

2009

LABOUR LEGISLATION

FOURTH PAPER

Full Marks : 100

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

- 1.** Answer any five questions (within 100 words each) : 5x5=25
- (a) Define 'Factory'. Briefly explain the provisions relating to annual leave with wages under the Factories Act, 1948.
- (b) Explain 'disablement' under the Workmen's Compensation Act, 1923.
- (c) Write a note on the time of payment of wages under the Payment of Wages Act, 1936.
- (d) Explain the concepts of Minimum Wage, Fair Wage and Living Wage.
- (e) How can a trade union be registered under the Trade Unions Act, 1926?
- (f) Explain eligibility and disqualification of an employee for receiving bonus.
- (g) Discuss the concept of Deposit Linked Insurance under the Employees' PFs and Misc. Provisions Act, 1952.
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- 2.** Answer any three questions (within 200 words each) : 10x3=30
- (a) Discuss the term 'Standing Orders' and the procedure for certification of standing orders under the Industrial Employment (SO) Act, 1946.
- (b) Explain the provisions of the Factories Act, 1948 relating to employment of young persons.
- (c) Examine an employer's liability for payment of compensation to his workmen in case of industrial accident.

- (d) The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at regular intervals and without any unauthorised deductions. Explain.
- (e) Explain the procedure for fixation/revision of minimum wages under the Minimum Wages Act, 1948.

3. Answer any three questions (within 300 words each) 15x3=45

- (a) Discuss in detail the methods and authorities for settlement of industrial disputes under the Industrial Disputes Act, 1947.
- (b) What are the, obligations and privileges of a registered trade union?
- (c) What are the different types of benefits to the employees provided by the Employees' State Insurance Act, 1948?
- (d) Discuss the method of computation of available surplus for determination of bonus under the Payment of Bonus Act, 1965.
- (e) State the provisions of the Factories Act, 1948 with regard to health and welfare of the workers.

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9/1-300+300/1154 41 LBLG 4 (HRM)