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SARDAR PATEL UNIVERSITY
MSW-III SEMESTER EXAMINATION

DATE: 27/10/2016

TIME: 10:00 A.M TO 1:00 P.M

DAY: THURSDAY

SESSION: MORNING

SUBJECT CODE: PA03EMSW11
SUBJECT: LABOUR LEGISLATIONS

Total marks: 70

SECTION -I

A] Choose the correct alternative from the following: [Marks: 10]

- 1] The contribution rate for employers is % of wages in every wage period under The Employees' State Insurance Act, 1948.
a) 4.75 b) 1.75 c) 3.67 d) 8.33
- 2] The maximum bonus payable under The Payment of Bonus Act, 1965 is
a) 08% b) 10% c) 15% d) 20%
- 3] In every factory, where there are more than workers, provisions should be made for cool drinking water during hot weather according to The Factories Act, 1948.
a) 100 b) 150 c) 250 d) 500
- 4] means the permanent closing down of a place of employment or part thereof.
a) Closure b) Layoff c) Lockout d) Retrenchment
- 5] The Equal Remuneration Act was enacted in the year
a) 1926 b) 1956 c) 1976 d) 1986
- 6] The appropriate government shall review and revise the minimum wages, if necessary, within a period not exceeding
a) 1 year b) 3 years c) 5 years d) 10 years
- 7] The contribution paid by employees to the Employees' Provident Fund Scheme is% of wages in every wage period under The Employees' Provident Funds and Misc. Provisions Act, 1952.
a) 1.10 b) 3.67 c) 8.33 d) 12.00

[P.T.O.]

(1)

8] Under the Payment of Gratuity Act, 1972; the maximum gratuity payable is lakhs.

- a) 4 b) 7 c) 10 d) 15

9] The Industrial Employment (Standing Order) Act, 1946 is applicable in every industrial establishment whereworkmen are employed.

- a) 500 or more b) 300 or more c) 150 or more d) 100 or more

10] 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

B] Define the following terms. [Any Five]

[Marks: 10]

- 1) Industrial Dispute
- 2) Factory
- 3) Strike
- 4) Wages
- 5) Industrial Jurisprudence
- 6) Permanent Partial Disablement
- 7) Award

C] Answer in Brief. [Any Five]

[Marks: 20]

- 1) "Dependent" under Employees' State Insurance Act, 1948.
- 2) Need for Labor Legislations
- 3) Provisions relating to Employment of Young Persons under The Factories Act, 1948
- 4) Matters to be provided in Standing Orders under The Industrial Employment (Standing Orders) Act, 1946
- 5) Important Features of The Minimum Wages Act, 1948
- 6) Provisions relating to Hazardous Processes under The Factories Act, 1948
- 7) Role of ILO

SECTION II

D] Attempt the following question. [Any Two]

[Marks: 30]

- 1) Explain Industrial Jurisprudence. Give principles of Industrial jurisprudence along with its Constitutional Aspects.
- 2) Explain Health and Welfare provisions with sections of The Factories Act, 1948.
- 3) Describe the authorities under the Industrial Dispute Act, 1947 that provide effective machinery for bringing about industrial peace.
- 4) Explain the benefits provided by Employees' State Insurance Act, 1948 to the insured persons, their dependents or certain entitled persons.

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