



MANGALORE UNIVERSITY

Department of Social Work

Master of Social Work (MSW)

IV SEMESTER-(SPECIALISATION-III)-(HRM)

Paper SWS 555: LABOUR WELFARE AND INDUSTRIAL RELATIONS

Objectives:

- To gain the knowledge about concept, philosophy and evolution of labor welfare
- To understand the components of labor welfare and their management in the overall context of human resource development
- To Acquire the knowledge of modern trend in labor welfare
- To understand the dynamics of employee/ union/management relationships in the industry

Course Content:

Unit- I

Concepts of industry and labor welfare: industry- meaning and types, labor and characteristics, industrial labor, types and problems; labor welfare- concept, definition, scope and objectives, theories and principles of labour welfare; development of labour welfare

UNIT-II

Areas of labour welfare: industrial housing, industrial safety, industrial health, industrial hygiene, workers education programme- central board for workers education, international labour organization, labour welfare functions.

UNIT-III

Statutory and non-statutory welfare facilities: meaning, importance, and types- facilities for washing, storing and drying clothes, shelters, restrooms, lunch rooms, canteen, crèche, first aid and appointment of welfare officer- role, function, limitation; Non-statutory welfare facilities-meaning, importance and types: education facilities, medical facilities, recreation facilities, consumer co-operative societies and employee counseling .Social security and social insurance- meaning and significance New trends-flex time, moon lighting, family gathering, family tours, leave travel allowance, celebration of birthdays, marriage anniversary etc. New Labour Policies: sexual harassment at workplace- meaning, consequences, policy, preventive steps, and guidelines

UNIT-IV

Industrial relations- concept, meaning, objectives; growth and development of industrial relations in India; discipline and disciplinary actions- meaning, principles, acts of misconduct, hot stove rule, types of punishments and enquiry procedures; grievance and grievance handling procedure.

UNIT-V

Trade union: Trade union- meaning and functions, development of trade union in India, collective bargaining- meaning, process, charter of demands, negotiation and settlement;

workers participation in management- meaning, definition, objectives and forms. Need of Industrial social worker.

References:

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- Saxena R.C 1961 : Labour problems & social welfare Meerut : Jaiprakashnath & Co
- Silvera D.M 1991 : Human Resource Development A Indian Experience New Delhi : New India Publications
- Srivastav K.N 1954 : Industrial peace & Industrial Relations Allahabad : Kitab Mahal
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