

NOVEMBER 2024

66739/532C3E

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer any TEN questions, each in 50 words.

1. What do you understand by the term labour legislations?
2. What are the primary objectives of labor legislation?
3. How do labor laws address the issue of employment discrimination based on gender, race, or other factors?
4. How do labor laws impact employee work-life balance?
5. How does the Factories Act, 1948 regulate working hours for employees?
6. What are the primary objectives of wage legislation in India?
7. How does the law address the issue of social security for workers in the unorganized sector?

8. How does the Tamil Nadu labor law framework support women's participation in the workforce?
9. What are the processes for dispute resolution in Tamil Nadu under the Industrial Disputes Act?
10. What are the requirements for establishing trade unions in Tamil Nadu?
11. What are the guidelines for annual leave and paid leave under the Leave Policies in India?
12. How does the Trade Unions Act, 1926 regulate the formation and operation of trade unions?

PART B — (5 × 5 = 25 marks)

Answer any FIVE questions each in 200 words.

13. Explain industrial jurisprudence.
14. What are the eligibility criteria for social security benefits under the Employees' State Insurance Act 1948?
15. What are the key provisions of the Payment of Wages Act, 1936?
16. Write in detail about Minimum Wages Act 1948.
17. What are the important provisions of Tamil Nadu Industrial Establishment Act 1958?

18. How does the Payment of Bonus Act, 1965 impact bonus payments to employees?
19. What does the Industrial Disputes Act, 1947 provide for dispute resolution and layoffs?

PART C — (4 × 10 = 40 marks)

Answer any FOUR questions each in 500 words.

20. Explain the history of labour legislation in India.
21. Write in detail about the Industrial Employment (Standing Orders) Act 1946.
22. How does the Maternity Benefit Act, 1961 support working mothers?
23. What are the salient features of Factories Act 1948?
24. Highlight the importance of Tamil Nadu Labour Welfare Fund Act 1972.
25. Mention the salient features of Tamil Nadu Catering Establishment Act 1958.