

FACULTY OF JURIDICAL SCIENCES

Lecture-41



EMPLOYEE WELFARE

Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid.

In simple words, it means “the efforts to make life worth living for workmen.” It includes various services, facilities and amenities provided to employees for their betterment. These facilities may be provided voluntarily by progressive entrepreneurs, or statutory provisions may compel them to provide these amenities; or these may be undertaken by the government or trade unions, if they have the required funds.

HEALTH AND SAFETY

Employee Health is the state of well-being. It not only includes physical well-being, but also mental and emotional well-being.

It is the responsibility of every employer to provide healthy work environment to his employees. If he is careful about their health, cost of disability payments, replacement of employees who are injured or killed could be avoided.

Through employee safety and health programs the company can enhance the emotional and physical well-being of the employees.

SOCIAL SECURITY

The Social Security Act provides a range of programs to afford you a basic level of benefits in the event of your retirement, death, or disability. Most of these benefits are financed by payroll taxes.

Your Social Security benefits include:

- Retirement insurance
- Survivors' insurance
- Disability insurance
- Medicare
- Supplemental security income

Social Security benefits are adjusted frequently, and the rules and regulations change. You should contact your local Social Security office to obtain the latest information about the benefits to which you may be entitled.