

**SD COLLEGE HOSHIARPUR**  
**LECTURE PLAN FOR THE SESSION 2021-22**  
**BBA (SEMESTER-V)**  
**SOCIAL SECURITY AND LABOUR WELFARE**

**Course Objective:**

The objective of the course is to acquaint students with the concepts of Social security and discuss the changes under social security code. The course would also make the student capable of analyzing and understanding the role of social security organizations to administer the social security schemes and penalty provisions for different offenses.

<b>Topic</b>	<b>Teaching Points</b>	<b>Specific Objectives</b>	<b>Methods, Approaches and Techniques</b>	<b>Resources &amp; Reference Books:</b>
Introduction to social security	Concept, Need , Comparison of Pre independence & post independence era, Indian constitution and social security.	To acquaint the students with concept of social security and to provide insight into historical aspect of social security.	Class room teaching with examples.	1.B.D singh , Industrial relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
Introduction to labour welfare.	Concept of labour welfare, need,	To help students to understand	Class room teaching with examples	1.B.D singh , Industrial

	importance , Welfare provisions in India , Status of labour welfare in India.	provisions labour welfare legislations in India.		relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
Employee State insurance act 1948.	Object and scope , Definition- factory, Principle, employer, employee, Dependant, Partial disablement, Total disablement arising out and in in the course of employment , Benefits under act, Employee state insurance fund, Employee state insurance	Students should be able to outline the implication and provisions of Employee state insurance act.	Class room teaching with examples	1.B.D singh , Industrial relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.

	corporation.			
Employee Provident fund act 1952.	Object & Scope , Definitions , Provident fund schemes and various authorities under act.	To acquaint students with provisions of Employee Provident fund act 1952 and its applicability.	Class room teaching with examples	1.B.D singh , Industrial relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.

#### Question Bank

1. What do you understand by the social security concept ? Discuss various approaches of it India.
2. Discuss nature and objectives of social security .
3. Explain the scope and techniques of social security in India.
4. What do you understand by provident fund ? Discuss its objectives.
5. What are the Employers obligations towards employees for provident fund.
6. Explain the Following:
  - i) Public Provident Account
  - ii) Employees Provident fund Scheme
  - iii) Employees deposit linked Insurance scheme.
7. Explain different agencies looking after different schemes of provident act 1952.
8. what is Employee's State Insurance fund ? For what purpose the fund may be used ?
9. Discuss in detail following under ESI Act.
  - i) Sickness benefit
  - ii) Medical benefit
  - iii) Maternity benefit
  - iv) Dependant benefit
10. What is the rate of contribution payable under the Employee's state insurance act 1948 by employer and employee.

Unit II

Topic	Teaching Points	Specific Objectives	Methods, Approaches and Techniques	Resources & Reference Books:
The Employee Compensation act 1923	History of the Act, Definitions.	To acquaint the students with concept of Compensation and various provisions of the Act.	Class room teaching with examples.	1.B.D singh , Industrial relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
The Industrial Employment standing order act 1946	Scope and the coverage of the act , Concept of the standing order, certification process,	To help students to understand provisions labour welfare legislations in India.	Class room teaching with examples	1.B.D singh , Industrial relations and labour laws, Excel books. 2. Arun

	modification and interpretation of the Act.			Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
Payment of Gratuity act 1972	Evolution and scope of the act and various definitions.	Students should be able to outline the implication and provisions of Employee state insurance act.	Class room teaching with examples	1.B.D singh , Industrial relations and labour laws, Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
Employee Provident fund act 1952.	Object & Scope , Definitions , Provident fund schemes and	To acquaint students with provisions of Employee	Class room teaching with examples	1.B.D singh , Industrial relations and labour laws,

	various authorities under act.	Provident fund act 1952 and its applicability.		Excel books. 2. Arun Monappa, industrial relations, Tata Mc Graw Hill. 3. T.N chabra and RK Suri , Industrial relations, concepts and issues.
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#### QUESTION BANK

1. Write short note on the payment of gratuity act 1972.
2. What are the categories of employees excluded from application of payment of Bonus act ?
3. What are the objectives of workmen compensation act 1923? Explain its provisions.
4. Discuss the effect of certification of standing orders. What is their duration ?

