

## **SOCIAL SECURITY LAW**

### **Objectives of the course**

Social security is a necessary phenomenon of a welfare state. The ideal of social security contained in the constitution, the concept embodying the ideals in the various statutes and the plethora of administrative measures of the state are indicative of the recognition of social security as an important objective to be achieved in our democratic process. This course shall examine the various dimensions of labour security measures and explore the possibility whether or not labour security be part of the comprehensive and integrated social security. The following syllabus prepared with this perspective comprising of 5 units will be spread over a period of one semester.

### **Syllabus**

#### **1. Social Security**

Meaning and Significance of Social security – Social security in Welfare State – Constitutional Perspectives - Modality: social prescription, social assistance and social insurance

#### **2. Social Security Legislation in India-I**

Law on Employees compensation: Employee's Compensation Act 1923 - Employees State Insurance Act, 1948

#### **3. Social Security Legislation in India-II**

Maternity Benefit Act, of 1961-Factories Act, 1948, Employee's Provident Fund Act of 1952 - -Payment of Gratuity Act, of 1972.

#### **4. ILO on Social Security Legislation in India**

International norms on social security for labour : the ILO Conventions and Recommendations on Social Security - Comparison of minimum standards of ILO and standards envisaged in Indian Legislation

#### **5. Social Security Law: Comparative Perspectives**

Law and Practices in Comparative Perspectives - In India, UK and USA

### **Select bibliography**

R.N.Choudhry, Commentary on the Workmen's Compensation Act 1923 (2000), Orient

S.C. Srivastava, Social Security and Labour Laws (1985).

R.W. Rideout Principles of Labour Law (1988), Chs. 12,13.

H.K. Saharay, Industrial and labour Laws of India (1987) Chs. 7 and 8.

Munkman, Employers' Liability (1985), Chs. 1, 2, 3, 22 and 23.

Harry Calvert, Social Security Laws (1978)

Reports of the National Commission on Labour 1969 (relevant portions)

Neeru Sehgal, "Employment of Women and Reproductive Hazards in Workplace", 29 J.I.LI 201 (1987)

Prakash Sinha, "Quality of Working Life and Quality of Life", (1982) Indian Journal of Industrial Relations, p. 373.

Mallik Jyotsna Nath, "Workmen's compensation Act and some Problems of Procedure", 3 J.I.L.I. 131 (1961)

V.R. Bhattacharya, Some Aspects of Social Security Measures in India (1970).