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Specialization

Human Resource Management

Industrial Relations & Labour Laws

Sub Code- MBEIV – 13

Unit – IV

Social Security Legislations

For Internal Circulation and Academic
Purpose Only

Programme Educational Objectives

Our program will create graduates who:

- 1. Will be recognized as a creative and an enterprising team leader.*
- 2. Will be a flexible, adaptable and an ethical individual.*
- 3. Will have a holistic approach to problem solving in the dynamic business environment.*

Course Objectives Of IRLL

- **CO1** : Students should able to elaborate the concept of Industrial Relations.
- **CO2** : The students should able to illustrate the role of trade union in the industrial setup.
- **CO3** : Students should able to outline the important causes & impact of industrial disputes.
- **CO4** : Students should able to elaborate Industrial Dispute settlement procedures.

Course Objectives Of IRL

- **CO5** : Student should be able to summarize the important provisions of Wage Legislations, in reference to Payment of Wages Act 1936, Minimum Wages Act 1948 & Payment of Bonus Act 1965
- **CO6** : Student should be able to summarize the important provisions of Social Security Legislations, in reference to Employees State Insurance Act 1948, Employees Provident Fund Act 1952, Payment of Gratuity Act 1972.

Unit IV: Social Security Legislations

- Workmen's Compensation Act 1923 ,
- Employees State Insurance Act 1948,
- Employees Provident Fund Act 1952,
- Payment of Gratuity Act 1972,
- Maternity Benefit Act, 1961.

Unit Objectives

- Explain and discuss importance of social security legislations.
- Explain and discuss important provisions of Workmen's Compensation Act 1923.
- Explain and discuss important provisions of Employees State Insurance Act 1948.
- Explain and discuss important provisions of Employees Provident Fund Act 1952.
- Explain and discuss important provisions of Payment of Gratuity Act 1972.
- Explain and discuss important provisions of Maternity Benefit Act, 1961.

Unit IV: Introduction to Social Security Legislations

- Social Security is a basic need of all people regardless of the sector of employment in which they work and live.
- Any of the measures established by legislation to maintain individual or family income or to provide income when some or all sources of income are disrupted or terminated or when exceptionally heavy expenditures have to be incurred (e.g., in bringing up children or paying for health care)
- Social security may provide cash benefits to persons faced with sickness and disability, unemployment, maternity, responsibility for the care of young children, or retirement.
- The Acts helps people to plan their future .

What is Social Security Legislation ?

It is important for all Entrepreneurs and Business Owners to be aware of the employment laws relating to Social Security and benefits while operating a business in India.

The major laws that regulate in India are:

- Workmen's Compensation Act 1923 ,
- Employees State Insurance Act 1948,
- Employees Provident Fund Act 1952,
- Payment of Gratuity Act 1972,
- Maternity Benefit Act, 1961.

Key Elements of Workmen's Compensation Act

- This Act is the first planned step in the field of social security in India. The main objective of the Act is to ensure compensation to workers for accidents occurred during the course of employment.
- Compensation is payable by the employer to the workman for all personal injuries caused by industrial accidents which disable him/her for more than three days.
- In case of the death of workman, the compensation is paid to his/her dependents. The Act also Specifies that in case a workman contracts any occupational disease
- The compensation is paid depending upon the type of injury.

Key Elements of Employees State Insurance Act

- The main object of this Act is to provide social insurance for workers.
- It is a contributory and compulsory health insurance scheme that provides medical facilities and unemployment insurance to industrial workers for the period of their illness.
- Various benefits are provided to employees under this Act.

Key Elements of Employees Provident Fund Act

- The main object of this Act is to afford the retired workers financial security by way of provident fund, family pension, etc.
- Specified amount is deducted from the salary of employee & amount contributed by Employer.
- In addition to provident fund other benefits are also provided under this Act.

Key Elements of Payment of Gratuity Act

- The object of this Act is to provide economic assistance on the termination of an employee.
- Under this Act, on completion of 5 years of service, the employees are entitled to gratuity payable at the rate of 15 days wages for each completed year of service.

Key Elements of Maternity Benefit Act

- The main object of this Act is to regulate women employment in industrial establishments for certain specified period before and after childbirth.
- Under the Act, a woman worker is entitled to receive the payment for maternity benefit at the rate of average daily wages for a total period specified in the Act.

Assessment Questions

1. Enlist the important provisions of Workmen's Compensation Act .
 - Student Should write important provisions of the Act.
 - Student should write importance of this Act in reference to employees.

Assessment Questions

2. Enlist the important provisions of Employees State Insurance Act
 - Student Should write important provisions of the Act.
 - Student Should write various schemes of this Act.
 - Student should write importance of this Act in reference to employees.

Assessment Questions

3. Enlist the important provisions of Employees Provident Fund Act
- Student Should write important provisions of the Act.
 - Student Should write benefits of this Act.
 - Student should write importance of this Act in reference to employees.

Assessment Questions

3. Enlist the important provisions of Payment of Gratuity Act
 - Student Should write important provisions of the Act
 - Student should write importance of this Act in reference to employees.

Assessment Questions

3. Enlist the important provisions of Maternity Benefit Act,
 - Student Should write important provisions of the Act
 - Student should write importance of this Act in reference to employees.

Reference

- 1) Dynamics of Industrial Relations – Mamoria, Mamoria , Gankar, 3rd edition, Published by Himalaya Publishing House Pvt. Ltd.. 2012.
- 2) Industrial Relations & Labour Laws by BD Singh.
- 3) Industrial Relations By CS Venkata Ratnam Publisher – Oxford University Press - 2007