

Q.6

Attempt any two:

- Explain the key provisions of the provident fund and miscellaneous provisions act, 1952. How does it promote financial security for employees?
- What are the challenges in implementing employee welfare schemes like ESI, EPF, and EPS in India? Suggest measures to overcome them.
- Analyze the structure and working of the Employee Pension Scheme (EPS). How does it differ from the provident fund scheme?

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*Total No. of Questions: 6**Total No. of Printed Pages: 4***Enrollment No.....**

Knowledge is Power

Faculty of Management Studies**End Sem Examination Dec 2024****MS3EH02 Labour Laws**

Programme: BBA

Branch/Specialisation: Management

Duration: 3 Hrs.**Maximum Marks: 60**

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d. Assume suitable data if necessary. Notations and symbols have their usual meaning.

Marks	BL	PO	CO	PSO
1	1	1	1	

- Q.1 i. What is the maximum daily working hours allowed for an adult under the Factories Act, 1948?
 (a) 8 hours (b) 9 hours
 (c) 10 hours (d) 12 hours
- ii. The provision of crèches is mandatory under the Factories Act, 1948, if a factory employs how many women?
 (a) 15 (b) 20 (c) 30 (d) 50
- iii. Which section of the Industrial Disputes Act defines the term "strike"?
 (a) Section 2(j) (b) Section 2(k)
 (c) Section 2(q) (d) Section 2(n)
- iv. Under the Industrial Disputes Act, 1947, which of the following is not considered an authority under the Act?
 (a) Works Committee (b) Board of Conciliation
 (c) Labour Court (d) State High Court
- v. Which of the following is NOT a requirement for recognition of a trade union?
 (a) Minimum number of members
 (b) Submission of financial accounts
 (c) Authorization from the employer
 (d) Adherence to the Trade Union Act, 1926

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vi.	Which authority is responsible for certifying the standing orders under the Industrial Employment (Standing Orders) Act, 1946? (a) Labour Commissioner (b) Regional Director (c) Certifying Officer (d) Registrar of Trade Unions	1 1 1 3	ii. Explain the key provisions regarding safety under the factories act, 1948. iii. Explain the welfare provisions under the factories Act, 1948, and analyze how these contribute to the well-being of workers in factories?
vii.	Which Act regulates the payment of gratuity to employees in establishments employing 10 or more workers? (a) The Payment of Bonus Act, 1965 (b) The Minimum Wages Act, 1948 (c) The Payment of Gratuity Act, 1972 (d) The Payment of Wages Act, 1936	1 1 1 2	OR iv. Discuss the provisions related to the working hours of adult workers under the factories act, 1948 and explain the rationale behind these provisions.
viii.	What is the maximum amount of gratuity payable under the Payment of Gratuity Act, 1972 (as per current amendments)? (a) ₹10 lakh (b) ₹20 lakh (c) ₹25 lakh (d) No maximum limit	1 1 1 4	Q.3 i. Define "industrial dispute" under the industrial disputes act, 1947. ii. Explain the role of a works committee under the industrial disputes act, 1947.
ix.	Under the Provident Fund Act, what is the mandatory contribution rate by an employee? (a) 10% of basic wages (b) 12% of basic wages (c) 15% of basic wages (d) 20% of basic wages	1 1 1 5	OR iii. What are the duties of a conciliation officer under the industrial disputes act, 1947?
x.	What is the maximum wage ceiling for coverage under the ESI Act, 1948 (subject to recent amendments)? (a) ₹10,000 per month (b) ₹15,000 per month (c) ₹21,000 per month (d) ₹25,000 per month	1 1 1 5	Q.4 i. Explain the concept of immunity granted to registered trade unions under the trade union act, 1926. ii. What are the key provisions for the recognition of trade unions in India? How does recognition impact employer-employee relationships?
Q.2	i. What are the primary objectives of the factories Act, 1948?	2 2 2 1	OR iii. What are the steps for drafting and certifying standing orders under the industrial employment (standing orders) act, 1946? Why is certification important for industrial establishments?
			Q.5 i. What are the key features of the payment of bonus act, 1965? ii. Explain the key provisions of the payment of wages act, 1936. How does the act ensure timely and proper payment of wages?
			OR iii. Analyze the importance of the minimum wages act, 1948, in promoting fair labour practices. What factors are considered while fixing minimum wages?

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Marking Scheme
MS3EH02 Labour Laws

		importance -3 marks	
		Marks	
Q.1	i. (b) 9 hours ii. (c) 30 iii. (c) Section 2(q) iv. (d) State High Court v. (c) Authorization from the employer vi. (c) Certifying Officer vii. (c) The Payment of Gratuity Act, 1972 viii. (b) ₹20 lakh ix. (b) 12% of basic wages x. (c) ₹21,000 per month	1 1 1 1 1 1 1 1 1 1	3 7 7
Q.2	i. As per Answer ii. 6 provisions under the safety act (0.5 mark for each) iii. As per the answer – 5 provisions – 2 marks .contribution -3 marks	2 3 5	5
OR	iv. As per the answer – 5 provisions – 3 marks Relation -2 marks	5	
Q.3	i. definition and meaning ii. As per the answer- role -6 marks, meaning – 2 marks	2 8	
OR	iii. As per the answer duties – 5 marks, meaning and importance- 3 marks	8	
Q.4	i. As per the answer – Concepts – 3 marks ii. As per the answer key provisions – 4 marks, impact -3 marks	3 7	
OR	iii. As per the answer steps - 4 marks,	7	

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