

Code No: MB194A1/R19

MBA IV Semester Regular/Supplementary Examinations, May-2024

LABOUR WELFARE AND EMPLOYMENT LAWS

Time: 3 Hours

Max. Marks: 75

*Answer Any FIVE Questions, one from each unit
Question No. 11 is Compulsory*

UNIT-I

1. a) What is labour welfare? [3M]
b) Discuss the Constitutional provisions of labour welfare. [9M]

(OR)

2. a) What are the features of ILO? [5M]
b) Discuss the impact of ILO on labour welfare in India. [7M]

UNIT-II

3. Discuss the various types of labour welfare programmes. [12M]

(OR)

4. a) What are the intramural labour welfare programmes? [4M]
b) Explain the role of CBWE in educating industrial employees. [8M]

UNIT-III

5. a) What are the principles of labour legislations? [5M]
b) Discuss the classification of labour legislations. [7M]

(OR)

6. a) Discuss the provisions of Contract Labour (Regulation and Abolition) Act, 1970 [7M]
b) What are the labour welfare provisions under A.P. Shops and Establishment Act? [5M]

UNIT-IV

7. a) What are industrial relations? Explain. [5M]
b) Distinguish between strikes and lockouts. [7M]

(OR)

8. a) What is arbitration? [4M]
b) Discuss the duties of authorities under Industrial Dispute Act, 1947. [8M]

UNIT-V

9. Discuss the scope, significance and characteristics of Trade Union Act, 1926 [12M]

(OR)

10. a) What are main provisions of ESI Act, 1948 [6M]
b) Discuss the benefits under Maternity Benefit Act, 1961. [6M]

11. CASE STUDY

[15M]

The employees of ABC Company started resorting to work to rule, go slow and other convert agitation methods because they (the employee) thought that the management had unilaterally revised the prices of canteen items without consulting the canteen committee. The management view was that since the recognizes union's registration was cancelled due non – submission return, therefore, the management was not obliged to consult the employees. Consequently, the management also felt that the canteen constituted with the nominees of the then recognized union ceased to be are preventative body. The management entered into an MOU with another registered union. The management constituted a canteen committee with the cooperation of the registered, but not recognized union. During the strike there were some disturbances and an accident in which an apprentice died. The management did not agree to pay compensation on the plea that the deceased person was not at employee of the company. This led to further unrest. The management applied to the appropriate government to allow them a lockout on the pretext of threat to company's property and personnel. In the meantime, they also insisted that unless employees sign a 'good conduct' certificate the workers will not be allowed to enter the factory for work. A section of the workers was willing to sign but, the other refused to do so and dubbed the management as indulging in unfair labour practices.

Questions:

- i. Did the management resort to unfair labour practices? Explain.
- ii. Is the management correct in creating the recognition as cancelled when the union's registration was cancelled due to some technical reasons and constituting another canteen committee and holding discussions and signing MOU with another union?
- iii. Is this a case of strike or lockout? Explain.
- iv. Is the management right in insisting on 'good conduct' certificate? Are the workers right in protesting against their signing a 'good conduct' certificate as a pre-requisite for entering factory premises for work?
