COURSE TITLE	LABOUR WELFARE & SOCIAL SECURITIES
COURSE CODE	04BB1530
COURSE CREDITS	4

Objective:

1 N/A

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

1 Analyse the evolution and strategic relevance of labour welfare theories and policies in shaping labour relations in India.

2 Evaluate welfare challenges and policy interventions for vulnerable and emerging labour segments across sectors.

3 Critically assess the design, implementation, and impact of social security mechanisms, including the latest legislative reforms.

4 Compare and critique national and international frameworks for labour welfare and social security, including ILO conventions.

5 Develop strategic and policy-level insights into integrated welfare models through case studies and legislative analysis.

Pre-requisite of course: NONE

Teaching and Examination Scheme

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
4	0	0	50	30	20	0	0

Contents : Unit	Topics	Contact Hours
1	**Strategic Foundations of Labour Welfare** Conceptual overview: Labour welfare in industrial and social contexts., Conceptual overview;Objectives, scope, and evolving role in policy frameworks , Comparative analysis of theories: Police, Religious, Philanthropic, Trusteeship., Comparative analysis of theories: Placating, Public Relations, and Functional Role and accountability of Welfare Officers in modern organisations., Contemporary welfare policy frameworks in India	12

Contents : Unit	Topics	Contact Hours
2	**Inclusive Welfare: Sectoral and Special Labour Groups Analytical review** Inclusive Welfare: Sectoral and Special Labour Groups Analytical review: Child labour, female labour, , contract and construction workers, agricultural labour, , Welfare issues in gig economy: BPOs, KPOs, platform workers, Evaluation of state and non-state agencies: Central/State governments, employers, Evaluation of state and non-state agencies: trade unions, Welfare audits and policy gaps for special groups	12
3	**Social Security: Concepts, Challenges, and Reforms** | Social security: Definitions, objectives, and global evolution, , social insurance vs. social assistance: Comparative framework., Institutional challenges and employer's liability, , Deep dive: Code on Social Security, 2020 – critical analysis and implications,, Financing models and policy design issues	12
4	**International Labour Organisation & Social Security** International norms on social security for Labour: the ILO Conventions., Recommendations on Social Security,, Comparison of minimum standards of ILO, Recommendations on Social Security,, Law and Practices in Comparative Perspectives In India, UK and USA	12
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.	12
Total Hours		**60**

Textbook :

1. Social Security and Labour Welfare. , Sarma, A.M. , Himalaya Publishing House, 2021
2. Labour and Industrial Laws. , Padhi, P.K. , PHI Learning, 2019
3. Human Resource Management, Sinha, P.R.N., Shekhar, S.P., & Indu Bala. , Cengage Learning., 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 / Creative
0.00	0.00	35.00	35.00	30.00	0.00

Instructional Method:

1   THEORY

Supplementary Resources:

1   New Labour Codes in India : Part I | Unacademy Live NTA UGC NET by Priyashi Barthwal (youtube.com)