

Name :

Roll No. :

Invigilator's Signature :

CS/MBA (NEW)/SEM-(3 FT & 5 PT)/HR-303/2010-11

2010-11

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)

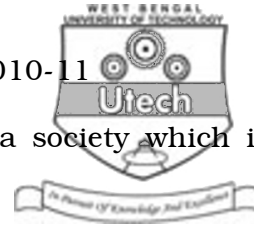
1. Choose the correct alternatives for any *ten* of the following : 10 × 1 = 10

i) The origin of labour legislation lies in the excesses of the early industrialism that was followed by

- a) industrial disputes b) industrial revolution
c) industrial conflict d) industrial relations.

ii) Any business, trade, undertaking, manufacture or calling of employers, service, employment, handicrafts or individual occupation or vocation of workmen can be defined as

- a) industry b) business
c) trade d) commerce.



- iii) Commercial establishments include a society which is registered under the
- a) Company Act, 1956
 - b) Factories Act, 1948
 - c) Societies Registration Act, 1860
 - d) None of these.
- iv) The concept of minimum wages is based on the principle of social justice and
- a) labour welfare
 - b) employee benefits
 - c) social harmony
 - d) equity.
- v) Indicate the correct year for Mines Act :
- a) 1951
 - b) 1952
 - c) 1962
 - d) 1963.
- vi) Workers under Plantation Labour Act, 1951 does include
- a) mutual worker
 - b) clerical staff
 - c) unskilled labour
 - d) medical officer employed.



vii) As per Industrial Disputes Act, 1947 a settlement means a settlement arrived at in the course of

- a) tribunal proceedings
- b) labour court proceedings
- c) conciliation proceedings
- d) labour court proceedings.

viii) Indicate correct year :

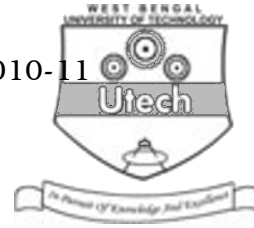
- a) Trade Union Act, 1926
- b) Trade Union Act, 1946
- c) Trade Union Act, 1954
- d) Trade Union Act, 1947.

ix) Gratuity is payable to employee when

- a) resigns
- b) dies
- c) becomes risk
- d) attains the age of superannuation.

x) Maternity leave is considered for

- a) 240 days or more
- b) accumulated of annual leave earned
- c) complete annual leave earned
- d) none of these.



xi) "Unfair labour practice" is inserted in

- a) Industrial Dispute Act
- b) Equal Employment Act
- c) Trade Union Act
- d) Industrial Employment Act.

xii) The amount of employer's contribution per month for an employee under Employee's Pension Scheme, 1995 cannot be more than

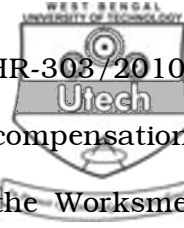
- a) Rs. 540
- b) Rs. 541
- c) Rs. 539
- d) Rs. 542.

GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following. $3 \times 5 = 15$

2. Explain continuous service briefly.
3. Write short note on occupational disease.
4. What are the conditions for eligibility of bonus.



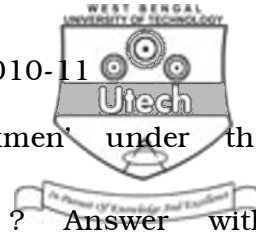
5. State when an employer is not liable to pay compensation to workman for personal injury according to the Workmen's Compensation Act, 1923.
6. State the procedures for fixing of minimum wages.

GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following. $3 \times 15 = 45$

7. "Various social security legislations in India have provided for financial benefits payable by the employer to his employees without the employees having to make any contribution". Name one such legislation and explain the nature of benefits provided for in detail. 15
8. State in brief, the provisions of the Factories Act, 1948 relating to health, safety and welfare of workmen.
9. Examine the main provisions of the Industrial Disputes Act, 1947 as they stand today. Do you think are they adequate ? 15



10. a) Are the following persons 'workmen' under the Industrial Disputes Act, 1947 ? Answer with appropriate justifications.

- i) An employee of an automobile factory earning Rs. 2,500/- a month and who assigns duties and distributes work.
 - ii) A foreman in an engineering concern with 50 workmen, but has no power to allot duties and grant leave.
- b) A workman joined service on 1st January, 1998 and was retrenched on 1st August, 2007 and drawing monthly salary of Rs. 50,000/-. What will be the amount of retrenchment compensation ?
- c) An award is published in official gazette on 1st June, 2006. From which date will the award be effective ?
- Answer with appropriate justifications. 6 + 4 + 5



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

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

- a) Different benefits, a woman is entitled under Maternity Benefit Act, 1961.
- b) Salient features of Equal Remuneration Act, 1976.
- c) Provisions under Payment of Gratuity Act, 1972 relating to entitlement and calculation of gratuity with examples.
- d) Entitlement and disqualification of bonus under Payment of Bonus Act, 1965.

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