**Publication:** Only Selected papers will be published after seminar

**Originality:** All submission papers must be original and should not have been copied, published or accepted in a journal or conference proceedings, or presented at another conference.

**Best Paper Awards:** The best paper certificate will be awarded in each theme for their work of ingenuity, importance and quality research as adjudged by an awards committee. Abstract should be sent to the following E-mail ID: anuewss2020@gmail.com

**Important Dates**

Abstract submission on or before 10-2-2020.

Full Paper submission on or before 13-2-2020.

**Registration Fee**

Seminar Brochure, registration and copy right forms are available on the website. Each author must be registered separately. The Seminar fee includes seminar kit, refreshments, tea and lunch.

<table>
<thead>
<tr>
<th>Delegate Category</th>
<th>Registration Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>Rs. 400/-</td>
</tr>
<tr>
<td>Research Scholars</td>
<td>Rs. 800/-</td>
</tr>
<tr>
<td>Foreign Students/Scholars</td>
<td>Rs. 800/-</td>
</tr>
<tr>
<td>Academicians/Delegates from Industry/NGO’s any other organizations</td>
<td>Rs. 1,000/-</td>
</tr>
</tbody>
</table>

*Registration fee includes GST*

Delegates can pay registration fee by NEFT/ Online Payment to the following Account Details.

Name:M/S Seminar Director, EWSS-2020, ANU

Account No. : 1508111000002403

IFSC Code : ANDB0001508

**Accommodation**

Accommodation will be provided as per the request of the delegates on payment basis. Please contact the Seminar Director.

***

---

**Organizing Committee**

**Chief Patron**

**Prof. Rajasekhar P.**

Vice-Chancellor (FAC)

Acharya Nagarjuna University

**Patrons**

**Prof. K. Rosaiah**

Registrar, Acharya Nagarjuna University

**Prof. Ratna Shieila Mani Koppula**

Principal, University College of Arts, Commerce & Law, ANU

**Director**

**Dr. Nagaraju Battu**

Associate Professor, Chairman-BOS

Dept. of HRM, ANU

**Treasurer**

**Dr. V. Tulas Das**

Associate Professor, Dept. of HRM, ANU

**Members**

**Dr. K. Madhu Babu**

Faculty, Dept. of HRM, ANU

**Dr. M. Rama Satyanarayana**

Faculty, Dept. of HRM, ANU

**Dr. V. Naga Nirmala**

Faculty, Dept. of HRM, ANU

For any further queries please feel free to contact

**Dr. Nagaraju Battu**

Seminar Director, EWSS-2020

Cell: 9440022859

Seminar E-mail: anuewss2020@gmail.com

---

**EWSS - 2020**

Two Day National Seminar on

“EMPLOYEE WELFARE AND SOCIAL SECURITY”

15-16 February, 2020

---

**Seminar Director**

**Dr. NAGARAJU BATTU**

---

**Organized by**

Department of Human Resource Management

ACHARYA NAGARJUNA UNIVERSITY

Nagarjuna Nagar, Guntur, A.P., India

www.anu.ac.in

---

**Date of the Event:**

15th (Saturday) - 16th (Sunday) February, 2020

**Venue**

Dr. H.H. Deichmann & Dr. S. John David Auditorium

Acharya Nagarjuna University Campus.
About the University
The Acharya Nagarjuna University has completed 42 years of its existence. It was inaugurated on 11th September, 1976 by the former President of India, Sri. Fakruddin Ali Ahmed. The University was established by Act 43 of 1976 of A.P. State Legislature and Governed by Act 4 of 1991. The University is spread across sprawling 300 acres located on the NH16, within the Capital Region of Amravati, between the Vijayawada and Guntur. ANU offers post-graduate education in 47 courses. The University runs PG Campus at Ongole and has over 450 affiliated colleges in Guntur and Prakasam Districts.

University College of Arts, Commerce and Law
The University College of Arts, Commerce and Law was established on 1st November, 2010 consequent to the decision made by the university to divide the campus college into 6 colleges. Today, it has 16 Departments and 8 Research Centers and all the Departments are equipped with Departmental Libraries, Computer Labs, Smart Classrooms, Seminar Halls, etc.

About the Department
Department of Human Resource Management was established in the year 1994. Bommidala Charitable Trust, Guntur donated Rs. 20 Lakhs as an endowment fund for the HRM Department. MHRM is a job oriented course, both theoretically, practically planned under semester system, to provide professional orientation to the students. This course is intended to increase the tempo of industrialization, considering the growing importance of personnel function in industrial and business organizations and to address the need for trained personnel. The Department maintains excellent liaison with industrial organizations and all concerned Government offices by sending the students for field work and practical training. MHRM students interact regularly with corporate managers through extension lectures, workshops and seminars arranged by the department.

About the Seminar
Labour Welfare and Social Security
In the beginning humanitarianism and social awareness motivated labour welfare activities. Driven by the desire for greater efficiency and output from workers and with a view to attract better workers, employers lured them into their Organization through labour welfare measures. Further, some of the few issues tackled by labour welfare measures are as stated below. Such labour welfare measures persuade workers to accept mechanization and some times labour welfare measures were used by the employers as a tool to combat the outside agencies on their employees. Labour welfare measures are often undertaken to avoid paying of tax on surplus and simultaneously building up good relations with the employee. Some times labour welfare measures are undertaken to meet the minimal requirements that is followed by other organizations in the industry.

Labour Welfare
The Report of International Labour Organization explains that “Workers welfare should be understood as a meaning such as services, facilities and amenities which may be established in an Organization to enable the persons employed in them to perform their work in healthy congenial surroundings and to provide them amenities conducive to good health and moral.

Social Security
In the present times, insecurity of life has increased to a great extent and to safeguard the individual and the society from these uncertainties social security has become very essential. Social security benefits are provided in India through legislations. Workmen’s compensation act 1923 enforces the employer to provide compensation to a workman for any personal injury caused by an accident for loss of earnings etc. The employee’s state insurance act, 1948 enforces the employers to provide sickness benefit, disablement benefit, dependants benefit, funeral benefit and medical benefits. The employees provident fund and miscellaneous provisions act 1952, enforces the employer to provide benefits in the form of provident fund and deposit linked insurance. The maternity benefit act, 1961 provides for medical benefits at the time of pregnancy and grant of maternity leave and maternity allowance. The payment of gratuity act, 1972 provides for the payment of gratuity at the time of retirement.

Sub-Themes
1. Working conditions of the employees
2. Employee Health
3. Employee Welfare
4. Employee Safety
5. Women Welfare in Industry
6. Social Security in Organised Sector
7. Social Security in Unorganised /Informal Sector

Guidelines: Manuscripts should be typed in 12 font-size, Times New Roman, 1.5 spaced with 1” margin on a standard A4 size paper. It should be organized in the following order: title, name(s) of author(s) and his/her (their) complete affiliation(s) including zip code(s), Abstract, Introduction, Main body of paper, Conclusion and References and not more than 8 pages.
Two Day National Seminar
on
Employee Welfare and Social Security
(EWSS 2020)
15 – 16 February, 2020

REGISTRATION FORM

PARTICIPANT DETAILS
Name: Prof./Dr./Mr./Mrs...............................................................
Designation: ..........................................................................
Name of the Institution/Organization: ......................................
..........................................................................................
Address: .............................................................................
..........................................................................................
Mobile: ............................................................................... 
E-mail: ..............................................................................

PAPER DETAILS
Author (Self): ..............................................................
Institute: ............................................................................
Co-author: ...........................................................................
Institute: ............................................................................
Paper Title: ...........................................................................
..........................................................................................

PAYMENT DETAILS
Demand Draft No: .................................................. Dated:........
Amount (Rs): ............................................................... 

(Delegates can pay registration fee by NEFT/ Online Payment
to the following Account Details. Name: M/S Seminar Director,
EWSS-2020, ANU Account No.: 150811100002403, IFSC
Code: ANDB0001508)

Drawn on Bank: ..............................................................
Date: .................................................................

Signature of the Participant