

SVKM's NMIMS
School of Distance Learning

Programme : PGDHRM

Academic year: 2011 – 2012

Subject: Labour Laws

Date: 04.01.2012

Semester: II

Course Old

Marks 70

Time: 3.00 p.m. to 6.00 p.m.

Instructions:

Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer book, which is provided for their use. Figure in brackets indicates full marks.

Q.1. Write Short Notes on any 2 out of 4 (10 Marks)

- a. Object of Standing Orders
- b. The Minimum Wages Act 1948
- c. The Bonus Act 1965
- d. PIL

Q.2 Write Short Notes on any 2 out of 5 (10 Marks)

- a. The Equal Remuneration Act 1976
- b. Payment of Gratuity Act 1972
- c. Trade Union Act 1926
- d. Minimum, living and fair wages Act
- e. The Shops and Establishments Laws

Q.3. Attempt any 3 out of 5 (30 Marks)

- a. What benefits does a workman receive under "The Workmen's compensation Act 1923"?
- b. What are the benefits under "The Maternity Benefit Act 1961"?
- c. What are the benefits for an employee under "The ESI Act 1948"?
- d. How is a dispute resolved under "The Industrial Disputes Act 1947"?
- e. How is a contract labourer protected?

Q.4. Answer the following questions (20 Marks)

- a. What approaches the government uses to provide appropriate working conditions to an employee or workman?
- b. Describe the means the government uses to ensure social justice?

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