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**SVKM's NMIMS University
School of Distance Learning**

Labour Laws

Date: 13.6.2008

Marks: 100

Time: 3.00 pm to 6.00 pm

(A) Answer the following-any Three

20 marks

1. Discuss Labour legislation regulating Industrial relations.
2. What are the objectives of labor legislation? How is it classified?
3. Discuss the provisions relating to Health, Safety and Welfare under the Factories Act
4. Discuss Indian Constitution and Labour laws.
5. Define Industrial dispute, how is it similar to a trade dispute? When does an individual dispute become an industrial dispute?

Give short answers-Any five

6 Marks

1. Nature of standing orders under the Industrial Employment (Standing Orders) Act, 1946
2. Industrial dispute and individual dispute under the Industrial Disputes Act, 1947
3. Need for the Equal Remuneration Act, 1976
4. The genesis of The Maternity benefits Act, 1961.
5. Types of Labour Legislation
6. Two factors responsible for Labour Policy
7. What is the meaning of AUDI ALTERAM PARTEM?
8. Explain *Laissez faire*.
9. Authorities under the Industrial Dispute Act 1947.
10. 6 basic amenities that should be provided to any worker.

State whether the following statements are true or false.

- 1. Under The payment of Bonus Act, 1965, a maximum bonus f 40% of the salary/wages can be paid.**
- 2. Where the monthly salary exceeds Rs.2500/- the bonus payable be calculated as if the salary was Rs.2500/-**
- 3. Gratuity has been exempted from attachment in execution of any decree or order of any Civil, Revenue or Criminal Court.**
- 4. Maximum Gratuity payable under the Payment of Gratuity Ac, 1972 is Rs.3.5 lakhs.**
- 5. A registered trade union enjoys immunity from Punishment for Criminal Conspiracy.**
- 6. A workman is disentitled to receive compensation if he is guilty of willful misconduct while on duty.**
- 7. Different minimum rates of wages may be fixed for different localities.**
- 8. Minimum wage is related to cost of living index.**
- 9. Maternity Benefit Act is applicable to mines and plantations.**
- 10. Domestic Enquiry should be based on the principles of natural justice.**