

MBA II Year Examination
MP-404 : Indian Labour Legislation

Time: 3 Hours

Max. Marks: 80

Note: The question paper is divided into three sections A, B & C. Write Answers as per the given instructions.

Section A
(Very Short Answer Type Questions)

Note: Answers all 8 questions. As per the nature of the questions you delimit your answer in one sentence up to 50 words. Each question carries equal marks. (Marks 2x8=16)

1. State the important definitions of Industrial Dispute.
2. What do you mean by notice of change?
3. State the powers of the Government to exempt in this relation.
4. State the duties of Conciliation Officers and Boards under the provisions of the Act.
5. What do you mean by awards?
6. Briefly explain Lay Offs and retrenchment
7. Who is a certifying surgeon? What are his duties?
8. What has been the object of passing payment of Wages Act, 1936?
9. In what circumstances, an appeal may be permitted under Section 17 of the act to the Employee towards of Wage Payment?
10. Who is authorize to fix minimum wages and in what manner?
11. What points should be taken into consideration while fixing minimum wages?
12. Describe the scope and object of the Payment of Bonus Act, 1965.
13. What is allocable surplus? How does it differ from available surplus?
14. Enumerate the categories of employees who are not covered under the Payment of Bonus Act.
15. What is the eligibility limit for payment of bonus? Who is disqualified from getting bonus under the Act?
16. Write Short notes on (i) Employer (ii) Employee.
17. What is the object of the Workmen's Compensation Act, 1923?
18. What are the various benefits payable under the Act?
19. Discuss the object and scope of the Employees' State Insurance Act,1948.
20. What are the different kinds of benefits provided under the E.S.I. Act.
21. Define the term Standing Orders and explain their importance in the light of decided cases.
22. Whether the certified Standing Orders could be modified? Explain.
23. Give the definitions of :
 - (a) Contract Labour
 - (b) Contractor
 - (c) Principal Employer
24. Define Trade union and discuss its salient features.

Section B
(Short Answer Type Questions)

Answer any 4 questions. Each answer should not exceed 100 words. Each question carries 08 marks.
(Marks 8x4 = 32)

1. What is the procedure of filling up vacancies under the Industrial Dispute Act, 1947?
2. Define the provisions regarding the awards under the Act.
3. Write a detail note on strikes and lockouts.
4. Explain the following according to the Indian Factories Act, 1948:
 - i) Hazardous process
 - ii) Worker
 - iii) Factory
 - iv) Manufacturing process
5. Explain the provisions of health and welfare of the workers under the Indian Factories Act, 1948.
6. Explain the penalties which can be imposed under the Indian Factories Act, 1948.
7. Explain the provisions regarding
 - (i) Time of payment of wages
 - (ii) Deduction which may be made from the wages.
8. State briefly how the deduction from wages for damages or loss occurred to the Employer by the neglect or default of the employed person may be made and to what extent.
9. Discuss the object and scope of the Minimum Wages Act?
10. Enumerate the procedure for fixing and revising the minimum wages?
11. Write short notes on:
 - (a) Accounting year;
 - (b) Allocable surplus;
 - (c) Employee and employer;
 - (d) Salary and wages.
12. Explain the Schemes provided under the Employees' Fund and Miscellaneous Provisions Act.
13. Whether payment of contribution has priority over other debts?
14. Explain the scope and objective of Employees' Provident Fund and Miscellaneous Provisions Act.
15. What are the circumstances under which the employer is not liable to pay compensation for injury to a workman?
16. What are the powers of the Commissioner for Workmen's Compensation?
17. Explain the Object and Scope of the Industrial Employment (Standing Orders) Act, 1946.
18. Explain the procedure for certification of Standing Orders.
19. To which establishment the contract labour (Regulation and Abolition) Act, 1970 applies and which establishment are excluded.
20. Explain the powers of Inspectors appointed under the act.
21. Describe the procedure of registration of a trade union.
22. Describe the role of the Registrar of Trade Unions for withdrawal or cancellation of a certificate of registration.
23. Give the details of the right of appeal of a trade union.
24. Discuss the immunities of a registered trade union in criminal and civil Wrongs.
25. Discuss the development of Shops and Establishment Act. Explain its importance objects and applicability.

Section C
(Long Answer Type Questions)

Answer any 2 questions. Each answer should not exceed 800 words. Each question carries 16 marks. (Marks 2x16=32)

1. What is the way of setting up Grievance Settlement Authorities and how reference of certain individual disputes is made to such authorities?
2. What is the procedure and power of Conciliation Officers, Boards, Courts and Tribunals under the Act?
3. Explain the provisions for the safety of the workers under the Indian Factories Act, 1948.
4. Explain the provisions of Indian Factories Act, 1948 for employment of child and young person.
5. Explain the provisions regarding working hours under the Indian Factories Act, 1948.
6. Discuss the various provision of the payment of Wage Act, 1936?
7. Explain the miscellaneous provisions of the payment of Wages Act, 1936?
8. Describe the applicability and not-applicability of the Employee's Provident Funds and Miscellaneous Provisions Act, 1952 to establishments and the employees.
9. How is the Employees' Insurance Court constituted and what are the matters to be decided by such a Court?
10. List out the matters to be provided in Standing Orders under the industrial Employment (Standing order) Act, 1946.
11. What amenities are to be provided by contractors to other workmen in terms of the Contract Labour (Regulation and Abolition Act, 1970? What are the liabilities of the Principal Employer if the Contractor fails to provide the above amenities?
12. What provisions have been made under the Act regarding Payment of wages to contract Labour ?
13. Explain briefly the procedure of amalgamation of trade union, How far amalgamation affects the legal proceedings by or against a trade union?
14. Explain the objects for general funds of a registered trade union. How the political funds are created? What are its benefits? State briefly the purposes of political funds.
15. Discuss the different provisions related to women and child employees under the Act.
16. Discuss the provisions related to working hours and leave under the Shops and Establishments Act.
17. Discuss the provisions related to opening and closing hours of Shops and Establishments.