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Sardar Patel University
Examination – December 2020
MSW- III Semester Examination

Subject Code: PA03EMSW23
Date : 02-01-2021
Day : Saturday

Subject Title: Labour Legislations
Time : 02 P.M. to 04 P.M.
Marks : 70

QUE. 1 Multiple Choice Questions**8 Marks**

1. Find the incorrect match.

- (a) Minimum Wages Act: 1948 (b) Maternity Benefits Act: 1961
(c) Payment of Bonus Act: 1971 (d) The Trade Unions Act: 1926

2. A worker who has been employed in an office for more than a year but dismissed by his employer without any appropriate reason. This matter must be addressed under _____.

- (a) Industrial Disputes Act, 1947 (b) The Payment of Wages Act, 1936
(c) Minimum Wages Act, 1948 (d) Maternity Benefits Act: 1961

3. The industrial peace is secured through voluntary _____ and compulsory _____.

- (a) Compromise and Arbitration (c) Work Committee and Industrial Tribunal
(b) Adjudication and Arbitration (d) Negotiation and Adjudication

4. Choose the correct objective of the Industrial Disputes Act.

- (a) To prevent illegal strikes (c) To provide relief to workmen in matters of lay - offs, retrenchment, wrongful dismissals
(b) To promote measures for securing and preserving good relations between the employers and the employees (d) All of the above

5. What is the qualifying service to claim gratuity?

- (a) Five years (c) Ten years
(b) Fifteen years (d) There is no such specification made under the law.

6. The formula for calculating gratuity is _____

- (a) Gratuity = (Last drawn salary/25) X 15 X No. of years of service (c) Gratuity = (Last drawn salary/26) X 15 X No. of years of service
(b) Gratuity = (Last drawn salary/30) X 15 X No. of years of service (d) Gratuity = (Last drawn salary/15) X 15 X No. of years of service

7. The Provident Fund Act, 1952 covers _____ insurance.

- (a) Unit linked insurance plan (c) Employees' Group Accident Insurance
(b) Deposit linked Insurance Fund (d) There is no such specification made in law

8. _____ ministry looks after the Employees' Provident Fund Organisation, India.

- (a) Ministry of Labour and Employment, GOI (c) Ministry of Labour and Emergency, GOI
(b) Ministry of Labour and Laws, GOI (d) None of the above

[1]

[P.T.O.]

QUE. 2 Long Questions [Any Two]

40 Marks

1. Discuss Industrial Jurisprudence.
2. Discuss the major provisions under The Factories Act, 1948.
3. Discuss the major provisions under Industrial Dispute Act, 1947.
4. Discuss the major provisions under Minimum Wages Act, 1948.

QUE. 3 Short-notes [Any two]

22 Marks

1. Role of International Labour Organisation.
2. The Industrial Employment Standing Order Act, 1946
3. The Payment of Bonus Act, 1965
4. The Employees' Provident Fund and Miscellaneous Provisions Act, 1952

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