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**Third Semester MBA Degree Examination, Dec.2014/Jan.2015**  
**Labour Law and Employee Relations**

Time: 3 hrs.

Max. Marks:100

**Note: 1. Answer any THREE questions from Q.No. 1 to Q.No. 6.**  
**2. Question No. 7 and 8 are compulsory.**

- 1
  - a. What is 'Manufacturing Process'? (03 Marks)
  - b. Explain the process of collective bargaining. (07 Marks)
  - c. Explain the activities and functions of ILO. (10 Marks)
- 2
  - a. What is 'Personal Injury' according to Employees Compensation Act 1923? (03 Marks)
  - b. Bring out the provisions relating to the licensing of contractors according to the contract labour (Regulation and Abolition) Act 1970. (07 Marks)
  - c. Explain the provisions of Factories Act, 1948 in protecting the health and safety of workers. (10 Marks)
- 3
  - a. Define 'Gratuity' become payable. (03 Marks)
  - b. Explain the procedure for the registration of establishments according to 'The Karnataka shops and Commercial Establishments Act, 1961. (07 Marks)
  - c. "Employees Provident Fund and Miscellaneous Provisions Act, 1952 is a socio – economic legislation for the protection of the employees" – Critically comment. (10 Marks)
- 4
  - a. State any six contents of standing orders. (03 Marks)
  - b. Discuss the important provisions of Trade Union Act, 1926. (07 Marks)
  - c. Explain the circumstances in which the employer is liable to pay compensation under Employee compensation Act, 1923. (10 Marks)
- 5
  - a. What is the principle of Natural Justice? (03 Marks)
  - b. What are the conditions for the payment of maternity benefits under Maternity Benefit Act, 1961? (07 Marks)
  - c. Explain the various benefits available under ESI Act 1948. (10 Marks)
- 6
  - a. What is Apprenticeship training? (03 Marks)
  - b. Discuss the recommendations given by second National Commission on labour. (07 Marks)
  - c. Explain in detail the machinery for the settlement of industrial disputes. (10 Marks)
- 7
  - a. Mr. Sampath Kumar is alleged of stealing the products from the work place. If you are the manager, what disciplinary procedure you carry out? (05 Marks)
  - b. If you are manager of a manufacturing company what facilities you provide for the welfare of your workers? (05 Marks)
  - c. A workman during the course of his work has met with an accident resulting in serious permanent injury. His hand is cut. If you are the employer, are you liable to pay the compensation? Discuss. (05 Marks)
  - d. The manager of a factory asks a worker to work for 70 hours including over time in a particular week. Discuss the reasons whether the worker is bound to work for such long hours in a week. (05 Marks)

**8 CASE STUDY :**

Bhanwari Devi was a social worker (Saathin) at rural level in a development programme initiated by State Government of Rajasthan, aiming to curb the evil of child marriages in villages. As a part of her work, Bhanwari Devi tried to stop Ramkaran Gujjar's infant daughter's marriage. Nevertheless, marriage took place but Bhanwari Devi was not forgiven for her efforts to stop marriage. She was subjected to social boycott and in September 1992 was gang raped by five men including Ramkaran Gujjar in front of her husband. Bhanwari and her husband faced hostility and humiliation in hospital and police station. She was taunted by the women constables throughout the night. The policemen asked Bhanwari to leave her lehenga behind as evidence and return to her village. She was left with only her husband's blood stained dhoti to wear.

But Bhanwari was determined to fight further and get justice. Her fighting spirit inspired fellow saathins and women groups country wide. On December 1993, the High court said, "it is a case of gang – rape which was committed out of vengeance".

As a part of legal campaign, the groups had filed a petition in the Supreme Court of India, under the name 'Vishakka' asking the court to give certain directions regarding the sexual harassment of working women. The Hon'ble Supreme Court laid down guidelines and norms to deter the commission of acts of sexual harassment.

**Questions :**

- a. Bring out the theoretical concepts involved in the case. (05 Marks)
- b. Explain the role of judicial system in the prevention of such crime. (05 Marks)
- c. What steps do you advocate to prevent such criminal act? (10 Marks)

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