

IASP-AIPS

DP 07/2025 Overview of Social Security Laws in India

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Abstract

This paper explores the historical development and current challenges of India's social security system. India's social security system, which has evolved from ancient welfare structures to a market-based approach, faces significant challenges despite historical and constitutional frameworks designed to address economic and social inequalities. The industrial revolution of 1850 and subsequent economic changes exacerbated poverty and unemployment Post-independence labour policies, such as the Factories Act of 1948, attempted to improve conditions for workers but lacked comprehensive coverage. The Indian Constitution advocates social justice through Articles 21, 38, 39, 41, 42, and 43. It analyses how, despite various regimes, problems such as inadequate funding, mismanagement, corruption, and insufficient benefits persist, highlighting the urgent need for systemic reform.

Methodology

This is a qualitative research based on secondary data collected from books, journals, and websites. This research takes note of past events and current situations and the

evolution of India's social security system, archives, and newspapers to gather all viable information for this work.

***Keywords*:** Social Security, Labour, Constitution

An overview of social security laws in India

India has had a social security system since ancient and medieval periods of history. For example, the system had developed social welfare structures, moving from a self-sufficient village economy with caste-based occupations to a market economy. The industrial revolution of the 1850s led to the exploitation of India for raw materials and cheap labour, damaging local industries and increasing poverty. The Zamindari system exacerbated unemployment, pushing many into agriculture and causing food shortages. The rise of the plantation industry and textile factories in the 1860s and 1870s, while creating jobs, also increased social and economic insecurity. After independence, labour policies such as the Factories Act of 1948 sought to address these problems and improve conditions for workers. Thanks to the social security movement in India, more attention was paid to social security during the Second World War, but comprehensive schemes were lacking. Since then, social security must address not only economic and health crises, but also broader social conditions [1].

The Preamble to the Indian Constitution envisages a socialist state that addresses social and economic inequalities, with the aim of eliminating income disparity, status-based inequalities and improving living standards. Article 21[2] guarantees the fundamental right to life and personal liberty, which encompasses essential needs such as food, clothing, housing, healthcare, and education, thus advocating for comprehensive social security and a dignified existence for all citizens. The Guiding Principles of State Policy[3], although not legally enforceable, guide state policies towards the betterment of citizens. Article 38 mandates a social order that promotes welfare and ensures social, economic, and political justice in all institutions. Article 38(2) focuses on reducing income disparities and eliminating inequalities based on status and opportunities. Article 39 advocates for equal rights to subsistence and the equitable distribution of resources to prevent the concentration of wealth. Article 41 guarantees the rights to work, education, and public assistance during unemployment, old age, illness, or disability, ensuring a safety net for those in need. Article 42 requires humane working conditions and maternity benefits, while Article 43 supports decent wages for workers.

India offers several schemes for the elderly, such as the Pradhan Mantri Vaya Vandana Scheme[4] and the Indira Gandhi National Old Age Pension Scheme[5], which guarantee economic security and support for those in need. For the unorganised sector, India launched the Atal Pension Yojana in 2015[6], which provides financial security to workers in the unorganised sector by helping them save for retirement. There are social security initiatives for women, such as the Swadhar Greh scheme, which offers essential

support to women in distress, and the Maternity Benefits Act of 1961, which protects employment during pregnancy.

Despite its progress, India faces significant challenges in social security. The National Social Security Fund for unorganised workers has only ₹1 billion, compared to the ₹228.41 billion needed, indicating that priorities have not been sufficiently set. Mismanagement is evident, with 1.927 billion yen in the fund unspent and 94% of the quota for Delhi construction workers unused. Corruption is also a concern, as evidenced by erroneous transfers of 98.96 million yen to deceased beneficiaries in Haryana. Benefits remain inadequate; for example, old-age pensions are stuck at £1 per month. Budget cuts to MGNREGA and the digital divide further complicate access, particularly for the 91% of the workforce in the informal sector, highlighting the need for comprehensive reform.

Historical overview of social security in India

During British and Mughal rule, India witnessed the rise of social welfare structures. Pre-British India had a self-sufficient village economy with hereditary occupations based on castes. Villages consumed their own produce, so formal social security was unnecessary. The cottage textile industry flourished, and India exported cotton, silk, wool, opium, and cinnamon.

During the industrial revolution of 1850, Britain exploited India for raw materials and cheap labour, transforming the country into a market for British goods. New social classes emerged that adopted Western lifestyles, increasing demand for British goods and crippling local craftsmanship, leading to poverty and insecurity. The British government failed to address the problem of unemployment, pushing many into agriculture under the oppressive Zamindari system. Landlords gained power and many became landless labourers. The commercialisation of agriculture replaced food crops with cash crops, which generated production surpluses and commercial markets, but also led to food shortages and famines, resulting in the first major food crisis in India's socio-economic history. Factories and industries began to establish themselves during this period. The first industry under British rule was plantations, with rapid growth in indigo, tea and coffee during the 1860s and 1870s. Workers faced low wages and harsh conditions. Although industrial growth provided employment, it also increased the social and economic insecurity of labourers. The rise of textile factories marked the growth of the modern factory system. [7]

During the 19th century, industrial centres such as Calcutta and Bombay emerged, creating jobs but also social problems such as population growth, poverty and urbanisation. Informal work increased, raising concerns about worker protection. After independence, the government strengthened labour policies with the Factories Act of 1948 and the Maximum Wages Act to improve workers' conditions.

The Indian social security system

The social security movement in India began during the Second World War, influenced by the Sickness Insurance Act of 1883. Initially aimed at industrial workers, it was later extended to the entire population. India's industrialisation began with the cotton mills of Calcutta and Bombay, which grew rapidly compared to other industrial cities. During

the interwar period (1918-39), India experienced significant industrialisation, but also economic depression. Labour issues captured public and government attention, and small trade union organisations emerged to improve conditions. Measures were taken to address social contingencies, starting with work-related injuries. The Workers' Compensation Act was passed before the Second World War, but labour strikes intensified the focus on workers' compensation.

India's first social security measure, the Workers' Compensation Act, was introduced in the Indian Legislative Assembly. It was followed by the Maternity Benefits Act of 1929, initially passed in Bombay and adopted in 1930. Despite efforts to address workplace accidents and unemployment insurance, these measures were insufficient. Maternity benefits were limited to certain provinces, and old-age and unemployment pensions received minimal attention. Social insurance was not widely implemented. The Second World War prompted India to take social security more seriously, with significant growth from 1943 onwards. Labour issues and health insurance were given attention, but social security remained limited to health, maternity and occupational accidents. India began to plan for social risks, but lacked a comprehensive social security system. The Second World War prompted India to take social security more seriously, with significant growth from 1943 onwards. India began to plan for social risks, but lacked a comprehensive social security system.

Social security must cover not only economic or health crises, but also invisible everyday social conditions. Quality of life involves various human functions beyond commodities. In developing countries such as India, inadequate social security at work and in personal life exacerbates vulnerability and deprivation. In developed countries, social security is a universal public programme that provides comprehensive social assistance, while in developing countries it is mainly targeted at the poor and vulnerable. Social security systems vary from country to country, with some being centralised and others state-run, which affects the nature and scope of their implementation.

The social security movement in India, influenced by the 1883 Sickness Insurance Act, began during the Second World War and initially focused on industrial workers, but later expanded to the general population. The early industrialisation of Calcutta and Bombay introduced new labour problems amid economic depression. Efforts included the Employees' Compensation Act and the Maternity Benefits Act of 1929, but benefits were limited and inadequately enforced. During World War II, greater attention was paid to social security, but comprehensive schemes did not exist. Social security must address not only economic and health crises, but also broader social conditions. In developed countries, social security is universal, while in developing countries, such as India, it is primarily targeted at the poor and vulnerable[8].

Constitutional framework for social security

The preamble to the Indian Constitution articulates a vision for the establishment of a socialist state, which aims to address and rectify various forms of social and economic inequality. This vision includes the elimination of income disparity, ensuring that wealth and resources are distributed more equitably among the population. It also aims to dismantle inequalities based on status, striving to provide equal respect and

recognition to all individuals, regardless of their social background. Furthermore, the Constitution aims to reduce differences in living standards,

ensuring that all citizens have access to a decent quality of life. By resolving to provide equality of status and opportunity, the Indian Constitution commits itself to creating a just and equitable society in which every citizen has the opportunity to reach their full potential, free from discrimination and unfair advantages. Article 21 of the Indian Constitution guarantees every individual the fundamental right to life and personal liberty.

This right encompasses a broad spectrum of rights essential for a dignified existence in a civilised society. It includes not only the right to sustenance, such as access to adequate food, clothing and housing, but also access to essential services such as healthcare and education. By covering these basic needs, Article 21 emphasises the state's obligation to ensure that every individual can live with dignity and security[9]

. This provision therefore advocates for comprehensive social security measures for all Indians, emphasising that the right to life includes not only survival, but also a quality of life that meets fundamental human needs. It reflects a commitment to providing a safety net that helps people maintain their well-being and participate fully in society.

The Guiding Principles of State Policy, enshrined in the Indian Constitution, outline several key provisions aimed at ensuring social security and promoting the welfare of the population. These principles, although not justiciable, provide a framework for the State to orient its policies and legislation towards the betterment of its citizens.

Article 38 states that the State shall secure a social order which shall promote the welfare of the people. Specifically, Article 38(1) emphasises the need for a social order in which social, economic and political justice permeates all institutions of national life. This provision underscores the State's obligation to create a just and equitable society by ensuring that all institutions work towards these ideals[10] Article 38(2) focuses on reducing disparities by minimising income irregularities and working to eliminate inequalities in status, facilities and opportunities. This provision emphasises the importance of addressing both individual and group inequalities, including those based on regional and professional differences. Article 39 further supports social security by advocating for equal rights to livelihoods and the equitable distribution of wealth and resources. It aims to prevent the concentration of wealth and means of production in the hands of a few, thereby promoting the common good and ensuring that economic benefits are more widely shared.

Article 41 guarantees the right to work, education and public assistance in the event of unemployment, old age, sickness and disability. This article is crucial in providing a safety net for people facing economic hardship or personal crises, ensuring that they have access to essential support and resources [13]. Article 42 addresses the need for fair and humane working conditions and maternity benefits[14], while Article 43 advocates for a decent wage for workers. These provisions are vital for ensuring fair labour practices and supporting workers' rights, contributing to a safer and more equitable working environment[15] .

In addition, the Indian Constitution addresses various aspects of social security and occupational welfare through concurrent list entries. Entry 22 of the Constitution emphasises the importance of trade unions and the resolution of industrial and labour disputes. It aims to ensure better wages, benefits and working conditions for workers, recognising their right to fair treatment and better working environments[16].

Entry 23 broadens the scope to include social security and social insurance, focusing on employment and unemployment. This provision is crucial in providing a safety net for individuals during periods of job loss and ensuring access to social security programmes that protect against economic uncertainties [17] Entry 24 delves deeper into occupational well-being by covering a range of measures to improve worker safety. It addresses essential aspects such as working conditions, provident funds, employer liability, workers' compensation, old-age pensions, and maternity benefits.

These measures are designed to provide comprehensive support to workers, ensuring financial security in the event of workplace injuries, retirement, and other life events[18].

Together, these entries and Guiding Principles form a comprehensive framework aimed at improving social security and promoting a more equitable society. They reflect the Indian Constitution's commitment to addressing various socio-economic challenges and supporting the welfare of all citizens.

So, in a nutshell, the following is a summary analysis of the constitutional framework in India with regard to social security laws:

The Indian Constitution sets out the fundamental principles of a welfare state, with social security as its cornerstone. Although it does not explicitly outline a comprehensive social security system, it enshrines guidelines and obligations for the state to ensure the welfare of its citizens.

Guiding principles of state policy

The Guiding Principles, contained in Part IV of the Constitution, serve as guiding ideals for the state. Several provisions refer directly to social security:

- **Article 39:** This article obliges the state to orient its policy towards ensuring a social order in which there are adequate means of livelihood for all, equal pay for equal work, and a distribution of wealth and resources that avoids the concentration of wealth and means of production.
- **Article 41:** The State must provide work, education and public assistance in cases of unemployment, old age, illness and disability.
- **Article 42:** This provision requires fair and humane working conditions and maternity assistance.
- **Article 43:** The State is obliged to guarantee a decent wage and a decent standard of living for all workers.

Although these directives are not enforceable by the courts, they have influenced legislation and government policies aimed at social security.

Fundamental rights

Although they do not directly address social security, some fundamental rights contribute indirectly to its foundation:

- **Article 14:** Guaranteeing equality before the law and equal protection of the laws is essential for the equitable distribution of social security benefits.
- **Article 21:** The right to life and liberty, interpreted broadly, includes the right to a decent life, which can be linked to social security provisions.

Obligations of the State

Beyond the Guiding Principles, the Constitution imposes certain obligations on the State:

- **Article 38:** The State is obliged to ensure social order to promote the welfare of the population.
- **Article 39(a):** The State shall ensure that citizens, men and women alike, have the right to adequate means of livelihood.

Evolution of Social Security Laws

India has witnessed a gradual evolution of social security legislation, driven mainly by the Guiding Principles. Among the main pieces of legislation are:

- **State Workers' Insurance Act, 1948:** Provides medical assistance, sickness benefits, maternity benefits, disability benefits and dependant benefits to industrial workers.
- **Employees' Provident Fund and Miscellaneous Provisions Act, 1952:** Requires employers and employees to contribute to a provident fund and provides retirement benefits.
- **Maternity Benefits Act, 1961:** Guarantees maternity benefits to female workers.
- **Bonus Payment Act, 1972:** Provides for the payment of bonuses to workers after continuous service.
- **Unorganised Workers Social Security Act, 2008:** Aims to provide social security to the unorganised sector, although implementation has been difficult.

Challenges and the road ahead

Despite constitutional provisions and legislative efforts, India faces significant challenges in providing comprehensive social security:

- **Large informal sector:** A substantial portion of the working population is employed in the informal sector, making it difficult to include them in formal social security schemes.
- **Poverty and inequality:** Widespread poverty and income inequality make it difficult to expand social security coverage.
- **Administrative challenges:** Ineffective implementation and lack of adequate resources often hamper the delivery of social security benefits.

The Social Security Code, 2020, is a recent step towards consolidating and simplifying social security laws. However, effective implementation and expansion of coverage remain crucial to achieving the constitutional vision of social security for all.

In conclusion, the Indian Constitution lays a solid foundation for social security, emphasising the state's responsibility to care for its citizens. Although progress has been made, significant challenges remain that require concerted efforts to build a robust and inclusive social security system.

Social security legislative framework

In the previous section, we saw a brief outline of the Indian legislative framework for social security, with our main emphasis on the constitutional framework. Following on from this, India has launched various social security schemes aimed at improving the lives of older people. The Pradhan Mantri Vaya Vandana scheme, launched in 2017, is aimed at people over the age of 60. Administered by the Life Insurance Corporation of India, this scheme provides financial security for older people by guaranteeing them a stable income after retirement. [19] The Indira Gandhi National Old Age Pension Scheme specifically helps people over the age of 60 who live below the poverty line. As part of the National Social Assistance Programme (NSAP), this scheme provides essential financial assistance to the elderly, helping them to meet their basic needs[20].

To address the need for physical support, the Rastriya Vayshri Yojana[21] provides physical aids and assisted living devices to elderly people living below the poverty line. This central government-sponsored scheme ensures that elderly people receive the tools necessary to maintain their mobility and independence. Created under the Finance Act of 2015, the Senior Citizens Welfare Fund (SCWF) is dedicated to financing programmes that promote the welfare of older persons, in line with the National Policy for Older Persons. The fund supports various initiatives aimed at improving the quality of life of older people[22].

Since 1992, the government has implemented the Integrated Programme for Older Persons (IPOP) to improve the lives of older persons. This programme provides older persons with food, shelter and medical care. By offering financial assistance to NGOs and institutions that run shelters and homes for destitute older persons, IPOP ensures that vulnerable older persons receive the care and support they need [23].

For workers in the organised sector, the Employees' Provident Fund Organisation (EPFO), established in 1952, provides financial security through a provident fund scheme for emergencies and retirement[24] . The Employees' State Insurance Scheme (ESI) offers comprehensive social security, including medical benefits, disability benefits, maternity benefits and unemployment benefits[25].

The Indian government has launched several initiatives to provide social security to workers in the informal sector, who often lack the safety nets available to their counterparts in the formal economy. One such initiative is the Atal Pension Yojana, introduced in 2015[26]. This scheme targets unorganised workers, such as domestic workers, drivers and gardeners, and enables them to save for their old age. It is administered by the Pension Fund Regulatory and Development Authority (PFRDA), ensuring that these workers have a financial cushion in their later years[27].

The Unorganised Workers Social Security Act 2008 was enacted specifically to provide social security benefits and improve the welfare of workers in the unorganised sector. This Act, implemented by the Ministry of Labour and Employment, covers a wide range of benefits, addressing the diverse needs of this vulnerable workforce[28]. To address health emergencies, the Rastriya Swasthya Bima Yojana provides health insurance to unorganised workers living below the poverty line. This scheme ensures that financial constraints do not prevent these workers from accessing necessary medical care during health crises [29].

For broader social security, the Aam Aadmi Bima Yojana offers insurance to workers in the unorganised sector. It covers natural or accidental death and disability, providing crucial financial support to workers' families during unforeseen events [30]. The Contract Labour (Regulation and Abolition) Act, 1970 plays a crucial role in improving the working conditions of workers in the unorganised sector. It aims to protect them from exploitation and ensure fair treatment in their workplaces, thereby promoting a safer and more equitable working environment.

India has introduced several social security schemes to support women, address their specific needs and promote their well-being. One such initiative is the Swadhar Greh scheme, run by the Ministry of Women and Child Development. This scheme provides essential services such as food, clothing, shelter and medical care to women in distress. By offering a safe and supportive environment, Swadhar Greh aims to help women regain their dignity and independence.

The Maternity Benefits Act of 1961[31] is another crucial piece of legislation that safeguards women's employment during pregnancy. This Act ensures that employed women receive maternity benefits, including fully paid leave during the maternity period. By protecting their jobs and providing them with financial security, the Act helps women manage their health and wellbeing during pregnancy without fear of losing their livelihood. The Janani Suraksha Yojana, which promotes safe childbirth, focuses on encouraging institutional deliveries among poor pregnant women. This scheme provides cash assistance to ensure that women have access to adequate medical facilities during childbirth. By encouraging institutional deliveries, the scheme aims to reduce maternal and infant mortality rates, ensuring better health outcomes for both mothers and their newborns[32].

These are some of the initiatives that reflect the government's commitment to improving the social security framework for different sectors of the Indian population. These schemes collectively contribute to the well-being of citizens, ensuring they have the necessary support and protection to lead healthier and safer lives.

Gaps in the current framework

India is a developing country and has made considerable historical achievements in a short period of time, but there is still room for improvement. Similarly, in the area of social security, India has room for growth if it addresses the impediments that stand in the way of a comprehensive social security system. The main gaps in this process are:

First, the National Social Security Fund for workers in the unorganised sector was created with an initial endowment of 1 billion rupees, less than the 22.841 billion rupees

that had been planned. This underfunding indicates that the government has not given adequate priority to social security by failing to allocate sufficient resources to effectively support vulnerable populations[33].

Secondly, the funds allocated to social security schemes in India have been misused. The CAG audit revealed that only 182.88 million rupees from the National Social Security Fund were spent. Similarly, 94% of the social security contribution for construction workers in Delhi was not utilised. These examples highlight significant gaps in the management and control of funds, leading to waste and underutilisation of public money[34].

Thirdly, corruption and leakage are major challenges in the implementation of social security policies. In Haryana, the CAG noted that ₹98.96 million had been transferred to the accounts of deceased beneficiaries, indicating failures in the identification and verification of beneficiaries. Furthermore, fraud, bribery, nepotism and political interference further hamper the effective allocation and distribution of social security funds[35].

Fourthly, social security schemes in India suffer from inadequate coverage and benefits. Since 2006, the state contribution to old-age pensions has stagnated at 200 yen per month, below the minimum daily wage. Restrictive eligibility criteria exclude many deserving beneficiaries; for example, the National Social Assistance Programme provides monthly pensions of ₹75 only to poor elderly people without healthy wage earners in their household. As a result, many poor elderly people with some income-earning members continue to face economic hardship and insecurity, highlighting the inadequacy of the schemes to address widespread needs[36].

Fifth, budget cuts to the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) indicate a lack of prioritisation of social welfare and rural employment. Furthermore, the transition of social security schemes to digital platforms exacerbates the digital divide, especially in rural areas, where many lack access to technology and the internet. Furthermore, 91% of India's workforce, approximately 475 million people, works in the informal sector, often without job security, benefits or access to formal social security programmes[37]. These issues highlight significant challenges in ensuring comprehensive social security coverage for all.

Conclusions and suggestions

Conclusion

The social security landscape in India is a complex interplay of constitutional mandates, legislative efforts and socio-economic realities. While significant steps have been taken in establishing a social security framework, the system continues to face challenges posed by a large informal sector, poverty, inequality, and administrative inefficiency.

Constitutional foundations, particularly the Guiding Principles of State Policy, provide a strong ethical and normative basis for social security. However, the lack of justiciability of these principles has hampered their effective implementation. Legislative interventions have resulted in a patchwork of social security schemes, often characterised by fragmentation and overlapping coverage.

The Social Security Code 2020 represents a crucial step towards consolidation and rationalisation. However, its successful implementation will depend on effective governance, adequate resource allocation and robust oversight mechanisms.

Despite the challenges , India's social security system has been instrumental in providing a safety net for millions of its citizens. It has contributed to reducing poverty, improving health outcomes and increasing the overall well-being of the population.

Suggestions

To strengthen India's social security system, it is imperative to make the following recommendations:

1. Universal social security coverage

- **Expand coverage:** Prioritise extending social security benefits to the unorganised sector, which constitutes a significant portion of the workforce.
- **Leverage technology:** Utilise digital platforms to facilitate registration, benefit delivery, and grievance redressal for better outreach and efficiency.
- **Public-private partnerships:** Encourage collaboration between the government and the private sector to design and implement innovative social security solutions.

2. Strengthening the institutional framework

- **Capacity building:** Invest in training and capacity building for civil servants and frontline workers to improve implementation efficiency.
- **Decentralisation:** Empower state and local governments to play a more active role in the design and implementation of social security programmes that address regional specificities.
- **Independent regulatory authority:** Establish a specific regulatory body to oversee the social security sector, ensuring transparency, accountability and effective coordination.

3. Adequacy and sustainability of benefits

- **Adequacy of benefits:** Periodically assess the adequacy of social security benefits to ensure that they meet the basic needs of beneficiaries and adjust them in line with inflation and living standards.
- **Sustainable financing:** Diversify funding sources by exploring options such as increasing employer contributions, taxing higher incomes and earmarking taxes.
- **Actuarial valuation:** Conduct regular actuarial valuations of social security funds to assess their financial health and sustainability.

4. Improving targeting and delivery

- **Data-driven selection:** Use robust data analysis to accurately identify eligible beneficiaries and prevent benefit leakage.
- **Simplified procedures:** Streamline application and claims processes to reduce the administrative burden on beneficiaries.

- **Direct benefit transfers:** Maximise the use of direct benefit transfers to minimise leakage and ensure timely delivery of benefits.

5. Social security for women

- **Gender-sensitive policies:** Design social security programmes specifically focused on women's needs, addressing gender gaps in coverage and benefits.
- **Maternity and childcare benefits:** Expand and improve maternity and childcare benefits to support women's economic participation.
- **Financial inclusion:** Promote financial literacy and women's access to financial services so that they can participate effectively in social security schemes.

6. Research and knowledge development

- **Evidence-based policymaking:** Invest in research and data collection to inform policy decisions and monitor programme impact.
- **Knowledge sharing:** Facilitate knowledge sharing among policymakers, researchers, and practitioners to promote best practices.
- **Research capacity building:** Support research institutions and universities to conduct studies on social security issues.

By implementing these recommendations, India can move towards a more comprehensive, equitable and sustainable social security system that provides a safety net for all its citizens.

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[9] THE CONSTITUTION OF INDIA, 1950, pt. III, art.21 (Protection of life and personal liberty.-No person shall be deprived of his life or personal liberty except in accordance with the procedure established by law).

[10] THE CONSTITUTION OF INDIA, 1950, pt. IV, art. 38 (1) [The State shall endeavour to promote the welfare of the people by ensuring and protecting, as effectively as it can, a social order in which social, economic and political justice pervades all institutions of national life].

[11] THE CONSTITUTION OF INDIA, 1950, pt. IV, art. 38 (2) [The State shall, in particular, endeavour to reduce to a minimum income inequalities and shall endeavour

to eliminate inequalities of condition, facilities and opportunities not only between individuals but also between groups of persons residing in different areas or engaged in different occupations].

[12] THE CONSTITUTION OF INDIA, 1950, pt. IV, art. 39 [(a) that citizens, men and women alike, shall have the right to adequate means of livelihood;

(d) that there shall be equal pay for equal work for men and women;].

[13] THE CONSTITUTION OF INDIA, 1950, pt. IV, art 41 [The State shall, within the limits of its economic power and resources, take effective steps to ensure the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disability, and in other cases of undeserved need].

[14] THE CONSTITUTION OF INDIA, 1950, pt. IV, art. 42. [The State shall take measures to ensure fair and humane conditions of work and for the relief of maternity].

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