

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

Term-End Examination

June, 2015

00228

MHA-20 : LABOUR LAWS

Time : 3 hours

Maximum Marks : 100

*Note : Attempt any **five** questions in about 600 words each. All questions carry equal marks.*

1. Explain the role of the Indian Constitution in protecting and promoting the welfare of labour. 20
2. Discuss the various provisions governing working hours of adults and grant of annual leave with pay in factories. 20
3. Write short notes on any **two** the following : 10+10=20
 - (a) Working Hours
 - (b) Health and Safety
 - (c) Employment of Young Persons
4. What is the need for regulating Shops and Establishments ? Also explain the procedure for registration of an establishment. 20

5. Discuss the scope and applicability of the Contract Labour (Regulation and Abolition) Act, 1956. Describe the employers' obligation to provide amenities to workers under the Act. Give suitable examples. 20
6. What is the basic objective of holding a domestic enquiry ? Briefly explain the process of domestic enquiry. 20
7. Discuss the objectives of the Industrial Disputes Act, 1947. Explain the provisions regarding Lay-off and Retrenchment under the Act. 20
8. Discuss the scope and coverage of the Payment of Wages Act, 1936. Explain the employers' responsibility for payment of wages under the Act. 20
9. What difficulties arise in applying the principle of equal remuneration for same work or work of similar nature ? How can Job Evaluation be used to help the application of the principle of equal remuneration for work of equal value ? 20
10. Write short notes on any *two* of the following : 10+10=20
- (a) The Maternity Benefit Act, 1961
 - (b) The Employees' State Insurance Act, 1948
 - (c) The Payment of Gratuity Act, 1972
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