

LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034**M.A. DEGREE EXAMINATION – SOCIAL WORK****THIRD SEMESTER – NOVEMBER 2023****PSW3MC04 – LABOUR LEGISLATIONS AND CASE LAWS**

Date: 01-11-2023

Dept. No.

Max. : 100 Marks

Time: 01:00 PM - 04:00 PM

SECTION A – K1 (CO1)**Answer ALL the questions****(5 x 1 = 5)****1 Answer the following:**

- Who is the Union Labour Minister?
- Find out one objective of Labour Legislations.
- Name an objective of the Tamil Nadu Shops and Establishments Act, 1947.
- Define Corporate Social Responsibility.
- Name any one duty of a conciliation officer.

SECTION A – K2 (CO1)**Answer ALL the questions****(5 x 1 = 5)****2 Answer the following**

- Contrast between an office bearer and member of a trade union.
- Interpret the meaning of minimum wages.
- Outline two records under the Payment of Wages Act, 1936.
- Which are the two chief merits of employees' pension.
- Specify a nominee under the Payment of Gratuity Act, 1972.

SECTION B – K3 (CO2)**Answer any THREE of the following in 100 words each.****(3 x 10 = 30)**

- Write down the details on the types of Labour Legislations.
- Explain the provisions relating to health and welfare of the contract labour as per the Contract Labour (Regulation & Abolition) Act, 1970.
- Present the duties and responsibilities of a trade union under the Trade Unions Act, 1926.
- Identify the scope and coverage of the Payment of Gratuity Act, 1972.
- Illustrate the merits of the Employees' Deposit – Linked Scheme (E.D.L.I.) as per the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

SECTION C – K4 (CO3)**Answer any TWO of the following in 200 words each.****(2 x 12.5 = 25)**

- Analyse the duties of an apprentice and employer under the Apprentices' Act, 1961.
- Classify the various deductions that can be made from wages under the Payment of Wages Act, 1936.
- Compare the safety measures between the Code on Occupational Safety & Health & Working Conditions, 2020 and the present labour legislations.
- Examine how strike is discouraged under the Code on Industrial Relations, 2020 and create a set of measures to prevent strike in work place.

SECTION D – K5 (CO4)

Answer any ONE of the following in 500 words

(1 x 15 = 15)

12 Determine the salient features of the Plantations' Labour Act, 1951.

13 Evaluate the procedures involved in the submission, certification and modification of standing orders under the Industrial Establishment (Standing Orders) Act, 1946.

SECTION E – K6 (CO5)

Answer any ONE of the following in 1000 words

(1 x 20 = 20)

14 Organize the various benefits provided under the Employees' State Insurance Act, 1948 .

15 Summarize the types of machinery to resolve industrial disputes as provided under the Industrial Disputes Act, 1947 with suitable examples.

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