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Unit-III

- Q11. Discuss the various authorities established under the employees' provident fund act for the administration of employees provident fund scheme.
- Q12. What do you mean by labour welfare? Distinguish between welfare work and social work.

Unit-IV

- Q13. Discuss the agencies for administering the labour laws in India.
- Q14. Write a note on:
- a) Classification of labour welfare work
 - b) Evolution of Labour Welfare

SECTION-C

Q15. Case Study :

The Appellant is Insurance Company and two of the respondents are its employees. The other two are the trade unions representing the employees Insurance Company. In furtherance of certain demands for wage revision made by the employees in July 1997 the all the Insurance employees' Association gave a call for an all-India strike on certain days, The Insurance Company issued a circular dated 23rd Oct. 1997 to its managers and agents directing them to deduct the wages of such of the employees who participated in the strike on the principles of "*no work no pay*". There was 4 hours strike on 25th Jan. 1998. The Insurance Company issued an administrative circular dated 27th Jan. 1998 to its managers and its agents that such employees who participated in the 4 hours strike would be committing a breach of their contract of service and would not draw salary for the entire day.

The employees struck for 4 hours on 29th Jan. 1998. On 16th Feb. 1999 the Insurance Company issued a circular to its managers and agents directing them to deduct the full day's wages of such employees who had participated in the 4 hours strike. The respondents filed a writ petition for rescinding that circular. The petition was allowed. Hence the present appeal was made by the Insurance Company.

Questions:

- a. Do you think that the Insurance Company is justified in suppressing such a legitimate mode of protest by an administrative circular.
- b. Which all sections of Payment of Wages Act, 1936 are relevant in this case?