

UNIT-III

11. Explain the salient features of the Payment of Gratuity Act, 1972.
12. What are the major activities of I.L.O.? Describe the technical assistance of I.L.O. to India.

UNIT-IV

13. Discuss the classification of welfare work and various agencies for welfare work.
14. Write a note on :
 - a) Welfare work by voluntary social organization
 - b) Labour Administration

SECTION-C

15. Case Study :

GANTER

The Ganter is an American clothing and accessories retailer based in San Francisco. As of September 2008, Ganter, Inc. has approximately 135,000 direct employees and operates 3,076 stores worldwide, of which 2,551 are in the United States. On October 28, 2007, BBC footage showed child labour being used in Indian Ganter factories. Ganter has denied that it was aware of such happenings and that it is against its policy to use child labour. The clothing in question was removed from 3000 stores around the world and was destroyed. As of November 2007 a big proportion of the company's clothes were made in India, which has become the world's capital of child labour. Of the estimated 218 million labourers worldwide who were younger than 14, around 45 million were from India, and they accounted for around 20% of the country's GDP. Ganter says it employs 90 people across the globe to supervise compliance with its rules. Ganter have said they have revoked approval for 136 plants which have failed to comply with its standards.

Questions :

1. Using an example from the passage, explain the meaning of the term 'behaving ethically'.
2. Analyse the impacts on the employees and the customers if GANTER were to take an ethical approach.
3. Analyse the ways in which GANTER could improve their ethical behavior.
4. Evaluate the pros and cons of GANTER using child labour.