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Reg. No. :

Name :

Third Semester M.A.P.M. Degree Examination, February 2011

(New Scheme - 2006 Admn.)

PM 233 : Paper – III : LABOUR LEGISLATION

Time : 3 Hours

Max. Marks : 75

PART – A

Answer **any five** of the following. **All** questions carry **equal** marks. **Each** answer **not** to exceed **300** words.

1. Briefly explain the significance and development of industrial jurisprudence in our country.
2. Mention the principles of natural justice. To what extent they are followed in the organizational context ?
3. What are the benefits provided under the Maternity Benefit Act, 1961 ? Suggest amendments to make the Act more employee friendly.
4. How is gratuity calculated ? On what all grounds managements need not make gratuity payments to its employees ?
5. What do you understand by notional extension of premises ? How is compensation calculated for partial disablement as per Workmen's Compensation Act, 1923 ?
6. Who can be appointed as Workmen's Compensation Commissioners ? Explain their jurisdiction, role and functions.
7. What are the important provisions of the Kerala shops and Commercial Establishment Act, 1960 ?
8. What is the objective of the Kerala Headload Workers Act, 1978 ? Mention the recent amendments made to the Act.

(5×6=30 Marks)



PART – B

Answer **any three** of the following. All questions carry equal marks. **Each answer not to exceed 1500 words.**

9. What is the purpose of holding domestic enquiry in organizations ? Briefly narrate the procedure for conducting domestic enquiry in a theft case in the factory premises by an employee.
10. Explain the various benefits provided under the ESI Act, 1948. Why are employees not satisfied with the provisions of the Act ? Give suggestions to improve the functioning of ESI hospitals.
11. Bring out the relative merits and demerits of the major social security legislations. Have these legislations achieved the goals of the employee social security in India ?
12. Examine the salient features of the Indian Companies Act, 1956. Is the Act ready to take up challenges of the new age organizations and sun-rise industrial sector in the country ?
13. Critically analyze the efficiency of the Indian labour judiciary in providing justice and timely benefits to the employee. Illustrate suitable case laws in this regard. **(3×15=45 Marks)**