

MANAGEMENT PROGRAMME

Term-End Examination

February, 2021

MS-028 : LABOUR LAWS

Time : 3 hours

Maximum Marks : 100

(Weightage : 70%)

Note : Attempt any **five** questions. Each question carries 20 marks.

1. Discuss the object of the Trade Unions Act, 1926. Describe the procedure for the registration and cancellation of a trade union under the Act.
2. Define the following terms under the Minimum Wages Act, 1948 :
 - (i) Wages,
 - (ii) Appropriate Government,
 - (iii) Schedule Employment, and
 - (iv) Employee.Explain briefly the powers which the Government can exercise under the Minimum Wages Act, 1948.
3. Explain the objective, scope and coverage of the Payment of Wages Act, 1936. Describe the procedure laid down under the Act for imposing fines. Does it discourage employers from using it as a punishment for indiscipline ?

4. Describe the various benefits payable under the Workmen's Compensation Act, 1923. Discuss the circumstances under which the employer is not liable to pay compensation for injury to a workman.
5. Discuss the object of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952. Describe the various modes in which the Central Provident Fund Commissioner can recover arrears of any amount due from any employer under Section 8 of the Act.
6. Explain the object of the Payment of Gratuity Act, 1972. Discuss the benefits payable and the conditions under which gratuity can be forfeited.
7. Discuss the object, scope and applicability of the Contract Labour (Regulation and Abolition) Act, 1970. Describe the various obligations of principal employer and contractor under the Act.
8. Discuss what you understand by Plantation to which the Plantation Labour Act, 1951, would be applicable. Explain the provisions for recreational, educational and housing facilities for workers in the plantation.
