

IMT- 68

LABOUR LAW

Notes:

- a. Write answers in your own words as far as possible and refrain from copying from the text books/handouts.
- b. Answers of Ist Set (Part-A), IInd Set (Part-B), IIIrd Set (Part – C) and Set-IVth (Case Study) must be sent together.
- c. Submit the assignments in IMT CDL H.O. along with the assignments Question Papers for evaluation .
- d. Only hand written assignments shall be accepted.

<u>A. First Set of Assignments</u>	5 Questions, each question carries 1.5 marks.
<u>B. Second Set of Assignments</u>	5 Questions, each question carries 1.5 marks.
<u>C. Third Set of Assignments</u>	5 Questions, each question carries 1.5 marks. Confine your answers to 150 to 200 Words.
<u>D. Forth Set of Assignments</u>	Two Case Studies : 7.5 Marks. Each case study carries 3.75 marks.

SECTION - A

1. Discuss important provisions of the Factories Act, 1948.
2. How far is an employer liable for compensation to a workman injured by an accident arising out of and in the course of his employment?
3. What are the different types of benefits provided by the ESIC Act, 1948?
4. Write a detailed note on the Employees' Provident Funds.
5. When does an employee forfeit his right to gratuity?

SECTION - B

1. What are the objects of the Minimum Wages Act, 1948?
2. The Payments of Bonus Act, 1965 is not applicable to certain employees. Who are they?
3. What is an Industrial Dispute? What are its essentials?
4. Distinguish between following:
 - (a) Lay off and retrenchment
 - (b) Legal and ill-legal strike
5. Explain the mechanism for settlement of industrial dispute

SECTION - C

1. Discuss the need for having standing orders in industrial establishments.
2. What is a trade union? How is trade union registered?
3. Can an employer make any discrimination against women while making recruitment for the same work or work of a similar nature? If so, under what circumstances and subject to what conditions?
4. Who is a 'workman' as defined in the Industrial Disputes Act, 1947?
5. Explain Partial disablement and total disablement under the Workmen's Compensation Act 1923.

CASE STUDY - 1

An ex-prisoner brought an action against prison authorities alleging that he had contracted TB as a result of dust to which he was exposed while working in prison workshop. Will he succeed? Give reasons

CASE STUDY - 2

A watchman, whose duty was to guard the property of the premises of a rest house, had his quarters within the premises of the rest house. His duty ended at 11PM. At 2:30PM he was found murdered near his quarter. Will employer will be liable to pay compensation under the workmen's compensation Act,1932?