

VPM's
Dr. VN BRIMS, Thane
Programme: PGDM(2016 -2018)
Trimester VI Examination – April 2018

Subject		Labour Laws	
Roll No.		Marks	60
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	05.04.2018

Note: Answer to Question 1 is compulsory.

Answer any FOUR from the remaining SIX Questions.

1. Compulsory Question: Answer all THREE - a), b) and c) parts 10+5+5 marks

- a) The Tata Motors plant at Jamshedpur makes around 400 units of Commercial vehicles per day. The workers commenced a strike over a charter of demands submitted to the Management among which was the issue of permanency of 4500 temporary workers, who were engaged by the Company annually. Bilateral discussions between the Management and the Unions resulted in little success. The strike resulted in loss of production whereby production of Commercial vehicles reduced to 60-70 units per day.

It was finally decided during the last bilateral meeting to approach the Government machinery for intervention in resolving the unsettled matters.

Questions:

- i. What Authorities are available under the ID Act 1947 to resolve the Industrial disputes, like the dispute between the Tata Motors Management and the Unions?
 - ii. Explain the Process that would be followed to resolve the dispute, end the strike and to restore production.
- b) Mr Nirav Thakur resigned from his job in an IT company after putting in a total service of 10 years and 9 months. At the time of his resignation, his monthly salary was Rs.69,000/-. How much Gratuity would be payable to him by the IT company?
- c) Mr Rahul Pradhan who is 30 years old and is employed in manufacturing unit of Gajanan Textile Industries on a monthly wage of Rs20,550/-, met with an accident at work. What would be the amount of compensation payable to him under Employees Compensation Act 1923 - in case of:
- i. Permanent total disablement
 - ii. Death

(Note: The relevant factor for the age of 30 years is 207.98)

2. **Answer any TWO from a), b) or c) –** **2x5 marks**
- What are the objectives of Labour Laws?
 - What are the measures for preserving health of workers under the Factories Act 1948?
 - What is 'Public Utility Service'? What are the conditions for going on strike in a Public Utility Service under the Industrial Disputes Act 1947?
3. **Answer any TWO from a), b) or c) -** **2x5 marks**
- What is the object of the Industrial Employment (Standing Orders) Act 1946 and what are the matters to be covered in framing Standing Orders?
 - For what reasons, are Withdrawals permitted under the Provident Fund and Miscellaneous Provisions Act 1952?
 - What are the conditions under which an Employer is not liable to pay compensation to an Employee who meets with an accident, under the Employees Compensation Act 1923?
4. **Answer any TWO from a), b) or c) –** **2x5 marks**
- What is the Object of Minimum Wages Act 1948?
 - What benefits are available under the Maternity Benefits Act 1961?
 - What deductions are permissible under the Payment of Wages Act 1936?
5. **Answer any TWO from a), b) or c) –** **2x5 marks**
- What are the basic principles on which labour laws in India are based?
 - What are the obligations of the employer under the Payment of Gratuity Act 1972?
 - What medical benefits can be availed by Employees covered under the ESI Act 1948?
6. **Answer any TWO from a), b) or c) –** **2x5 marks**
- For what purpose, General and Political funds of a Trade Union can be spent?
 - What is a 'Factory', who is an 'Occupier' and what are his duties? Explain with reference to the provisions of the Factories Act 1947?
 - What is the compensation payable in case of 'Layoff', 'Retrenchment' and 'Closure' under the provisions of the ID Act 1947?
7. **Write short note on any TWO from a), b) or c) –** **2x5 marks**
- Disqualification for payment of Bonus
 - Employment of children under the Factories Act 1948
 - Settlement and Award under the ID Act 1947