CHAPTER – II

REVIEW OF LITERATURE & RESEARCH METHODOLOGY

2.1. INTRODUCTION

The present Chapter deals with the review of literature in Social Security measures in the world, special reference to Steel Industries (Special reference to Rourkela Steel Plant) different literature has been collected and analysis has been made in this chapter, apart from this statement of problems, objective of study, Hypothesis, Methodology adapted and Research design has been discuss.

2.2. REVIEW OF LITERATURE

A brief of the literature relating to the present study which helped the researcher in shaping the study are detailed as follows:

1. Reforming India's Social Security System for the Twenty first Century

Mukul Ashor and Deepa Vasudevan, Centre for Public Policy, Indian Institute of Management Bangalore. (1990)

This book is based on the promise that India’s open economy open society paradigm pursued since the early 1990s has made developing social safety nets which are affordable by individuals, government entities, and by the country, are scalable, and are consistent with emphasis on jobs creation and sustaining 8 percent economic growth, even more essential. The paper argues that current social security arrangements have two major limitations. First, the professionalism in undertaking core functions of provident fund and pension funds is low, and needs to be substantially enhanced through organizational restructuring, human resource
upgrading and substantially greater use of information technology. Secondly, there is lack of system. It is argued that a regulator which only the State can provide, is essential to overcome both these limitations. The establishment of the pension Fund Regulatory and Development authority is thus strongly supported. While supporting the New Pension System (NPS) for civil servants, the paper suggests building some insurance elements paid by the members into the scheme, and paying greater attention to structuring the payout phase. Finally the paper suggests developing a world class pension research centre. The paper urges efforts at greater pension policy literacy for all stakeholders, including the policy makers.


   The Book covers a remarkably extensive terrain. It deals with important conceptual and fundamental principles, investigates overarching and cross cutting themes relating to, amongst others, the constitutional framework, and budgetary perspectives, investigates elements of the social insurance and social assistance system, and explores the broader context of indirect, informal, regional and international social security. Not only does it deal with social security as such, but it also reflects on the management and administration of the system. It therefore becomes much more than a text book on social security in South Africa, as it reflects on the practical and applied framework of social security as well.


   This book focuses on the role of social protection in the process towards inclusion in economic social and political life. It presents some of the most innovative and promising experiences worldwide in this field various chapters examine the role of new social assistance programmes in the fight against poverty and combating exclusion. They stress the need for the development of social assistance schemes that act on several dimensions of poverty simultaneously. It also explores avenues for extending social protection within local economic development
strategies. This is central to further expand protection to vulnerable people in many weakly developed institutional settings or poor areas. Finally, some chapters focus on access to basic social services such as health care, education, housing, and nutrition which also play a crucial part towards inclusion and empowerment.

Three emerging issues derive from the book linked with:

Gearing social assistance towards social inclusion and employment.

Achieving universal coverage through a plurality of approaches to reach the excluded, and Asserting social security as a human right under changing circumstances in the world of work.

4. *Social Security for the Elderly: Experiences from South Asia*,


This book concludes that first, over time, South Asian Governments should move away from defined benefit pension schemes to defined contributions schemes. One objective being to minimize government liability. Second, it makes the point that provident funds tend to have limitations such as frequent withdrawals and single-point payment at retirement. Hence provident funds should also be converted into defined contributions schemes. Third, retirement age should be increased. Fourth, insurance companies and mutual funds should introduce pension plans. Fifth, social assistance programmes such as old-age allowance should continue until informal sector workers are covered under a social safety net. Sixth, strict audit should be used to obviate leakages, Seventh, poverty and starvation, especially among female elderly and widows, should be targeted. Eight, NGOs in this sector should be supported, Ninth, Sri Lankan social security programmes for fishermen, farmers and the self-employed could serve as examples. And tenth, collective care in old age practiced in Kerala's informal sector provides another example. (Sri P. Chidambaram, Union Finance Minister in his Preface to the Book).

This authoritative compendium brings together the latest thinking of leading academics, actuaries and insurance and development professionals in the micro insurance field. The result is a practical wide ranging resource which provides the most thorough overview of the subject to date.

The book allows readers to benefit from the valuable lessons learned from a project launched by the CGAP Working Group on Micro Insurance to analyse operations around the world. Essential reading for insurance professionals, practitioners and anyone involved with offering insurance to low income persons, this volume covers the many aspects of micro insurance in detail including product design, marketing, premium collection and governance.


The latest issue of ‘Social Policy Highlight' takes a closer look at the rise of prevention as a social security policy priority, and cells on all social security institutions to become key drivers in building and maintaining national preventative cultures, beyond their traditional role in occupational safety and health.

7. **Ahmad, Ehtisham & Others (eds), 1991, Social Security in Developing Countries, Oxford : Oxford University Press.**

The term 'social security' has a very different meaning in underdeveloped countries and is best understood as poverty alleviation. This book attempts to define social security in the Third World and to examine what sort of programmes are most suitable for developing countries. The authors review current literature on the subject. Some chapters explore broad themes, others describe social security provisions in various regions in India, China, Latin America, and Southern Africa. Western systems are compared and broad assessments made of the traditional social
security systems in Third World village societies. The editors aim to put the subject of social security firmly on the agenda of development economic research with a view to stimulate much further research in this area. The book is written in a way that will be accessible to a much wider audience.

8. **ILO Report Social security for All Indians Geneva: ILO**, which elaborately discuss the issue of social security, it bears a significant importance in the post industrialization era throughout the world. The International labour organization (ILO) played a pivotal role in evolving universally accepted principle and standard of social security around the globe. The adoption of social security (minimum standard) Convention 1952, embodying the universally accepted basic principles and common standards of social security is one of the most important and comprehensive instrument. It covered almost every branch of social security and provides minimum standard for of contingencies like sickness, old age, employment injury, invalidity. Along with that ILO has passed twenty eight (28) social security conventions. Out of this India has ratified only 5 conventions. Those are as follows:

- Workmen’s compensation (Accident) convention 1925 (No-17)
- The Workmen’s compensation (occupational diseases ) convention 1925 (No-18)
- The Workmen’s compensation operational disease (residue) convention 1934 (No-42)
- The Equality of treatment convention 1925 (No-19)
- The Equality of treatment (S.S.) Convention 1962 (No. 118)


It signifies the right of everyone to Social Security is proclaimed in the Universal Declaration of Human Rights which in it’s Article 22, Stipulates that
“Everyone as a member of society, has the right to social security and is entitled to realization, through national effort and international cooperation and in accordance with the organization and resources of each state of the economic, social and cultural rights indispensable for his dignity and the force development of his personality” Further more Article 9 of the international covenant on Economic social and cultural rights (1966) imposes on its states parties the obligation to “recognize the right of everyone to social security including social insurance” the International convention on the Elimination of Racial Discrimination (1965) ensures non-discrimination on racial grounds health, medical care, social security and social services (Art-5 (e) (iv) and the convention on the Elimination of All Forms of Discrimination Against women (1979) ensures non-discrimination on the ground of sex in regard to the right to social security revised (1990) is aimed at encouraging the development of social security in all Members states of the council of Europe. Within the united Nation System the international Labour organization (ILO) has special responsibility concerning the right to social security. It basic instruments in this field are the connection (No-102) concerning Minimum standards of social security (1952) and convention (No-118) concerning Equality of Treatment of National and Non-National in social security (1962).


It has been widely discuss the following, which is the land mark in Social Security. SOCIAL SECURITY CONVENTIONS TO WHICH THE UNITED KINGDOM IS A PARTY European Interim Agreement on Social Security Schemes Relating to Old Age, Invalidity and Survivors 1953 and Protocol 1953 (ETS 12 and 12A).European Interim Agreement on Social Security other than Schemes for Old Age, Invalidity and Survivors 1953 and Protocol 1953 (ETS 13 and 13A)European convention of Social and Medical Assistance 1953 and Protocol 1953 (ETS 14 and 14A)European Code of Social Security 1964 and Protocol 1964 (ETS 48 and 48A).The United Kingdom is also a party to ILO Convention No. 102 Concerning Minimum Standards of Social Security.
EUROPEAN CODE OF SOCIAL SECURITY AND (ITS ADDITIONAL PROTOCOL (COUNCIL OF EUROPE)

The European Code of Social Security and Protocol thereto were opened for signature by the Member State of the Council of Europe on 16 April 1964 and entered into force on 17 March 1968. By early 2003, the Code had been ratified by 18 States and the Protocol by 7 States. The Code aims at encouraging the development of social security in all Member States of the Council of Europe in order that they may gradually reach the highest level possible. Therefore, the Code, consisting of fourteen parts, an Annex and two Addenda, defines norms for social security coverage and establishes minimum levels of protection. The Code contains provisions relating to the nine traditional branches of social security; Medical care (Articles 7-12); Sickness benefit (Articles 13-18); Unemployment benefit (Articles 19-24); Old-age benefit (Articles 25-30); Employment injury benefit (Articles 31-38); Family benefit (Articles 39-45); maternity benefit (Articles 46-52); Invalidity benefit (Articles 53-58); and Survivors’ benefit (Articles 59-64). Articles 65-67 deal with standards to be complied with by periodical payments. Following the same structure, the protocol provides for a standard of social security higher than the level established in the Code and constitutes the desirable “European level” of social security that all Council of Europe Member States should endeavor to attain. Subsequently in 19910 the Council of Europe adopted the European Code of Social Security –revised.

EUROPEAN CODE OF SOCIAL SECURITY-REVISED (COUNCIL OF EUROPE)

The European Code of Social Security (revised) was opened for signature by the Member States of the Council of Europe on 6 November 1990. By early 2003, 14 States had signed the instrument. The revised Code was drawn up with a view to improve the standards of the European Code of Social Security and its Additional Protocol of 1964 and to introduce greater flexibility when it was recognized that a certain number of provisions of these instruments had become, at least partially,
incompatible with certain emergent legislative trends and with the different social security practices applied in certain countries. In comparison with the 1964 Code and Protocol, the revised Code provides for increased levels of coverage, as well as for a larger scope; it also sets higher standards for the level and the duration of cash benefits as well as new benefits, and defines, more precisely those provided for in the 1964 Code.

The Pre-War Conventions and Recommendations

In implementation of this programme of action the Conference adopted as its sessions in 1925, 1927, 1933 and 1934 a series of Conventions and Recommendations covering the whole area of social insurance.

In 1925 two Conventions and three Recommendations concerning compensation for industrial accidents were approved. The first Convention was of fundamental importance. It provides that the basic principle of occupational risk set forth in legislation on workmen's compensation and accident insurance should cover all workers, employees and apprentices employed by an enterprise, undertaking, or establishment, whether public or private, irrespective of its size or the degree of risk involved. Provisions are included specifying the nature of the compensation to be made.

The Convention is supplemented by two Recommendations, one dealing with the minimum scale of compensation, the other with jurisdiction in disputes.

The second Convention adopted in 1925, followed by a Recommendation for its application, binds every member which ratifies the Convention to grant to the nationals of any other member which shall have ratified, who suffer personal injury due to industrial accidents happening in its territory, the same terms in respect of workmen's compensation as it grants to its own nationals, without any conditions as to residence.

In addition, the 1925 Conference adopted a Convention and Recommendation on compensation for occupational disease, which are pendants to
the instruments on industrial accidents. Members undertake to consider as occupational disease those diseases and poisonings produced by the substances set forth in a Schedule appended to the Convention when such diseases or poisonings affect workers engaged in the trades or industries placed opposite in the Schedule, and result from occupation in an undertaking covered by the national legislation.

In 1927 the Conference adopted two parallel Conventions on sickness insurance, one for workers in industry and commerce and the other for those in agriculture. These Conventions bind the States which ratify to institute compulsory sickness insurance for wage-earners. The insured persons and their employers should share in providing the financial resources of the sickness insurance system. In addition a Recommendation lays down the general principles which had been found in practice most effective for the reasonable and equitable application of sickness insurance.

In 1933 the Conference adopted a group of six Conventions supplemented by a Recommendation, on old age, invalidity and survivors' insurance, for "industry etc." and for agriculture respectively. The scope and non-manual workers, including apprentices, employed in industrial or commercial undertakings or in the liberal professions, and to outworkers and domestic servants". In each case the insured person and their employers contain a number of general principles shown by experience to be best calculated to promote a just, effective and appropriate organization of these branches of insurance.

Finally, in 1934, the Conference adopted the Unemployment Provision Convention and Recommendation. The Convention provides for the setting up of either a compulsory insurance scheme or a voluntary insurance scheme or a combination of both or any of these alternatives combined with a complementary assistance scheme. The supplementary Recommendation indicates a number of general principles shown practice to be best calculated to promote a satisfactory organization of unemployment insurance and assistance.
With the adoption of the 1934 Convention and Recommendation, the Conference had completed the legislative programme laid down in 1925; it had covered, in as great detail as was possible at that time, the whole field of social insurance.

The social insurance Conventions and Recommendations soon began to influence national legislation and practice. Ratifications began to come in quickly.

The annual survey made by the ILO of the progress of national legislation presents an impressive picture. In the 1920’s the extension of social insurance over the countries of Europe was broad and uninterrupted, in the 1930’s it spread overseas and in the 1940’s the Latin-American countries in particular were widely influenced. The 1950’s and 1960’s saw the implementation of scheme in some Asian and African States.

11. In Johnston G.A, "THE INTERNATIONAL LABOUR ORGANISATION" Europe Publications, London widely discuss different aspects of Social Security. The 1944 Recommendation When the Philadelphia Conference was being planned, the time appeared opportune to place social insurance again on the agenda. Since 1933-34, when the Conference had last dealt with social insurance, much had happened. The standards set up by the early Conventions and Recommendations had in some respects been rendered out of date by subsequent progress, much of it inspired by these very Conventions and Recommendations; the Office had gained much experience from the advisory missions undertaken at the request of governments to advise on the detailed application in their national legislation of the international principles. Furthermore, there was evidence that the world was ready for a fresh international formulation of the guiding principles of social security in the spirit of the fifth Article of the Atlantic Charter which contemplated “the fullest collaboration between all nations in the economic field with the object of securing for all, improved labour standards, economic advancement and social security”.

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In the Declaration of Philadelphia, the Conference recognized the need for meeting the aspirations of the world in this field by committing the Organization to "the extension of social security to provide a basic income to all in need of such protection, and comprehensive medical care".

As a first step towards the implementation of this mandate, the Conference adopted the Income Security Recommendation and the Medical Care Recommendation. In addition the Conference adopted a Recommendation concerning income security and medical care for persons discharged from the armed forces and assimilated services and from war employment.

Significant as the 1944 Recommendations were, none was intended to have a permanent value. While the third Recommendation was of a purely temporary character, the other two were only intended to provide guidance, as is, indeed, stated in the Preamble to the Income Security Recommendation, "pending the unification and amplification" of the provisions of the pre-war Conventions and Recommendations.


This book is designed to clarify India's interests in the World Trade Organization's Doha Development Agenda and to provide a blueprint for its strategy in multilateral negotiations. The focus is on facilitating domestic and external policy reforms that can serve to bolster India's participation in the multilateral trading system and to enhance the effectiveness of India's trade and related policies in achieving developmental goals. Individual chapters address the economic effects on India of the Uruguay Round negotiations and the prospective Doha Agenda negotiations; the implications of the abolition of the Multifibre Agreement; services issues and liberalization; telecommunications policy reforms; foreign direct investment; intellectual property rights; competition policy; government procurement; standards and technical barriers; trade and environment; and, finally, a comprehensive analysis of the major issues coupled with concrete proposals to guide
India's participation in the Doha Development Council.


The Norton Dictionary of Modern Thought now provides us with a rich and reliable resource for staying on top of trends and actually enhancing our cultural literacy. With thousands of entries written by an international cast of artists, scholars, and scientists, this book offers an authoritative treasure trove of concepts defining the world in which we live. More discursive than an ordinary dictionary, more compact than an encyclopedia, and more selective than either, it covers the whole range of modern thought from the latest developments in astrophysics to recent trends in the arts. This volume is indispensable as a reference book, irresistible for browsing through "practically an education in itself"


Georges Lefebvre, in his 1947 book The Coming of the French Revolution, put forth the Marxist version of reasons behind the events of the French Revolution. Lefebvre's work became the orthodox interpretation on the subject for many years. However, many scholars began to question Lefebvre's interpretation and, in 1965, Alfred Cobban's book, The Social Interpretation of the French Revolution, argued against many of the positions put forth by Lefebvre.

In 1954, Cobban, newly appointed Professor of French History at the University of London, chose the occasion of his inaugural lecture to attack what the called the popular Marxist interpretation of the French Revolution. Cobban did not think that the Revolution involved a substitution of a capitalist bourgeois order in place of feudalism as Lefebvre and others contended; Cobban judged that any semblance of feudalism had passed away well before 1789.
There Was No Cry For Capitalism

In 1965, Cobban's book *The Social Interpretation of the French Revolution*, the published version of a series of lectures he delivered in 1962, argued his case in more detail. In the book, Cobban stated that peasants and not the lawyers who made up most of the bourgeoisie, opposed the system of feudalism and put an end to it. However, the peasants, whose revolt was separate from the lawyers, according to Cobban, did not cry out for capitalism. Marxists tried to paint the Revolution as a failed capitalist revolt.

Cobban questioned the Marxist belief that the Revolution established capitalism. Cobban wrote, "In so far as capitalist economic developments were at issue, it was a revolution not for, but against, capitalism ... the bourgeois of the (Marxist) theory are a class of capitalists ... those of the French Revolution were landowners, rentiers, and officials" (p. 172-73).

The peasants of the rural areas did not like that the bourgeoisie had subjected them to the rule of the towns. Their subjugation, and not an act against feudalism, proved to be the reason the peasants revolted so strongly, as indicated by Cobban. As he argued in Chapter IV of his book, it is difficult to define the true meaning of feudalism. Cobban did not go along with the belief that the French Revolution came about as a capitalist attack against feudalism.

The Bourgeoisie Did Not Want Capitalism

Cobban suggested that the bourgeois class did not want a new capitalist system that would allow more freedom for the lower classes. Cobban thought, instead, that the revolutionary bourgeois consisted of a declining class of officiers and lawyers and other professional men, not the businessmen of commerce and industry who allied with the nobles in order to stop the monarchical reforms that threatened their wealth (p. 67). He viewed the French Revolution as a struggle between the rich lawyers and nobility against the poor peasants.
The men of property feared the poor and property-less sections of society and thus, became very defensive. Cobban analyzed the literature of denunciation in the time leading up to the French Revolution and showed that it contained many general attacks on the rich. Rich landowners, on the other hand, were upset that property-less workers who made money through financial operations avoided taxation. They believed that the tax burden should not fall on the backs of property owners alone. The fact that monied men could escape taxation was one of the chief grievances of the rich. During this time is when the term "capitalist" came into use as a term of contempt (p. 145-53).

Cobban Argues Against Class Warfare

Cobban did not believe the Marxist theory that the Revolution came about because of class warfare within France. In fact, he questions whether or not a historian today could simply classify one man's position in French society. In order to do so "it would have been necessary to know, as well as his legal status, also his actual economic functions, the sources and extent of his wealth, his mode of life, his profession or office, his family, and during the revolution, even his political affiliations. His rank on one scale might be very different from that on another" (p. 21).

Cobban argued that politics and not social upheaval caused the Revolution. The Revolution was simply an overthrow of the old political system of monarchy that was replaced with a Napoleonic state. Cobban deemed that supposed social terms such as bourgeois and aristocrats were all political terms. He judged that the research of the early 20th had been conducted under the influence of ideas derived from politics and its categories were transferred to the problems of social history.

The book is a collection of papers presenting the core obligations of a number economic, social and cultural. The papers study rights such as the right to work, the right to social security, family rights, right to adequate food, right to health and right to education. This is done with a view of further developing a framework for economic, social and cultural rights and to develop resources for monitoring economic, social and cultural rights.

'As its title suggests, this book offers a framework for thinking about economic, social and cultural rights, which rests on the concept of core obligations: the minimum standards a state must meet to be in compliance with its obligations related to these rights. The introduction sets out the foundation of the concept of core obligations and explains the approach the volume is proposing. Subsequent chapters, written by international experts, examine individual economic, social and cultural rights in light of it: describing their content, delineating core state obligations and identifying representative violations. Some of the traditional thinking about economic, social and cultural rights does not hold up under this in-depth examination. The book shows that economic, social and cultural rights are full-fledged human rights and not just laudable policy goals; they are not necessarily expensive to implement; they can be monitored and violations identified; and states can be held to account for the relevant human rights obligations they assume.'


This Book Provides A Historical Perspective Of The Conceptual Evolution Of Human Rights And The Institutional Underpinning For The Protection Of The Rights Of Citizens In Contemporary Indian Politics. Within This Larger Framework, The Study Focuses On The Role Of The National Human Rights Commission Of India Since Its Origin. The Book Critically Examines The Following Topics: "Human Rights In Theoretical Perspective" Establishment, Structure And Status Of The National Human Rights Commission" Role Of The National Human Rights Commission In The Protection Of Human Rights" Coordination Between The
Government And Non-Governmental Organisations' Summary And Conclusion


This book examines the social bases of the European welfare state, and the interests developed in or against social policy by various classes of society, during the period 1875-1975 in Britain, France, Germany, Denmark, and Sweden. By analyzing the competing concerns of different social "actors" that lie behind the evolution of social policy, it explains why some nations had an easy time in developing a generous and solidaristic welfare state while others fought long and entrenched battles. In particular, the book examines the period after the Second World War and looks in detail at the state developed by the bourgeoisie in welfare policies. By casting its net across five nations and a whole century, the book attempts to establish a broad logic of interest behind the welfare state based on a very extensive range of archival material.
2.3 STATEMENT OF PROBLEM

Social security is present understood as one of the dynamic concept of modern age which is influencing social as well as economic policy. As the nuclear missile is the most effective weapon of war, so also social security is the most effective weapon for peace. It is the security that the state furnishes against the risks which as individual of small means cannot stand up by himself or even in private combination with his fellows. It originally signifies the measures during the period when wage earning capacity of a worker is adversely affected during sickness industrially disability, unemployment or old age. In the life of a man there are two stages of dependency i.e. childhood and old age.

1. To identify in the intervening period of adult life there are likely to occur spells during which he cannot earn a living and the social security system required to help individuals at such time of dependency. In all advanced countries of the world it is now considered as an indispensable item of all national Programme to strike at the root of poverty, unemployment and disease. But the problem is more acute in developing countries that faces serious financial and resource crunch to tide over the problem of social security.

2. To find out the need of social security acquires a further importance in countries like India, where due to erosion of traditional values and break down of joint family and security mechanism in-built in these social institutions, social structure and social organizations which used to provide security for the needy is gradually vanishing. Besides the countries of Asian Pacific region including India faces problem such as, Rapid growth of population accompanied with high density of population as compared to that obtaining in western countries, meager resources and poor economies with low per capital GDP of US $ 200 to 300 compared with US $ 15000 to US $ 20 000 in developed countries, low rate of literacy and numeracy low aspirations and low label of awareness, low skills, low wages, Large rural population, lack of strong administrative infrastructure, lack of professionally and educated and trained manpower, heavy fiscal deficit
and the current account deficit rendering Governments of countries of the regions inability to provide finance for social security schemes on a long term basis entirely on their own.

3. India continued to be the 10th largest steel producing country in the world during 1999-2000. This sector directly provides employment to over 5 lakh people. The world steel industry has witnessed major ups and downs in the last few decades, especially over the past five years. It is in this global context that the Indian steel industry will have to identify its future role.

4. With the coming of liberalization, the steel industry, especially the public sector, has now to face up, not only to domestic competition but also to global competition in terms of product range, quality and price. The factors affecting production and productivity are labour, material, technology and capital. The most important factor for the improvement of productivity is the workforce. High productivity is necessary for the survival of the industry.

5. To rectify the problems which are specific to women. These are more women are in rural areas and below poverty line and engaged as contract and casual workers in series of activities in the informal sector, women get wages invariably lower that men. Such wages remain static for a long time, women’s rate of literacy and numeracy is invariably lower, more women than men are unskilled, women face much greater seasonal fluctuations in employment and earnings than men.65

6. To review the social security legislation which bears a great importance in view of Constitutional mandate in a self proclaimed socialist democratic country

   Article 41 : Right to work, to educate and to public assistance in certain cases- "The state shall within the limits of its economic capacity and development

1. 65 Report of the National Commission of Labour, 1969 P-162
make effective provisions 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.”

7. To identify the non-implementation of ILO convention.


9. To analyze the judicial decision and to find out the transparency.

10. Trade union policy is higher and fire but the capitalistic society trained should be to adopted with the globalization.

2.4 OBJECTIVE OF THE STUDY:

Steel is the core sector the development of any nation. In the pre-independence period, Tata Iron & Steel Plant at Jamsedpur was the only integrated Steel Plant in India. As huge investment was necessary, the private sector had not shown much interest in this sector although it had a good market. In the post-independence era Govt. of India through the implementation of Five year Plan started steel plants in Rourkela, Bhilai, Bokaro etc.

1. To study different social security legislation and their implementation, keeping in tune with the object of the Indian Constitution, collective bargaining, and ILO conventions and Supreme Court decisions held from time to time.

2. To find out the various lacunas and gaps in the National Joint Committee for the Steel Industry & ways Board awards, wage structure.

2. 66 Ibid P.604
3. To create consciousness and create demand to make social security as a fundamental right by making amendment in the constitution by express provision.

4. To recommend a system in which the State bears the responsibility for providing and ensuring an elementary or basic level of security, and leaves room for partly or wholly contributory schemes. This will mean that the responsibility to provide a floor will be primarily that of the State, and it will be left to individual citizens to acquire higher levels of security through assumption of responsibility and contributory participation. Such a system will temper and minimize the responsibility of the State, and maximize the role and share of individual and group responsibility. Thus, there will be three levels in the system.

5. To address the total social security problem under one umbrella i.e. under one ministry. Considering all the conceptual issues as well as the demographic profile of the country we feel that no single approach to provide social security, will be adequate. The problem has to be addressed by a multi-pronged approach that would be relevant in the Indian context.

6. The Study Group on Social Security constituted by our Legislature felt that it might not be possible to ratify all the Conventions of the ILO immediately, but it is desirable to plan for their eventual ratification by upgrading laws and practices, beginning with the Minimum Standard Convention.

7. To find out gaps in implementation and ratification of ILO convention. In any industrial life social security is next to wage structure various provisions of the Indian Constitution as well as the ILO have led enough emphasis on the social security. Social security measures and implementation shows that there should be ratification of social security convention.
8. To promote and apply the Principles and Measures of Social Security in Dispute Settlement & Redressal Mechanism. The study will be the achievement of social security through collective bargaining and to find out the areas in which the steel industry is to address itself. In the above background the topic is chosen to study the advancement made for promotion of social security in this core sector. The management is providing social security over and above the social security prescribed under statues and settlements as per the principle of natural justice. It must be satisfy the norms prescribed by I.L.O.

9. To study the social security laws, through judicial process and to find out the Judicial trend which points towards greater transparency in social security measure and implementation. The universe of the study is confined to Rourkela Steel Plant, Rourkela, the first public sector steel plant of India and for the sake of convenience case study method is adopted.

10. To study the advancement made for promotion of social security in this core sector (steel industries). The study will be the achievement of social security through collective bargaining and the find out the areas in which the steel industry is to address itself.

2.5 HYPOTHESIS

Hypothesis is the sine-qua-non for any research when a researcher intends to proceed towards some destination. The path which is unknown, what really he does is to frame a hypothesis. As George A Luneburg defines:-

"A hypothesis is a speculative generalization, the validity of which becomes the basis for active investigation. It shows the right direction so that by developing proper hypothesis one can make a good research. If one has absolutely no idea of the direction to be followed then he is bound to be caught in wilderness and shall never reach to his destination. The researcher should have knowledge as to what are the aspects to be discovered and generalization to be make. It is true that framing a
hypothesis depend on the researcher. So there should be clarity of thought, specificity of imagination and absence of doubt and speculation as regarding the scope of the study.”

A hypothesis need not always be true. It only shows a path to step further. But at the end of the analysis of data the hypothesis may proved to be false. It helps us to prove whether we are wrong in the research process or not? It gathers evidence in favor of itself if it loose weight the researcher has to discard the hypothesis. It helps to penetrate the heart of the relevant factors under study to remove doubts. Thus this process of framing hypothesis and later testing its validity is a guide to the researcher to move in a right direction to make the study specific and successful.

In this research i.e. Social Security in Steel Industry, a case study of Rourkela Steel Plant the following hypothesis have been framed:-

1. Without a clear definition of “Social Security” in the legislation of countries of the world the meaning, magnitude, ambit and scope of social security varies from country to country. The definition provided by ILO is inadequate and are not followed universally.

2. The concerned Social Security Legislation as in vague in India is inadequate, outdated and not in tune with the present Global Development and in Consonance with ILO Convention.

3. U.S.A being the capitalistic Country has provided better Social Security Measures which can be adopted as a role Model in India.

4. Management of Organized Sector are not even following the existing Act and rules prescribed by the legislation and statutes but rather taking their decisions arbitrarily.

5. Judiciary in India has played a pivotal role in promoting Social Security by enlarging and extending the ambit, and including a number of items
and categories of persons within its scope, even though they are not uniform but varies

6. Rourkela Steel Plant is a role model amongst the Steel Industries of SAIL for promoting worker’s Social Security but still far below the norms prescribed by ILO.

2.6 METHODODOLOGY ADOPTED

SCOPE OF THE STUDY

The study is both Doctrinal and Non–Doctrinal by adopting Analytical Case study method, statically data have been collected from different source such as interview, observation etc. If we have the idea of an industrial democratic and welfare state, we must see the social security with reference to the activities of the state. In such a social order individual is considered to be an important unit of society. Therefore, any state where provisions regarding material and non-material well being of the individual and society exist is called a welfare state. Thus social security includes the creation of family responsibilities of the state. It covers both social assistance and social insurance in which social contingencies such as inability to work or to find work, need for medical care, child care, maternity, welfare; old age and unemployment allowance are fully assured for every citizen. These contingencies may be covered by social assistance or social insurance. In the practical shape, certain risks are covered by insurance and others are regarded as special aspects of assistance. Through these two social security methods state tries to cover social security.

Various laws have been enacted to cover different risks. Risks covered under social security Acts in India are as hereunder :-
Risks | Laws under which covered
--- | ---
Death | i) Workmen’s Compensation Act, 1923.  
Disablement | i) Workmen’s Compensation Act, 1923.  
Old Age | i) The Payment of Gratuity Act, 1972  
 | ii) Workmen’s Compensation Act, 1923

In the present study an examination has been made on social security measures provided to the employees of Rourkela Steel Plant covering various risks as indicated above.

**METHODOLOGY OF THE STUDY**

The study is about social security in steel industry. Case study method has been adopted for the collection of data. The study though with socio-legal problem, is reliable as the data has been collected scientifically and the facts and figures found are based on scientific investigation. It has been rightly said that only if a research
has been conducted following the necessary Rules and Regulations step by step and which enables us to observe a broader picture of the Country's socio economic, socio-political and socio-cultural scenario is a good research work. Along with that in the present context the social security provided to the most organized section of the workers in the Steel industry where both regular and contractor workers co-exist is a good research. There should be empires for conducting research work. The workers' trade union executives are to react to various social security measures provided to them.

2.7 RESEARCH DESIGN:

Chapter-I deals with Introduction, under which the researcher discussed about Meaning, Definition and concept of Social Security, Social Insurance and Social Assistance, Social Insurance and Commercial Insurance,

Chapter-II deals with Review of Literature, Statement of Problem, Objective of the study, Hypothesis, Methodology.


Chapter-IV deals with Social Security: Governance in Other countries of the world: A Comparative Study; under which the researcher discussed about, Social security in United States, United Kingdom, Australia, France, Sweden and in India.

Chapter-V deals with Social Security measures in Steel Industries in Odisha (Rourkela Steel Plant): under which the researcher discussed Pre-constitutional era, In Independent India, Historical background, Organisational set up, Department
under RSP, Social Security measures in vogue, Social Security in unorganized Sector.

Chapter-VI deals with Social security Measures and International Labour Organization (ILO); under which the researcher discussed about ILO Convention and Recommendations, Framework of Social Security evolved from ILO, Social Security Issue, Challenges and Prospects and ILO and India.

Chapter-VII deals with Social Security and Judicial Review; under which the researcher discussed about Problems and Critical analysis, Judicial Trends in implementation of social security measures, Recommendations of National Commission and Labour, 2002 and Social Security and Five year Plan.

Chapter-VIII deals with Conclusion and Suggestion; under which the researcher discussed about Short Comings, Modification, Improvement and Adoption and Test of Hypothesis and Suggestions.

2.8 CONCLUSION

I have discussed about review of literature, statement of problem, objective of study, Hypothesis, methodology, case study method, and also adopting empirical study method research design has been given. Therefore to study the legal framework and constitutional provision of India, I have mentioned in Chapter- III the Social Security Constitutional and legal framework in India.

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