

SOCIAL SECURITY

Definition

- Is the security that society furnishes, through appropriate organisation against certain risks to which the members are exposed
- Sickness
- Disabilities
- Unemployment
- Old age
- Dependency
- Industrial accidents
- Retirement

Social security in India

- Need
 - Disintegration of joint family, Westernisation
- Services
 - Industry related
 - Disability related
 - Social welfare related
- Areas
 - Social assistance
 - Social defence

Comprehensive social security

- Social service
- Social welfare
- Social insurance
- Legislative support

- Social service
 - Education – right to education, reservations
 - Employment – reservations, maternity
 - Medical care – Maternity and child care
- Social welfare
 - Income security – pension schemes, old age, widow, disability
 - Needy social assistance
 - Social defence – addressing social problems
- Social insurance
 - Employees provident fund (EPF)
 - Sickness insurance
- Legislative
 - Workmen's compensation act
 - Employees State Insurance act
 - Disability act

Employees State Insurance Act (ESI)

- Scope
 - Small power factories 10 to 19 persons
 - Non power using 20 to 30
 - Hotels, cinemas, shops
 - Motor transport, News paper establishments
- Administration
 - Chairman – Labour minister, vice chairman – secretary, ministry of labour
 - State and central government
- Finance
 - Contribution by employers and employees
 - State and central government contributions

- Medical benefits
- Sickness benefits
- Maternity benefits
- Disablement benefits
- Dependents benefits

Workmen's compensation act

- Compensation for injury, disablement (temporary and permanent), death due to work

DISABILITY ACT (1995)

- Salient Features

- Prevention of impairment
- Protect the disabled person's rights in health, education, employment and rehabilitation
- Barrier free environment
- Remove discrimination in sharing development benefits
- Counteract any abuse or exploitation of disabled people
- Equal opportunity to disabled persons
- Integration of disabled people into main stream

- Defines disabilities, Physical, Mental, Visual, Auditory, disease specific
- Ensures disabled persons rights – equal opportunity, civil rights
- Free education up to the age of 18
- Reservations in employment
- Non discrimination in transport
- Non discrimination in built environment
- Rehabilitation
- Provide aids and appliances
- Preferential allotment – land and others

Merits of social legislation

- To maintain social order, harmony
- To maintain communication between various groups
- Shows direction and line of authority in an organisation
- Controls the group behaviour, group morale
- Protects the individual at the time of crisis
- Promotes social welfare
- Prevents occurrence of social problems
- Keeps the individual in the right track