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SARDAR PATEL UNIVERSITY
MSW-III SEMESTER (NC) EXAMINATION

Date: - 21/04/2016

Time:-10:30 A.M to 1:30 P.M.

Day: - THURSDAY

Total Marks:- 70

PA03EMSW04: LABOR LEGISLATION

Q=1. CHOOSE THE CORRECT ALTERNATIVE FROM THE FOLLOWING : (10)

- 1) The Industrial Employment (Standing Order) Act was enacted in the year
a) 1923 b) 1946 c) 1953 d) 1976
- 2) means the termination by the employer of service of a workman for any reason whatsoever, otherwise than as a punishment inflicted by way of disciplinary action.
a) Retrenchment b) Lockout c) Closure d) Layoff
- 3) Injury caused to a workman by an accident resulting in the loss of earning capacity is called
a) Incompetency b) Weakness c) Disability d) Ailment
- 4) According to Employees' State Insurance Act, 1948, Employer's contribution to Employees' Deposit Linked Insurance Scheme is of the total emoluments.
a) 12% b) 8.33% c) 0.5% d) 0.80%
- 5) According to the Factories Act, 1948, no child who has not completed his year shall be required or allowed to work in any factory.
a) Twelfth b) Fourteenth c) Eighteenth d) Twentieth
- 6) No wage period shall exceed month under The Payment of Wages Act, 1936.
a) One b) Two c) Three d) Four
- 7) According to The Trade Unions Act, 1926, the general funds of the Registered Trade Union cannot be spent on
a) Publishing Periodical c) Payment of salaries to office bearers
b) Illegal strikes d) Social expenses of members
- 8) Under The Payment of Bonus Act, 1965, an employee shall be disqualified from receiving bonus, if he is dismissed from service for
a) Violent behavior b) Fraud c) Theft d) All of the above

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(P.T.O.)

9) According to the Factories Act, 1948, site appraisal committee is constituted by the State Government for factories involving in process.

- a) Manufacturing b) Cotton c) Hazardous d) Chemical

10) No employer shall knowingly employ a woman in any establishment during the weeks immediately following the day of her delivery or her miscarriage under The Maternity Benefit Act, 1961.

- a) Four b) Six c) Eight d) Ten

Q=2] Explain the major provisions of Employees' Compensation Act, 1923. (15)

OR

Q=2] Define Factory. Explain Health and Welfare Provisions of Factories Act, 1948.

Q=3] Explain Industrial Dispute. Describe the Authorities under the Industrial Dispute Act, 1947 that provide effective machinery for bringing about industrial peace. (15)

OR

Q3] Explain the benefits provided by Employees' State Insurance Act, 1948 to the insured persons, their dependants or certain persons.

Q=4] Explain Industrial Jurisprudence. Explain principles of Industrial jurisprudence. (15)

OR

Q=4] Explain major provisions of

1. The Apprentice Act, 1961
2. The Minimum Wages Act, 1948

Q=5] Write Short Notes [Any 2] (15)

- 1] The Equal Remuneration Act, 1976
- 2] Deductions from Wages under The Payment of Wages Act, 1936
- 3] The Employment Exchanges [Compulsory Notification of Vacancies] Act, 1959
- 4] Trade Union Act, 1926