Reg.No. \_\_\_\_\_\_\_\_\_\_\_\_

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**End Semester Examination – Nov/Dec – 2018**

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| **Code :** | **18MS3057** | **Duration :** | **3hrs** |
| **Sub. Name :** | **LABOUR LEGISLATION AND INDUSTRIAL RELATIONS** | **Max. marks :** | **100** |

**ANSWER ALL QUESTIONS (5 x 20 = 100 Marks)**

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| **Q. No.** | **Sub Div.** | **Questions** | **Course**  **Outcome** | **Marks** |
| 1. |  | The main objective of the Factories legislation is to protect workers against industrial &occupational hazards and to Protect health, safety & welfare of the workmen. State briefly the provisions of the Factory regulations relating to:  i. Health of the workmen  ii. Welfare of the workmen | CO3 | 20 |
| (OR) | | | | |
| 2. | a. | Define a Trade Union. State briefly the provisions for the registration of a Trade Union. Under what circumstances can registration of trade union be denied or cancelled? | CO3 | 10 |
| b. | As a HR manager prepare a step wise disciplinary procedure to be followed in case of indiscipline in work place. What are the reasons contributing to indiscipline at work? | CO2 | 10 |
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| 3. |  | Prepare a sample Employment Standing Order as required under the provisions of Industrial Employment (Standing Orders). | CO2 | 20 |
| (OR) | | | | |
| 4. |  | Explain the legal provisions under the Employees’ Compensation regulations regarding:   1. Employers liability for Compensation 2. Employers Non liability for Compensation 3. Quantum of compensation in case of Death 4. Quantum of compensation in case of Permanent Total Disablement 5. Quantum of compensation **i**n case of Temporary Disablement | CO3 | 20 |
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| 5. | a. | Discuss the need for contract labour in the present scenario of labour market and explain the registration of establishment for using contract labour and the licensing procedure to be followed by contractors supplying contract labour. | CO2 | 10 |
| b. | What practices are considered as Unfair Labour Practices in Industrial Establishments under the Industrial Disputes Act, 1947? | CO3 | 10 |
| (OR) | | | | |
| 6. | a. | Describe the various kinds of deductions from wages as permissible under the payment of Wages regulations along with the conditions to be observed. | CO3 | 10 |
| b. | What are the conditions for the eligibility of bonus? What is the minimum and maximum bonus and explain in detail the method of calculation of bonus as per bonus regulations. | CO2 | 10 |
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| 7. | a. | State the terms and conditions for Payment of Gratuity and the method of calculation of gratuity under the Payment of Gratuity legislation. Under what conditions the employer can withhold Gratuity. | CO1 | 10 |
| b. | Explain the salient features of Employee Pension and Insurance scheme and discuss the contribution of the employer and employee under Employee Provident Fund Scheme. | CO3 | 10 |
| (OR) | | | | |
| 8. | a. | Discuss the benefits under ESI Scheme? What is the contribution of employee and employer under this scheme? | CO3 | 10 |
| b. | Explain the legal provisions of the Maternity Benefit Act 1961? Discuss the amendments made for the betterment of women from the date of its enactment. | CO3 | 10 |
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|  | | **Compulsory:** |  |  |
| 9. | a. | Drivers who worked in the transport corporation after a medical checkup were found to be unfit to continue with their job of driving as they have developed defective eye sight. If you were a HR manager what is the solution you would give to the management based on the provisions of ESI Act. | CO1 | 5  5  5  5 |
| b. | The workers at a major automobile company in Delhi are very agitated regarding the delays in the payment of their wages. Though they get their salaries every month , the payment sometimes get delayed beyond 10-15 days. The workers are not sure when they will receive their salaries. Can they do anything about it (other than going on a strike)? Do they have a legal remedy? |
| c. | The question Whether two sets of standing orders in the same establishment for the same category of employees are permissible was brought to the Supreme Court's consideration. In this case, the company introduced a new rule by which the workers joining the company service after 1-10-2000 would be entitled to less leave than those who were already in employment. To regularize this new rule, the company applied to the certifying officer to amend the standing orders. What do you think would have been the judgement of the court? State the reason also given by the court. |
| d. | The Government of Tamilnadu has passed an order revising minimum wages in the beedi industry based on recommendations of a committee of 6 members consisting of persons representing employers and employees and the Chief Inspector and Deputy Chief Inspector of factories. Is this method of revising the minimum wage by the government valid? What are the two methods by which minimum wage are fixed or revised by government? |