



DEPARTMENT OF SOCIAL WORK

MINUTES OF THE BOS MEETING – SOCIAL WORK – 11<sup>TH</sup> MAY, 2016

Venue: Conference Room, CUK, Periye

Members Present: Dr. Jilly John, Dr. Renjith R. Pillai (Internal Expert)  
Dr. Sekar, Dr. B T Lawani, Dr. Rameela Shekhar (External Expert)

1. Dr. John, Dean, School of Social Sciences, welcomed the participants and recommended the board to consider the women sensitivity issues and conflict resolution issues.
2. Board decided to have concurrent field work in all the 4 semesters in addition to block field work
3. Collaboration in terms of development of electives with other departments to be initiated.
4. The board discussed on the course structure, added few more details on the papers.
5. Based on the Dean's suggestion, the Board recommends that training of trainers to be organised on the areas – women issues and conflict resolution on the larger framework of disaster management.
6. Recommends for a centre for women studies from UGC at CUK.
7. The board also recommends proposals to be forwarded to ICSSR for setting up a Centre for Disaster Management as a virtual Department with involvement of allied Departments.
8. Board discussed in detail, the faculty involvement in supervision of field work and handholding support provided at the field level for students. Field work agencies are scattered in and around Kasargod District (approximately 70 square kilometers). The board strongly recommends that the direct cost involved in travelling to these social laboratories is reimbursed.

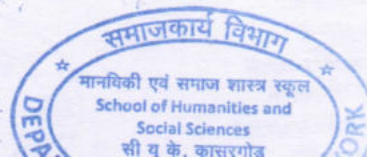
Dr. K Sekar  
External Expert

Dr. B T Lawani  
External Expert

Dr. Rameela Shekhar  
External Expert

Dr. Jilly John  
Chairperson

Dr. Renjith R. Pillai  
Internal Expert





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DEPARTMENT OF SOCIAL WORK

Date 11.05.2016

DEPARTMENT OF SOCIAL WORK BOARD OF STUDIES MEETING

Sl.No.	Name	Signature
1.	Dr.Jilly John, Assistant Professor & HoD I/c Department of Social Work - <i>Chair Person - B.O.S.</i>	
2.	Dr.Renjith R Pillai, Assistant Professor Department of Social Work	
3.	Dr.Reinhart Philip, Assistant Professor, Department of International Relations	—
4.	Dr K Sekar Professor NIMHANS Bangalore-560029	
5.	Dr Rameela Shekhar Professor & Dean Department of Social Work Roshininilaya, Mangalore	 11/04/16
6.	Dr B T Lavani Director, Yashwantrao Chavan Institute of Social Sciences Studies and Research Bharati Vidyapeeth University Pune	
7.	Dr Prof.L/Tharabhai Former professor & Head of the Department of Sociology Madurai Kamaraj University Maduari 2A,GIE Classic, Tank Road, Near Vanjiyoor School, Thiruvananthapuram Kerala-695001	—

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11/05/16  
DR. JILLY JOHN  
CHAIR PERSON

# HMS 5014 – INDUSTRIAL RELATIONS AND LABOUR WELFARE

## Course Objectives

- Create interest and understanding on the challenges faced by workers in various industries
- Enrich the knowledge on employer- employee dynamics and the role of various organisations concerned with industrial relations
- Learn about statutory & non-statutory industrial welfare measures

## Course Outline

### Unit 1 Introduction to Industrial Relations

- Concept of Industrial Relations Scope Industrial relations system
- Evolution and development of Industrial Relations in India Approaches to Industrial Relations
- Procedures and policies of Industrial relations Importance of industrial peace and harmony

### Unit 2 Employee-Employer Relations and Modalities

- Workers' Participation in Management – concept and practice Role of Trade Unions in Industrial Relations
- Collective Bargaining – procedures and importance Misconduct and Domestic Enquiry
- Instruments for the Bipartite Settlement

### Unit 3 Modes of conflict Resolution

- Concepts of conflicts, disputes and discipline Principles of Industrial Discipline
- Gender sensitivity and Sexual Harassment at Work places Conflicts and dispute resolution methods
- Grievance handling procedures of the state for the Prevention and Settlement of disputes
- Machinery for conflict resolution
- Role of Labour Courts and Industrial Tribunals

### Unit 4 Employee Welfare and trade unions

- Concept, principles, scope, theories, approaches and philosophy of employee welfare Areas of Employee Welfare, Statutory welfare programmes
- Non-statutory welfare programmes Trade unions: Concept, functions
- Theories Structure, problems of Trade unions Measures to strengthen Trade union movement in India Major problems experienced by employees
- Migration, wages, poor housing, absenteeism, employee turnover, indebtedness Alcoholism, diseases and accidents and poor conditions of work

### Unit 5 Practice of Employee Welfare

- Occupational health and safety
- Roles and functions of the Labour Welfare Officer Workers' Education Programmes
- Relevance of Employee Welfare in current scenario
- Application of Social Work methods in delivering employee welfare services

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