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MS-028

MANAGEMENT PROGRAMME
(MP)

Term-End Examination

June, 2026

MS-028 : LABOUR LAWS

Time : 3 Hours

Maximum Marks : 100

Weightage : 70%

Note : Attempt any *five* questions. All questions carry equal marks.

1. Critically evaluate the Philosophy and Objectives of Labour Legislation in India. Discuss the inherent tension between the principles of Social Justice and Economic Efficiency as reflected in the current framework of Indian labour laws.
2. Discuss the Labour Policy of the Government of India in the context of global competition and economic liberalization.

Critically evaluate whether the policy adequately balances the need for 'Ease of Doing Business' with the protection of 'Workers' Rights'.

3. Discuss the detailed Provisions relating to Health under the Factories Act, 1948. Analyze the challenges of ensuring compliance with these standards in small-scale or highly polluting industries.
4. Explain the statutory provisions on Maternity Leave and Benefits under the Maternity Benefit Act, 1961. Discuss the implications of the leave period and the mandatory provision of a Creche Facility.
5. Define a 'Trade Union' under the Trade Unions Act, 1926. Detail the comprehensive Procedure for the Registration of a Trade Union. Discuss the legal implications of non-registration for the union and its members.
6. Define 'Misconduct' in the context of Industrial Employment. Explain the concept of 'Domestic Enquiry' and the essential steps

an employer must follow before imposing a major penalty for misconduct.

7. Define 'Wages' under the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, and the Payment of Bonus Act, 1965. Analyze the discrepancies in the definition across these Acts and the resulting compliance challenges for employers.
8. Discuss the provisions regarding Maintenance of Registers and Records under the Minimum Wages Act, 1948, and the Payment of Wages Act, 1936. Explain the significance of these records for effective enforcement of the laws.

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