

**SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN  
(AUTONOMOUS)**

**(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)  
Chromepet, Chennai — 600 044.**

**B.Com.(Hons) - END SEMESTER EXAMINATIONS APRIL - 2022**

**SEMESTER - IV**

**20UBHCT4019 - Labour Legislation**

**Total Duration : 3 Hrs.**

**Total Marks : 60**

**Section A**

Answer any **SIX** questions ( $6 \times 5 = 30$  Marks)

1. What is the need for Labour legislation?
2. What are the provisions of the Factories Act, 1948 relating to the welfare of workers?
3. Enumerate the rights and privileges of the registered trade unions under the Trade unions Act, 1926.
4. Explain the terms under the Employee's compensation Act, 1923  
i) employer ii) Dependent iii) Wages iv) Disability
5. Discuss the objectives of the Employees' state Insurance Act, 1948.
6. Describe the employer's liability for compensation.
7. Brief the conditions for registration of trade union.
8. Differentiate the applicability and non-applicability of the Employees Provident Funds Act, 1952.

**Section B**

**Part A**

Answer any **TWO** questions ( $2 \times 10 = 20$  Marks)

9. What are the provisions regulating employment of women in a factory?
10. Explain the ESI fund and its method of payment contribution method.
11. Describe the Employees' Deposit Linked Insurance Scheme.
12. Define the objectives and penalties under the Employee's Compensation Act, 1923.

**Contd...**

## Part B

Compulsory question (1 × 10 = 10 Marks)

13. In the Gurgaon industrial belt, Sunbeam Autoworkers Union is probably the only union that gives membership to workers with less than 240 days' service, and it needed a court intervention to be able to do so. But even it does not offer membership to contract workers. In fact, no union anywhere gives membership and voting rights to contract workers.

The reasons are many. First, in an industrial climate extremely hostile to any union activity, workers believe that forming a union that also includes contract workers is bound to provoke the management into even greater hostility.

Second, managements refuse point blank to discuss with unionists any issues concerning contract workers.

Third, contract workers are far more insecure compared to regular workers. In an era where companies frequently terminate even a permanent worker for engaging in union mobilisation, the stakes are too high for contract workers, who could be summarily dismissed, without any consequences, by the management.

Fourth, and this is an unpalatable truth for most trade unionists, permanent workers themselves don't want to extend union membership to contract workers.

In a factory, say, that employs 300 permanent workers and 1,200 contract workers, any union that gives voting rights to contract workers would instantly marginalise permanent workers.

Given that permanent workers' salaries are much higher, economic self-interest militates against the inclusion of contract workers in union membership. As a result, India's contract workers, with the exception of some PSUs in select sectors such as steel and coal, remain both heavily exploited and largely un-unionised, with the lack of unionisation and exploitation reinforcing each other.

i) Who can become a member of the trade union.

ii) Whether only permanent workman only can participate in the union activities.

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