

**Dr. Babasaheb Ambedkar Open University**  
**Term end Examination July – 2016**

<b>Course</b>	<b>: APGDHR</b>		
<b>Subject Code</b>	<b>: APGDHR - 205</b>	<b>Max. Marks</b>	<b>: 70</b>
<b>Subject Name</b>	<b>: Labor Laws For Managers</b>	<b>Duration</b>	<b>: 03 hours</b>
<b>Date</b>	<b>:</b>	<b>Time</b>	<b>:</b>

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**Section A**

**Answer the following (any three) (30)**

1. Discuss in detail the types of benefits available to employees as per the 'ESIC Act, 1926'.
2. Discuss the provisions of eligibility for bonus, disqualification for bonus, Payment of minimum bonus and maximum bonus as per 'The Payment of Bonus Act 1965'.
3. Define Industrial Disputes. What are the methods of settlement of industrial disputes as per the Industrial Disputes Act 1947?
4. Explain the provisions of 'Deductions' as per the Payment of Wages Act. 1936.
5. What is 'Lay-off'? What are the provisions related to lay-off compensation. Under what condition is 'Workmen not entitled to compensation in certain cases' as per the Industrial Disputes Act 1947.

**Section B**

**Answer the following (any four) (20)**

1. Describe the provisions of 'Objects on which general funds may be spent' as per 'The Trade Unions Act, 1926'.
2. Write a note on 'Prohibition of strikes and lock outs' as per 'The Industrial disputes Act'
3. Define 'Retrenchment'. What are the conditions to be followed before retrenching an employee?
4. What are the health provisions as per the Factories Act 1948?
5. What are the conditions for registration and cancellation of a Trade union as per the Trade Union Act 1926?

6. Define 'Family' as per the 'ESIC Act, 1926'.

### Section C

#### A. MCQ (2x5)

(10)

1. Which one of the following is not a machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947?

- (A) Conciliation Officer
- (B) Board of Conciliation
- (C) Collective Bargaining
- (D) Labour Court

2. Grievance Handling Machinery is given in

- (A) Industrial Disputes Act
- (B) Factories Act
- (C) Both (A) and (B)
- (D) None of the above

3. What is the maximum period for which any woman is entitled to maternity benefit?

- A. 6 weeks
- B. 12 weeks
- C. 18 weeks
- D. 24 weeks

4. The Child Labour (Prohibition and Regulation) Act, 1986 is an example of

- (A) Regulative Labour Legislation
- (B) Protective Labour Legislation
- (C) Social Security Legislation
- (D) Welfare Legislation

5. Which of the following legislations apply to unorganized sector workers in India?

- (A) Minimum Wages Act

- (B) Child Labour (Prohibition and Regulation) Act, 1986  
(C) Contract Labour (Regulation and Abolition) Act 1970  
(D) All of the above

**B. Do as Directed (2x5)**

**(10)**

1. Define 'Industry'.
  2. Discuss the work timings for employment of women as per the Factories Act, 1948.
  3. What is 'Fine' as per the Payment of Wages Act?
  4. Write a note on 'Principles of Natural Justice'.
  5. Define 'Trade union'.
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