

Time : 2-30 Hours]

[Max. Marks : 100

Instruction : Figures to the right side indicate full marks.

1. Explain with illustrations how the ILO recommendations have been implemented under the Indian Labour Laws. (25)
or
"All labour issues can be effectively solved with the help of collective bargaining." Discuss this statement with illustrations and relevant cases.
2. Write explanatory note on : Implementation of the recommendations of the Second National Labour Commission in Indian Labour Legislations. (25)
or
"Punishment inflicted by the employers shall not be ex-parte or perverse." Discuss this statement in the light of Disciplinary Proceedings under the Industrial Employment (Standing Orders) Act, 1946 and relevant Judicial Pronouncements.
3. Briefly discuss the provisions relating to strikes and lock out under the Industrial Disputes Act, 1947. (25)
or
Explain the provisions regarding the Employment and prohibition of employment of children, young persons and women provided under the Factories Act, 1948.
4. (a) Explain any one from the following : (15)
 - (1) Concept and provisions of Maternity Benefit under various labour laws
 - (2) Unfair Labour Practice
 - (3) Application and coverage of Employees' State Insurance Act, 1948
- (b) State with reasons whether following statements are true or false. (10)
 - (1) It is mandatory to observe principle of Natural Justice at every stage of disciplinary proceedings against any employee.
 - (2) Process of repairing of Stemmer/Vessel cannot be covered within the definition of the "Manufacturing Process" under the Factories Act, 1948.
 - (3) Travelling allowances of an employee is included within the meaning of wages under the Payment of Wages Act.
 - (4) The object of Employees' Compensation Act, 1923 is to provide for the payment by certain classes of employers to their Employees of compensation for injury by accident.