

UNIVERSITY OF MUMBAI



NAAC ACCREDITED

SYLLABUS

Programme - B.COM

Course - Labour Welfare & Practice

Paper I & II

(Sem – V & VI)

(Applied Component)

Credit Based Semester and Grading System

w.e.f. the Academic year 2014 - 2015

T.Y.B.COM. – APPLIED COMPONENT PAPER: Labour Welfare & Practice

Paper I: SYLLABUS FOR SEMESTER V

w.e.f. Academic Year 2014-15

Module I: Labour welfare: (15 lectures)

Labour Welfare: - Meaning, Definition, Scope, Objective & Theories of Labour welfare.

- a) Evolution of Labour Welfare in India.
- b) Provisions for Labour welfare content in the Constitution of India (including Articles 41,42,43.....factories Act 1948, ESI Act 1948, Workmen’s Compensation Act 1923)

Module II – Labour Legislations in India (10 Lectures)

- a) Labour Welfare Facilities
- b) National Commission on Labour and Labour Welfare
- c) Labour Laws of the Elimination of Child Labour

Module III: Agencies of Labour welfare: (10 lectures)

- a) Agencies of Labour welfare in India (Central govt. , State govt., Employers & Trade- Unions)
- b) Labour Welfare Officer: role and functions.
- c) Labour Administration in India

Module IV: Industrial Hygiene & Occupational Health: (10 lectures)

- a) Industrial hygiene & Occupational Health
- b) Industrial accidents – causes & prevention.
- c) Occupational diseases & Statutory Provisions, Fatigue, Frustration,

Labour Welfare & Practice

Paper II: SYLLABUS FOR SEMESTER VI

Module I: Social Security: (15 lectures)

- a) Meaning, Definition & Objective of Social Security.
- b) Various Social Security provisions made in India (Employees provident fund Act, Maternity benefit Act, Family Pension Scheme, Provision of Gratuity Act 1972)
- c) Trade Union – Structure, Types & Functions.

Module II: Labour Markets:

(10 lectures)

- a) Nature & Characteristics of Labour Markets in India.
- b) Labour Market Policies, Mobility of Labour
- c) Socio-Economic aspects affecting Labour welfare, Productivity & Living standard of labour.

Module III – Labour Force in India

(10 Lectures)

- a) Factors determining Labour Force.
- b) Labour Force & Human Development in India
- c) Participation of workers in Management

Module IV: Globalization & Labour:

(10 lectures)

- a) Labour force & Human Resource Development in India.
- b) Globalisation & Labour Markets in India.
- c) Impact of Labour Migration.
- d) ILO- Aims & objectives & impact on Labour Welfare.

Reference books:

- 1) Jayant S. Railkar- Labour welfare & Practice – Vipul Prakashan.
- 2) A.M. Sarma – Aspects of Labour welfare & Social Security – Himalaya Publications.
- 3) Punekar & Deodhar – Labour welfare Tata MC Graw Hill Publishing.
- 4) Misra & Puri – Indian Economy – Himalaya Publications.
- 5) Dutt & Sundharam - Indian Economy S. Chand Publication.
- 6) Labour Welfare, Trade Unionisms and Industrial Relations – S.D. Panekar, S.B. Deodhar, Mrs. Saraswathi Sankaram, Himalaya Publishing House.

PAPER PATTERN

Internal and External Examination for Semesters V and VI

Internal Examination

The Internal Examination will be of 25 marks and is split into –

- i) Test Paper of 20 marks consisting of questions of objective types.
- ii) 5 marks for responsible behaviour and active class participation

External Examination

Question Paper Pattern for Semester End Examination.

There will be **Five** questions in all. All the questions are **COMPULSORY** and will have internal choice. (Total 75 marks)

Q1. Module I (Total marks 15)

Three questions: A BC.

Attempt any Two

Q2. Module II (Total marks 15)

Three questions: A BC.

Attempt any Two

Q3. Module III (Total marks 15)

Three questions: A BC.

Attempt any Two

Q4. Module IV (Total marks 15)

Three questions: A BC.

Attempt any Two

Q5. Modules I to IV (Total marks 15)

a. True or False with reasons. Attempt any Four out of Eight: Two from each module. (2 marks each)

b. Choose the correct option. Attempt any Seven out of Twelve: Three from each module. (1 mark each)