

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)
Chromepet, Chennai - 600 044.

M.A.HRM - END SEMESTER EXAMINATIONS - APRIL 2025

SEMESTER - II

20PHRCT2007 - Labour Laws

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

Answer any **SIX** questions ($6 \times 5 = 30$ Marks)

1. Mention the main objectives of labour laws in India.
2. List out the main provisions of the Trade Union Act, 1926.
3. Explain the medical benefits under the Employees State Insurance Act, 1948.
4. Distinguish between minimum wages and fair wages under the Minimum Wages Act, 1948.
5. Discuss the welfare measures provided in the Factories Act, 1948.
6. Briefly explain the development of labour laws in India.
7. What are the eligibility criteria under the Maternity Benefit Act, 1961?
8. What are the conditions for payment of gratuity under the Payment of Gratuity Act, 1972?

Section C

I - Answer any **TWO** questions ($2 \times 10 = 20$ Marks)

9. Explain the main provisions of the Industrial Disputes Act, 1947. How does it help in the settlement of industrial disputes?
10. Discuss the salient features of the Trade Union Act, 1926 and its impact on the growth of trade unions in India.
11. What are the provisions and benefits of the Maternity Benefit Act, 1961? How does it protect the rights of working women?
12. Explain the objectives and provisions of the Equal Remuneration Act, 1976. How does it ensure gender equality in pay?

II - Compulsory question ($1 \times 10 = 10$ Marks)

13. Discuss the health, safety, and welfare provisions under the Factories Act, 1948. How do these provisions protect auto mobile manufacturing workers?
