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- ii. Compare and contrast the Employee Pension Scheme (EPS) with other retirement plans, such as the National Pension Scheme (NPS). What are the key differences and similarities between these schemes? 5
- iii. Discuss the powers and functions of the Central Provident Fund Commissioner (CPFC) under The Provident Fund and Miscellaneous Act 1952. How does the CPFC contribute to the administration of provident fund schemes? 5

Total No. of Questions: 6

Total No. of Printed Pages: 4

Enrollment No.....



Faculty of Management Studies
End Sem Examination Dec-2023

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.

- Q.1 i. If the factory employs more than 1000 Workers, they should appoint 1
qualified _____ to carry out the prescribed duties.
(a) Safety officer (b) Welfare officer
(c) Security officer (d) None of these
- ii. The term Sabbatical is connected with- 1
(a) Paid leave for study (b) Paternity leave
(c) Maternity leave (d) Quarantine leave
- iii. _____ have been set up under the provisions of Industrial Dispute 1
Act, 1947 for adjudication of industrial disputes in an organisation.
(a) Lok-Adalat
(b) Industrial Tribunal
(c) Labour Court
(d) All of these
- iv. Which of the following statement is true about the Constitutional 1
Validity of section 10 of the Industrial Dispute Act, 1947?
(a) It is ultra-vires the Constitution
(b) It is intra-vires the Constitution
(c) Both (a) & (b)
(d) None of these
- v. The body, by whatever name called, to which the management of the 1
affairs of a trade union is entrusted under Trade Union Act, 1926
means-
(a) Executive (b) Office bearer
(c) Registered office (d) Trade union

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- vi. The minimum rate of subsistence allowance in case of suspension pending enquiry has been given under which of the following legislation- **1**
 (a) Industrial dispute act
 (b) Trade union Act
 (c) Industrial employment (standing orders)
 (d) None of these
- vii. Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936? **1**
 (a) Basic wage (b) Dearness allowance
 (c) Incentive (d) Gratuity
- viii. Under which labour legislation in India, the provision of check-off has been accepted? **1**
 (a) Industrial Disputes Act, 1947
 (b) Trade Unions Act, 1926
 (c) Payment of Wages Act, 1936
 (d) Industrial Employment (Standing Orders) Act
- ix. The Employees' State Insurance Act, 1948 protects the interest of workers in contingencies such as- **1**
 I. Sickness
 II. Maternity,
 III. Temporary or permanent physical disablement,
 IV. Death due to employment injury resulting in loss of wages or earning capacity.
 (a) I only (b) II only
 (c) I, III and IV (d) I, II, III and IV
- x. Which act Governs the Employees' Provident Funds (EPF) in India? **1**
 (a) Employees State Insurance Act, 1948
 (b) Payment of Gratuity Act, 1972
 (c) Employees' Provident Funds & Miscellaneous Provisions Act, 1952
 (d) Minimum Wages Act 1948
- Q.2 i. What is the primary objective of the safety provisions in the Factories Act 1948? **2**
 ii. How does the Factories Act regulate the provision of leave and wages for factory workers? **3**
 iii. Analyze the working hour regulations for adults in a factory as specified by the Act. Discuss the rationale behind these regulations and their impact on employee work-life balance and productivity. **5**

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- OR iv. Explain the welfare provisions of the Factories Act, and provide examples of amenities and facilities that factories are required to provide for their workers. **5**
- Q.3 i. What is a "lockout,"? How is it different from a strike under the Act? **2**
 ii. Elaborate on the definitions and implications of "layoff" and "retrenchment" as outlined in the Act. What are the legal requirements and safeguards for workers in these situations? **8**
- OR iii. Describe the grievance and redressal machinery established under the Industrial Disputes Act. How does this machinery contribute to addressing and resolving disputes between employers and employees, and what steps are involved in the grievance redressal process? **8**
- Q.4 i. What is the significance of the immunity granted to registered trade unions under the Trade Union Act 1926? **3**
 ii. Explain the provisions in the Trade Union Act 1926 related to the recognition of trade unions within an organization. How does the Act facilitate the process of recognizing and dealing with trade unions by employers? **7**
- OR iii. Provide a detailed overview of The Industrial Employment (Standing Orders) Act 1946. What are the objectives of this Act? How does it regulate the employment relationship within an organization? Discuss its implications for both employers and employees. **7**
- Q.5 i. How does The Payment of Wages Act 1936 protect the rights of workers in terms of wage payments and deductions? **4**
 ii. Analyze The Payment of Gratuity Act 1972 in detail, highlighting the conditions and eligibility criteria for the payment of gratuity to employees. Discuss the significance of gratuity as a form of employee benefits. **6**
- OR iii. Provide an overview of The Payment of Bonus Act 1965, including its provisions, eligibility criteria for bonus, and the calculation of bonus payments. Explain the role of this Act in promoting fairness and incentive-based compensation. **6**
- Q.6 Attempt any two:
 i. How does the Employee State Insurance Act 1948 ensure financial protection for employees during periods of sickness or disability? Explain the relevant provisions. **5**