



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

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

**2010-11**

**LABOUR LAWS**

Time Allotted : 3 Hours

Full Marks : 70

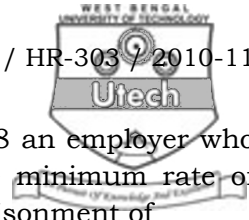
*The figures in the margin indicate full marks.*

*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 the following :  $10 \times 1 = 10$ 
  - i) According to Workmen's Compensation Act, 1923 what will be the minimum compensation in case of permanent total disablement ?
    - a) Rs. 90,000
    - b) Rs. 85,000
    - c) Rs. 95,000
    - d) Rs. 80,000.
  - ii) According to Employees State Insurance Act, 1948 it provides benefits to employees in case of
    - a) sickness
    - b) maternity
    - c) employment injury
    - d) all of these.
  - iii) According to the Payment of Wages Act, 1936 a wage period shall not exceed
    - a) 1 week
    - b) 1 month
    - c) 6 months
    - d) 1 year.



- iv) Under the Minimum Wages Act, 1948 an employer who pays to any employee less than the minimum rate of wages, shall be punishable with imprisonment of
- a) 3 months                      b) 5 months  
c) 6 months                      d) 9 months.
- v) The failure or refusal of an employer to give employment to a workman under the Industrial Dispute Act, 1947 is known as
- a) strike                          b) lay off  
c) retrenchment                  d) lock out.
- vi) In accordance with the Equal Remuneration Act, 1976 an appeal against the order of an authority must be filed within
- a) 15 days                        b) 30 days  
c) 45 days                        d) 60 days.
- vii) A woman shall not be required to work in any factory under the Factories Act, 1948 except between
- a) 5 a.m. to 8 p.m.              b) 6 a.m. to 6 p.m.  
c) 7 a.m. to 9 p.m.              d) 6 a.m. to 7 p.m.
- viii) The Maternity Benefits Act, 1961 allows the maximum period of maternity benefits to be
- a) 8 weeks                        b) 9 weeks  
c) 12 weeks                      d) 16 weeks.
- ix) The total amount of fine imposed in one wage period under the Payment of Wages Act, 1936 shall not exceed
- a) 1% of wages                  b) 3% of wages  
c) 4% of wages                  d) 6% of wages.



- x) The Workmen's Compensation Act, 1923 terms loss of capacity to work or move as
- a) disablement
  - b) accident
  - c) injury
  - d) handicap.

**GROUP - B**

**( Short Answer Type Questions )**

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

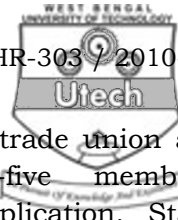
2. State when an employer is not liable to pay compensation to a workman for personal injury, according to the Workmen's Compensation Act, 1923.
3. Mention the statutory provisions prohibiting strikes in a public utility service.
4. Workers cannot be employed for more than eight hours in a day. Correct or confirm the statement with reference to Factories Act, 1948.
5. State the procedures for fixing and revision of minimum wages.
6. State the welfare facilities under the Factories Act, 1948.

**GROUP - C**

**( Long Answer Type Questions )**

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

7. a) State the social security benefits provided by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 ? Briefly describe each of these schemes.  
b) Where is the above Act not applicable ?  $13 + 2$
8. a) Enumerate the procedure of registration of a trade union.  
b) State the rights and privileges of a registered trade union and its members.



- c) One hundred and fifty members of a trade union are applied for registration. Seventy-five members dissociated themselves from the application. State whether registration can be granted. 5 + 5 + 5
9. a) Discuss the conditions for the payment of maternity benefit under the Maternity Benefit Act, 1961.
- b) What are the restrictions of employing a pregnant woman ? 10 + 5
10. Define standing orders. Explain the procedure for certification of standing orders as stipulated under the Act. Is the decision of a Certifying Officer or draft standing orders final ? When would the model standing orders be followed by an industrial establishment ? 2 + 6 + 3 + 4
11. Write short notes on any *two* of the following : 2 × 7½
- a) Gratuity
- b) Unfair Labour Practices under the Industrial Disputes Act.
- c) Mines Act
- d) Occupational Disease.

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