

## **SYLLABUS FOR OPEN ELECTIVE IN INDUSTRIAL RELATIONS FOR SEMESTER FOUR**

Semester	IV
Paper Code	<b>OE (OPEN ELECTIVE PAPER) IROE 4</b>
Paper Title	<b>SOCIAL SECURITY AND ASSOCIATED LEGAL PROVISIONS IN INDIA</b>
Number of teaching hours per week	03
Total number of teaching hours per semester	42
Number of credits	03

**Objectives:**

To enable the students to understand the concept Social Security and its various facets with special reference to modern Industries in the era of Globalization.

To enable the students to understand the importance of Social Security in Industrial Relations as an agent of good Industrial Relations.

To enable the students to understand the role of Constitution of India, Indian Labour Laws and world body-ILO, in the formulation of Social Security Policies by the Government.

Module 1: CONCEPT OF INDUSTRIAL RELATIONS AND SOCIAL SECURITY (08 hours)

Meaning of Social Security-its Origin in the Industrial World  
Merits and Demerits of Social Security.

Brief History of Social Security in India.  
Statutory Social Security Measures in India with special reference to Industrial workers.

## MODULE TWO: SOCIAL SECURITY FOR INDIAN WORKERS-THE EMPLOYEES STATE INSURANCE ACT, 1948

Introduction. Scope/Applicability of The ESI Act, 1948.

Objective of THE ESI Act, 1948.

Benefits for Workers under The ESI Act, 1948-

- a) Sickness Benefit
- b) Maternity Benefit
- c) Disablement Benefit
- d) Dependants' Benefit
- e) Medical Benefit
- f) Funeral Expenses
- g) Unemployment Benefits

## MODULE THREE: Social security for post-retirement: THE EMPLOYEES PROVIDENT FUND (AND MISCELLANEOUS PROVISIONS) ACT, 1952

Introduction. Scope/Applicability of The EPF (And Miscellaneous Provisions) Act, 1952

Objectives of The EPF (And Miscellaneous Provisions) Act, 1952.

The Employees Provident Funds Organisation (EPFO).

Various Schemes Under The Employees Provident Funds (And Miscellaneous and Provident Funds) Act, 1952:

1. The Employees Provident Fund Scheme
2. The Employees Pension Scheme
3. The Employees Deposit Linked Insurance Scheme.

## MODULE FOUR: THE PAYMENT OF GRATUITY ACT, 1972

Introduction. Scope/Applicability of The Payment of Gratuity Act, 1972

Objectives of The Payment of Gratuity Act, 1972

Rules relating to Payment of Gratuity on termination of employment

Rate of Gratuity

Forfeiture of Gratuity

Compulsory Insurance And Protection of Gratuity

Nomination

Determination And Recovery of Gratuity

Appointment of Inspectors, Offenses and Penalties.

### **BOOKS FOR REFERENCE:**

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1. Kapoor, N.D., *Elements of Industrial Law*, Sultan Chand, New Delhi, 2020
2. Garg, Ajay, *Labour Laws one should know*, Nabhi Publication, New Delhi, 2020
3. Kumar H.L., *Practical Guide to Employees' Provident Funds*, Universal Law Publishing Co., New Delhi, 2020
4. Srivastava S C, *Industrial Relations And Labour Laws*, Vikas Publishing House, Noida
5. Kumar H.L., *Labour Laws Everybody Should Know*, Universal Law Publishing Co., New Delhi, 2020
6. Kumar H.L. , *Practical Guide to Payment of Gratuity*, Universal Law Publishing Co., New Delhi, 2020
7. Kumar H.L., *Practical Guide to Labour Management*, Universal Law Publishing Co., New Delhi, 2020
8. Kumar H.L., *Compliances under Labour Law*, Universal Law Publishing Co., New Delhi, 2020
9. Venkata Ratnam, C.S., *Industrial Relations*, Oxford University Press, New Delhi, 2006
10. Sarma A.M., *Industrial Relations- Concepts and Legal Frame Work*, Himalaya Publishing House, Mumbai, 1989
11. Monappa, Sivaraj, Ranjeet, *Industrial Relations and Labour Laws*, McGraw Hill, Chennai, 2016
12. Vaidhyathan N, *ILO Conventions and India*, Jana Bani Printers, Kolkatta, 1975
13. Sarma A.M., *Aspects of Labour Welfare and Social Security*, Himalaya Publishing Hous, Mumbai, 2016
14. Subba Rao P, *Labour Welfare And Social Security*, Himalaya Publishing House, Mumbai, 2009
15. Parry Jonatha, Breman, Kapadia, *The Worlds of Industrial Labour*, Sage Publications, New Delhi, 1999
16. Hallen, G.C., *Dynamics of Social Security*, Rastogi Publication, Delhi, 1984

*17.Introduction to Social Security, ILO Office, Geneva, 1984*

*18.R.C.Sharma, Nipun Sharma, Human Resource Management- Theory and Practice, , SAGE, 2019*