness and death or invalidity and then is applied to all commercial and industrial company employees same as EOBI on 6% of its income monthly wages. In the initial this scheme works on the same rules as per EOBI follows but in 1972 Bhutto government changes its rules and term. In which only the employer paid the contributions for his worker. The mainly contributed amount from the employer is the only source of income of essi. The coverage rate and expenditure are different on it is not implemented on armed forces types institution. But its coverage is like EOBI. Purchase and the provider are the same in this scheme and whoever applied is responsible for payment which results in creating the difficulty in its effectiveness. Its fixed budget undergoes in health care hence generosity of this scheme does not meet the benefits. Therefore, the beneficiaries exuded from sickness are very low.

This hour lies of enforcing this essi scheme on coverage may also see which also rises quietly .one of these trouble is that the employer given essi the workers dater associated to employment in their firm with appropriated payment but does not tell the actual amount of the worker they had and how many covered under this scheme. In the end the data in tabular form is provided which is accordingly to the provincial basis which shows expenditure coverage, on health, income, employment etc.(Javed T., Understanding the Labour Issues in Pakistan, Pakistan Institute of LegislativeDevelopment and Transparency, Karachi, 2006, p.18.)

Social Security Ordinance 1965

Under the provincial employee's social security ordinance 1965, in Sindh province, employer's contribution is 6% of the minimum wages PKR 1050/m of each worker definition as per labour law.

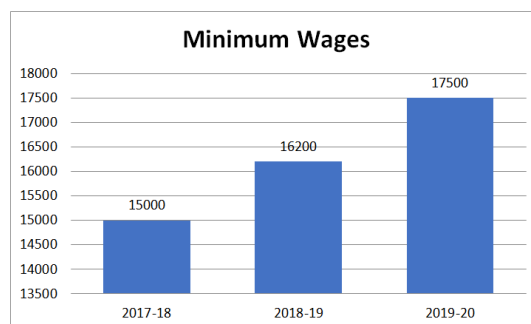


Fig 1: Minimum Wages Rate of Last Three Year

The benefit under it sickness benefit, maternity benefit, medical care dependent and self including parents, death grand, survivor pension, disablement pension, injury and disablement compensation, pension due the employment injury or death disablement caused due to occupational disease (appendix, denum textile)

Facilities Available at Social Security Hospital

Social security hospitals are providing the medical facilities to the private sector companies of workers those are providing 6% of contribution on respect of minimum wages 17500/m per worker. Institute is giving the medical facilities to whole family of worker including their parents.

Services

SESSI provides hospitals with permanent staff and waiting staff. Regarding the distribution of clinics, there are currently 39 clinics, 5 hospitals and 4 hospitals that operate under SESSI. In order to get medical facilities, permanent staff and their dependents must take them to any of the 39 locations near their home of their choice. In the first stage of treatment, patients must receive treatment from the hospitals they are registered with. The clinics provided in the distribution facilities are: Physician / Female Physician the doctor provides regular check-ups and treatment. Pregnant ladies are provided antenatal check-up/ treatment. SESSI is a service oriented organization. The function of the Institution is unique in nature for the welfare of labor class. It aims at providing medical care facilities and cash benefits to the secured workers and their dependants.

Cash Benefits

Under the social security system, insured employees are entitled to sick benefits, accident benefits, pregnancy benefits, iddat benefits, invalid benefits, invalid benefits, ex-gratia benefits, and dependents who receive pensions and funeral grants that have survived. In Sindh, main four major hospitals of seesi are providing the specialist facilities to secured workers and their dependant including parents. Two hospitals are working in Karachi city and two working all of Sindh except Karachi. Patients who need the advice of LinkedIn or hospital treatment are referred to the nearest SESSI hospital and the treatment advised by the hospital is carried out in the dispensaries.

Compensation Rate

Type	Rate of salary	duration
Sickness	100% , 75% as per last salary	365 cancer, 121 accidental
Employment injury	100%	180 days
Maternity	100%	6 week
Iddat	100%	130 days

Medical Care

Medical care occupies the most important place in SESSI services, and over 70% of its budget is allocated to medical care for guaranteed employees and their dependents. SESSI has made special arrangements to provide these facilities. All medical points are equipped with qualified and experienced doctors and assistants and with the latest tools. Branded drugs purchased from reputable pharmaceutical companies are delivered to pharmacies to provide employees and their families in need.

Facilitation in Hospitals

Landhi hospital	KVVS	KOTRI	HYDERABAD
6 BED facility	4 BED	On call RMO	On Call RMO
ENT, General Surgery	ENT, General Surgery	-	-
EYES, CHEST	EYES, CHEST	-	-

Hygiene Card

Hygiene cards are issued after the medical examination of medical personnel appointed by the interim government and usually one or more doctors are appointed.

The Worker Compensation act 1923

This law covered accidental, injuries, death cause during work in factory premises under which partial and permanent disablement, for total disablement, death compensation and due to occupational disease was provided.

Worker (education) ordinance 1972

Under this law the employer will pay RS.100/- annum or RS.25 per quarter is payable from which it is expected to give education to the worker of workers. In this ordinance government are providing the free of cost education courses, uniforms, and shoes and also providing the fees free education in worker welfare schools and also providing the scholarship for higher education studying worker.

Female Workers

The employment of female workers in factories and industries is increasing especially in the garment factory for support to their families. However, single girls work in boring jobs to heighten the anxiety caused by the wrong duty that the parents of the girls pay at the time of the girls' marriage and is not only unacceptable or illegal, but also a tenant of Islam. After completed three year service employee can claim this amount for the purpose of marriage.

Industrial Workers Daughter Dowry Grant

After the meeting held on 11-08-1988 has decided to provide jahez grand for daughter of industrial worker. In this regard USD 600 is allowed for workers daughter.

Companies Profit

Where employee 50 or more than and who paid up value of capital five. Factory should allocate 5% of net profit and distribute among the worker after calculation the category.

	A TYPE(worker)	B TYPE(skilled worker)	C TYPE (in charge and above)
1			
2	4 value of profit	2 value	1 value

Group Insurance Scheme 1968

This service was introduced in 1968 which provides the industrial and commercial companies or institution an insurance to all regular employees against the injury, natural death or permanent disability during the on the job or services. But it does not covered companies because the majority of workers are not working as a permanent mostly they are working as a temporary worker or badly worker with non-permanent status and these companies avoiding the premium cost set by the insurance company against the labor law act 2015 and which is also does not beneficial for the worker. As we discussed before due to privatization process a better system is required for the welfare of workman because according to government concern, we noticed that how to ensure EOBI from bankrupt because pension liability increasing day by day on EOBI. Governments 'mention these liabilities responsibility on the purchase for reduced its liability for saving the pensioners, also it is government responsibility to provide an exploring policy in which people would be facilitate with good quality health care and health insurance.

Extension in Formal to Informal Sector

The major issue is not money but the issue is how to ensure the every worker the state formal to informal to cure the strategic improper mechanism but before it is necessary to clear the meaning of informal sector, it very small enterprise of any type is said to be a informal worker for example an imam of masjid, waiter of any hotel or teachers of any school etc. according to this term we can obtain that 70% of total employment was posse red in formal sector with non-permanent status of the employment and self-employment, therefore three division were made for the extension covered of social security which are taken in account of as;

- With the better enforcement and revision in the rules helps in extension of social security benefits to those permanent employees with low saticies covered in this program. Eligibility criteria of the contribution should be enhanced in higher salary employees, there is only 70% of employees in formal organization obtained this facility
- Casual workers did not pay in the formal sector leads to enforcement problem in EOBI and social security, due to the linkage between the employers and the sub contracted workers does not met
- The Agriculture sector should be involved in expansion of this scheme and the people associated with sector did not involve in contribution. Large and small agriculture enterprises should also be directed to involve in this extension of the social security structure in term of both formal and informal in the comity of who they work for

Pension and Social Security Schemes

In the rising poverty circumstance the pension and security elevation gained relevance as increase in ageing population. Many countries thinking to remission of pension and security schemes policy control the budget. Pakistani also focusing on it to control transition consequence of upcoming pensions proportion. Due to its underdeveloped status its 15% to 20% population took pension and social security benefits, which is 10% to 15% more than the developed country soon this ratio hits to 25%.

In Pakistan the average life spoon increased in few decades which have on effects intern of high death care costs, old age and social security benefits due to changing gin social attitude with the elder which cost on Burden on the budget of the state to run blankly. According to the UN report 2004 the over aged population

which will remain dependent on the state pension policy will be 15% between 2006 to 2050, which result in the extra burden in budget. Currently, the regular pension holder are limited to some public sector and very small proportion of these scheme are operational in public and private sector which in future will create the issue in term of violence and abuses with in older physical and mental well-being in Protection, security, employment and the reason behind this circumstance is said to be a globalization which causes a working class to be kept this selves under threatened atmosphere that leads insecurity of jobs, downsizing , privatizing . Hence the main aim of this study is to identify the rate of EOBI and welfare scheme and how it will be beneficial for old age work man and gives the possible sagged to overcome the crisis in existing old age welfare policies. (Government of Pakistan, Annual Consolidated Report on the Working of Labor Laws in Pakistan for the Years 1998 and 1999).

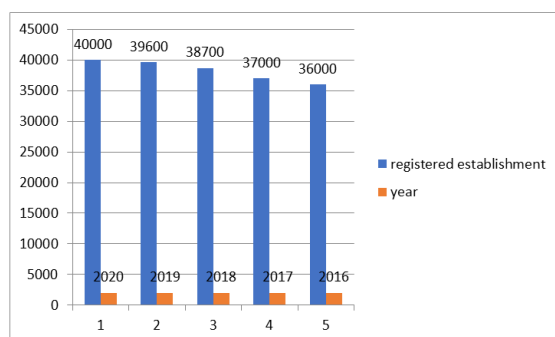


Fig 2: No of Establishment Registered In Sessi

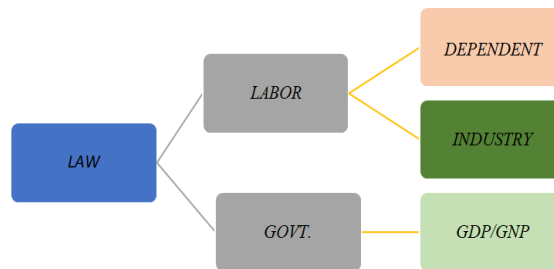
A General Review Pension and Social Security System in ILO and UN

Pension and social security system are a hope for old age people who had limited economic options by serving their services or working in any sector of income. After the retirement it protect the old age pension from in advent declined of income this system is commonly design for the three types of the persons, first who got retirement at age of 60 and secondly disable person those who injured during the services and third one is to family of the person who was died during the service and the main objective of this system is to protect them from short term trauma and stress or long term disability. The united nation in December 1948 declare the human right which state that “everyone has the right to security in the event of unemployment, sickness, disability, wide hood, old age or other lack of live hood in circumstance beyond his control also ILO provides some bass recompilation and performed serval conventions. On social security according to the ILO social security is the protection against the economic and social distress which protect its member in case of sickness, maternity, employment, injury, invalidity, old age and death, also given the coverage to the department family of deseed or disable member (Junejo, Sarwar, & Ahmed, 2018).

In Pakistan the government scheme of social security only beneficial to the formal sectors only and a very small proportion given by the government through these scheme there is no better coverage for the employee who serve in informal sector such as civil society organization like mosque private school and rural areas due to financial crisis the social budget reduced and results the fallout of private. Unorganized and in formal sector from statutory provision which tend to reduce converge of individual from these scheme and programs by privatized public sector and downsizing in them,

There are two types of social security institution division found in Pakistan which is said as formal sector and informal sector, but in the recent year to abstract the foreign investor government tried to promote to business friendly environment by making exile labor market polices to enhance the growth in informal sector. But still there are fewer benefits for betterment of workers. (Dr.Gayoor,labor legislation,2017)

Research Framework



METHODOLOGY

To find out basic problem and need of worker according to the labour laws and its implementation on ground and industrial worker get aware to their rights benefits. It will be helpful to reduce basic problems of worker and issues of industry in terms of working hours, compensation, pension, education, medical etc.

FINDING AND RESULT

Pension and Social Security Option

Here the one another observation scene that both organization (Baitulmaal zakat) functioning to the same group of individual at the same time by providing the assistance on other hand the assistance from only one organization should be provided to one individual positively to the bait ul mal administration is that they are now develop of data of persons should be entertained in thus scheme also the major problem of these program need some sustainability. For this purpose, here below some policy option given as a suggestion to provide a bait ul mal option for the social assistance scheme in formal and informal sector. The entire system should be reform to reduce the furler of liability of pension for it state should revised the contribution plans which are subjected to regularization law, for it survey program should be perform to analysis the data also sub grouped extension be made to domestic and commercial servants. In which universal coverage criteria will be identify the exposure of these schemes.

EOBI ensure its vitality by monitoring of payments, filling of returns, number of harassments was complained the EOBI staff by employees and employer for solving is a regulatory mechanism should be introduced. Recently government increase the pension amount but after 15 year its value will be lost, and the outcome will be one lived this affect the pensions here proper regulation and law to be made which may affect. The benefits to the pensioner more national saving scheme like project should be introduced. Awareness of government is important about the effectiveness of social and pension scheme, a put pension scheme for individual already introduced which is tax face which made it more effective and has intended coverage benefits. After realizing the burden on the budget. A new policy should be made which creates the increase in assets return and labor force participation of older people if the put person involve in spiting 20% of its income avail the tax free on

employer collected amount. Government should fairly introduce the rozgar or business plan strategy through the zakat funds for the poorest people rather than investing on technology.

Yearly consume system should be done by all social security assistance institute to monitor the employers and employees by intending it from urban to rural areas. Research on the current financial labor under the social assistance would be useful which also involves in the parameter discussion and support functions by analytical from worker to expose the concept and made the guidelines in an easy way for the effectiveness in better way. Government emphasize the role of social security and its importance by lowering of awareness program in academic, training of staffs, provision of libraries and teaching circular in education institute, where they could establish the research center to find the scope of implementation. A lot private sector of employees were unable to recover these benefits due to unawareness, these institution put the step forward in doing possible action against the unimplemented acts by employer, they also seek help of labor and law department against the employer also in companies similar for the benefits of these assistance should be performed on yearly and quarterly basis.

People should also take interest in these programs by involving themselves and should aim to cost sharing with the help of growth. But firstly, sector to overcome the market failure which causes the imperfection in benefits to an individual. In the last fund should be generated according to the nature of issues and demand by ensuring of extension able and affordable coverage be maintained. (Ali, Shaheen Sardar, Gender and Human Rights in Islam and International Law, 2000).

Role of EOBI

This institution was introduced for the workers welfare of industrial and commercial companies which has ten (10) or more than ten (10) employee in the month of July 1976. This scheme provides the benefits to old age pensioners with maximum wages limit of Rs.3000 monthly according to contribution. This scheme launched according to the Islamic teaching which includes old parents, young and widows should take the benefits from it. According to the rule of the EOBI if the unmarked employees hold this scheme died his parent can get his pension for fifteen year of period. If the employer is married then the widow claim the amount till his whole life or up to her second married if she had worker from diseased husband and his second husband does not take the responsibility as step farther than the amount transfer to the worker. The EOBI is responsible for contribution collection, investment of funds and for the payment of the pensioners. Also it has the right to invest the contributed amount of employer to any profitable scheme or project which will raise the income rate to help ritually in worker welfare but due to privatization trend in Pakistan in next 15 to 20 year we expecting the raise of difficulty in this scheme.

Shows the figure of member associated with this scheme the EOBI undergoes through several financial and management problem due to exceeding in contribution and investment income which will effort the benefits income and administrative income in 2024 and collapsed the whole scheme in 2035. This is all because of the proportions of pensioners are in created but collection of contribution amount did not exceed and to control this situation the EOBI should collect about 10% above the inflation rate on the profit of investment without government subsidiary which will be seemed in future not to be implemented as financial the condition of Pakistan. Therefore, the effective rules and regulation required improving the effectiveness of this institute and another option may help in raising the countries amount if it is also applied on gross salary rather than the net salary of the employees. (Dr. Gayoor, labor legislation, 2017)

Finding Research

Establishment	No.of interview	Insured worker (in social security)	Implantation of laws
Textile sector	12	75%	90%
Automobile sector	8	49%	65%
Construction sector	7	5%	20%

A case filed by siyal in the labor cort in 2017. He claimed the company of having his arm amputated while working for the company, for which he was not compensated.

Case no; -14/2017-(15) siyal Clo labor organizing committee Verses Mls D- Company

That after careful examine the application of the applicant as well as physical condition of the applicant. I concluded that applicant was applicant only gratuity amounting rupees 1,40,000/= notice pay rupees 12000/= leave encashment Rs. 14,000 and bonus two years amounting rupees 28000 and total amount come to rupees 1,94,000/= with interest 10% amount and other same amount come to rupees 97000 and total recoverable amount comes to rupees 291000. In view of discussion I partially allo9wed it the application of the applicant and responded is respired to deposit rupees 291000 in this court within 30 days of announcement of this order for payment to applicant announced in open court given under hands seal of this court on 18 Dec 2018.

Case no;-03/2017-(10)

That after carefully examining the applicant's request as well as the material condition of the applicant, I concluded that the applicant was working with the defendant and allowed the applicant's request to pray. In view of the discussion, I allow the applicant and respondent request to be directed to deposit Rs. 450,000 / = in this court within 30 days of the announcement of this order to pay the applicant. It will be announced in an open court under my hands and seal of this court on 18 days of December 2018.

Case no; -03/2017-(10-B)

That after careful examining the application of the applicant as well as physical condition of the applicant. I concluded that applicant was employed with respondent and I allow the application of the applicant as prayed. In view of discussion I allow the application of the applicant and respondent is directed to deposit rupees 450000/= in this court within 30 days of announcement of this order for payment to applicant. Announced in open court given under my hands and seal of this court on 18 day of Dec 2018.(court of commissioner for the workman compensation and payment of wages act, 2020).

Injuries In Case Of Permanent Total Disablement

Sr.	Nature	Payable to worker
1	one foot and one hand	100%
2	eye, during the work	100%
3	Absolute deafness	100%

Injuries In Case of Permanent Partial Disablement

1.	cut shoulder joint	90%
2.	one hand loss	60%
3.	Thumb loss	30%
4.	four fingers	70%
5.	Three fingers	50%
6.	amputation of hip	90%
7.	Elimination of a foot resulting	30%
8.	eye loss without any complication	40%
9.	Knee under mid-thigh	60%
10.	Kneel down with 3-1 / 2 inches	50%

DISCUSSION

In this work are discussion about the basic labor law implementation in the industries and facilities of worker to receive from factory or govt. many of companies are not follow rules that would cause them all the hassle.

Functions



CONCLUSION

It is concluded that most of the worker working in different places are induce to do so because of different social and economic problems. In this study, we found that worker benefits compensation, working hours, medical issues and benefits from the social security hospital as well as also discussed minimum wages and pensions in the case of death or permanent disability. The study revealed multiple reasons responsible for labour including working pressure, poverty, and migration, lack of education or unawareness of rights of worker. Most of worker faced problem due to minimum wages because they a lot of family member dependent to him. Majority of the worker didn't want to do work but were forced due to family pressures. Most of them were supporting their family. Most of the worker want from their company facilitate them in term of his children education, marriage issues but mostly company understand that it is not company responsibilities. These workers who are supporting their families didn't have the time to fulfil their desire of getting higher education or to modify their life style according to the society. In this study we found the role of social security and benefit to supporting the industrial worker.

Recommendations

The company should set up a department for the welfare of the workers and appointed a welfare officer who facilitate them according to govt. and company rules and help them to receiving the benefits as per his entitled. To make sure good relation between employer and employees and in case of misconduct by the worker, hold the inquiry procedure as per labour law.

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