

SEAT No. _____

No. of Printed Pages: 2

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SARDAR PATEL UNIVERSITY

M.S.W. (HR) THIRD SEMESTER EXAMINATION

DAY: THURSDAY

TIME: 2:00 PM TO 4:00 PM

DATE: 31/12/2020

SESSION: EVENING

TOTAL MARKS: 70

SUBJECT CODE: PA03CSHR23

SUBJECT TITLE: EMPLOYMENT LAW-I

Q. 1 Choose the Correct Alternative from the following:

[08]

1. In which year International Labour Organization was formulated?

- a) 1929 b) 1947 c) 1919 d) 1960

2. _____ is not a machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947?

- a) Court of Inquiry b) Adjudication c) Conciliation Officer d) District Court

3. Chapter _____ of the Factories Act, 1948 deals with working hours of adults.

- a) VI b) V c) VII d) III

4. Which section of Employees' State Insurance Act entitles benefits to the insured person or their dependents?

- a) 45 b) 38 c) 46 d) 60

5. For how many weeks a woman is entitled for leave in case of a miscarriage as per Maternity Benefit Act, 1961?

- a) 3 Weeks b) 6 Weeks c) 9 Weeks d) 6 Months

6. Payment of Bonus Act, 1965 is applicable to every factory and every other establishment where _____ or more workmen are employed on any day during an accounting year.

- a) 10 b) 20 c) 30 d) None

(1)

[P.T.O.]

7. The National Labour Commission (NLC) is established under _____ of the Labour Act, 2003.

- a) Section 122 b) Section 135 c) Section 140 d) Section 173

8. Under which Act Statutory Minimum wage is fixed?

- a) Payment of Wages Act, 1936 b) Payment of Bonus Act, 1965
c) Payment of Gratuity Act, 1972 d) Minimum Wages Act, 1948

Q.2 Answer Any Two of the Following:

[40]

1. Elaborate the Major Provisions of the Minimum Wages Act, 1948.
2. Discuss Maternity Benefit Act, 1961.
3. Enlist and explain Health and Welfare Provisions under the Factories Act, 1948.
4. Describe the Workmen's Compensation Act, 1923.

Q.3 Write Short Notes on the Following: [Any Two]

[22]

1. Benefits under Employees' State Insurance Act, 1948
2. Dispute Settlement machinery under Industrial Dispute Act, 1947
3. Role of International Labour Organization
4. The Equal Remuneration Act, 1976