



Name : .....  
Roll No. : .....  
Invigilator's Signature : .....

**CS/MBA (N)/SEM-3 FT & 5 PT/HR-303/2011-12**

**2011  
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 )**

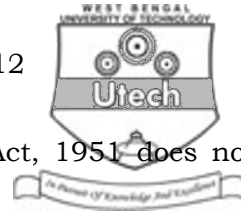
1. Choose the correct alternatives for any *ten* of the following :

10 × 1 = 10

- i) Standing orders are the rules relating to matter set out in
- a) Service Rules of the organization
  - b) Articles of Association of the company
  - c) Schedule of Relevant Act
  - d) none of these.
- ii) The amount of employer's contribution per month for an employee under Employees' Pension Scheme, 1995 cannot be more than
- a) Rs. 540
  - b) Rs. 541
  - c) Rs. 539
  - d) Rs. 542.

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- iii) 'Worker' under Plantations Labour Act, 1951 does not include
- a) manual worker
  - b) clerical staff
  - c) unskilled labour
  - d) medical officer employed.
- iv) Mines Act was passed in the year
- a) 1951
  - b) 1952
  - c) 1962
  - d) 1963.
- v) Gratuity under the Payment of Gratuity Act, 1972 is payable, before completion of 5 years of completed continuous service in case the employee
- a) resigns from services of the company
  - b) dies
  - c) becomes sick
  - d) attains the age of super-annuation.
- vi) 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) High Court proceedings.



- vii) Under Factories Act, 1948 lay-off, maternity leave (for a female worker) and leave earned in the preceding year shall be considered for
- a) completion of period of 240 days or more
  - b) accumulation of annual leave earned
  - c) completion of leave earned for these days
  - d) none of these.
- viii) Permission of Appropriate Govt. is not to be taken for 'Lay Off' in an industry, if it is for
- a) break-down of plant
  - b) shortage of raw material
  - c) excess inventory
  - d) electrical power not available.
- ix) For workmen employed underground in a mine, one year's continuous service means
- a) 180 days service in preceding 12 months
  - b) 240 days service in preceding 12 months
  - c) 190 days service in preceding 12 months
  - d) 90 days service in preceding 12 months.



- x) Disciplinary action can be taken against workmen for misconducts, which are listed in
- a) Industrial Disputes Act 1947
  - b) Factories Act
  - c) Executive orders published by the organization
  - d) Industrial Employment (Standing Orders) Act, 1946.
- xi) Gratuity is payable to employees superannuating from service within
- a) 60 days of superannuation
  - b) 30 days of superannuation
  - c) 90 days of superannuation
  - d) 15 days of superannuation.
- xii) Wage limit for deciding eligibility to receive bonus under Payment of Bonus Act 1965 is
- a) Rs. 3,500.00/month
  - b) Rs. 2,500.00/month
  - c) Rs. 6,500.00/month
  - d) Rs. 10,000.00/month.



**GROUP – B**

**( Short Answer Type Questions )**

Answer any *three* of the following.

3 × 5 = 15

2. When is an employer liable and not liable to pay compensation for personal injury to a workman ?
3. What is ESI Fund ? For what purposes this fund may be expended ?
4. What are the maternity benefits available to women workers under Maternity Benefits Act, 1961 ?
5. “The responsibility for payment of wages is that of employer.” Explain.
6. Discuss the rules relating to settlement as per ID Act, 1947.

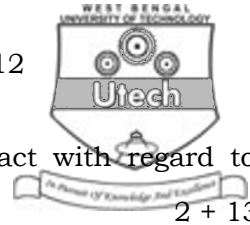
**GROUP – C**

**( Long Answer Type Questions )**

Answer any *three* of the following. 3 × 15 = 45

7. a) Who is a ‘contractor’ according to the Contract Labour (Regulation and Abolition) Act, 1970 ?

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- b) Discuss the provisions of the said act with regard to 'licensing of contractors'. 2 + 13
8. a) What are the objectives of Factories Act, 1948 ?
- b) Discuss the provisions of the Factories Act with regard to health of the workers. 2 + 13
9. Write short notes on any *two* of the following :  $2 \times 7 \frac{1}{2}$
- a) Workmen's Compensation Act, 1923
- b) Standing Orders
- c) Criteria for recognition of Trade Union.
10. a) Discuss briefly the provisions of the Mines Act, 1952 regarding health and safety.
- b) What are the special restrictions of the employment of women in mines under the Mines Act, 1952 ? 10 + 5
11. a) A workman joined service on 1st January, 1998 and was retrenched on 1st August, 2007 and drawing monthly salary of Rs. 5,000/-. What will be the amount of retrenchment compensation ?

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- b) i) Whether employees in managerial or administrative capacity are also to be included while calculating 100 workmen to determine the applicability of the Industrial Employment (Standing Orders) Act, 1946 ?
- ii) To whom is the above Act applicable and not applicable ? Discuss. 5 + 5 + 5
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