

Chapter II

Theoretical and Conceptual Framework

2.1 Introduction

The basic idea of social security is to ensure sustainable human devolvement to prevent deprivation and vulnerability. At all times in each society, at each stage of development, there are sick individual requiring treatment and care, and individual who are unable to figure for his living.³⁴ It was rightly pointed out by the *Sir William Beverage* in his Beverage report that, there are five “giants’ evils” on the road of social progress.³⁵ such as

- i) Want³⁶,
- ii) Disease³⁷,
- iii) Ignorance³⁸,
- iv) Squalor³⁹ and
- v) Idleness.⁴⁰

The worry created by these giants has crossed the bounds wherever people couldn’t have controlled them singly or in little teams. In order to fight the above five evil giants a proper system of sickness and unemployment benefit was in need. This would include a proper national health services, family allowance and a full employment policy.⁴¹

Social security concept is not new to India. Human needs were confined and social, economic and emotional security were essentially founded absolutely on joint families system, craft, guilds, churches, charitable, philanthropic and different spiritual establishments. In some countries poor houses were conjointly established.⁴² However, with the industrialization and growth of society the system of voluntary charity tested to be inadequate and unsatisfying thus, the establishment of social insurance was fondled. Due to industrialization commercial melancholy, industrial mishaps, closure of industries crippled the staff as they become incapacitate to work. In this case the State plays a major role in providing security to the staff. It is notable that social insurance principles were

³⁴ Government of India, Report of Committee on labour welfare, (1969),p. 255.

³⁵ Sir William Beveridge, Report of social insurance and Allied Service,6 (Beveridge. London, HMSO, 1942)

³⁶ Too many people are living below poverty line

³⁷ Many people suffered from poor health because they could not afford medical treatment

³⁸ Too many children left school at 14 without any qualification and went into low paid jobs.

³⁹ Many people lived in overcrowded scheme and there was a shortage of good housing.

⁴⁰ Unemployment was very high before the war and caused poverty.

⁴¹ *Supra*

⁴² British Poor Law Act, 1601

accepted as the main basis for enactment of social security legislation, directed mostly to the workers in organized sector.

Almost all the independent countries have enacted social security measures rendering to their resources and capacity to pay.

The Constitution of India was drafted to uphold the ideals that inspired the struggle for freedom i.e 'human freedom in all its majesty'.

“The memorable wellsprings of social protection thought are found in the beginning of a modern upheaval in the twelfth century. Social insurance schemes were also found in the guild benefit societies.⁴³The introduction of the German sickness and maternity insurance in 1883 was the initial governmental programme. In 1889 the German programme was broadened to incorporate invalidity, old age and death benefit. Today social insurance has spread throughout the world. It is a vital component of social democracy in social insurance which lay the answer to the challenge of totalitarianism.”⁴⁴

The social protection goes about as an essential part in providing social, economic and lawful security to the voters of a rustic as well as the economic staff once they face the contingency. The socio-economic class play arduous role for the development of the country and that they contribute to the national income. Adequate protection against sure risks and hazards to their lives are vulnerable.

Hence, the thought of 'social security' is a multi-dimensional subject which supports the ideals of social justice and dignity of human being.

Since many decades there has been a constant demand to deal with unforceable event that at some point of time is encountered by every human being. Social protection has been provided in India to an extent. The significance of social security has acquired attention especially within the western countries. Social Security acts as a means to uplift economic condition, the demand for this has stated gaining attention since the past decade.

⁴³ Supra, Note 1 p. 264

⁴⁴ Syndey H. Ash: *Social Security and Related Welfare Programmes*, pp.15-16

The right of Social security is one of the significant human rights set out in the Universal Declaration of Human Rights, which the General Assembly of the United Nations adopted and proclaimed on December 10, 1948.⁴⁵

A significant milestone in acceptance and promotion of the rights of social security was earlier reached with the establishment of International Labour Organization in 1919,⁴⁶ which revived the interest of the government as well as public. The need for providing social security benefit was recognized by the International Labour organization since its inception. Of the twenty-eight social security Convention, Convention (No 102) concerning minimum Standard of Social security is significant as it is regarded as one of the major social instrument that covers the entire social welfare⁴⁷. India has however, ratified only six out of the eighth convention⁴⁸. The public opinion towards protection of workers against employment injuries was becoming stronger which urged the Indian assembly to appoint a committee for framing legislation on the subject of compensation payable to the worker dealt in ILO Convention No.16. The committee submitted its final recommendation in 1922. The Royal Commission on Labour in India examined the provision and made number of recommendation for its improvement. This was the beginning of social security legislation in India. The Employee's Compensation Act⁴⁹ is perhaps the first legislation which may be described as a social security measure in a broad sense.

With the passage of time, social security legislation has undergone a revolution in regard to its objectives and scope.

⁴⁵ The Universal Declaration of Human Rights proclaimed that each and every member of the society has a right to social security and this can be only achieved through the cooperation of both national and international authorities.

⁴⁶ I.L.O played a significant role in evolving universally acceptable principles and standards of social security which guided the developments in the field of social security throughout the world.

⁴⁷ contingencies like sickness, unemployment, old age, death, employment, injury, invalidity etc are dealt by this convention

⁴⁸ There are Forced Labour Convention, 1930 (No. 29), Abolition of Forced Labor Convention, 1957 (no. 105), Equal Remuneration Convention, 1951 (No. 100), Discrimination (Employment and Occupation) Convention, 1958 (No.111), Minimum Age Convention, 1973 (No.111), Minimum Age Convention, 1973 (n0.138) and Worst Forms of Child Labour Convention, 1999 (No. 182). India has not ratified the core/ fundamental Convention, 1948 (No.87) and Right to Organize and Collective Bargaining Convention, 1949 (No. 98.) the main reason for non- ratification of ILO Convention No 87 & 98 is due to certain restrictions imposed on the Government servants.

⁴⁹ The labour Commission of (1969) agrees on Social Security that, the term 'Workman' may be replaced by the term 'employee' so as to make the Act applicable to all categories of employees. Thus it is Renamed as Employees compensation Act

After India achieved independence the First Five Year Programme under the Prime Minister ship of Late Pdt. Jawaharlal Nehru was launched dealing with welfare related matters⁵⁰.

Social security received new vigor and strength in the hands of Professor B.P.Adarkar who framed a scheme that provide health insurance to workers. The scheme was later modified by the I.L.O experts, *Mr M. Stack* and *Mr. R. Roa* (who were invited by the Government of India to examine it), which resulted in the enactment of the Employees' State Insurance Act, 1948.

The same year also witnessed the passing of the coal mines Provident Fund and Bonus Schemes Act, 1948,⁵¹ which was followed by passing of the Employees' Provident Fund Act, 1952⁵². The Mines Maternity Benefit Act⁵³ was enacted in 1941 for the benefit of women employees in mines. The enactment of Employee's Compensation and Maternity Benefit legislations did not appear a part of deliberate planning for inception of social security movement. Whatever social security legislations were passed neither based on the international pattern of evolution of the schemes nor on the internal needs of protection according to well-defined schemes of priorities.⁵⁴

Seven year later maternity benefit became the responsibility of the corporation under the Employees' State Insurance Act, 1948. In 1961 the Maternity Benefits Act, 1961⁵⁵ was passed. Another significant legislative measure was taken in 1972 when the Payment of Gratuity Act was passed. This Act regulates the payment of gratuity to industrial employees.

Further, the industrial Disputes (Amendment) Act, 1953 provides for unemployment relief in case of retrenchment and layoff. The 1956 and 1957 amendments Acts extend the employment benefit in cases of transfer and closure. The 1976 and 1982 amendments have further widened the scope of unemployment relief. However, these

⁵⁰ The features of the first Five Year programme were to organize health insurance scheme, review of Employee's Compensation Act and Maternity Benefit. Coverage of those who are not covered under the scheme are also the features of this plan year.

⁵¹ To provide for compulsory contributory provident fund for the employees in coal mines only

⁵² To provide for the institution of provident funds for the employees in factories and other establishments.

⁵³ It provided that women workers giving birth to a child must abstain from work compulsorily for four weeks immediately after child birth and also made it obligatory to pay cash benefit for eight weeks of which not less than four weeks should succeed the date of delivery

⁵⁴ Varandani, G. " *Social Security For Industrial Workers In India*", Deep & deep Publication (1989), pg71

⁵⁵ This act applies to every establishment whether factory, mines or plantation except where the Employees' State Insurance Act is applicable.

social security benefits are available to a very limited section of society. The labour policies of the Government also started in various Five Year Plans.

2.2 Concept of Social Security

The need of the Social security depends upon the circumstance and nature of its mankind which changes according to the change in the society. Thus, the Government should enact legislation or implement the schemes according to the changing need of the society. Concepts of social security differ from country to country and time and again as there is no firmness to formulate the legislation. The growth and development of national economy will profitably affect the social security scheme. Whatever may be the scope of social security it is now considered in almost all the countries of the world as an indispensable chapter of an national disease. Social security may provide for the welfare of persons who become incapable of working by reason of old age, sickness and invalidity and are unable to earn anything for their livelihood. It has been considered essential for workers, though with the development of the idea of welfare state, its scope should be widened to cover all section of society.

The term “social security” varies from country to country. So it's completely different meanings not solely in several countries rather for various classes of persons also even among constant country. The socialist countries offer complete protection to each and every subject of the country from the female internal reproductive organ to topographic point. In different countries, Social Security is extended to the poor voters by means that of assorted schemes adopted by the government keeping pace with the adequacy of resources of the government. In U.S.A. the term “social security” is employed to denote maturity, survivors, in validness and insurance schemes that perform underneath the management of the national. In Britain, the term “social security” encompasses supplementary benefit and social welfare Schemes, and it's comprehensive of social insurance Schemes, Industrial Injury theme and conjointly supplementary benefit Schemes underneath that even supplementary advantages square measure provided to the staff. It conjointly includes the theme of family allowance underneath that children’s allowances square measure provided to the survivors and dependents of the deceased staff. In Newzealand, the term “social security” is employed in relevance the functions of Department of Social Security and a Comprehensive theme of advantages

and health care services for the staff is regulated and ruled by the relevant provisions of the Social Security Act of 1938.

It is found that the approach towards the labour changed according to the time and industrial development, from a long time 'labour' is considered as one of the factors of production process. But now the 'labour' has got importance in the organizational and industrial sector. In order to appreciate the nature and concept of Social security, it is necessary to examine the meaning given from time to time.

The working conditions of the labour were miserable in India. Thus various committees were appointed in order to address the problem of this working group. Constitutional Reforms Committee recommended for the appropriate laws to ensure fair rent and fix tenure to agricultural tenant's⁵⁶ National trade Union Federation demanded for the freedom to form association etc as enshrined in the Constitution of India as Fundamental Right⁵⁷.

Though, through the adoption of the Constitution of India, the farmer of the constitution has rightly protected the interest of the citizen through various provision enshrined in the Fundamental rights and Directive Principles of state policies but numerous debates is held for its effective implementation in order promote social justice and equality

Again in 1945 the special committee that was set up, through which there were a constitutional debate on the fundamental rights and their enforceability⁵⁸ In response to it *Prof.M.Venkitarangaiah* made a distinction between the civil, social and economic right.

⁵⁶ The constitutional Committee explained the pathetic condition and the necessity to ensure the right of workers. It said that certain fundamental rights of the working classes should be specifically declared so that Indian Parliament should make suitable laws to ensure fair rent and fixity of tenure to agricultural tenants from whom industrial workers are recreated, for the maintenance of health and fitness of workers, securing a minimum wage for them, the protection of motherhood, welfare of their children and the economic consequences of old age, infirmity and unemployment. See Report on Indian Constitution Committee 1917-1918.

⁵⁷ Constitution of India, art.19.

⁵⁸) Through the London Round Table Conference Sessions and joint Committee meeting on Constitutional Reforms, the Indian National Congress passed a resolution on declaration of fundamental rights at 45th session held in Karachi in March which was modified in its 47th Session in Calcutta in 1933 and consequently adopted in the head "Fundamental Rights and Duties and Economic Programme." This was based on the idea political freedom must include real economic freedom of the starving to abolish exploitation of the masses. One of the head under this resolution was related to labour which protect the right of the worker by ensuring decent standard of living, suitable legislation on living wage, hygienic working condition, limited working hours, dispute settlement machineries and maternity leave to women workers and so on. Constituent Assembly Debates, Volume II, *available at* <http://parliamentofindia.nc.in/ls/debates/vol7p1d.htm> (last visited on 12/2/2016 at 4:30 PM

Finally after a long debate on the Fundamental right by the Sapru Committee in its “Constitutional Proposals” strongly recommended that the rights are justifiable as well as non-justifiable.⁵⁹ Finally, Sri *B.N.Rao*, Member of Constituent Assembly there was insertion of chapter on Fundamental Rights⁶⁰

It is evident from the above that they were appointment of many committees and long debate to protect the interest of the workers and provide social security in Constitution as fundamental right. However, duty was imposed to the State to make legislation; schemes relating to Social Security were made subject in Concurrent list and mandatory provision on the Directive Principles of State Policy⁶¹.

Government of India, through a planning commission adopted a First Five Year plan through which the recommendation was made to the authorities to make laws and schemes to for the betterment of the labour force.⁶² However, the labour policy changed after the constitution was amended and the word “socialist” was added in the preamble of the constitution, through constitutional amendment in 1954.

However, in 1957, planning commission on the working group felt the need of the comprehensive social security scheme to protect the interest of the entire working force and recommended for the same⁶³ but could not get the desired outcome.

2.3 Definition

The social security is not a fixed concept. It varies from country to country depending upon the cultural factors and development over time.

Social Security, according to Lord Beveridge, “is an attack on five giants, viz., Want, disease, ignorance, squalor and idleness” the concept of social security is essentially related to high ideals of human dignity and social justice. In a modern welfare

⁵⁹ *Ibid Constitutional Assembly debate Volume II*

⁶⁰ A right is divided into two parts i.e Part A & B for the draft scheme placed before the members of Constitutional Assembly. According to him, Part A must be the fundamental principle of state policy and those were non-justifiable. The scheme include that the state shall secure to each citizen the right to work; education; protect the individual at the time of old age, sickness or disablement and also right to rest and leisure. Further the state shall ensure that the strength and health of workers. It also prohibits exploitation of the vulnerable section of the society such as abolishment of child labour. It was discussed in the debate that none of the above provisions is stable for enforcement by the courts” and has given the status only as ‘moral precepts having education value”. Constituent Assembly Debates, Volume II, available at <http://parliamentofindia.nc.in/ls/debates/vol7p1d.htm> (last visited on 12/2/2016 at 4:30 PM)

⁶¹ Constitution of India, the Concurrent List, List III -VII Schedule Item No.23 and 24

⁶² Government of India, *Working group of the First Five Year Plan 1974-1978* (Planning Commission)

state comprehensive social security scheme take care of person from “womb to tomb”. It is one of the pillar on which the structure of the welfare state rest.⁶⁴

Social security programmes are increasing and is being accepted as the useful and necessary instruments for the protection of labour force. It is a wise investment which yields good dividends in the long run.⁶⁵

According to New Zealand Royal Commission Social Security means that each individual should be provided with opportunities in order to ensure a way of life at par with his fellow human being⁶⁶.

As per *National Commission on labour* 'Social- Security' deals with providing safeguards to the individual at the time of enforceable event⁶⁷.

According to the *Weber and Cohen*, “Social Security is a controversial and dynamic subject with various facets-philosophical, theoretical, humanitarian, financial, administration, social, economic, political, statistical, actuarial, medical and legal.”

According to *Friedlander* Social security is a security which is to be provided to the society in individual in order to deal with various event and occurrence in life.⁶⁸

W.A. Robson defines social security somewhat comprehensive as follows :

"Social security is a way of ensuring freedom from want or poverty which is one of the formidable obstacles in the way. or progress. Social security implies insurance against those misfortunes to which an individual remains exposed even when the

⁶³ Government of India, *Recommendation of Study Group on Social Security*, (Planning Commission, 1957)

⁶⁴ A.M Sharma, *Aspect of Labour Welfare and Social security* 183 (Himalayan Publishing House, Mumbai, Reprint 2006)

⁶⁵ *ILO* defines Social Security as the security that the society furnishes through appropriate organization against certain risks to which its member is exposed. These risks are essentially contingencies against which the individual is unable to effort by their own ability or through any means. The aforesaid term has later been redefined by the *I.L.O* itself in the following words: “It is convenient to regard as social security services only such schemes as provide a citizen with benefit designed to prevent or cure disease, to support him when unable to earn and restore him to gainful activity”

⁶⁶ Social security, according to *New Zealand Royal Commission* should ensure that-everyone is able to enjoy a standard of living much like that of the rest of the community, and thus is able to feel a sense of participation in and belonging to the community see *ILO, Introduction to Social Security*, International Office’, Geneva

⁶⁷ The *National Commission on labour* defined the concept of 'Social- Security' as “security that envisages each member of the community shall be protected by collective action against social risks causing undue hardship to meet the basic need. This concept is based on ideals of human dignity and social justice. The underlying idea behind social security is that a citizen should be given protection against certain hazards who has contributed or is likely to contribute to his country's welfare

⁶⁸ *Friedlander* defines Social security as “a programme of protection provided by society against the contingencies of modern life- sickness, unemployment, old age, dependency, industrial accidents and invalidism against which the individual cannot be expected to protect him and his family by his own ability or foresight.

condition of society as a whole improves. It does not include the various measures for improving the condition of society full employment minimum wage, factory laws, public health, housing, education and so forth"⁶⁹

Maurice Stack defines social security taking note of environmental differences in various countries. He observes that:-

"Each country must create, consume and build up are intellectual, moral and physical vigor of its active generation, prepare the way for its future generations and support the generation that has been discharged from productive life. This is social security, a genuine and rational censor of human resources and values"⁷⁰

The underlying idea and philosophy of Social Security, according to *J. S. Clark*, is "Community planning, community responsibility, community standard of citizens' duties and citizens' rights". It aims to banish poverty and to provide a minimum level of well-being of the people and to make wants under all circumstances unnecessary.⁷¹

Ronald Mendelson, a British writer expressed that social security system refers to : "Any form of organization designed to ensure income security for the whole or for the substantial portion of community by means of compensation to persons for lack of income from their own efforts or those of their bread winner, and also of health services designed to restore the sufferer to full earning capacity and to prevent him and his dependents from incurring under costs of maintenance of health"⁷²

According to *Sri V. V. Giri*, the former President of India, the social security is "the security that the state furnishes against the risks which an individual of small means cannot, today, stand up to by, himself or ever in private combination with his fellows."⁷³

Thus the above definitions stress one or other aspects of social security. These aspects include income maintenance, medical care and covering of various contingencies and risks. The latest trend in the definition seems to require provisions of preservation of acquired standard of living and ensuring minimum social security to those individuals in the society who are exposed to various inevitable social and economic risks despite general prosperity and who by their own means cannot provide for the same. The benefits

⁶⁹ W.A Robson, *Social Security* 428 (Fabian Society by George Allen & unwin: London, 1895)

⁷⁰ Maurice Stack, 'The meaning of Social Security' W. Hoper and W.J. Coner. "Reading in Social Security" P.41

⁷¹ Mongia, Dr. J.N., *Reading in Indian Labour and Social Welfare*, 353 (Atma Ram & Son, new Delhi, 1976).

⁷² Ronal Mendelsohn, *Social security in the British Commonwealth*, (Athlone P; First Edition, 1954)

⁷³ Giri, V.V., *Labour Problem in Indian Industry*,247 (Asia Publishing House, Reprinted Bombay, 1960)

generally covered by social security schemes, as reflected or inferred from various aforesaid definitions are unemployment benefit, health benefit, survivor's benefit, maternity benefit and so on. The definitions address the ever increasing role of the state in general and the role of employers and the labour in particular. The degrees of the shares of each depend on merits of each case and on the expediency of the situation .Further to understand properly the concept of social security; it is worthwhile to study the activities which are outside the pale of social security. Many activities of state are loosely linked with and promote social security which immediately is not social security activities.

The hypotheses of labour welfare reflect the development of the idea of welfare. Prior, the Government needed to propel the modern associations to give fundamental enhancements to their employees. Such impulse was vital since the businesses used to abuse the labour and treated them in an out of line way. With the progression of time, the idea of welfare has experienced changes.

2.4 Social Security Measures

The development of industrialized networks made it clear that a great many people need to rely upon the ability to work. In full time work they address their issues for that day, and at whatever point they are not ready to be grinding away, for any reason, they confront hardships. It is to meet this sort of need the idea of standardized savings was created. As per ILO report entitled – "Ways to deal with Social Security" government managed savings is the security that society outfits, through suitable association, against specific dangers to which its individuals are uncovered. The dangers are basically possibilities against which the people of little means can't adequately give by their own particular capacity or premonition alone or even in private blend with others. As indicated by Lord Beveridge, standardized savings is an attack on five goliaths, for example, needs malady, numbness, griminess and inaction.

Standardized savings may for the most part be characterized as security given by the state to its individuals against opportune accidents over which a man has no control. This assurance is given through appropriate association. Hence government managed savings is the security, which the general public particularly the state and businesses, outfit through suitable associations to the individual individuals from the general public who are presented to specific dangers. Government managed savings measures shift from

nation to nation. Social security measures vary from country to country. But the common characteristics of social security are:

- i) They are established by law;
- ii) They provide some form of cash payment to individuals to replace at least a part of the lost income that occurs due to such contingencies as unemployment, maternity, work injury, invalidism, sickness, old age and death;
- iii) The benefits or services are provided in three major ways such as social insurance, social assistance and public service.⁷⁴ The different government managed savings benefits ordinarily given have been sketched out hereunder.

2.5 Theories of Labour Welfare

In this respect, a concise description of the different theories of representative welfare has been sketched out hereunder.⁷⁵

- i) The Police Theory of Labour Welfare
- ii) The Religious Theory of Labour Welfare. This has two aspects: (a) atonement (b) Investment aspects.
- iii) The Philanthropic Theory
- iv) The Trusteeship Theory
- v) The Placating Theory
- vi) The Public Relations Theory, and
- vii) The Functional Theory of Labour Welfare

The Police Theory or Compulsion Theory:

This Theory trusts that without impulse and periodical supervision and dread of discipline manager won't give even the base welfare offices to the laborers. Man is childish and dependably endeavors to accomplish his goals, even at the cost of welfare of other or abuse of others, those are under him. So to enhance welfare, the state should find a way to forestall abuse of the laborer and offer a base standard of welfare. This

⁷⁴ Hasan, n. , *The Social Security System of India*, 252-256 (Chand and Company, Delhi, 1972).

⁷⁵ Moorthy, M.V., *Principles of Labour Welfare*, 28 (Gupta Bros (Books) Visakhapatnam, 1968)

hypothesis stresses on fear and not on the soul of welfare which ought to manage factor. So this hypothesis of impulse prompts:

- i. Making arrangement of laws with respect to least welfare for laborers.
- ii. Supervision and usage of law through appropriate specialist.
- iii. Punishment to managers, who defies the laws.

In the nations where, least arrangement of security and work conditions are not given sufficiently and where the laborers are ignorant, all things considered some degree measure of impulse through laws winds up basic. In any case, in creating nations, where businesses can without much of a stretch do as such, impulse isn't fundamental.

The Religious Theory:

This theory trusts that a business needs to take up welfare exercises in the desire for future advantage either in this life or in some future life. In this way, as indicated by this hypothesis any great work is viewed as 'a venture' both the sponsor and the recipients are remunerated, a few people take up welfare exercises in a soul of expiation for their transgressions. To put it plainly, the considerate demonstrations of welfare are dealt with either as a venture or atonement.

Individual is primarily stressed over his own welfare and only alternatively, with the welfare of others when man offers wealth or stock to different people to accomplish 'Kalyan' or 'Mukti' or 'Moksha' is the goal behind such act. We go over various trusts and benevolent individuals in India which work in light of this conviction.

The religion premise of welfare can't be objective, on a very basic level it depends on philanthropy as isn't useful for the recipient over the long haul. Notwithstanding, these administrations and offices are willful and it relies on the perspectives of manager.

The Philanthropic Theory:

'Philanthropic' signifies 'adoring humankind', Man is accepted to have an instinctual encourage by which he endeavors to expel the agony of others and advance their prosperity. This drive might be a fairly ground-breaking one and may instigate him to perform respectable penances.

Truth be told, the work welfare development started in the early long stretches of the Industrial Revolution with the help of such givers as Robert Own. Boss is the imperative factor of association. He is in charge of the prosperity of his laborers.

The Trustship Theory:

As indicated by this hypothesis, the industrialist or boss holds the aggregate modern bequest and benefit accumulating from them in trust. He utilizes all properties and bequest for himself, for the advantage of laborer and furthermore for the general public. Specialists in the association resembles a minors, they are uninformed as a result of absence of training and are not ready to care for their own particular intrigue. Boss in this way, has the ethical duty to take care of the enthusiasm of their wards, who are the specialists. To give offices to the specialist is an ethical commitment and no lawful authoritative. So manager appreciate giving offices to his laborer. He utilizes the assets under his control for the prosperity of the laborers. This hypothesis trusts laborer as never-ending minors and industrialists as interminable gatekeepers.

This hypothesis trusts that higher generation is of advantage for both the administration and the work. The work will show signs of improvement compensation and maybe an offer in the benefits. This is useful approach of welfare having effectiveness as its protest, which builds efficiency. This hypothesis trusts that both the gatherings have an indistinguishable point as a top priority that is higher creation through better welfare, and this will support work's investment in welfare programs.

The Placating Theory:

The assuaging hypothesis depends on activist approach of the work. This hypothesis trusts that work bunches are more aware of their rights and benefit their requests for higher wages and better guidelines can't be overlooked. Convenient and periodical audit of work welfare measure can make solid air in the association. This approach will expand participation of the specialist for accomplishing the targets of the association. This hypothesis is unsound; however it has frequently been followed up on to anchor the specialists participation.

The Public Relation Theory:

The Public Relation hypothesis depends on the suspicion that the work welfare development might be used to enhance relations between the administration and work. A great relation between the worker and the administration brings effectiveness in work and profits. So work welfare program under this hypothesis functions as a kind of an ad and help an industrialist to develop great and solid advertising. A commercial or display and work welfare program may assist an industrialist with projecting to people in general great picture of the organization. His business, creation and also modern connection may enhance subsequently a two crease advantage to the organization. In any case, one thing is here that, welfare may have a tendency to end up a reputation stunt.

The Functional Theory:

Under the Functional Theory welfare measures is utilized as a way to anchor, save and build up the proficiency and efficiency of work. Clearly if a business takes great care of his specialists, they will have a tendency to wind up more effective and will in this manner venture up creation. In any case, this relies on the sound collaboration amongst administration and association and their approach about the development and advancement of industry.

The Development of People Theory:

As indicated by Lawrence Appley improvement of individuals is a definitive question of any business association, with the goal that the administration should build up the general population i.e. laborers the individuals who are working in the association. By giving the better wages and sufficient offices to the laborer, administration can help the specialists for their social and conservative advancement and created individuals i.e. laborer will create more in the association. This hypothesis trusts that the administration should help to the specialists for their financial improvement through work welfare measure and work should help to the administration for higher creation through high proficiency and diligent work.

Hypothesis of advancement of individuals is imperative one in present day culture of industrialization. Both the work and the administration should help each other for their own advancement; it will prompt improvement of country. This hypothesis might be portrayed as Labor Management Co-task Theory

2.6 Conclusion

The objective of social security is to protect the poor and vulnerable section of the society. Social security may entail smoothing consumption and reducing risk or spreading income over the life cycle. Access to social security has become a fundamental human Right to which every individual is entitled as a member of the society. Social security concept is not new to India. Human needs were confined and social, economic and emotional security were essentially founded absolutely on joint families system, craft, guilds, churches, charitable, philanthropic and different spiritual establishments. With the passage of time, social security legislation has undergone a revolution in regard to its objectives and scope. The Constitution of India was drafted to uphold the ideals that inspired the struggle for freedom i.e 'human freedom in all its majesty'. Even the definition of the term "social security" by various jurist also stress one or other aspects of social security i.e include income maintenance, medical care and covering of various contingencies and risks.