

NOVEMBER 2023

66255/HBWCA/  
HW23E

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer any TEN questions each in 50 words.

1. In which year ILO was established?
2. Name the labour legislations enacted before independence.
3. Who is the principal employer of Interstate Migrant Workmen?
4. Define manual scavenger.
5. Spell out the applicability of Industrial Employment (Standing Orders) Act.
6. List the public utility service.
7. Mention the time limit for payment of bonus.
8. Write a note on provision of nursing breaks in Maternity Benefit Act.
9. How do you differentiate ICC and ICC?
10. Point out the labour legislations enacted in 21<sup>st</sup> century.

II MSW



Labour Legislations

11. Can the employer provide compensation directly to the eligible employee as per the Employees' Compensation Act? Discuss.

12. What is court of inquiry?

PART B — (5 × 5 = 25 marks)

Answer any FIVE each in 200 words.

13. Narrate the principles of labour legislation.

14. Explain the provisions relating to wages and leave for motor transport workers.

15. Bring out the health and welfare provisions pertaining to contract labour.

16. How the minimum rates of wages is fixed?

17. Mention the social security benefits provided for unorganized workers.

18. Outline the procedure to make complaint of sexual harassment.

19. Highlight the duties of conciliation officer.

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PART C — (4 × 10 = 40 marks)

Answer any FOUR each in 500 words.

20. Examine the challenges in enforcing labour legislation.

21. Explicate the health and welfare provisions in the Factories Act.

22. Describe the deductions under the Payment of wages Act.

23. Elaborate the procedure for lay off.

24. An employee drawing monthly wage of Rs. 30000/- met with an accident which results in permanent total disablement. He is 49 years old. The relevant factor is 156.47. Calculate the compensation payable to him.

25. Explain the powers and duties of labour court and tribunals.

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