

**M.Sc. IN HOSPITALITY ADMINISTRATION
(MHA)**

Term-End Examination

December, 2018

00494

MHA-20 : LABOUR LAWS

Time : 3 hours

Maximum Marks : 100

*Note : Attempt any **five** questions. All questions carry equal marks.*

1. Discuss the role and influence of International Labour Organisation (ILO) on the labour legislation of India. 20
2. Explain the difference between social justice and natural justice with the help of suitable examples. 20
3. What are the provisions related to Hazardous processes in the Factories Act, 1948 ? 20
4. Explain the concept of Contract labour, Contractor and Principal Employer as per the Contract Labour Act, 1970. Also discuss the scope and applicability of this Act. 20

5. Write short notes on any **two** of the following : 2×10=20
- (a) Registration of an Establishment
 - (b) Registration and Cancellation of Trade Unions
 - (c) Authorities under the Industrial Disputes Act, 1947
6. What do you understand by 'bonus' ? Discuss scope and coverage of the Payment of Bonus Act, 1965. 20
7. Discuss the various types of misconducts that may be committed by a worker, with relevant examples. 20
8. What is the applicability of the Employees' State Insurance Act, 1948 ? What are the benefits extended via this act ? 20
9. Examine the salient features of the Payment of Gratuity Act, 1972. 20
10. Write short notes on any **two** of the following : 2×10=20
- (a) Employees' Provident Fund Scheme
 - (b) Employment Exchanges Act, 1959
 - (c) Equal Remuneration Act, 1976
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