**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN 2023)**

**DHR/DIPHRD 202: LABOUR LAWS**

**Time: 3 Hours Total Marks: 70**

*The figures in the right-hand margin indicate marks for the individual question.*

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| **1** | Define the following terms.  a) Partial disablement as per Workmen’s Compensation Act.  b) Wages as per Workmen’s Compensation Act.  c) Employer as per Workmen’s Compensation Act.  d) Certificate of fitness as per Factory’s Act.  e) Double employment as per Factory’s Act.  f) Controlled industry as per Industrial Disputes Act. | 6x5=30 |
| **2** | What is understood by the term ‘layoff’? | 2 |
| **3** | Distinguish between the register of adult workers and the register for adolescent workers. Mention the importance of workers’ register. | 4+4=8 |
| **4** | What do you mean by ‘industrial dispute’? Briefly discuss the essentials of industrial disputes. | 4+6=10 |
| **5** | What is ‘working hour’? Discuss the differences of ‘working hour’ of the following groups of workers –  (a) Adult male and adult women.  (b) Adolescence male and adolescence female. | 2+4+4=10 |
| **6** | Distinguish between strike and lockout. Under what circumstances a strike may be declared illegal. | 6+4=10 |

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