

M.A. DEGREE EXAMINATION, APRIL 2020
I Year II Semester
Labour Laws

Time : 3 Hours

Max.marks :75

Section A ($10 \times 2 = 20$) Marks

Answer any **TEN** questions

Explain / Define

1. Objectives of Labour Laws.
2. Industrial dispute.
3. Retrenchment.
4. Standing Order.
5. Provident fund
6. Fatal accident
7. Gratuity
8. Equal remuneration
9. Factories act
10. Contract labour
11. ESI act
12. Industrial employment.

Section B ($5 \times 5 = 25$) Marks

Answer any **FIVE** questions

13. Describe the settlement of disputes through conciliation and adjudication.
14. Why do workers join trade union? Explain.
15. State the purposes for which ESI fund may be expended.
16. What are the objectives of the payment of Wage Act 1936?
17. Explain the scope and objectives of workmens compensation Act.
18. What are the rules relating to nomination by an employee under the Payment of Gratuity Act, 1972?
19. Describe the provisions relating to registration of establishments under the Contract Labour Act.

Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

20. A Multinational Company specialised in food processing has been operating in India for about 3 decades. The Company has recently decided to expand its production. It was decided to shift the factory to a new location about 20 kms away from its present site. As the workers transferred to the new site were living in town, the union demanded an increase of Rs. 60/- per month in the salary, but the Company offered to give Rs. 25/- only to cover the transport cost. When the plant was being shifted to the new site, negotiations went on uninterrupted between the Management and the Union on this issue. However both the parties could not come to a settlement even after 6 months. The Management was firm on their decision even though the union indicated some flexibility. The Union refused to compromise fully on the issue. They adopted go-slow tactics to pressurize the Management. The production went down drastically, but still the Management was firm on their stand. In the meanwhile the Management charge-sheeted some of the Trade Union leaders and suspended them pending enquiry.

Questions :

- a) Analyse the case given above and elucidate the problem and causes.
- b) Do you justify the Management's decision? If Yes/No - why?
- c) Are the workers right in their approach? Comment.
- d) As a General Manager - HR of this Company how would you resolve the problem?

PART - B

Answer any **TWO** questions

21. Discuss the various authorities of Industrial dispute Act 1947.
22. What are the important provisions of the Maternity Benefit Act?
23. How will you determine the quantum of bonus as per the Payment of Bonus Act, 1965?
24. What are the health and welfare measures provided under the Factories Act?

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