

Name :

Roll No. :

Invigilator's Signature :

**CS/MBA/SEM-3&5 (FT & PT)/HR-303/2012-13
2012**

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 the following :

10 × 1 = 10

- i) Where a worker works in a factory for more than the following hours in a day or a 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 of more than forty-eight hours in a week.
 - b) More than eight hours of more than forty-eight hours in a week.
 - c) More than nine hours of more than forty hours in a week.
 - d) More than ten hours of more than forty-eight hours in a week.



- ii) According to ESI Act, 1948, contribution to ESI fund should be paid within
- a) 25 days
 - b) 20 days
 - c) 21 days
 - d) 30 days.
- iii) According to Factory Act, 1948, what minimum space should be provided for each worker ?
- a) 14.2 cubic metres
 - b) 9.9 cm
 - c) 4.2 cm
 - d) 10 cm.
- iv) According to Factory Act, 1948, a creche has to be provided, when number of female workers are
- a) 10
 - b) 20
 - c) 30
 - d) more than 50.

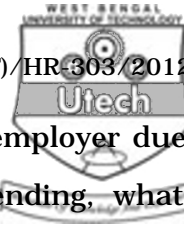


vii) Which of the following acts ensure regular and prompt payment of wages & prevent exploitation of a wage earner by prohibiting arbitrary fines and deductions from his wages ?

- a) Equal Remuneration Act, 1976
- b) ESI Act
- c) Minimum Wages Act, 1948
- d) Payment of Wages Act, 1936.

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) When a workman is suspended by his employer due to misconduct and the investigation is pending, what is the subsistence allowance to be paid to him first 90 days ?
- a) 50% of his salary
 - b) 75% of his salary
 - c) 85% of his salary
 - d) None of these.
- x) A lock-out notice is valid only for
- a) 10 weeks
 - b) 6 weeks
 - c) 5 weeks
 - d) 3 weeks.

GROUP - B

(Short Answer Type Questions)

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

2. Briefly explain the main features of the Trade Union Act, 1926 ?
3. When 'Gratuity' becomes payable to an employee under 'Payment of Gratuity Act, 1972' ?



4. What is the scope and coverage of Payment of Wages Act, 1936 ? Discuss.
5. Enumerate the statutory provisions prohibiting strikes in a public utility service.
6. State the procedures for fixing and revision of minimum wages.

GROUP - C

(Long Answer Type Questions)

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

7. Examine the main provisions of the Industrial Disputes Act, 1947 as they stand today. Do you think are they adequate ?
8. What is Trade Union ? State the procedure for the registration of a trade union and its dissolution. Discuss the rights of a registered Trade Union and its members.
9. a) What are the ways of minimum wage fixation as per the Minimum Wages Act, 1948 ? 7
b) Bidi rollers were formerly given the benefit of weekly holidays and wages in lieu of holidays. But as a result of the decision of this Court, the owners of bidi making establishments in the State of Maharashtra refused to give them those benefits. There was great unrest and consequently the State of Maharashtra issued a notification under s.85 of the Factories Act which made bidi rollers in places set out in the Schedule 'deemed workers' and on that account entitled to the benefits provided to workers under the Factories Act. The Bidi roller factory owners decided to challenge this decision made by the court. Discuss the issues arising from and legal implications of the case with reference to your knowledge of Labour Laws. 8



10. A person is working for last 7 years in an automobile industry. Calculate the period of entitlement and amount of Gratuity under Payment of Gratuity Act 1972. When his basic was

Year	2000	2001	2002	2003	2004
January	2300	2330	2340	2345	2350
February	2308	2335	2341	2347	2353
March	2323	2337	2343	2348	2357

11. Write short notes on any *two* of the following : $2 \times 7 \frac{1}{2}$

- Employees' Pension Scheme under the 'Employees' Provident fund Act, 1952.
- General duties of the occupier as per the Factories Act, 1948
- National Tribunal
- Rights and liabilities of registered Trade Unions.

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