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DATE: **10-04-2018**

**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BENGALURU-27**

B.A. INDUSTRIAL RELATIONS-IV SEMESTER

SEMESTER EXAMINATION-APRIL 2018

IR 412: Legal Systems for Industrial Relations

(For supplementary candidates)

**2013 and 2014 batch except 14IES1372**

Do not write the register number on the question paper

Please attach the question paper along with the answer script.

Time: 3 hrs Maximum Marks: 100

*This question paper has two printed pages and three parts*

 **SECTION-A**

 **ANSWER ANY TEN QUESTIONS (10 X 2 =20 MARKS)**

1. Define Labour Laws.
2. Name the Law which extended the Central Labour Laws to the State of Jammu and Kashmir.
3. What is the maximum Gratuity payable as per law in India? Is this amount taxable?
4. What is a Registered Trade Union?
5. Define Standing Orders.
6. What is Adjudication?
7. Name the only non-cash benefit and benefit exclusive to women employees under The ESI Act, 1948.
8. Name any two authorities under The Conciliation Machinery.
9. Name the Union Law Minister. Name the Parliamentary Constituency represented by him in the Lok Sabha.
10. In which year was the First Factories Act and the Present Factories Act enacted in India?
11. What is the meaning of Executive as per The Trade Unions Act, 1926?
12. What is the wage ceiling for getting EPF Benefits at present?

 **SECTION-B**

 **ANSWER ANY SEVEN QUESTIONS (7 X 5=35 MARKS)**

1. What is the importance of Labour Laws in India?
2. Give details of Arbitration as per The Industrial Disputes Act, 1947.
3. What are the rights of registered Indian Trade Unions?
4. Explain the Scope and Objectives of The EPF (And Miscellaneous Provisions) Act, 1952.
5. What are the Matters to be provided in a Standing Order as per Law in India?
6. Give details of Maternity Benefit under The Employees State Insurance Act, 1948.
7. What are the Objectives of The Payment of Gratuity Act? Give details about Nomination under this Act.
8. Write notes on the Unemployment Benefits to be provided under The ESI Act, 1948.
9. Give details about Operation of Standing Orders and Posting of Standing Orders.
10. What is the scope and objectives of The Trade Unions Act, 1926?

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**SECTION-C**

**ANSWER ANY THREE QUESTIONS (3 X 15=45 MARKS)**

1. Write an essay on The Employees Provident Fund.
2. Explain the method of registering a trade union in India as per The Trade Unions Act, 1926.
3. Explain the method of calculation of Gratuity as per The Payment of Gratuity Act, 1972.
4. Explain the Procedure for the Certification of Standing Orders.
5. Write an essay on Industrial Tribunals and National tribunals.