



Name :

Roll No. :

Invigilator's Signature :

**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 × 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



- 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 non-employment or the terms of employment or the condition of labour of any person.



iv) The term “wages” under The Payment of Wages Act includes

- 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
- b) 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.



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) 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. $3 \times 5 = 15$

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. $3 \times 15 = 45$

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



11. Write short notes on any *two* of the following :

$2 \times 7\frac{1}{2}$

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