

**VPM's
DR VN BRIMS, Thane
Programme: MMS (2023-25)
Third Semester Regular Examination December 2024**

Course Name:	Labour Laws and Implications on Industrial Relations	Course Code	H-307
Roll No.		Marks	60
Total No. of Questions	6	Duration	3 Hours
Total No. of printed pages	3	Date	06-12-2024

Course Outcome Statements:

CO1: Define the evolution of concept of Labour law and its phase wise implementation.

CO2: Understand various prevalent Labour laws in India and its relation to Industrial Relations.

CO3: Develop an understanding of dispute resolution mechanisms to resolve various Industrial disputes.

CO4: Analyze the constitutional provisions and developing a knowledge of Govt machinery for implementation of labour laws.

CO5: Evaluate history, provisions of the Acts, related Case laws and different amendments to the Acts with rationale, therefor.

CO6: Adapt various legal provisions of labour law to sort out Industrial Dispute and maintain Industrial relations

Instructions: -

Q. No 1 (All Questions are Compulsory)

Marks

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CO

Q. No.	Questions			
Q. 1	Case/Case-let Study			

M/s. Apex Industries Ltd., a manufacturing company located in Mumbai, employed 200 workmen in its factory. On June 1, 2024, the management decided to terminate the services of 25 workmen citing "redundancy due to automation of production processes." The terminated workmen were not provided any prior notice or compensation in lieu of notice. The company argued that since the decision was driven by economic necessity, no specific procedure needed to be followed.

The workmen, led by their trade union, contended that the termination violated the provisions of the Industrial Disputes Act, 1947. They argued that the management failed to follow due process, including consultation with the union, and ignored the requirement to provide notice and compensation as mandated under **Section 25-F** of the Act. The union also pointed out that the principle of "last-in, first-out" under **Section 25-G** was not followed, and workers with longer service were terminated without justification.

The matter was brought before the Industrial Tribunal. The Tribunal is tasked with determining whether the termination was legal and whether the workmen are entitled to reinstatement or compensation.

	a.	Analyze the legal provisions under the Industrial Disputes Act, 1947 that are applicable in the case of termination of workmen due to redundancy. Discuss whether the actions of M/s. Anex Industries Ltd. were compliant with the Act.	6	Level 4	CO4
	b.	Evaluate as to how can Trade union effectively safeguard the rights of workmen in scenarios involving retrenchment or automation?	6	Level 5	CO5
Q. 2		Answer Any one from the following.			
	a.	Discuss the important objectives of the Maternity Benefit Act, 1961.	6	Level 5	CO5
	b.	Elaborate important provisions under the Payment of Bonus Act, 1965.	6	Level 5	CO5
Q. 3		Answer Any one from the following.			
	a.	Evaluate the important provisions of the Payment of Gratuity Act.	6	Level 4	CO4
	b.	Assess whether the manufacturing sector should follow Industrial Employment (Standing Order) Act, 1946.	6	Level 4	CO4
Q. 4		Answer Any two from the following.			
	a.	Discuss the important provisions of the MRTU and PULP Act.	6	Level 3	CO3
	b.	Explain the scope and applicability of the Maharashtra (Bombay) Shops and Establishment Act 2017.	6	Level 3	CO3
	c.	Identify the Welfare provisions relating to workers under the Factories Act 1948.	6	Level 3	CO3
Q. 5		Answer Any two from the following.			
	a.	What is an Industrial Dispute? Explain the salient features of the Industrial Dispute Act.	6	Level 2	CO2
	b.	What is grievance in IR? Describe the basic steps of Grievance Machinery and Disciplinary Procedure.	6	Level 2	CO2
	c.	What is the procedure to register a trade union under the Trade Union Act, 1926?	6	Level 2	CO2
Q. 6		Answer Any two from the following.			
	a.	What do you mean by collective bargaining? Explain the important features of collective bargaining.	6	Level 1	CO1
	b.	Explain the constitutional provisions by keeping in view the labour laws of our country.	6	Level 1	CO1
	c.	What are the specific objectives of labour laws in India?	6	Level 1	CO1