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(I.S.S.N 2321- 6417 (Online))

Ph: +919310053923 Website: journal.lawmantra.co.in

E-mail: info@lawmantra.co.in contact@lawmantra.co.in

SERVICE REGULATIONS IN PUBLIC ENTERPRISES BY MR. RAJESH MOHAN SINHA ADVOCATE

ABSTRACT

Service regulations are a set of rules and guidelines that a public enterprise has to follow regarding various things. These guidelines are even important for the employees as well as the organization to bring better transparency and accountability in the system. The regulations that are framed by the public Enterprises are mainly governed by the Industrial Employment (Standing Orders) Act, of 1946, the Industrial Disputes Act, 1947, and the Public Enterprises (Management) Bill, 1978.

The legislation provided by the Central Government is the one that defines the rights and the liabilities of an employee who is a part of the public sector undertaking or public Enterprise. It includes various things regarding such regulations that an employee or an organization has to follow in order to function. It is the duty of the board of directors of an organization and the Human Resource Department of the public Enterprise to comply with all such guidelines and regulations.

If we are talking about the stage from which these regulations are required to be followed in the organisation or an employee then it can be set that it is important at each and every stage. From the recruitment process or even from giving the proposal for recruitment the company has to follow certain rules and regulations while issuing such vacancies.

At the time of recruitment, the organisation or the public enterprise also has to follow various things that are in compliance with the basic principles of non-discrimination. The process also has to be a very transparent process. No applicant should be based or should be just on the basis of any specific criteria. The evaluation of the employee should be based on its merit as well as on the provisions that are mentioned in the guidelines¹. The objective of these guidelines while the recruitment process is to bring greater transparency in the whole process.

The conduct of an employee while working or in its service is also important and a part of service regulations. An employee as well as in an organisation has to comply with all these guidelines while the employee is working with the organisation. It includes all the things that are necessary for an

employee to follow as per the instructions given to him or her. The employee is also required to work as per the offer letter which is provided to him and that offer letter must be in consonance with the service regulations that an organisation or a public enterprise follow².

Every detail is important while the employee is working with the organisation. Therefore, certain things such as promotion as well as appraisal of an employee should also be based on the service regulations that the organisation is being followed. The evaluation of an employee must be done on the basis of its merit as well as the provision contained in the guidelines. It is also true that not only these guidelines are applicable from recruitment to the working or the duration of work this also extend after the retirement.

All the retirement benefits also have to be followed as per the guidelines that are provided or that an Organisation as well as an enterprise is adopting. There are various challenges that an Organisation has to conquer when they are following these guidelines as well as these rules.

In this paper further, we will discuss what are the guidelines and what are the types of public enterprises in India operating. We will also try to throw some light on the guidelines that are adopted or that an Organisation is following being a public Enterprise. We will also discuss the types of Enterprises and the types of service regulations these organisations are following. In this paper the author will also try to touch upon the laws and principles on which the service regulations and the guidelines must be based. In the end of these paper the author will try to sum of the study and provides some measures that the government or the public enterprise should take into account regarding the solution that has to be provided for any problem that is present³. This study is also important to understand the function and the mechanism of the public service enterprises in India.

It is important to understand the meaning of the term "public Enterprise". A public enterprise is an entity which is or owned and operated by the government or its agency through various modes⁴. It can be said that in a public enterprise the government can be State government or the central government is having the vested interest or is an interested party. The main aim and objective of setting up such a kind of entity known as public enterprise is to provide good and efficient services to the public. It also aims to and the Monopoly of the private entities in a particular market⁵.

With the help of public Enterprises it can also be said that unfair trade practices as well as the benefits of the consumer are safe. It is also important that a public entity can be off any form it can be in the form of companies it can be in the form of corporations as well as it can be in the form of board. There are certain public entities that are in the form of commissions and there are also certain public entities that are being run by the Private agencies.

The Government of India as well as the state governments are part of various sectors which includes manufacturing, infrastructure, oil and gas energy, transportation, finance as well as various

B. M. GHITLANGI "MANAGEMENT OF PUBLIC ENTERPRISES AUTONOMY Vs ACCOUNTABILITY" 49 IJPS (1988)

P. J. Fernandes, "Public Enterprise in India: Objectives and Managerial Effectiveness" 10 IJIR (1974)

Devesh Kapur & Pratap Bhanu Mehta, "Public Institutions in India" (Oxford 2007)

Jan-Erik Lane, "The Public Sector Concepts, Models And Approaches"

other sectors. Talking about the management of a public enterprise then it can be said that it includes the members of the central government or the members that are nominated by the central government in the Board of Directors. The Board of Directors is primarily responsible for the daily functioning of the Enterprise.

The benefits of a public enterprise is also that their remains are transparency in the function of the enterprise as well as the trust of people remains which such organisations that are being governed by the central or the state governments⁶. The reason behind this is the proper procedure that is followed while going through any change. Sometimes the government also sets up such public enterprises for the purpose of social benefits to the general public and it also increases the economy as well as the economic benefits.

Setting up of public enterprise also promotes employment as well as providing affordable Healthcare as well as growing or boosting up some small and medium size enterprise as well. With the help of a public enterprise the government also increases or promotes research and development programmed through various Enterprises. This also helps in making India innovative as well as boosting the entrepreneurship of our country.

The public sector enterprises are as of now governed by various laws including the Companies Act 2013, Industrial Policy Resolution, 1991 and the public enterprise management act. There are various regulations that the Enterprises have come up with for its functioning. The central government through its various organs also put Finance and financial support to such organisations. The public sector enterprise plays an important role in the development of a country and therefore when India started using public sector enterprises it can be said that it also interacted with various foreign Investments.

Sometimes there may arise some challenges in the functioning of such Enterprises however there are various provisions that are provided in the Companies Act regarding the Revival and survival of such Enterprises⁷. The government has also over time to time emphasized on greater transparency and accountability in public sector enterprises⁸.

KINDS OF PUBLIC ENTERPRISES:

In India, we have various types of public Enterprises that are operational and are being run by various governments as well as government agencies. It is also important that there are no fixed criteria; however for the purpose of this study we have briefly noted down some of the types of public enterprises in India.

As we have already discussed the meaning of the word public enterprise we have understood it as an enterprise in which we state or the central government has a stake or they are being run by both directors appointed by the government⁹. We have also discussed the uses and benefits of having a

Saktipada Datta, PRINCIPLES PERFORMANCE PROFILE AND PRIVATISATION OF PUBLIC ENTERPRISES IN INDIA

Govind Bhattacharjee, Public Sector Enterprises in India (Saga Publications 2020)

RK Maheshwari, Changing Perspectives in Public Enterprise Management (New Royal Book Co)

BB Lal, Profit Planning And Control In Public Enterprises In India

public enterprise and how they are effective and necessary for the economy or the growth of a country.

We have also noted down the purpose by which public enterprise has been carried out so that sometimes even for the purpose of social uses it can also be used. It is very important to understand the principles of a public enterprise and before them, we also have to look through the various types of public Enterprise.

Departmental undertakings: these are the types of public Enterprises that are directly operated and controlled by the interference or the management of a central government. The government departments through its various Ministries operate with such undertakings as a part of public Enterprise. These types of undertakings are set up for a particular or a specific type such as production as well as provisions of service regarding any good or type of service.

These types of undertakings are under the full control of the Government and the management is also the one which is set up by the government. Department undertakings are part of the ministry as well as the department of the central and the state government and they are directly controlled and run by them¹⁰.

Statutory corporations: these are the types of public enterprise that are enacted through special legislation for which the particular department or the Enterprise comes into the picture. The central or state legislature passes an act for which the enterprise and its purpose were completely mentioned in that act¹¹.

The statutory corporations are fully controlled as well as the separate independent bodies that are managed by the appointed directors by the central government however the authority to take any decision lies with the board of directors not with the government completely. However, the board of directors has to take care of certain things that are provided under the act or the guidelines that are present for the purpose of the functioning of such a body.

Government companies: these are the types of public Enterprises that are incorporated under any Company Law for the present time it should be the Companies Act 2013. Such companies are wholly or partly controlled by the “Central Government or State Government.” In the case of the Central Government where the control is complete the board of directors has to be completely appointed by the central or the state government whereas in the case of partial control, the board of directors has to be appointed as per the provisions and as per the stakes.

The purpose of such companies is to carry out any specific commercial activity, however the purpose has to be kept for any Public Interest activity or any Public Interest commercial activity. It is also to be kept in mind while incorporating any such company that the company should always work towards the society as well as the public interest. The idea of generating revenue should also not supersede any violation of any other act. Government companies can be set up for any

¹⁰ Ushamlata & Dr. Priyanka Khare, Economics of Public Enterprises (Sahitya Bhawan Publications)

¹¹ Arshdeep Singh Veer, Public Sector - Job Opportunities (Job Opportunities in Government Sector of India) (Softcover 2020)
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purpose including commercial as well as industrial transactions or activity even for manufacturing as well as for any other trading¹².

Public sector undertakings: Public sector undertakings are the special types of Enterprises that are established by the government for any commercial as well as any industrial activity in the interest of the public. They can be in the form of anybody such as undertaking by the department, statutory body, or any government company. The purpose of the public sector undertaking is to commercialise government assets as well as to make the most of the benefits out of them¹³.

The public sector undertaking is governed by the control of the government which can be either even wholly or even partially. Sometimes a private entity can also be acquired by the government to be termed as a PSU. On the other hand, sometimes a PSU can also go for becoming a private entity. The control of a PSU has to be done by the central government by appointing a board of directors depending upon the control over the vote share¹⁴.

Public-private partnership: The public-private partnership is formed for the purpose of a partnership between the public as well as the private entity. The term public entity here refers to the undertaking of a government for any specific purpose. It can also be said that the government shakes hands with private entities for doing any specific or particular task or project.

The public-private partnerships are most commonly seen in the area of infrastructure where government entities join hands with private entities for any project. In the case of a public-private partnership, the board of directors which includes the directors from both the government side as well from the private and city works together while taking any decision regarding it¹⁵.

PUBLIC ENTERPRISES: SERVICE REGULATIONS

In the aforesaid paragraph, we have discussed the types of public enterprises and the composition of all such statutory bodies that are available in India. Now it is important to look at the service regulations regarding the various types of public enterprises in India. With respect to public Enterprises, there are various types of regulations that are present in India.

Government Agencies sometimes as well as the government release some guidelines regarding the regulation of such entities. These regulations complete the wide area of the employees including their recruitment as well as their retirement benefits. This section will be discussing the various types of service regulation in the public sector¹⁶.

DEPARTMENTAL UNDERTAKING – SERVICE REGULATIONS

There are various types of departmental undertakings that are operational in India. For the daily Administration and the functioning of such undertakings, it is important to have certain regulations and guidelines for entities. If we are talking about the department of regulations or the department

¹² K. P. Kalirajan & R. T. Shand, "Public Sector Enterprises in India: Is Privatisation the Only Answer?" 31 EPW (1996)

¹³ Anand P. Gupta "Financing Public Enterprise Investments in India" 23 EPW (1988)

¹⁴ Y. Saraswathy Rao, "Public Enterprises: A State-Level Perspective"

¹⁵ Dept Of Public Enterprises, Ministry Of Heavy Industries and Public Enterprises Empowering Public Sector Enterprises In India, (Shipra Publications)

¹⁶ R.K. Mishra & J. Kirmani, "STATE LEVEL PUBLIC ENTERPRISES IN INDIA"

of undertakings in India then it is important to know that the Railways post office Telegraph are an example of some departments as undertakings in India.

For the rules and regulations regarding the Railways as well as postal employees there are various dedicated legislation in the form of guidelines. The “Indian Railways establishment code, Railway Servants (Discipline and Appeal) Rules, Railway Services (Conduct) Rules, 1966, Railway Servants (Hours of Work and Period of Rest) Rules, 2005, Railway Servants (Pass) Rules, 1986”. There are various postal manuals that govern the postal employees in India. All other department are also having their own rules and regulations for the regulation of their employees¹⁷.

RAILWAY EMPLOYEE – SERVICE REGULATION

There are various types of benefits provided to a Railway employee under the service regulations.

1. **Recruitment:** The recruitment of an employee for the railway is done through a competitive exam which the applicant has to pass as per the criteria. After the exam, there is an interview which plays an important role in the selection.
2. **Probation:** As per the service rules of the railway the employees are also placed under progression for a certain. Of time before being made permanent.
3. **Working Hours:** The working hours of a Railway employee depends upon the post as well as the shifts. The working hours are scheduled by the authorities as per the guidelines.
4. **Leave:** Various kinds of leaves are available for the employees such as casual leave, earned leave, medical leave as well as maternity leave for a railways employee.
5. **Discipline and conduct:** the employees of the railway are also expected to make disciplined and conduct while performing their official duties. There are various guidelines which regulate their conduct laid down by the authority. The Railway Services (Conduct) Rules, 1966 lay down the rules for the conduct of railway employees and specify the actions that may be taken against them in case of misconduct.

Regulations for postal employees under various guidelines

There are also some regulations for postal employees regarding their function as well as operation.

- 1: **Operation and services:** the postal manual volume 1 and 2 provides a detailed instructions regarding the various operation and services that are related to the Postal department.
- 2: **Service Conditions:** the service conditions of employees of the Postal department are also included in the Postal manual volume IV. It includes the working conditions in which the postal

¹⁷ P. K. Jain, Surendra S. Yadav, "Financial Management of Public Sector Enterprises in India: Analysis of Profitability" 40 EPW (2005)

employees are required to work as per their schedule department.

3: Leave: Postal employees are entitled to various types of leave, such as casual leave, earned leave, medical leave, and maternity leave. The number of leaves granted may vary depending on the employee's rank and service period.

4: Travel and Medical facilities: the postal employees are also entitled to some of the medical as well as travel facilities that are provided under the postal manual volume VII.

Broadly speaking all the departments of taking contain some common as well as some important regulations. The first and the four most regulation that any department in teaching should have is the recruitment regulation. The purpose of the recruitment regulations is to bring transparency and avoid any kind of discrimination while recruiting employees for the said organization. The recruitment regulations also provide certain criteria by which the organizations recruit employees.

Apart from the recruitment regulations, there are certain promotional regulations also required in an organization for the growth of an employee. It is also a part of the service rule that promotion should also be given on the basis of seniority and performance as well as sometimes on the basis of other factors that are important for an employee to be promoted. However, it should also be kept in mind that the promotion of an employee should be given as per the rules and regulations that the organization.

Some department organizations also have some types of transfer regulations that are important when an employee is transferred from one branch to another or one office to another. There are certain kinds of disciplinary regulations also required in an organization so that the employees should also maintain discipline as well as also perform their duty with full ethics. Also important that disciplinary action against any employee should also be taken in view of the disciplinary regulations of that particular organization.

Undertakings also have some retirement regulations that an employee who is now retired can also enjoy some benefit of its service. Service condition regulations are also present in various department and the taking so that various benefits and conditions for the service of employee should be covered under such regulation. It includes the number of working hours the number of leaves that in employee can take as well as some other benefits that an employee should avail while service with a particular department. It is seen that there is a similarity among all the departmental regulations keeping in view the guidelines of Central Government¹⁸.

Service Regulations: Statutory Organisations

The above section we have also discussed the statutory corporations that are operating in India. The statutory corporation is formed by the special legislation or act passed by the parliament. Therefore, after that these organizations by themselves give some rules and regulations regarding

³ Ranjit K. Sau, "On Profit Maximisation in Public Enterprises in India" 22 EPW (1972)
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their function¹⁹. It is important to understand that in India we have various statutory corporations and it is not possible to incorporate all such rules for the study.

Here are some of the key statutory corporations and their rules by which they are governed. “Airports Authority of India (AAI)” is governed by the “Airports Authority of India (Management of Human Resources) Regulations, 2020”. These regulations are regarding the recruitment as well as including the service and after that the retirement conditions of the employees of the organisation. The service rules for FCI employees are governed by the “Food Corporation of India (Staff) Regulations, 1971”. The service rules for NHAI employees are governed by the “National Highways Authority of India (Staff) Regulations, 2010”. The service rules for NTPC employees are governed by the “NTPC Executive Employees (Absorption) Order, 1984” whereas the service rules for ONGC employees are governed by the “ONGC Conduct, Discipline and Appeal Rules, 1994”.

Similarly, the service rules for SAIL employees are governed by “The Steel Authority of India Limited (Conduct, Discipline and Appeal) Rules, 2018”, LIC employees are governed by the “Life Insurance Corporation of India (Staff) Regulations, 1960”, and BSNL employees are governed by the “Indian Telegraph Rules, 1951”.

Employee Benefits and regulations for AAI

The employees of Airport Authority of India are also provided with certain rules and regulations as per the Airports Authority of India (Service Regulations), 2003.

1. Promotion: the employees of the Airport Authority are promoted on the basis of their seniority and the experience which they have gathered in the service.
2. Conduct: conduct of the airport employees are Airports Authority of India (Service Regulations), 2003 and the employees are expected to maintain the highest standards of discipline.
3. Leave: the employees of the Airport Authority are also entitled to various kinds of leaves such as casual leaves for 12 days and paternity leaves for 15 days. The females are entitled for 180 days of maternity leave as well.
4. Working hours: the working hours of Airport Authority employees also depend upon the schedule that is prepared by the authority as per their requirement and job position.

Benefits available to NTPC employees

The NTPC employees are also provided with certain kinds of rules and regulations which includes various benefits that are available to them.

- 1: Pay and allowances: the employees of NTPC under the "NTPC Executive Employees (Pay) Regulations, 2016 and NTPC Non-Executive Employees (Pay) Regulations, 2016". They are provided with various kinds of allowances.
- 2: Leave: NTPC employees are also entitled to various kinds of leaves available to them under the NTPC regulations. They are entitled to leave such as Maternity benefits as well the casual leaves.

¹⁹ Yash P. Ghai "CONTROL AND MANAGEMENT OF THE ECONOMY: RESEARCH PERSPECTIVES ON PUBLIC ENTERPRISE" 9 LPAALA (1996)

3: Retirement benefits: Various kinds of retirements are also provided to the employees of NTPC under various regulations. They are also entitled to provident funds and gratuity under the regulations.

4: Housing: NTPC provides housing facilities to its employees, including accommodation and housing loans. The housing facilities are governed by the NTPC Housing Regulations, 1992.

Regulations available for NHAI employees

1: Recruitment and Promotion Regulations: The "NHAH Recruitment and Promotion Regulations, 2021" provides the framework for the recruitment and promotion of employees in the organization.

2: Pay and Allowances Regulations: The "NHAH Pay and Allowances Regulations, 2018" specify the pay scales and allowances for employees, including dearness allowance, house rent allowance, transport allowance, and medical benefits.

3: Leave Regulations: "The NHAH Leave Regulations, 2018" provides guidelines for various types of leaves, such as earned leave, casual leave, medical leave, and maternity leave.

4: Performance Management Regulations: The "NHAH Performance Management Regulations, 2019" provides the framework for assessing the performance of employees and rewarding them accordingly.

5: Retirement Benefits: NHAH employees are entitled to various retirement benefits, such as provident fund, gratuity, and pension. The retirement benefits are governed by "the NHAH Employees Provident Fund and Pension Regulations, 2019".

All such above-mentioned statutory organisations are some examples of the public sector undertakings for the public enterprise that are present in India and rules are regulations that are governing them. It is important to note that the rules and regulations that are mentioned above covers a wide range including the recruitment and as well as the retirement of the employees. These regulations are also important while an employee is working with the organisation and it also includes the disciplinary conduct of such employees.

On the basis of such rules can be taken against an employee who has failed to perform its duty²⁰. Therefore, it is important for an employee to comply with all the guidelines that are provided to them regarding their official duties and functions in the organisation²¹.

The employees are also supposed to be aware of all such guidelines and rules and regulations as a part of their duty. It is not only their legal obligation but it is also ethical for them to perform their duties as per the guidelines that are provided to them. Such guidelines are not only regarding their duties but also sometimes for their personal benefit.

Service Regulations: Government Companies

There are various Government companies in India that have been operational for decades. These are the companies that are incorporated in the erstwhile "*Companies Act 1956*" or the "*Companies Act*

²⁰ Prajapati Trivedi "Public Enterprise Performance Information System: A Proposal" 23 EPW (1988)

²¹ S. K. Sinha "The State and Industrial Enterprise in India" 18 IJPS (1957)

2013". These are the companies who are partially or completely under the control of the Government and the board of directors is also appointed by the government. The government is important in the management of such companies. Government companies that are operational in India. These companies are also being operated for some public as well as some social cause²². The purpose of such companies is to generate revenue for the Government and also employment for the general public.

There are various organization that are incorporated as Government companies and they sometimes have their separate rules regarding their employees as well as their conduct. Bharat Heavy Electricals Limited (BHEL), The service regulations for BHEL employees are governed by the "BHEL Executives (Conduct, Discipline and Appeal) Rules, 1985", CIL employees are governed by the "Coal India Executive Conduct Discipline and Appeal Rules, 1978", ONGC employees are governed by the "ONGC Conduct, Discipline and Appeal Rules, 1994", SAIL employees are governed by the "Steel Authority of India Limited (Conduct, Discipline and Appeal) Rules, 2018", SBI employees are governed by the "State Bank of India Officers' Service Rules, 1992", HAL employees are governed by the "Hindustan Aeronautics Limited Employees (Conduct, Discipline, and Appeal) Rules, 1982".

These are the examples of some of the Government companies along with their service rules that are present for the regulations of their employees and their benefits. The conduct, as well as the discipline of an employee, should also be in line with all these regulations otherwise it can lead to any disciplinary action against such employee²³. These regulations also have some kind of personal benefits for an employee that they can enjoy while as well as after their service known as retirement benefits.

Regulations are important for a company otherwise the organization will not be able to function in absence of any such regulations regarding their employee. It is also the responsibility for the employer to provide good working conditions to their employees.

Employee benefits and regulations for SBI employees

1. Pay and allowances: The SBI employees are entitled for various kinds of pay and allowances as per the "SBI Officers' Service Rules, 1992 and the SBI Clerical Staff (Members of the Award Staff) Service Regulations, 1968."
2. Leave: The SBI employees are entitled to 12 days of casual leave a year along with 6 months of maternity leave as well.
3. Housing: SBI provides housing facilities to its employees, including accommodation and housing loans. The housing facilities are governed by the "SBI Staff Housing Rules, 2000."
4. Performance Management: SBI has a performance management system in place to assess the performance of employees and reward them accordingly. The system is governed by the "SBI Performance Management Rules, 2016."

² Iqbal Narain "Some Aspects of the Management of Public Enterprises" 18 IJPS (1957)

³ SUSHIL KHANNA, "The Transformation of India's Public Sector: Political Economy of Growth and Change" 50 EPW (2015)
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Benefits available to the ONGC employee as per the guidelines

1: Leave: The ONGC Leave Rules, 1975 provides for the number of leaves that an ONGC employee can avail. It includes 12 days of casual leaves and maternity for a period of 6 months.

2: Retirement Benefits: ONGC employees are entitled to various retirement benefits, such as provident fund, gratuity, and pension. The retirement benefits are governed by the "ONGC Employees' Pension Scheme, 1995."

3: Medical Benefits: ONGC provides medical facilities to its employees and their dependents, including reimbursement of medical expenses, hospitalization expenses, and medical leave. The medical benefits are governed by the "ONGC Medical Attendance Rules, 1993."

4: Housing: ONGC provides housing facilities to its employees, including accommodation and housing loans. The housing facilities are governed by "the ONGC Accommodation Allotment Rules, 2002."

Service regulations for HUL employees

1. Work-Life Balance: HUL promotes work-life balance by offering flexible work arrangements, such as telecommuting and job sharing. The company also provides support for maternity and paternity leave, adoption leave, and childcare facilities.

2. Health and Wellness: HUL provides health and wellness benefits to its employees, including medical insurance, regular health check-ups, and access to fitness facilities.

3. Retirement Benefits: HUL employees are entitled to retirement benefits, such as provident fund, gratuity, and pension. The retirement benefits are governed by the HUL Employees' Provident Fund and Pension Scheme.

4. Learning and Development: HUL offers extensive training and development programs to its employees to enhance their skills and knowledge. The company also provides opportunities for international assignments and job rotations.

Service Regulations: Public Sector Undertakings

Discussing public sector undertakings, it is important to mention that there are two types of public sector undertakings. First, is the central public sector undertakings that are governed by the stake of the Central Government second is the state public sector undertakings that are governed by the stakes of various state governments²⁴. The respective state governments also invest their money and time as well as resources for the growth of such public sector undertakings that are part of their state.

It is also important to mention the various types of state public sector undertakings as well as their service regulations. TNEB employees are governed by the "*Tamil Nadu Electricity Board Service Regulations, 1957*", the service regulations for GSRTC employees are "*Gujarat State Road Transport*

¹ Pranab Bardhan & Peter A. Cornelisse, "Economics of Market Socialism and the Issue of Public Enterprise Reform in Developing Countries" 31 PDR (1992)

Corporation Employees' Service Regulations, 1972", KSEB employees are²⁵ governed by the "Kerala State Electricity Board Service Regulations, 1960", MSRTC employees are governed by the "Maharashtra State Road Transport Corporation Employees (Conduct, Discipline and Appeal) Rules, 1971", APSRTC employees are governed by the "Andhra Pradesh State Road Transport Corporation Employees (Conduct, Discipline and Appeal) Regulations, 1983". These are some of the examples of the state public sector undertakings as well as their service rules for the regulation of the employees.

The state public sector undertakings also cover all the areas which the central public sector undertaking covers with regards to the discipline as well as the benefits of the employees. It is important to mention that an employee should be given various benefits as a part of their job and these benefits are secured even after the retirement in some of the states²⁶. Post retirement benefits are also provided to various employees including the state government as well as the Central Government employees as a part of their job.

Employee benefits to Kerala State Electricity Board employees

1. Leave: The KSEB employees are entitled to various leaves including a 15 to 30 days medical leave along with 2 to 24 months study leave.
2. Provident Fund: KSEB employees are entitled to a provident fund, which is a retirement benefit. The contribution to the provident fund is made by the employee and the employer.
3. Gratuity: KSEB employees are entitled to gratuity, which is a lump sum amount paid to the employee on retirement. The amount of gratuity is based on the employee's years of service and last drawn salary.
4. Medical Benefits: KSEB employees and their dependents are entitled to medical benefits, including reimbursement of medical expenses, hospitalization expenses, and medical insurance.
5. Education Allowance: KSEB employees are entitled to an education allowance for their children's education.
6. Housing: KSEB employees are provided with housing facilities, based on their designation and availability.

Rules and regulations for Maharashtra State Road Transport Corporation (MSRTC) employees

1. Pay and allowances: Under the Maharashtra State Road Transport Corporation (MSRTC) rules they are provided with a competitive salary and allowances for their duties.
2. Leave: They are also entitled to various types of leaves including casual leave as well as earned leave for the employees.
3. Provident Fund: MSRTC employees are entitled to a provident fund, which is a retirement benefit. The contribution to the provident fund is made by the employee and the employer.

²⁵ Bakul H. Dholakia "Relative Performance of Public and Private Manufacturing Enterprises in India: Total Factor Productivity Approach" 13 EPW (1978)

²⁶ TL Shankar, "State Level Public Enterprises in India: An Overview" 29 EPW (1994)

4. Gratuity: MSRTC employees are entitled to gratuity, which is a lump sum amount paid to the employee on retirement. The amount of gratuity is based on the employee's years of service and last drawn salary.

5. Medical Benefits: MSRTC employees and their dependents are entitled to medical benefits, including reimbursement of medical expenses, hospitalization expenses, and medical insurance.

Service Regulations: Public-Private Partnership

There are various types of public-private partnerships that are entered into between a government agency as well as a private entity. The purpose of a public-private partnership is only to complete a specific project or a task for which a kind of joint venture is entered upon. In India there are various public-private partnerships operating at this time as well and it is also important that those employees who were a part of this PPP should also enjoy some benefits as well as be governed by the rules that are particularly made for that specific project. There are various examples of some public-private partnerships that are operative in India as well as the service rules that are also incorporated for that particular purpose.

Delhi Metro Rail Corporation (DMRC), the DMRC is a PPP between the Government of India and the Delhi Government. The employees of DMRC are governed by the “*Delhi Metro Rail Corporation (DMRC) Service Rules, 2002*”, Chennai International Airport is operated by a PPP between the Airports Authority of India (AAI) and the Adani Group. The employees of the airport are governed by the “*Airports Authority of India (Management Board) Regulations, 1994 and the Adani Chennai Airport Employee Service Rules, 2020.*” Hyderabad Metro Rail Limited (HMRL), is a PPP between the Government of Telangana and a private consortium. The employees of HMRL are governed by the “*Hyderabad Metro Rail Employees (Conduct, Discipline and Appeal) Rules, 2012*”. The above-mentioned are some of the examples of the public private partnership along with the service rule that are present for the regulation as well as the conduct of the employees²⁷. These guidelines as well as regulations include the incorporation as well as the benefits provided to Their employees while they are working for the particular project.

Employee benefits for DMRC employees

1. Pay and allowances: The employees of DMRC receive a very good and handsome salary as compared to other enterprises. They are also entitled to receive various kinds of other allowances for their duties.

2. Leave: A DMRC employee can take a leave up to 12 days that are paid and apart from them special leave are also allowed for marriage, study etc.

3. Medical Benefits: DRMC employees and their dependents are entitled to medical benefits, including reimbursement of medical expenses, hospitalization expenses, and medical insurance.

4. Education Allowance: DRMC employees are entitled to an education allowance for their

²⁷ Monika Knasal, "Reporting of Corporate Social Responsibility in Central Public Sector Enterprises: A Study of Post Mandatory Regime in India" 151 JBE (2018)

children's education.

5. Housing: DRMC employees are provided with housing facilities, based on their designation and availability.

Benefits available to Hyderabad Metro Rail Limited Employees

1. Basic Pay: HMRL employees are paid as per the 7th Central Pay Commission, which has been implemented by the Government of India.

2. Allowances: In addition to the basic pay, HMRL employees are entitled to various allowances such as dearness allowance, house rent allowance, and medical allowance.

3. Provident Fund (PF): HMRL employees are eligible for provident fund benefits.

4. Gratuity: HMRL employees are eligible for gratuity payment at the time of retirement or resignation.

5. Medical Benefits: HMRL employees are provided with medical benefits, including health insurance coverage.

6. Leaves: HMRL employees are entitled to various types of leave, which include casual leave, earned leave, medical leave, and maternity leave.

However, it is also important to note that when once the project is ended and the employee is release from their task then these guidelines are no more effectively available for that employee who is no longer the part of that particular project²⁸. If there is a public private partnership entered upon an employee who is a part of a private organisation should also be kept in power with the employee of the government organization because he is also the part of the same task which the government agent for the employee is performing.

CONCLUSION

It can be concluded that we have seen various types of public Enterprises that are operational in India. It is also important to mention that for a public entity or a public Enterprise to operate and function in India there is a requirement for service rules and guidelines for that particular organization. With the help of such service guidelines, the employees of an organization are provided with various benefits.

Not only this, these guidelines are also for the purpose of recruitment so that no employees should be faced with any kind of discrimination while the appointment of an employee for a post is being conducted. When an employee enters into the job then also the employee is provided with various kinds of benefits such as the leave policy, for female employee the maternal leave policy, health benefits etc.

We have also seen that various types of entities are having various types of rules and regulations for the governance of their employees. We have also seen the types of entities that are present in India with regard to public Enterprises. Various Enterprises in the government has their own rules and

³ Ashok K. Lahiri "Sub-National Public Finance in India" 35 EPW (2000)
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regulations for their employees.

These regulations are very important for an employee to enjoy the benefits even after the retirement known as the retirement benefits. Public servant who has mean serving the government for such a long time should be provided with certain kind of security when they are made to **leave the job as per the rules and regulations.**