

Reg. No.....

L 6041

Name

**THIRD SEMESTER M.A. DEGREE EXAMINATION
NOVEMBER/DECEMBER 2004**

Branch : Personnel Management

PM 232—LABOUR LEGISLATION

Time : Three Hours

Maximum : 75 Marks

Part I

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

1. How are labour legislation classified in India ?
2. What is a domestic enquiry ? Describe its steps and process.
3. What are the principles of natural justice ? What is the role they play in labour legislation processes ?
4. Write a note on unfair labour practices according to the Industrial Disputes Act, 1947.
5. What are the safeguards which the Factories Act provides for the protection of the health of the workers ?
6. Which are the vacancies that have to be notified as per the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 ? Does this rule apply to organizations in the Private sector also ?
7. What are the different disabilities mentioned in the Workmen's Compensation Act, 1923 ? Who decides the type of disability for a worker who is involved in an industrial accident ?
8. Write a note on Constitutional Writs.

(5 × 6 = 30 marks)

Part II

*Answer any three questions.
All questions carry equal marks.
Each answer not to exceed 1,500 words.*

9. Discuss the legal protection given to women employees in factories.
10. Explain how contract labour is protected against exploitation. Discuss the recent amendments made to the Contract Labour (Regulation and Abolition) Act 1970.
11. Discuss the provisions of the Minimum Wages Act, 1948. Explain the process of fixing and revising Minimum Wages according to the Act.
12. Critically examine the Payment of Bonus Act, 1965. Suggest measures to make it more acceptable and useful in preventing disputes.
13. Examine the salient features of Indian Companies Act, 1956.

(3 × 15 = 45 marks)