M.COM. PART IV – SEMESTER IV

SOCIAL SECURITY & WELFARE OF EMPLOYEES

Total Credits: 4 | University of Mumbai | NEP 2020

Course	SOCIAL SECURITY & WELFARE OF EMPLOYEES
Credits	4
Structure	2 Modules × 2 Units
Assessment	100 Marks (50 University + 50 College)

Module I

Unit 1: Introduction to Social Security

- Concept and Evolution of Social Security: Definition and Importance.
- Historical Development (Global and Indian Context).
- Concept and Objectives of Social Security.
- Social Assistance and Social Insurance.
- Universal and Occupational Social Security.
- Legal Framework and Challenges for Social Security in India.
- Overview of Key Legislations (e.g., EPF Act, ESI Act).
- International Conventions on Social Security (ILO, UN).
- Coverage Gaps and Informal Sector Issues.
- Sustainability and Funding of Social Security Programs.

Unit 2: Welfare of Employees

- Concept of Employee Welfare and Welfare Measures: Definition and Scope.
- Importance of Employee Welfare for Organizational Success.
- Statutory Welfare Measures: Health and Safety, Working Hours.
- Voluntary Welfare Measures: Employee Assistance Programs, Recreational Facilities.
- Role of Employers, Trade Unions, and Government.
- CSR Initiatives for Employee Welfare.
- Work-Life Balance Programs.
- Mental Health and Wellness Initiatives.
- Technological Advancements in Welfare Programs.

Module II

Unit 3: Social Security Schemes in India

- Overview of Central and State-Level Programs.
- Employment-Based Schemes vs. Citizen-Centric Schemes.
- Employees' Provident Fund (EPF).
- Employees' State Insurance (ESI).
- National Pension System (NPS).
- Pradhan Mantri Shram Yogi Maandhan (PMSYM).
- Welfare Boards and Social Security for Unorganized Workers.
- Coverage and Challenges for Informal Workers.
- Role of Welfare Boards and Funds.
- Examples of Successful Social Security Programs in India and Abroad.

Unit 4: Emerging Issues and Future of Social Security & Welfare

- Impact of Gig Economy on Social Security.
- Remote Work and Changing Employee Needs.
- Digitalization of Social Security Systems.
- Role of Technology in Employee Welfare.
- Comparative Analysis of Social Security Systems: Developed vs. Developing Countries.
- Lessons for India.
- Universal Basic Income (UBI) Debate.
- Sustainability of Welfare Programs in an Aging Society.

Source: University of Mumbai, M.Com. (Business Management), Semester IV, NEP 2020 syllabus, effective from Academic Year 2024–25, as provided in the uploaded document.