

UNIT-II

9. What are the features and implications of payment of Bonus Act, 1923 as applicable in India ?

Or

10. What is the scope and implication of Workmen's Compensation Act, 1948 ?

UNIT-III

11. Elaborate upon the importance and scope of Employment State Insurance Act, 1948 as applicable in India.

Or

12. Discuss the role of ILO for social security.

UNIT-IV

13. Classify welfare work and discuss in detail about the welfare work done by trade unions in context of India.

Or

14. Write a detailed note on Labour Administration with special reference to Indian context.

SECTION-C

15. Case Study :

Black Rock Company's has recently appointed five electronic engineers whose consolidated pay is Rs. 1,08,000 per annum. The company's HR guidelines say that since at the time of the salary is fixed at more than Rs. 6500 per month, they do not come under EPF contribution limit, and thus the company need not pay any PF share for them. Those five electronic engineers are also not very particular on PF deduction.

Questions

- (a) Can this situation be treated as an exception ?
- (b) Should the company be brought under PF list and should the employer's share of 12% of Rs. 6500 per month be paid ?