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*Answer any FIVE Questions One Question From Each Unit*  
*All Questions Carry Equal Marks*

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**UNIT-I**

1. a Explain the principles of labour welfare with examples. 6M
- b Analyze the relevance of labour welfare in the modern industrial context. 6M

**OR**

2. a Discuss the challenges in implementing labour welfare programs in India. 6M
- b Evaluate the effectiveness of current welfare legislation in India. 6M

**UNIT-II**

3. a Describe the objectives and functioning of the Central Board for Workers' Education. 6M
- b Discuss the effectiveness of educational programs in labour welfare. 6M

**OR**

4. a Examine the importance of recreational facilities in worker welfare. 6M
- b Discuss challenges in implementing welfare programs in unorganized sectors. 6M

**UNIT-III**

5. a Explain the key provisions of the Factories Act, 1948. 6M
- b What are the provisions related to hazardous processes under the Act? 6M

**OR**

6. a Discuss the objectives and provisions of the Contract Labour (Regulation and Abolition) Act, 1970. 6M
- b Analyze how labour legislation supports worker welfare and protection. 6M

**UNIT-IV**

7. a What are the different types of strikes? Analyze their legality under Indian law. 6M
- b Explain the concept of voluntary arbitration in industrial disputes. 6M

**OR**

8. a What are the rights and obligations of employers under standing orders? 6M
- b Analyze the role of standing orders in reducing labour conflicts. 6M

**UNIT-V**

9. a Discuss the objectives and scope of the Trade Unions Act, 1926. 6M
- b Evaluate the role of trade unions in protecting labour rights. 6M

**OR**

10. a Discuss the objectives and provisions of the Employees State Insurance Act, 1948. 6M
- b Explain the scope and application of the Employees Provident Fund and Miscellaneous Provisions Act, 1952. 6M

## **CASE STUDY**

- 11      The Malabar Tile Factory in Kerala had around 450 employees and every year the company paid the bonus according to the statutory minimum prescribed by the Bonus act. There were two registered unions in the factory backed up by major political parties. One of them had a majority of 400 members and was close to the management. 15M

The past year was not good for the tile industry as a whole and Malabar tile factory also suffered a lot. Before the distribution of the bonus the management called a meeting of the trade union leaders, sketched the present situation of the company and put forward a suggestion of restructuring the bonus pattern. The leader of the trade union with majority strength advocated for the management's decision and signed the agreement. But the other one stayed back giving the notice for a strike.

### **Questions:**

1. Give suggestions solve this industrial dispute?
2. In your opinion, did the majority of one union influence the decisions of the management?