

Syllabus

Panjab University

BBA 309 "Social Security and Labour Welfare"

BBA, (5th Semester)

Objectives : *The objective of this course is to acquaint the students with the two important aspects of Industrial Relations namely Social Security and Labour Welfare.*

UNIT – I

Introduction to Social Security–Concept of Social Security, Need, Comparison of Pre Independence & Post-Independence Era, Indian Constitution & Social Security.

Introduction of Labour Welfare–Concept of Labor, Welfare, Need, Importance, Welfare Provision in India, Status of Labour Welfare in India.

Employee's State Insurance Act, 1948–Object & Scope; Definitions – Factory, Principle, Employer, Employee, Dependent, Insured Person and Employment Injury; Benefits under the Act- Sickness Benefit, Maternity Benefit, Disablement Benefit, Dependents Benefit, Funeral Benefit; Employees State Insurance Fund; Employee State Insurance Corporation – Constitution, Dispute & Claim under the Act.

Employees Provident Fund & Miscellaneous Provisions Act, 1952–Object & Scope. Definitions, Provident Fund Schemes, Authorities under the Act.

UNIT – II

The Employees Compensation Act, 1923–History of the Act, Definition – Compensation, Wage, Workman, Dependent, Employer, Partial Disablement, Total Disablement, 'Arising Out of' and 'In the course of Employment', Notional Extension, Liability of Employer, Compensation Calculation, Compensation Commissioner.

The Industrial Employment (Standing Order) Act, 1946–Scope and coverage of the Act, Concept of Standing Order–Certification Process–Modification, Interpretation & Enforcement of Standing Order.

Payment of Gratuity Act, 1972–Evolution & Scope of Act, Definition of Employee, Employer, Continuous Service etc, Conditions for Payment & Forfeiture of Gratuity, Computation of Gratuity and Authorities under the Act – Their Powers & Functions.

Payment of Bonus Act, 1963–Evolution & Scope of the Act, Definition – Wage, Allocable Surplus, Eligibility and Disqualification for Bonus, Minimum & Maximum Bonus, Minimum and Maximum Bonus, Special Provisions regarding Certain Establishments.