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# CS/MBA(New)/SEM-3(FT)/HR-303/2009-10 2009 LABOUR LAWS

Time Allotted: 3 Hours Full Marks: 70

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

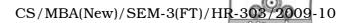
### GROUP – A ( Multiple Choice Type Questions )

- 1. Choose the correct alternatives for any ten of the following :  $10 \times 1 = 10$ 
  - i) A factory is defined in Section 2(m) of the Factories Act, 1948 as follows:
    - a) Where thirty or more workers are working on any day preceding twelve months and in any part of which a manufacturing process is being carried on with the *aid of power or .....*
    - b) Where twenty or more workers are working on any day preceding twelve months and in any part of which a manufacturing process is being carried on with the *aid of power or* ......
    - c) Where forty or more workers are working on any day preceding twelve months and in any part of which a manufacturing process is being carried on with the *aid of power or* ......
    - d) Where ten or more workers are working on any day preceding twelve months and in any part of which a manufacturing process is being carried on with the *aid of power or .....*

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- ii) Where a worker works in a factory for more than the following hours in a day or week, he shall in respect of overtime work, be entitled to wages at the rate of twice his ordinary rate of wages?
  - a) More than nine hours or more than forty-eight hours in a week
  - b) More than eight hours or more than forty-eight hours in a week
  - c) More than nine hours or more than forty hours in a week
  - d) More than ten hours or more than forty-eight hours in a week.
- iii) "Trade Dispute" under The Trade Union Act, 1926 means
  - a) any dispute between employers and workmen
  - b) any dispute between workmen and workmen
  - c) any dispute between employers and employers
  - d) any dispute between employers and workmen or any dispute between workmen and workmen or any dispute between employers and employers which is connected with employment or nonemployment or the terms of employment or the condition of labour of any person.



- iv) The term "wages" under The Payment of Wages Actincludes
  - a) all remuneration capable of being expressed in terms of money
  - b) any travelling allowance
  - c) any sum paid as a bonus
  - d) any value of any house accommodation.
- v) Time of payment of wages in a railway, factory or industrial establishment where less than 1000 persons are employed must be before the expiry of
  - a) ten days after the last day of the wage period in respect of which the wages are payable
  - seven days after the last day of the wage period in respect of which the wages are payable
  - c) fifteen days after the last day of the wage period in respect of which the wages are payable
  - d) first day after the last day of the wage period in respect of which the wages are payable.

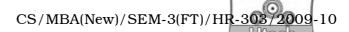
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- vi) The Employees' State Insurance Act came into force in the year
  - a) 1947

b) 1946

c) 1956

- d) 1948.
- vii) The existing wage ceiling for coverage under the Employees' State Insurance Act is
  - a) Rs. 6,500/- p.m.
- b) Rs. 10,000/- p.m.
- c) Rs. 3,500/- p.m.
- d) Rs. 5,000/- p.m.
- viii) The object of The Minimum Wages Act, 1948 is to
  - a) promote the welfare of worker
  - b) prevent exploitation of labour
  - c) fix wages by the hour
  - d) set wages by the day.
- ix) The concept of "Unfair labour practice" is inserted in the
  - a) Trade Union Act
  - b) Industrial Employment ( Standing Order ) Act
  - c) Industrial Disputes Act
  - d) Equal Remuneration Act.



- x) Section "2A" of the Industrial Disputes Act relates to
  - a) industrial dispute
  - b) individual dispute
  - c) workmen dispute
  - d) dispute between employer and workmen.
- xi) The minimum bonus which an employer should pay even if he suffers losses during the Accounting Year is
  - a) 8.33% of the salary b) R
- Rs. 100 per employee
  - c) 20% of the salary
- d) no bonus.
- xii) The concept of "set-off" and "set-on" is mentioned in the
  - a) Payment of Wages Act
  - b) Equal Remuneration Act
  - c) Payment of Bonus Act
  - d) Minimum Wages Act.

#### **GROUP - B**

## (Short Answer Type Questions)

Answer any *three* of the following.

 $3 \propto 5 = 15$ 

2. Enumerate the objectives of Employees'. Provident Fund and Miscellaneous Act. 1952.

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- 3. State the maternity benefits available to women workers under the maternity Benefit Act, 1961. When are these benefits forfeited?
- 4. Define Trade Union. How can a Trade Union be formed?
- 5. State the salient features of Payment of Gratuity Act, 1972.
- 6. Define concept of lay-off and lock-out.

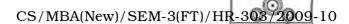
#### **GROUP - C**

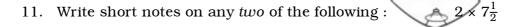
( Long Answer Type Questions ) Answer any *three* of the following.  $3 \propto 15 = 45$ 

- 7. a) How do you define Industrial Disputes?
  - b) A night watchman employed in an industry is dismissed. Explain whether he can raise an industrial dispute on his own. 5+10
- 8. Explain the provisions for health and safety under the Factories Act, 1948. 8+7
- 9. What are 'contribution period' and 'benefit period' under E.S.I. Act? How are the employees covered under this Act? Answer with examples. Explain the 'sickness benefit' and 'medical benefit' as provided under this Act. 4 + 4 + 7
- 10. What is allocable surplus? State the time limit for payment of bonus. Explain special provisions of the Payment of Bonus Act, 1965 in respect of new establishment? 2 + 4 + 9

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- a) Shops and Establishment Act
- b) Industrial Employment of Standing Order Act
- c) Workmen's Compensation Act
- d) Mines Act.

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