



3. Explain the benefits available to insured workers under the Employees State Insurance Act, 1948.
4. Discuss various types of labour legislation.
5. Discuss the role of International Labour Organisation in promoting social security.

### SECTION-C

#### 6. *Case Study:*

In India social security laws cover certain contingencies of life of workers in the organised sector. The benefits available to this class of workers include employees compensation, maternity benefit, sickness benefit, disablement benefit, dependents' benefit, medical benefit, provident fund and employers' pension, gratuity, compensation in the event of layoff and retrenchment and unemployment allowances. The main legislative measures are : Employees' Compensation Act, 1923, Employees State Insurance Act, 1948, Provident Fund and Miscellaneous Provisions Act, 1952, Maternity Benefit Act, 1961, Payment of Gratuity Act, 1972, The Industrial Disputes Act, 1947. Besides, the Unorganised Workers' Social Security Act, 2008, seeks to provide certain social security benefits in the form of life and disability cover, health and maternity benefit and old age protection to workers in the unorganised sector. The Mahatma Gandhi National Rural Employment Guarantee Act, 2005, and the National Social Assistance Programme, 1993, also aim at covering contingencies.

#### *Questions :*

- a. Identify the laws which are based on the principle of social assistance.
- b. What is social insurance? Which laws provide for social insurance of workers?

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