Human Security is a child who did not die, a disease that did not spread, a job that was not cut, an ethnic tension that did not explode in violence, a dissident who was not silenced. Human Security is not a concern with weapons; it is a concern with human life and dignity.

INTRODUCTION

Social Security means the "security of the whole society". With the growth of industrialisation, virtually all work includes some hazards and accidents continued to be frequent due to association with the handling of machines. The workers felt like a fish out of water in difficult working conditions and the absence of awareness that machines were more powerful to cause serious accidents had made the toiling masses weaken their health. Such hazards necessitate protection of individual by the society in economic and social aspects. These risks to which an individual in the society is exposed are caused by physical sickness such as invalidity, old age, maternity, accidents and death and economic factors such as technological change and burden of large families. So both physical and economic risks deprive in an individual of his earning power. Social Security occupies an important place in an industrial society as it takes suitable steps to overcome such hazards and give protection to the workers against sickness, disease and injury arising out of employment for the improvement of conditions of labour. Hence we can rightly say that it is a system which is aimed at bringing all round well-being of society by providing various amenities and facilities to maintain the conditions of labour in order to remove the unjust conditions of labour as it imperil the peace and harmony.
2.1 CONCEPT OF SOCIAL SECURITY - A CLEAN BREAK WITH THE WORKERS LIFE

All the industrial countries of the world have developed measures to promote the economic security and welfare of the individual and his family. These measures generally have come to be called as “Social Security”\(^1\) Social security means “freedom from want”. The quest of social security and freedom from want and distress has been the consistent urge of man through the ages. This urge has assumed several forms according to the needs of the people and the level of social consciousness, the advancement of technology and the pace of economic development\(^2\). It may be recalled that the results of world war I and II activated the social conscience of the workers which had resulted in expressing their will in translating their ideas of social and economic justice into enforceable laws. Every man enjoys freedom when he gets all the basic human needs and necessities. It is crystal clear that freedom from want means a response to an aspiration.

Hence the workers needed a justifiable right to cry for protection against the deplorable in working and living conditions of the workers as there was no provision for safety, welfare and health. Thus social security was known for its absence and the concept has been developed to safeguard the interest of labour. Today the philosophy of the concept is universally acknowledged as it has been accepted in principle that social security is the aim of all social welfare

\(^1\) Encyclopaedia Britanica, Vol. 20, P-762.

activities of all countries following different ideologies, different social, political structures and different economic policies.

2.2 ANALYSIS OF VARIOUS DEFINITIONS OF SOCIAL SECURITY CONCEPT

Sir William Beveridge Report - 1942.

In Great Britain, Sir William Beveridge was appointed to make survey of the existing national schemes of social insurance and allied services and to make recommendations for the reconstruction of better Britain in the post war period. His report on social insurance and allied services was published in 1942. The following definition put forward by him, would be clear in covering the programmes of social security and laid its foundation, “The security of an income to take place of the earnings when they are interrupted by unemployment, sickness or accident to provide for retirement through age, to provide against loss of support by the death of another person, and meet exceptional expenditure, such as those connected with birth, death and marriage.”

AN ATTACK ON FIVE GIANTS

Sir Beveridge considered that there are five giants on the road of reconstruction which created fear and have crossed the limit where individuals of small means could not have controlled individually or in small groups. He

suggested that it is the social security that is designed to combat the five giants namely, want, disease, ignorance, squalor and idleness in the path of social progress which are explained as follows:

ATTACK ON WANT

According to him, attack on want meant securing every citizen in return for his services, adequate income for his maintenance and that of his dependents - both when he is working and when he cannot work. So every one enjoys freedom from want when they are capable enough to meet the expenditure such as those connected with birth, death and marriage.

ATTACK ON DISEASE

Attack on disease meant adequate provision must be made by ensuring every citizen against possible attacks of disease. The extensive use of complicated machinery, specialization on a large scale and hazardous nature of occupations produces sick people and fosters a number of industrial diseases that plagues the workers.

There is much wisdom in the old adage: “To be fore warned is to be fore armed”. So when the causes are known or could be foreseen, steps should be taken to attack on disease.

ATTACK ON IGNORANCE

Ignorance is one of the main factors which accelerates the labour exploitation. It causes several social hindrances such as ill-informed worker who is surrounded by darkness and misunderstanding about his right, waste of talent and unhappiness of workers. It can be attacked by providing greater educational facilities, political reforms and technical training.
ATTACK ON SQUALOR

This would mean about the maintenance of clean, sanitary and hygienic of working and housing conditions of labour because squalor and pollution generate diseases and ill health. It arises mainly through unsystematic distribution of industry and population. Attack on squalor means better location of industry and population and revolution in housing. 22

ATTACK ON IDLENESS

Attack on idleness meant ensuring for every citizen a reasonable opportunity of productive service and of reasonable earning service. It means maintenance of employment of labour. An idle person of weak character is susceptible to temptations and may commit crime. A man who remains idle usually is out of employment, he may be able to get a job, but he does not want it, he likes to wander about in the locality pilfering things from street waggons or picking pockets of persons in crowded localities such is the life of so many of the idlers. 23 He would commit theft if he does not get money for his expenses.

It is worth while to study the following definitions in order to understand the nature of the social security concept in a proper manner.


2.2.2 DEFINITION BY I.L.O.

The first systematic attempt to define social security was made by I.L.O. which defines "Social Security" as "the security that society furnishes through appropriate organisations, against certain risks to which its members are exposed. These risks are essentially contingencies against which the individual of small means and meagre resources cannot effectively provide for by his own ability or foresight alone or even in private combination with his fellows - these risks being sickness, maternity, invalidity, old age and death. It is the characteristics of these contingencies that they imperil the ability of the working man to support himself and his dependents in health and decency 24.

Fried Lander defines social security as "a programme of protection provided by society against these contingencies of modern life, like sickness, unemployment, old age, dependency, industrial accidents, and invalid against which the individual cannot be expected to protect himself and his family by his own ability or foresight 25.

DEFINITION BY THE SOCIAL SECURITY (MINIMUM STANDARDS) CONVENTION NO.102 OF 1952

It defines "Social Security" to mean: The result achieved by a comprehensive and successful series of measures for protecting the public (or a


large sector of it) from the economic distress that, in the absence of such measures, would be caused by the stoppage of earning in sickness, unemployment or old age and after death, for making available to that same public medical care as needed, and for subsidising families bringing up young children.  

2.2.3 DEFINITION BY GIRI (V.V.)

Social Security, as currently understood, is one of the dynamic concepts of the modern age which is influencing social as well as economic policy. It is the security that the state furnishes against the risks which an individual of small means cannot, today, stand-up to by himself or even on private combination with his fellow country men.

Social security can be taken to mean the protection which society provides for its members, through a series of public measures, against the economic and social distress that otherwise would be caused by the stoppage or substantial reduction of earnings resulting from sickness, maternity, employment injury, unemployment, invalidity, old age and death; the provision of medical care; and the provision of subsidies for families with children. The above analysis of the definitions show that the concept of


27 Giri (V.V.), "Labour problems in Indian Industry", (Bombay : Asia Publishing House), 1972 edition, P-269.

social security is based on ideals of human dignity and social justice. By maintaining the income, providing medical care and by covering various contingencies of risks, it preserves the acquired standard of living and ensures social minimum to these individuals in the society. It also speaks about the role of the state in procuring protection to its citizen when exposed to various inevitable social and economic risks.

2.3 NEED FOR SOCIAL SECURITY

The need for any social security measure for labour arises on account of minimising the negative adverse effects of industrial labour due to growing industrialisation. Thus it is rightly argued that; industrialisation the world over has aroused social conscience and led to the increasing awareness that it is the duty of the community as a whole to protect by common endeavours by any individual member thereof from the physical distress consequent on illness and from the economic distress inevitable on reduction or loss of earnings due to illness, disablement, maternity, old age, unemployment, or death of working member.  

The chronicle of human progress from the stone age to the space age has been one of change. The industrialisation phenomenon has altered the conditions of human life more swiftly and radically. This had shifted the balance of productivity away from agriculture to industry and had offered

boundless possibilities for increasing productivity of human labour. It also generated diseases, injuries and deaths which had not previously experienced by the world.

As human needs were extended with the introduction of industrialisation, the system based on voluntary charity which were supplemented with mutual benefit schemes and state aids in some countries proved to be insufficient and a very limited success. The workers were struggling to find a cure during the spells of risks.

The concept of ‘employer’s liability’ was pressed to provide the workers to achieve some sort of security. The employer who brought dangerous machinery in his premises must be held responsible from the consequences flowing from the use of such machinery. In the event of accident, he should be made liable to compensate his workman. So security was provided only at the event of accidents at work. In the case of other respect the workers were continued to be unprotected. So it was felt that the distinctive response at these risks has been the social security as it fulfills separative function with respect to industrial injuries and diseases. It is to meet this type of need that the concept of social security has been developed.

2.4 AIM OF SOCIAL SECURITY

Social Security is for the people. Social Security is required for meeting certain needs which are basically rooted in lack, loss or inadequacy of income or assets due to unemployment, sickness, accidents, maternity, disability, oldage or death. These incidents may affect an individual or community as a whole. Hence the aim of all social security measures is three-fold namely, compensation, restoration and prevention.
COMPENSATION

It aims to substitute income when earning of an individual is interrupted temporarily or comes to an end permanently during spells of risk.

RESTORATION

Restoration is designed to provide certain services like medical to the sick and invalid, and rehabilitation in cases of need.

PREVENTION

Social security system not only provides necessary measure when it is required but also prevent the risks from arising in the first place itself. So as to help the individuals and families to make the best possible adjustment when faced with disabilities and disadvantages which have not been or could not be prevented. So social security requires not only cash but also a wide range of health and social services.

2.5 SOCIAL SECURITY AND HUMAN RIGHT

An ideal state to its citizen is like a mother-infant bonding and should help in the procuring of right to social security as it is one of the significant human rights guaranteed by the Universal Declaration of Human Rights in the following words:

"Every one as a member of the society has right to social security and is entitled to realisation through national efforts and international cooperation and in accordance with the organisation and resources of each state of economic, social and cultural rights indispensable for his dignity and the development of his personality."

30 Article 22 of the Universal Declaration of Human Rights
“Every one has the right to a standard of living, adequate for the health and well-being of himself and of his family including food, clothing, housing and medical care and necessary social services and the right to security in the event of unemployment, sickness, disability, old age, or other lack of livelihood or circumstances beyond and his control.\textsuperscript{31}

2.6 CHARACTERISTICS OF SOCIAL SECURITY

Economic and social development cannot be conceived as separate process. Economic growth makes the expansion of social programmes possible Social Security covers the various socio-economic risks and contingencies in the life of individuals in the society through appropriate organisations and method. Social security is conducive to the development of country’s productive forces. A well cared for work force is more productive and therefore more profitable. Social protection scheme on such a scale leave a profound imprint on industrial societies, when they have frequently become an essential component of various aspects of the country’s social policy - health, family, old age and even employment and housing.

They play an important part in the day-to-day life of workers and their families and in the national economy.\textsuperscript{32} Hence it is an indispensable chapter of the national programme which the country had adopted to emancipate its masses from poverty, unemployment and diseases, etc. \textsuperscript{33}

\textsuperscript{31} Article 25 of the Universal Declaration of Human Rights


Though social security measures vary from country to country and from time to time according to the people's need and countries resources, usually they have three major characteristics which are as follows:

i) They are established by law.

ii) They provide some form of cash payment to individuals to replace at least a part of lost income that occurs due to such contingencies as unemployment, maternity, work injury, invalidism, sickness, old age and health.

iii) These benefits are provided in three major ways such as social insurance, social assistance and public services which are explained as follows:

2.7 SOCIAL INSURANCE:

Social insurance is one of the devices to prevent an individual from falling into the risk of want and distress in human life and provides benefits for persons of small earnings granted as of right in amounts which combine the contributory effort of the insured with subsidies from the employer and the state. 34 Thus this cooperative device not only aims in getting sufficient benefits to the insured on compulsory basis by ensuring a minimum standard of living, but also associates the workers by requiring them to contribute and preserve their self respect by maintaining during the period of cessation or interruption of gainful activity.

2.7.1 SOCIAL INSURANCE AND COMMERCIAL INSURANCE

Social Insurance is more advantageous than commercial insurance as commercial insurance is quite distinct from former one in the following aspects:

MOTIVE

Private or commercial insurance is carried on with a profit motive. But social insurance undertakes guarantee of social welfare to the people as it is socially oriented. It is one of the devices prevent an individual from falling into poverty which aims in granting sufficient benefits to the insured on compulsory basis by ensuring a minimum standard of living.

CONSIDERATION

The amount to be insured under private insurance depends on the option of the person injured and the benefits are given according to the previously paid. But social insurance is compulsory and involves payment of certain benefits to the person insured without any consideration of his contributions to the fund setup.

COVERAGE OF RISKS

In commercial insurance separate policies are needed for covering different risks and its object is to cover the risk of those individuals who pay the premium. Mathematical relationship between benefit and contribution is maintained. But, in case of social insurance, for example under Employee’s State Insurance Scheme six types of benefits are provided namely, sickness benefit, medical benefit, disablement benefit, dependent’s benefit, maternity benefit and funeral expenses. Thus it undertakes to provide benefit in order to meet a
chain of contingencies of various nature and intensity with an idea underlying to provide for a minimum standard of living during the period of loss of income.

2.8 SOCIAL ASSISTANCE

Social assistance is purely a government affair which ensures minimum needs to the eligible persons. Here benefits are provided free of cost and the beneficiary has to satisfy means test i.e., certain prescribed conditions. That’s why it is defined as “a device to provide benefits conditional upon proved needs at the time of claims, irrespective of previous contributions, but adjusted in each case, and paid out of the national exchequer”. It represents “the unilateral obligation of the community towards its dependant groups”35. It is claimed as legal right as it is organised under a statute. In countries such as Australia and Newzealand all the social assistance schemes have been merged into a National Social Security Scheme.

2.9. PUBLIC SERVICES

Public service programmes constitute on the main types of social security measures. It includes benefit in cash as well as the provision of actual services to certain groups of people who are assured to need this. No previous contribution is required here as they are financed directly by the government from the general revenues. This type of public service is available in number of countries in the form of national health service providing medical care for every citizen of the country, old age pensions, pensions for invalidism, survivor’s

pension to every widow or orphan and a family allowance to every family having a given number of children are the few examples for public service programmes.

2.10 SIGNIFICANCE OF SOCIAL SECURITY

Social security measures are significant in the following points:

i) They constitute an important step towards the goal of a welfare state.

ii) They ensure workers to become more efficient and thus reduce wastage arising from industrial disputes.

In the first instance, no longer does a state discharge its functions merely by maintaining law and order as the idea of a ‘police state’ has been replaced by that of ‘welfare state’. A good state prevents poverty provides an equitable distribution of wealth, arranges for social insurance and devises some satisfactory scheme of provision against wants.³⁶

The Indian constitution recognised this type of need which has been embodied in the specific Article that “the state shall within the limits of its economic capacity and developments; make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disablement and in other cases of undeserved want.”³⁷

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³⁷ Article 41 of the Indian Constitution.
Secondly, the principle of efficiency plays an important role in welfare services. This is based on the relationship between welfare and efficiency. The goal of welfare state is to secure, preserve and develop the efficiency and productivity of labour. If an employer takes responsibility for implementing labour welfare measures then the workers will tend to come to be more efficient which will result in increasing of production. For instance, programmes of housing, education and training, the provision of a balanced diet are some of the important programmes of labour welfare which increase the efficiency of the workers, particularly in underdeveloped or developing countries. Lack of social security impedes production and prevents formation of a stable and efficient labour force. Therefore, social security measures are not a burden but a wise investment as its cost is offset by gains in the productive efficiency, on the one hand and increased savings through the contribution it makes to a country’s development on the other.

2.11 SOCIAL SECURITY - AN INDISPENSABLE COMPONENT OF LABOUR WELFARE

The concept labour welfare indicates about the efforts to make life worth living for workers. It is comprehensive enough to include multiplicity of activities such as workers health, safety, comfort, efficiency, economic security, education and recreations.

The Labour Investigation Committee says, “For our part we prefer to include under welfare activities anything done for the intellectual, physical, moral and economic betterment of the workers, whether by employers, by government or by other agencies, over and above what is laid down by law or
what is normally expected as part of contractual benefits for which the workers may have bargained. Thus under this definition we may include housing, medical and educational facilities, nutrition (including provision of canteens), facilities for rest and recreation, co-operative societies, day nurseries and creches, provision of sanitary accommodation, holidays with pay, social insurance measures undertaken voluntarily by employers alone or jointly with workers, including sickness and maternity benefit schemes, provident funds, gratuities and pension etc. 38

By examining the labour welfare activities which has been mentioned in the Report Of The Labour Investigation Committee, one can get an idea that social security is closely related to labour welfare. Labour welfare secures the workers and his family the fullest life in the comprehensive sense of the term where as social security covers the various socio-economic risks and contingencies in the life of the individuals in the society through appropriate organisations and methods. Both labour welfare and social security for labour have the same objectives but they vary only in their respective approaches and emphasis. Labour welfare without social security or vice versa are incredible. Thus labour welfare is total concept and social security for labour constitutes an integral part of it.

2.12 SOCIAL SECURITY - A MAJOR FEATURE OF PUBLIC POLICY

Before 1930s the concept of social security was unknown. But there was some security measures in operation without referring to the term 'social security' as such. In many countries, the world wide depression in 1930s had created involuntary unemployment, sickness, accidents, death of the bread winner, concentration of wealth which threw the workers off balance as they struggled to balance between scanty income and mounting expenses. Workers and their families were very much affected by these circumstances and conditions. So the need to adopt social security as a part of public policy on permanent and regular basis arose. In 1940, to mitigate the evil effects of depression with a view to protect the interest of the weaker section of society and also the interest of economic growth, the advanced countries adopted social security as a part of public policy by intervening the state in the economic affairs of the society. In under developed countries, it formed a part in public policy by ensuring and securing smooth rate of economic growth and socio-economic justice to individuals. Hence we can say from its modest beginning in a few countries in the early decade of the present century, social security has now become a fact of life for millions of people throughout the world. Social security measures have introduced an element of stability and protection in the midst of the stresses and strains of modern life. It is a major aspect of public policy today and the extent of its prevalence is a measure of the progress made by any country towards the ideal of a welfare state. 39

2.13 SOCIO-ECONOMIC JUSTICE UNDER INDIAN CONSTITUTION

The founding fathers of our constitution clearly laid down socio-economic justice as a goal to be achieved by the future governments in India. According to the view of M.R. Masani, social-economic justice means, that the people of this country, so far as any constitution can endow them, with great social security—the right to work or maintenance by the community.40

The various Articles in part IV of the Indian constitution have directly or indirectly bears the social security measures legislation in promoting welfares which are as follows:

2.13.1 RIGHT TO SECURE A SOCIAL ORDER FOR THE PROMOTION OF THE PEOPLE 41.

A fundamental duty has been cast upon the state to secure a social order for promotion of wealth of the people. Sub clause (2) was added by 44th Amendment Act of 1978 requiring the state to strive to minimize the inequalities in income and endeavour to eliminate inequalities in status, facilities and opportunities not only amongst individuals but also amongst groups of people receiving in different areas or engaged in different vocations.

2.13.2 RIGHT TO ADEQUATE MEANS OF LIVELIHOOD TO MEN AND WOMEN EQUALLY AND RIGHT AGAINST ECONOMIC EXPLOITATION. 42

This Article says that the citizens, men and women equally, have the right to an adequate means of livelihood, that the ownership and control material


41 Article 38 of the Indian Constitution.

42 Article 39 of the Indian Constitution
resources of the community should be so distributed as best to subserve the common good, that the operation of the economic system should be such as not the result in the concentration of wealth and means of production to the common detriment that there should be equal pay for equal work for both men and women; that the health and strength of the workers, men and women, and the tender of children is not abused; that the citizens are not forced by economic necessity to enter avocations unsuited to their age or strength and that the children and youth should be protected against exploitation and against moral and material abandonment.

2.13.3 RIGHT TO WORK, TO EDUCATION AND TO PUBLIC ASSISTANCE IN CASES OF UNEMPLOYMENT, OLD AGE, SICKNESS AND DISABLEMENT AND IN OTHER CASE OF UNDESERVED WANT\textsuperscript{43}.

The scope of Article 41 has been widened in the following aspects such as right to job security and right to pension.

RIGHT TO JOB SECURITY

The question of security of work is of utmost importance. If a person does not have the feeling that he belongs to an organisation engaged in production he will not put forward his best effort to produce more. That sense of belonging arises only when he feels that he will not be turned out of employment the next day at the whim of the management. It is for this reason

\textsuperscript{43} Article 41 of the Indian Constitution.
it is being repeatedly observed by those who are in charge of economic affairs of the countries in different parts of the world that as far as possible security of work should be assured to the employees so that they may contribute to the maximisation of production.  

RIGHT TO PENSION

The employee’s right to pension is a statutory right. The measure of deprivation therefore, must be correlative to or commensurate with the gravity of the grave misconduct or irregularity as it offends the right to assistance at the evening of his life as assured under Article 41 of the Constitution.

The expression “Public assistance” takes its colour and meaning from the context in which it is placed in Article 41. A reference to Entries 23 and 24 of List III and Entry 9 of List II of the Seventh Schedule would make the matter clear. Entry 23 refers to “Social security and social insurance, employment and unemployment” Entry 24 refers to “welfare to labour including conditions of work, provident fund, employer’s liability, workmen’s compensation, invalidity and old age pension and maternity benefits”. Entry 9 of list II refers to relief of the disabled and unemployed. It is manifest that the expression “public assistance” in Article 41 refers to economic assistance or relief to people who are unemployed, old, sick or disabled or to other similar cases of undeserved want.

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44 Bhartiya Dak Tar Mazdoor Manch V Union of India AIR 1987 SC 2342 Para 8.
45 D.V. Kapoor V Union of India, AIR 1990 SC 1923 Para 97
46 Sukhnandan Thakur V State of Bihar AIR 1957 Pat 617.
2.13.4 RIGHT TO JUST AND HUMAN CONDITIONS OF WORK AND MATERNITY RELIEF

The state shall make provision for securing just and human conditions of work and for their maternity relief. The welfare measures as required by Article 42 are sought to be given through Employee's State Insurance Scheme and in Maternity Benefits. However, their coverage is limited mostly to the organised sector.

2.13.5 RIGHT TO LIVING WAGE, TO LEISURE AND REST

Article 43 provides that the state shall strive to secure living wage, a decent standard of life and full employment of leisure and social and cultural opportunities to all workers, agricultural and industrial or otherwise. The Government paid attention to secure living wage for the workers as required by this Article. The Minimum Wages Act 1948 is directed towards this end and provides for the fixation and revision of wage rates. The protection afforded by the Act has helped in minimising the exploitation to some extent. It also specifies that the agricultural, industrial or other sectors to secure a decent standard of life and full employment of leisure and social and cultural opportunities.

2.13.6 RIGHT TO NUTRITION, PUBLIC HEALTH AND PROHIBITION

It obligates the state to raise the level and the standard of living and the improvement of public health as it is one among primary duties. The state should take steps for the prohibition of consumption, with respect to intoxicating drinks and drugs which are injurious to health. Since these three aspects namely, nutrition,

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47 Article 42 of the Indian Constitution
48 Article 47 of the Indian Constitution
public health and the policy of prohibition are closely connected with the improvement in the standard of living and quality of life of the people, the State has undertaken various steps to achieve the objectives underlying in Article 47. From the above, it is clear that right to social security is one of the basic human rights. Although the Constitution Of India does not mention social security as such it has made the provision of social security through the Directive Principles Of State Policy. The Supreme Court Of India has also ruled that the right to livelihood is inherent in the right to life which is a fundamental right to assure everyone the means of livelihood it follows that the right to social security is also inherent in the right to life.

All the activities of the state enumerated in Part IV cannot be run by the Government alone and therefore, Government Leaders and the Planning Commission have been emphasising the importance of role of voluntary organisation. In fact, useful implementation of any Government Plan without the aid and assistance of such voluntary organisations is not feasible and therefore both the central as well as the State Government, encourage people to involve themselves in the social, economic and welfare programmes, including removal of illiteracy and economic development specially amongst the tribal areas and other backward and weaker sections in the society.

49 Social work and Research Centre, Banswara Vs state of Rajasthan and others AIR 1987 P-26.
The above study about the concept of social security shows as follows:

It is partly humanitarian - as it provides necessary measures to the workers during any social and economic contingencies when they themselves cannot provide.

It is partly economic - because it improves the efficiency of the workers which results in increasing production.

It is partly civic - as it preserves the dignity of the workers by preventing the risks from eroding their quality of life and promote a sense of responsibility to make better citizens.