

Social Securities Relation with IRDP in India (Specially to Tinplate Company of India Ltd.)

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ABSTRACT

Social Securities and IRDP [Integrated Rural Development Programme] both are activated welfare work one is adopted by any institution as well as company but IRDP has been implemented by Govt. for help of weaker section of Indian farmers so, It is nominally differ with them well known Indian farmers have undeveloped because their purchasing power is low due to poverty. The Social securities has been adopted by any institution or company. I am going through specially in TCIL. [Tinplate company of India Ltd.).

Keywords: Social Securities, IRDP, Indian Farmers, Purchasing Power, TCIL.

Introduction

Concept of IRDP has gone changes since Its inception. It is becoming more comprehensive and rural poor oriented. Theoretically The IRDP is a sound Proportion but in practice it suffers from Constraints IRDP is not a integrated Programme. In the true sense but it has degenerated into a Programme for distribution of subsidiary and credit. There is total absence of developing and integration on various gang development Programmes which mostly operate in conflict with each other. The higher backwardness of an area, The greater are the changes of selection of eligible people because of the lack of knowledge and awareness on the part of the poor and the influence of the Powerful and better sections of society which work to the detriment of The interests of the poor farmer which they live below poverty line. The Panchayat are not ideal bodies for selection of beneficiaries as they are controlled by the power groups and represent the local vested interests rather they act to the disadvantage of the poor. In the absence of better and closer integration between the anti poverty Programme and other human and environment development programmes, IRDP which has become a soul-less programme.

All the programmes such as MANREGA, NREGA, SGSY, DAWAKARA and PMGU etc. are included with IRDP so that we know Integrated. Well known the social securities and IRDP both scheme look after by Government. It is its own responsibilities of the India Govt. and state Gov. Now it is well accepted that social securities has been adopted by the Tinplate company Of India Ltd [TCIL] since long revolution of the co. Workers shortly should be discussion on TCIL.

The Tinplate company of India Ltd. was started from the vision of Sir J.B. Loyd. He was a partner of Burmah Oil Company Shaw Wallace and company were agent for the Burmah Oil and co. At that time Shaw wallace and company was responsible for distributing Oil in Tin Containers through-out India.

During the First world war (1914-1918) when the Germans attacked England, many Industries of that company were destroyed. There was a Tinplate Factory in the walls province of England, which was supplying Tin. The Tinplate co. was also destroyed and supply of Tin sheet was stopped. The shaw and Wallace co. faced trouble in distributing oil through-out India under such circumstances sir. J.B.Loyd

suggested to the German partner in England to set-up a Tinsplate Factory in India. His Suggestion was accepted and it was decided to set-up a Tinsplate Factory near Jamshedpur in collaboration with TISCO having one third share and Burmah oil company having two third shares. In the end of the year 1920 Construction was started on land leased for "99" years from TISCO. The place where construction started was a village named Golmuri Three miles East from TISCO. It was on the border of Jungles, wild animals were roaming. The bears were seen off and on. Handerson with his wife came to Jamshedpur and lived in a tent at Golmuri. He was chief accountant and became Third General manager after wants. He was followers of construction party.

John Mort could not stay to see the works completed, but he sent Welshman to manage the Factory in India and try The Indians to do the work. John Mort returned in spring of 1922, thus construction work continued from two years 1920 to 1922.

The shaw Wallace and company was started construction of house and different building, bungalow, quarters also were made Hospital building and Hospital. In Hospital, Dr. Bose and Samadhar took every care for one hundred Europeans and two thousand Indian workers. They came in batches first Hot Millsman, then finishing men temple erected Hostals for them in 1922 as Indian steel and wire products. It was designed to produce 28,000 tones of Tinsplate out of 35,000 tonnes of Tata wars, the original plant went to produce 60,000 tonnes by 6 mills, Number of 6th Mills was started different dates of starting different mills are as follows:-

No. 6th mill-----18th Dec. 1922

No. 5th mill-----29th Jan. 1923

No. 4th mill-----20th Aug. 1923

No. 3rd mill-----20th Aug. 1923

No. 2nd mill-----14th Nov. 1923

No. 1st mill-----12th Dec. 1923

It means within one year all six mills were started. There was no electric, then oil lamp were used, no air conditioners, hot mills had no coolair for Rollers and Heaters. There were no moving chains that time in hot mills to pass hot mills product to shearing and opening department. It was installed after wants. Many technical improvements were made in this time. The management of the company, then come into the hands of Indian. The 1st Indian general manager was Madan Gopal Divan major, as the old technology was have the company remained labour oriented price of inputs increased very much like prices of Tin wars coal, Power and other plant and Machinery. The wages of the workers also increased very high in the market. The use of different types of plastic containers also increased. Under such circumstances the management realised that. This types of technology will not continue for future cost of input must be curtailed and new modernized methods must be introduced with less number of workers and higher production. Thus it was decided that a modernized unit must be added in this Concern so in The year 1978. A new unit called ETP/TFS plant was set-up with new technology. At this time after market demand and faced in the competition of Global Market now the company Management has installed New electrified Automatic and computrised machine than production is very high.

Concept of Social Securities

"Social Securities" means to took in face (envisage) adoption of some measures by the societies a whole for protection of individuals, in case of individuals risk, distress (fatigue) calamities, which he could not has been able to do himself.

A device provided by society against a number of insecurities arising act of nature, social, individual and economic causes.

Social Securities is the security of that society furnished through appropriate organization against certain risks to which its members are exposed. These risks are essentially contingencies of life which the individual of small means cannot effectively profice by this own ability or foresight alone or even in private combination with his followers.

Such monetary financial or any type of help by the society as a whole were not Prevalent in a olden days, when the workers or a man in society was effected by such risk nobody was there to help him. So he was very much indistress and his family members suffer very much the government was neutral at such times. There was no any law in the whole world to protect the workers financially or monetarily by the Governments, Neither the Union Nor the managements help the workers. When he

was subjected to personal distressing (affliction) or personal injury caused by accident inside the workers or outside the factory. Imagine how much the workers sufferings were there in olden days. The workers had to fight very much and securities to get such protection during 18th and 19th century the situation was not confined in a single country but it was prevalent in whole of the world. First of all, during first decade of 19th century. The workers were united all most in all the countries for their protection and economic needs. The Unions were formed in all industrial units of the countries. The unions were fighting for their economic well being and society security too. The advent of Marxism also gave a moving force (impetuses) to such movement.

In the year 1923 the works men's compensation act was passed by Indian legislature to give some monetary help to the workers. When he was injured in works and he came unfit to work. The accidents were of different kinds some were serious, some were fatal and some incapacitated for work for few days in the works he could not attend his works and thus he was not able to earn anything. The work men's compensation act give them monetary help as such period.

The different amounts were paid in case of different types of injury. The workers continued their struggle for more and more protection during such period or other types of risks and distress. The workers also thought that they should get huge amount after retirement. The Provident fund act was not pass in any of the countries of the whole world.

The Hospitals and dispensaries were not set-up for treatment of the workers in case of seekness of this family members of them self. The Unions all over the world were fighting for such types of protection for the workers. In some of the countries, P.F. were arranged after retirement of the workers in our country, in some organized and big Industry. The P.F. were arranged by the management after long strike by the workers in the Tinplate company of India Limited. The P. F. was envisaged long before independence it was adopted during the period of 1937 to 1938.

Origin and Growth of Social Security

It will be significant to observe the ancient and more modern ways by which communities have approached the problem of security. For all of them remain in some form as separate institutions or as tributaries of the great stream of the present social security movement, in which they persists as recognisable influences. These traditional ways, moreover exemplify principles which can be invoked as having strong claims to permanent validity. The family unit of social organization, is the original cell of security prototype and body resembling another (analogue) of every future institution. The reciprocal obligations of the parents to support the child in infancy and of the child to support the parents in old age are represented in social insurance by the solidarity of generations. The notion of mutual aid, already implicit in the family relationship acquires an independent existence in the societies of fortunes to which all are exposed. Such societies of equals based as a rule on the same occupation were the earliest social insurance institutions, promising burial and sickness benefits in return for a crudely estimated contribution, what their arrangements lacked in precision might in small and closely to becomes compact (knit) society often be compensated by Warmth of fellow feeling. At the opening of the present century, however, these traditional approaches had given rise to two main currents in the social security movement. Social assistance, representing the unilateral obligation on of the community towards its dependent groups, and social insurance, based on compulsory mutual aid. Both approaches are needed in a complete programme of social security.

Social assistance is well-known and much olden attempt at obtaining social security method the element of insurance in it. The social assistance system had its origin in the old poor laws passed in Great Britain for the first time in 1601 to replace voluntary charity with the progress of civilisation charity increased resulting in better scheme and greater adequacy of assistance in quality and inequality social assistance can be highly useful as a complement to social insurance for instance, in Great Britain, unemployment assistance schemes has been established on a permanent and highly systematic basis, side by side with compulsory unemployment insurance. The movement of social insurance might be said to have began in 1883 in Germany with the passing of the first compulsory insurance Act. This was followed by other enactment rapidly covering old age, sickness etc. Even before 1883, however insurance managed by the state was already in existence in 1850 and in Italy in 1883. This Insurance was voluntary so far as the worker was concerned, only important features being that the security was provided by the state on a non-profit basis and the state also often contributed to the workers premium, social insurance spread rapidly through Europe first and then to the other western countries and recently to Japan, South Africa and Australia of the

different branches of social insurance the workmen's is compensation insurance or insurance against industrial accidents is the oldest and pension insurance in case of old age, premature death invalidity etc. Coming a close second health or sickness insurance is fairly wide spread being more common in Europe Than anywhere else. Unemployment insurance being the latest and the most complicated has of late, so far been adopted only in some countries. The publication of the well-known report on British social Insurance and allied services in London in 1942 envisaging complete compulsory state Insurance which has now been put into practice and other Reports and Acts in other countries have provided examples of the wide scope of Social insurance scheme as applied in those countries in recent year.

Social Securities Adopted By "TCIL"

There are various methods of Social Security have been adopted in the Tinplate Company of India Ltd. The works men's compensation act was implemented just after 1923. Provident Fund deductions were adopted after long strike of 1929. Annual bonus was introduced during 1938 after 20 days strike in 1937. Gratuity was introduced in years 1946. It was introduced as a result of a long straggle thought by Late Abdul Berise. He was a famous union Leader in Jamshedpur. During world war he was in Jail. After release in the ending month of 1945. He organized the workers of Tinplate Company of India Ltd. He went on strike after few days of strike the government refered the dispute for adjudication by the labour court department of Bihar. But in this time Bihar hasbeen divided and formed a new state name is Jharkhand so the Tinplate company is also in Jharkhad. But History of this company was Bihar.

Roy Bahadur Bhuneshwar Prasad Pandey a retire district Judge was appointed to look into this. He gave an award which envisaged gratuity for the workers after retirement. At that time the amount of gratuity was 15 days wages for each completed year of service after 15 years service. After that period the workers again continued their straggle for more or more protection and in the year 1952. The provident Fund act was passed which arrange for provident fund amount to be paid by the management.

Before inactment only 6.25 percent was deducted from the wages as employees contribution 6.25 percent was also paid by the management which was called employers contribution. Secondly half amount of annual bonus was also deposited in the provident fund act it was called "c" fund. This was a situation before 1952. After implementation of employees provident fund act 1952. The percentage of deduction was raised from 6.25% to 8% other things remaining the same even after that inactment the workers continued the straggle. So that double contribution P.F. percent will be increased by 12 percent in place of 6.25 percent in this time and also given facility of superannuation fund. The Officer grade of the TCIL his all annual bonus amount will be deposited in this fund. Says Deputy Officer Sri Shrikant Diwakar of TCIL. At present Srikant Diwakar as a senior officer since 2023 to look after power system of electrical services department in TATA Steel Tinplate Division. More and more protection there was demand for more gratuity higher amount of P.F. There was also demand for full wage during sleekness period caused by the workers accident.

During 1967 to 1968 there was a strike in the shearing and opening department of the TCIL. This strike was called due to an accident to The worker there are possibility of accident is shearing department. The Workers demanded full basic salary and D.A. during Seekness caused by accident although the demand was full in at the time. It was provided and agreed by the management during the wages revision agreement of 1977 from that period the workers of TCIL(Tinplate Company of Inida Ltd.) are gating full basic salary D.A. during Seekness caused by workers accident. The works men's compensation Act, which is meant for this still does not allow full basic salary and D.A. during Seekness due to workers accident.

During working hours and while engaged in the work. The agreement made between the management of Tinplate Company and the Golmuri works Union provided more and more benefits than stipulated in the works men's compensation Act. 1923. If any accident occurs while coming to duty on the way between the gate of company and the resident of the employee, That accident is also treated a works accident. When a workers return after completing this dutyand within one hours he meets with an accident while returning home on his normal route. That accident will also be treated as work accident and he will be paid full benefit of accident while on duty. The benefit according to this agreement if a worker dies due to work accident. His ward member as a son or daughter or wife will be appointed without any condition. He will be paid 20 months basic salary and D.A. for his death while in his service up to retirement.

In addition to amount of compensation which comes to about ₹1,00,000 at that time but recently while about ₹3,50,000. In same cases the management have provided quarters also to the dependent, who is employed against his service. They give total Security to the dependents of the deceased workers. If the worker is a member of SEBANIDHI YOJANA. He is also paid about four thousand amount rupees. If the worker have become totally invalid and not able to work further due to serious accident in the works, he will be getting all the benefits like a death.

Benefits in case of death outside works not connected with works due to any other cause like different kinds of diseases, while in service the dependent of deceased.

Workers will be granted basic and dearness allowance (DA) of 20 months of the deceased, this benefit is allowed by agreement between the union and the management.

The management also provided special benefit which are essential to secure a social order for the promotion of welfare of the people in welfare state striving for the greatest happiness of the greatest number measures of social securities aim at affording relief to those in distress consequent or sickness, maternity, unemployment, old age or death of the bread-winner (Person) which entail reduction in wages or complete stoppage of earnings.

Maternity Benefit is also given for women's employees either indoor and outdoor women's worker.

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