

## **SEMESTER II**

**Course Title: PRINCIPLES OF LABOUR WELFARE AND SOCIAL SECURITY**

**Course Code: HRM/MIN2**

**Nature of the Course: MINOR**

**Course Credit:4 credit**

**Distribution of Marks: 60 (End Sem) + 40 (In Sem)**

### **Course Objectives:**

- To provide students with a comprehensive understanding of the concept, scope, and significance of labour welfare.
- To familiarize students with the principles and practices of social security measures in industries.
- To analyze policies, programs, and legal frameworks related to labour welfare and social security in India.

### **Learning Outcomes:**

By the end of this course, students will be able to:

- Understand the theoretical and practical aspects of labour welfare and social security.
- Identify the role of different stakeholders in implementing welfare measures.
- Analyze policies and legislations related to labour welfare and their effectiveness.
- Evaluate case studies and suggest improvements in industrial welfare practices.

### **Course Outcomes:**

- Demonstrate knowledge of labour welfare concepts and their applications in industries.
- Develop skills to critically assess labour welfare and social security programs.
- Provide insights and recommendations for enhancing worker well-being and productivity.
- Gain insights into the concept, objectives, and importance of social security in India.
- Integrate welfare principles into strategic human resource management.

## COURSE CONTENTS

UNIT	CONTENTS	Lectures	Tutorial
<b>UNIT 1 Labour welfare and Industrial Safety</b>	Definition, Objectives, and Scope of Labour Welfare; Types of Welfare Activities: Statutory vs. Non- Statutory; Industrial Health and Hygiene; Industrial Accidents and Safety; Occupational diseases and hazards; Causes and Prevention of accidents.	14	2
<b>UNIT 2: Welfare of special categories of labour</b>	Welfare of Special Categories of Labour- Child, Women, Contract labour, Construction Labour, Agricultural labour and Differently-abled labour, Gig Workers; Welfare Officer: Functions; Challenges in Labour Welfare Implementation.	14	2
<b>UNIT 3: Social Security-I</b>	Social Security in India- Concept, Objectives, and Importance; Employees Compensation Act 1923 (Amendment Act, 2017); Maternity Benefit Act, 1961;	12	2
<b>UNIT 4: Social Security-II</b>	Employees' Provident Fund (EPF), 1952; Employees' State Insurance (ESI), 1948; Unorganized Workers' Social Security Act, 2008. Social Assistance and social assurance.	12	2

### Methods of teaching:

- Lectures and Interactive Discussions
- Case Studies
- Group Assignments and Presentations

### Suggested Readings:

1. **Bhatia, S.K.** - *Labour Welfare and Social Security in India.*
2. **Mamoria, C.B. & Mamoria, S.** - *Dynamics of Industrial Relations.*
3. **Monappa, A.** - *Industrial Relations and Labour Laws.*
4. **Bhogiliwal, T.N.** - *Economics of Labour and Industrial Relations.*
5. **Das, S.K.** - *Social Security System in India.*
6. **Kumar, H.L.** - *Labour Laws.*
7. **ILO Reports** - *Key Reports on Labour Welfare and Social Security.*