

ADIKAVI NANNAYA UNIVERSITY
B. A. Human Resource Management
III Year B. A. Programme (UG) Courses – Under CBCS
Semester – V
Paper – V (Core Paper)
Employee Welfare and Labour Administration

Unit I: Concept of Social Welfare; Labour Welfare: Concept, Scope and Philosophy of Labour Welfare; Principles of Labour Welfare; Role of Welfare in Commitment and Structuring of Labour Force; Indian Constitution and Labour Welfare.

Unit II: Historical Development of Labour Welfare in India; Impact of ILO on Labour welfare in India; Agencies of Labour welfare and their roles: State, Management, Trade Unions and Voluntary Agencies.

Unit III: Labour welfare Programmers: Statutory and Non-Statutory, Extra Mural and Intra Mural: Financing of Welfare Program; Welfare Officer: Role, Status and functions. Workers Education Schemes in India.

Unit IV: Social Security Concept and Scope; Social Assistance and Social Insurance, Development of Social Security in India, Social Security Measures for Industrial Employees.

Unit V: Labour Administration: Central Labour Administrative Machinery in India: Chief Labour Commissioner, Director General of Employment and Training; Director General of Factory Advice Service; Employee Provident Fund Organization, ESI Corporation; Labour administration in A.P.

Suggested Readings:

1. Moorthy, M.V., Principles of Labour Welfare, Oxford & IBH Pub. Co., New Delhi.
2. Vaid, K.N., Labour Welfare in India, Sree Ram Centre for Industrial Relations and Human Resources, New Delhi.
3. Sharma, A.M., Aspects of Labour Welfare and Social Security, Himalaya Pub. House, Mumbai.
4. Ram Chandra P. Singh, Labour Welfare Administration in India, Deep & Deep Pub., New Delhi.
5. Punekar, S.D., Deodhar S.B., Sankaran, Saraswathi, Labour Welfare, Trade Unionism and Industrial Relations, Himalaya Pub. House, Mumbai.
6. Miller & Form, Industrial Sociology.
7. Gisbert Pauscal, Industrial Sociology

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Paper – VI (Core Paper)

ELEMENTS OF LABOUR LEGISLATION

Unit – I

Labour –constitution-principles of labour legislation—historical development of labour legislation.

Unit – II

Factories Act-1948

Contract labour (Regulations and abolition) Act 1970

Industrial employment standing orders Act -1946

Unit – III

Wage rules: payment of wages Act -1936

Minimum wages Act 1948

Payment of bonus Act -1965

Unit – IV

Trade union act 1926

Industrial disputes Act-1947

Payment of gratuity Act-1972

Unit-V

Employee state insurance Act -1948

Employees provident fund Act - 1952

Suggested readings:

1. Mallik P.L – Industrial Law
2. N.D.Kapoor- Labour laws
3. V.J.Rao- Shops and Establishments Act, Asia Law House-Hyderabad.
4. B.D.Singh – Labour laws for managers, Excel books – New Delhi.