

TEACHING PLAN FOR MA HRM SEM- III (2019)

HRM-SIII-15 : SOCIAL SECURITY AND LABOUR LEGISLATIONS

Max Marks: 100 (25/75)

Transaction time: 6 periods (45 minutes each) for 16 weeks

Course Teacher: Dr. Habeebul Rahiman V M

At the end of the course, the students will be able to:

- 1. understand the origin and rationale of Social Security and various legislations**
- 2. understand various social security provisions for workers of organized and unorganized workers**

<u>Unit</u>	<u>Topics</u>	<u>Date</u>	<u>Readings</u>
Unit-1: Social Security Measures	<ul style="list-style-type: none">• Social Security: Concept, Types, Evolution, definition and objectives	Week 1	<ul style="list-style-type: none">• Sinha, P. R. N., Sinha, I. B., & Shekhar, S. P. (2017), <i>Industrial Relations, Trade Unions and Labour Legislation</i>. Pearson Education India.
	<ul style="list-style-type: none">• Statutory Social Security Measures: Employees State Insurance Act, 1948, Health Insurance of Employees	Week 2	
	<ul style="list-style-type: none">• Statutory Measures for Employee Disengagement; Employees Provident Fund and Miscellaneous Provisions Act, 1952; Payment of Gratuity Act, 1972, National Pension Scheme and Voluntary Retirement Measures.	Week 3	
	<ul style="list-style-type: none">• Statutory Measures for Women and Children: Prevention of Sexual Harassment at Workplace, Act (2013); Child Labour Prohibition and regulation Act (1986).	Week 4	
	<ul style="list-style-type: none">• Review	Week 5	
Unit II: Labour Welfare and Social Security	<ul style="list-style-type: none">• Labour in India: Organised and Unorganised Sector	Week 6	<ul style="list-style-type: none">• Sahoo, C. K., & Tripathy, S. K. (2004), <i>Industrial Relations, Trade Unions and Labour Legislation</i>.
	<ul style="list-style-type: none">• Labour Welfare: Need, Concept, objectives, evolution, principles and Scope)	Week 7	
	<ul style="list-style-type: none">• Statutory Provisions: Factories Act, 1948, the Contract Labour (Regulation and Abolition) Act 1970, Apprentices Act, 1961	Week 8	
	<ul style="list-style-type: none">• Non-Statutory Measures for	Week 9	

	<p>Employee Welfare</p> <ul style="list-style-type: none"> Review 	Week 10	
Unit III: Social security in unorganized sector	<ul style="list-style-type: none"> Laws: Unorganised Workers' Social Security Act 2008, The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 Social Insurance Schemes: Pradhan Mantri Jan Dhan Yojna, Pradhan Mantri Suraksha Bima Yojana, Atal Pension Scheme, Krishi Amdani Bima Yojana, Aam Admi Bima Yojana, Pradhan Mantri Fasal Bima Yojana, Rashtriya Swasthya Bima Yojana, etc. Old Age, Widow and Disability Pension schemes, etc. Livelihood and Employability Schemes: Mudra Bank Yojna, Kaushal Vikas Yojna, Deen Dayal Upadhyaya Grameen Kaushalya Yojana, Pandit Deendayal Upadhyay Shramev Jayate Karyakram, Shyama Prasad Mukherji Rural Urban Mission, MNREGA, etc. Review of the unit Review of the Paper 	<p>Week11</p> <p>Week12</p> <p>Week 13</p> <p>Week 14</p> <p>Week 15</p> <p>Week 16</p>	<ul style="list-style-type: none"> Srivastava, S. C. (1990), <i>Industrial Relations and Labour Laws</i>. Vikas Publishing House. Ghosh, P., & Nandan, S. (2015), <i>Industrial Relations and Labour Laws</i>, McGraw-Hill Education.