

MANAGEMENT PROGRAMME

Term-End Examination

December, 2017

MS-028 : LABOUR LAWS

Time : 3 hours

Maximum Marks : 100

(Weightage 70%)

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- Note :** (i) *Attempt any three questions from Section-A. Each question carries 20 marks.*
- (ii) *Section-B is compulsory and carries 40 marks.*
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SECTION - A

1. Briefly explain the factors influencing labour legislations.
2. Outline the provisions of the Factories Act, 1948 relating to "working hours of adult workers" and "employment of young persons".
3. Briefly describe the steps involved in the process of domestic enquiry.
4. Briefly explain the provisions of payment of remuneration at equal rates to men and women workers and the prescribe penalties under the equal remuneration act, 1976.

5. Write short notes on **any three** of the following :
- (a) Conciliation
 - (b) Provisions relating to 'restriction on employment' under the maternity Benefit Act, 1961.
 - (c) Minimum Wage, Fair Wage and Living Wage.
 - (d) Misconduct
 - (e) Effect of Socio-economic conditions of Labour Law

SECTION - B

6. Read the following case and answer the questions given at the end :

Mohanlal, the lineman (electrical), was working in the power supply group of the electrical maintenance section of the Mines Department. He had 15 years of experience of repair and maintenance of high-tension (6.6 kV) and low-tension (440 V) overhead electric lines. From the beginning of the mines operation, he was engaged for the erection of electrical lines in the quarry area of the mines. During his service, he acted as leader of the crew whenever the charge man was absent. One day at 1 p.m. a message was received in the Mine Control Centre that Mohanlal had fallen from a low-tension pole. He was shifted to the mines hospital where he was declared unfit for six weeks due to injuries on his shoulder, legs, and hands. On preliminary inquiries from his co-workers, it was gathered that Mohanlal was sent to attend the fuse complaint from the union office in the camp area. He was assisted by two persons. The helpers, who were at the site, said that Mohanlal checked the electrical circuit of the premises and upon finding everything in order,

concluded that the supply was disconnected from the service lines on the pole near the office. He climbed the pole, but before he could attend to the fault he fell down from the height of about 6.5 metres and sustained physical injuries. Mohanlal stated in the hospital that as he climbed the pole, his elbow made contact with something metallic and that he felt some sensation in the nerves due to which he could not hold the pole firmly. In addition, the grip of one of his legs was lost. Consequently, he lost balance and fell down. On interrogation as to why he did not use a ladder and safety belt, he replied that he had not assessed this to be a job of line repair work. Further he had been doing such repairs many times earlier without the ladder and the safety belt. He also pointed out the non-availability of transport and manpower for carrying the tools and tackles to the accident site. Further, he said that safety belts

- caused more inconvenience while working on the lines. He also confirmed that he had switched off the main supply lines feeding that area. He did not know what sensation he got in his body, but it was not an electric shocks, he said.

Questions :

- (a) What are the issues ? What are the lessons ?
 - (b) Should Mohanlal be given paid leave and compensated as per the provision in the employees compensation Act ? Should he be penalized for his negligence or violation of safety regulations, if any ?
 - (c) Would it make a difference if Mohanlal was a contract worker, not a regular employee ?
 - (d) What was the role of management, particularly the person who supervises the work of Mohanlal ?
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