

Social Security Laws

Course title & Code	Credits	Credit distribution of the course			Eligibility criteria	Pre-requisite of the course (if any)
		Lecture	Tutorial	Practical/ Practice		
Social Security Laws	4	3	1	0	Pass in Class XII	NIL

Learning Objectives-

The course aims to familiarize the students with the understanding and provisions of social security laws. Case studies and issues involved in social security laws are required to be discussed.

Learning Outcomes-

After completion of the course, learners will be able to:

1. Analyse the legal framework provided for social security.
2. Describe the calculation and payment of employee's compensation.
3. Analyse various labour benefit schemes.
4. Discuss the benefits available for defined set of employees.
5. Interpret the framework of gratuity.

Course Contents:

Unit 1: Introduction (7 hours)

Meaning of social security; Development of social security in India, Legal framework of social security in India.

Unit 2: Employees Compensation (12 hours)

Definitions under the legislation#; Partial and total disablement; injury; Employer's liability for compensation; Amount of compensation; Contracting.

Unit 3: Employees Provident Fund (11 hours)

Definitions under the legislation#; EPF Schemes– Employees' Provident Fund Scheme; Employees' Pension Scheme; Employees' Deposit linked Insurance Scheme.

Unit 4: Employees State Insurance and payment of Gratuity (15 hours)

Definitions under the legislation#; Partial and Permanent Disablement; ESI Corporation; Contributions; Benefits available under Employees' State Insurance. Definitions under the legislation; Continuous service; Payment of gratuity; Forfeiture of gratuity; Determination of amount of gratuity.

Exercises

The learners are required to:

1. Discuss the need for social security laws.
2. Analyse the relation between compensation and 'relevant factor'.
3. Discuss various schemes within the ambit of employees' provident fund.
4. Visit nearby ESI hospitals or dispensaries and enlist the services available for employees covered under the legislation.
5. Identify scenarios wherein employees' gratuity can be forfeited.

Suggested Readings

- Malik, K. L. (2021). Industrial Laws and Labour Laws. Lucknow, India: Eastern Book Company.
- Sharma, J. P. (2018). Simplified Approach to Labour Laws. Delhi, India: Bharat Law House Pvt. Ltd.
- Singh, Avtar. (2021). Introduction to Labour and Industrial Laws. Nagpur, India: Wadhwa and Company. Additional Resources
- Arora S. & Arora R. (2018). Industrial Laws. Delhi, India: Taxmann Pvt Ltd.
- Srivastava, S. C. (2020). Industrial Relations & Labour Laws. Delhi, India: Vikas Publishing House (P) Ltd.

From the date of implementation of Social Security Code, this Course Contents: shall be disseminated accordingly.

Note: Suggested readings will be updated by the Department of Commerce and uploaded on Department's website.