



Name :

Roll No. :

Invigilator's Signature :

**CS/MBA(OLD)/SEM-(3 FT & 5 PT)/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) According to the 'Industrial Dispute Act', 1947, an
'adult' means a person who has completed

- a) 12 years b) 17 years
c) 18 years d) 15 years.

ii) Maternity Benefit Act came into action in the year

- a) 1951 b) 1947
c) 1961 d) 1972.



GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following.

$3 \times 15 = 45$

7. Describe Maternity Benefit Act. Under what conditions one can forfeit the maternity benefit ? 10 + 5
8. Define factory. Discuss the main provisions on 'welfare' provided under the Factories Act, 1948. 5 + 10
9. Enumerate the concept of ESI Act ? Discuss the benefits available under this Act ? Under what conditions a person will be regarded as disqualified for the benefits under this Act. 3 + 8 + 4
10. What are the conditions for eligible to get gratuity benefits ? When is an employee disqualified from receiving gratuity ? What is the method adopted for calculation of gratuity ? 5 + 5 + 5
11. Write short notes on any *two* of the following : $2 \times 7\frac{1}{2}$
 - a) Unfair labour practices under the Industrial Disputes Act.
 - b) Criteria for recognition of Trade Union.
 - c) Equal Remuneration Act.
 - d) Mines Act.

