

(3 Hours)

[Total Marks : 100]

1. Answer in not more than **two** sentences :—

20

- (a) What is the object of the I.D Act, 1947 ?
- (b) What is meant by 'Award' under I.D Act, 1947 ?
- (c) Who all are not included under 'workman' as per I.D Act, 1947 ?
- (d) What is the penalty for closure without notice under I.D Act, 1947 ?
- (e) 'Office Bearer' in relation to a trade union, under I.D Act, 1947 includes any member of the _____ there of, but does not include _____.
- (f) What is meant by 'Total Disablement' under W. C. Act, 1923 ?
- (g) What is the compensation payable under W. C. Act, 1923, where death of a workman results from the injury in the course of his employment ?
- (h) Industrial establishment under I.E. (S.O.) Act 1946 means _____.
- (i) Appellate authority under I.E. (S.O.) Act 1946 means _____.
- (j) Who is a 'Member' under the M.R.T.U & P.U.L.P Act 1971 ?

2. Write short notes on any **four** :—

20

- (a) Industrial Dispute under I.D Act, 1947.
- (b) Lay-off and retrenchment under I.D. Act. 1947.
- (c) 'Workman' under W. C. Act, 1923.
- (d) 'Employer' under I.E. (S.O.) Act 1946.
- (e) Procedure for dealing with complaints relating to unfair labour practices under the M.R.T.U & P.U.L.P Act 1971.
- (f) Procedure for recognition of union under the M.R.T.U & P.U.L.P Act 1971.

3. Answer any **Two** :—

12

- (a) The employees of a public sector under taking resorted an action called 'Pen down' as per a call given by their union without notice. The management initiated action against them stating that the action amounts to 'Illegal Strike'.
 - (i) Does 'Pen down' amounts to Strike and require notice as per I.D. Act 1947 ?
 - (ii) What does a strike becomes illegal ?
- (b) A workman leaves his work place during lunch hours to have lunch from near by hotel. While coming back to his workplace, he met with a accident and sustained permanent disability.
 - (i) Whether his employer is liable to pay compensation to the workman ?
 - (ii) Is there any defence available to the employer in this case ?
- (c) X a workman who was also an active leader of trade union was transferred to a distant workplace as per the transfer policy of the Company. The Human Resources Manager of the Company induced him to join a Trade Union sponsored by the management and on doing so he was retransferred to the original place on medical grounds.
 - (i) Is the action amounting to unlawful labour practice ?
 - (ii) Can the original union of the workmen challenge the transfer ?

4. Answer any **four** :—

48

- (a) Explain the term 'Industry' under I.D Act, 1947 with case laws.
- (b) What are the different authorities under I.D Act, 1947 ? Briefly explain powers and duties of the authorities.
- (c) Briefly explain the Employers Liability to pay Compensation under W.C. Act, 1923 with case laws ?
- (d) Explain the object, scope and features of I.E. (S.O.) Act 1946 ?
- (e) Explain 'Illegal Strike' and 'lock out' under the M.R.T.U & P.U.L.P Act 1971.
- (f) What is Collective Bargaining ? Explain the essential conditions for successful Collective Bargaining. What are the disadvantages of Collective Bargaining ?

[TURN OVER]