

16/11/2022

TIME : 2 HRS.

(TOTAL : 60 MARKS)

1. ALL QUESTIONS ARE COMPULSORY.
2. MARKS ARE INDICATED AGAINST EACH QUESTION

Q1. Answer any six of the following in not more than two sentences. (12 Marks)

1. What are the objective of the Industrial Disputes Act, 1947?
2. What is "total disablement" under the Employees Compensation Act, 1923?
3. Who grants recognition to a trade union under MRTU & PULP, 1971?
4. Define "lay-off" under the Industrial Disputes Act, 1947.
5. What are "Model Standing Orders" under the I.E.(S.O.) Act, 1946?
6. Who files a failure report to the appropriate Government under the Industrial Disputes Act, 1947?
7. Mention two functions of the investigating officer under the MRTU & PULP Act, 1971
8. What are the objective of I.E.(S.O.)Act, 1946?
9. What are Public Utility Services under the ID Act, 1947?
10. Who represents the workman in a case of unfair labour practice against the employer?

Q2. Write Short Notes on any two of the following: (12 Marks)

1. "Occupational Diseases" under Employees Compensation Act, 1923.
2. Amendment of certified standing order under I.E.(S.O.)Act, 1946.
3. Notice of Change under the Industrial Disputes Act, 1947
4. Rights and Duties of a recognised trade union under MRTU & PULP, 1971.

Q3. Answer any two of the following: (12 Marks)

1. Mr X was a driver working for a State Transport Corporation his eyesight became poor due to diabetes. The State Transport Corporation terminates his services without retrenchment compensation.
 - a) What is retrenchment compensation?
 - b) Is the employer bound to pay retrenchment compensation to the terminated driver? Give reasons for your answer.

2. Mr. Z was an active member of a trade union. The employer transfers him repeatedly to different locations. Mr. X wants to file a case against such repeated transfers.
 - a) What remedy is available to the employee under MRTU & PULP, 1971.
 - b) Mention two protections that are provided to office bearers of trade unions.

3. Mr. Z was employed in a factory making automobile parts. Safety gear to protect the eyes was provided by the factory owner. During welding work, Mr. Z injured his eyes and lost sight in one eye despite wearing protective gear. On investigation, it was found that the safety gear was defective.
 - a) What is the nature of the injury suffered by the employee?
 - b) Will the employee get compensation under the Employees Compensation Act, 1923? Give Reasons for your answer.

4. A workman was suspended for indiscipline and a domestic enquiry is being conducted for the same. The enquiry has been ongoing for 6 months.
 - a) Which law provides for an allowance in such cases?
 - b) How is such an allowance calculated?

Q4. Answer any two of the following

(24 Marks)

1. Explain " illegal strike" and "illegal lockout" and their consequences under the MRTU and PULP Act, 1971?
2. Explain "Collective Bargaining" and its role in creating a conducive employer-employee relation.
3. Mention and explain the role of authorities set up under the Industrial Dispute Act, 1947 for the settlement of an Industrial Dispute.
4. Explain the doctrine of notional extension and its application under the Employee Compensation Act, 1923.
