

# St. Claret College

Autonomous, Bengaluru

PG END SEMESTER EXAMINATION- JAN / FEB 2026

MSW III SEMESTER

MSWDSLL 3425: LABOUR LEGISLATIONS AND EMPLOYEE WELFARE

TIME: 3 hours.

MAX. MARKS: 70

This paper contains ONE printed page and THREE parts

## Instructions:

1. Verify and ensure that the question paper is completely printed.
2. Any discrepancies or questions about the exam paper must be reported to the COE within 1 hour after the examination.
3. Students must check the course title and course code before answering the questions.

## PART-A

Answer FOUR questions out of SIX. Each answer carries FIVE marks.

[5x4 = 20]

1. Bring out the historical development of labour legislation in India.
2. Describe the principles of labour legislations.
3. Distinguish between protective, regulative and welfare labour legislations with suitable examples from Indian labour laws.
4. Explain the role and functions of a Labour Welfare Officer in an industrial establishment.
5. Briefly explain the major changes introduced by the Code on Wages, 2019 compared to earlier wage-related legislations.
6. "Labour welfare is an investment in human capital." Justify this statement with reference to and organised unorganised sectors.

## PART-B

Answer any TWO questions out of THREE. Each answer carries TEN marks.

[10x2=20]

7. Critically analyse Factories Act, 1948 with special reference to its effectiveness in preventing industrial accidents and occupational diseases in present-day India.
8. Discuss the main features of the Unorganised Labour Act and evaluate its relevance in managing industrial relations.
9. Compare and analyse the features of variable incentive schemes and production incentive schemes.

## PART-C

Answer any TWO questions out of THREE. Each answer carries FIFTEEN marks [15X2=30]

10. Explain the legal provisions regarding registration, rights, immunities and liabilities of trade unions under the Trade Unions Act, 1926. Comment on its significance for collective bargaining.
11. Explain the key elements and policy issues in compensation and benefits management, and Briefly discuss how minimum wages, variable incentives and taxation affect the design of a compensation structure.
12. "Unorganised labour and emerging employment forms expose limitations of traditional labour" Discuss this statement with reference to relevant Acts and recent labour codes.

ROLL NO:  
DATE:

