

LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034



M.A. DEGREE EXAMINATION – SOCIAL WORK

THIRD SEMESTER – APRIL 2016

SW 3811 – LABOUR LEGISLATIONS & CASE LAWS (HRM)

Date: 27-04-2016

Dept. No.

Max. : 100 Marks

Time: 09:00-12:00

Section – A

Answer ALL questions in not more than 50 words each.

(10 x 2 = 20)

1. Name two duties of a Certifying Surgeon under The Factories Act, 1948.
2. Define 'Partial Disablement' under The Employees' Compensation Act, 1923.
3. Mention the employee – employer contribution as per the E.S.I. Act, 1948.
4. State two benefits available under the Maternity Benefit Act, 1961.
5. Expand the following: (a) E.D.L.I. and (b) E.P.F.
6. Mention two purposes for which a trade union may create a political fund.
7. Name two articles that relate to Labour in the Indian Constitution.
8. Give the meaning of 'available surplus' under the Payment of Bonus Act, 1965.
9. Identify two functions of the Factory Inspectorate in Tamil Nadu.
10. State two objectives of Tamil Nadu Catering Establishments Act, 1958.

Section – B

Answer any FOUR in not more than 300 words each.

(4 x 10 = 40)

11. Write short notes on the different types of benefits provided by the Employees' State Insurance Act, 1948.
12. Briefly describe the scope and coverage of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.
13. Write a brief note on the circumstances in which gratuity becomes payable to an employee under the Payment of Gratuity Act, 1972.
14. Write a note on any two authorized deductions from wages which can be made under the Payment of Wages Act, 1936.
15. Highlight the salient provisions relating to health and welfare of the plantation workers under the Plantations' Labour Act, 1951.

Section – C

Answer any TWO in not more than 600 words each.

(2 x 20 = 40)

16. Discuss in detail the provisions of the Factories Act, 1948 with regard to health, safety and welfare of the workers.
17. Elucidate the various machineries available for the settlement of industrial disputes under the Industrial Disputes Act, 1947.
18. Critically analyse the functioning of the Tamil Nadu Shops and Establishments Act, 1947 with suitable examples.

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