

INSTITUTE	FACULTY OF MANAGEMENT STUDIES
PROGRAM	BACHELOR OF BUSINESS ADMINISTRATION (HONS.)
SEMESTER	5
COURSE TITLE	LABOUR WELFARE & SOCIAL SECURITIES
COURSE CODE	04BB0530
COURSE CREDITS	4

Course Outcomes: After completion of this course, student will be able to:

- 1 To understand the features and objectives of Labour welfare
- 2 To get knowledge on new development and the judicial setup of Labour Laws in India
- 3 To analyses the need for different organized and unorganized Labour groups and legal provisions related to them
- 4 To analyses statutory and non-statutory welfare measures in India.
- 5 To critically evaluate laws relating to Social Security and Working conditions with regards to enquiry in procedural and industrial discipline
- 6 To understand contribution of ILO in promoting welfare and social security in India and at Global level

Pre-requisite of course:NONE

Teaching and Examination Scheme

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
48	0	0	50	30	20	0	0

Contents : Unit	Topics	Contact Hours
1	Labour Welfare Introduction of Labour welfare, Objectives of Labour Welfare, Need and Scope of Labour welfare, Historical Development of Labour Welfare in India, Theories of Labour welfare: The Police Theory, The Religious Theory, Philanthropic Theory, Trusteeship Theory, The Placating Theory, Public Relations Theory, The Functional Theory. Statutory and Non statutory schemes of Labour welfare, Extra Mural and Intra Mural. Welfare Officer: Role, Status and Functions	10

Contents : Unit	Topics	Contact Hours
2	Welfare of Special Categories of Labour Child Labour, Female Labour, Contract Labour, Construction Labour, Agricultural Labour, Differently abled Labour, BPO & KPO Labour, Agencies of Labour welfare in India (Central govt. , State govt., Employers & Trade Unions)	10
3	Social Security Introduction, Evolution and institutional growth, definition and objectives of Social security, Essential requirement of Social security, Growth and overview of social security in India. Social Insurance and Social Assistance - Its meaning, significance and differences, Financing of social security, concept of employer's Liability. The code on Social Security, 2020	10
4	International Labor organization & Social Security International norms on social security for Labour: the ILO Conventions and Recommendations on Social Security, Comparison of minimum standards of ILO and standards envisaged in Indian Legislation, Law and Practices in Comparative Perspectives In India, UK and USA	10
5	Social Security Legislation in India The Industrial Relations Code 2020, Overview of Employee's Compensation Act 1923, Employees State Insurance Act, 1948, Maternity Benefit Act, 1961, Factories Act, 1948, Employee's Provident Fund Act of 1952, Payment of Gratuity Act, 1972.	8
Total Hours		48

Textbook :

- 1 Social Security In India, Ravi Prakash Yadav, Aaviskar publishers, 2014
- 2 Employee Welfare and Social Security, Dr. A.M. Sarma, Prof. Pulapa Subba Rao, Himalaya Publication, 2014
- 3 Labour and Industrial Laws, P.K. Padhi, PHI Publications private Limited, 2019
- 4 Human Resource Management, P.R.N.Sinha, S. P.Shekhar / InduBala, Cengage, 2016

References:

- 1 Industrial Relations , Industrial Relations , C.S. Venkata Ratnam, Oxford University Press , 2017

Suggested Theory Distribution:

The suggested theory distribution as per Bloom's taxonomy is as follows. This distribution serves as guidelines for teachers and students to achieve effective teaching-learning process

Distribution of Theory for course delivery and evaluation

Remember / Knowledge	Understand	Apply	Analyze	Evaluate	Higher order Thinking
10.00	20.00	25.00	25.00	10.00	10.00

Instructional Method:

- 1 THEORY