

- Q.6 Attempt any two:
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|---|----------|---|----|---|
| i. Explain the key provisions of the provident fund and miscellaneous provisions act, 1952. How does it promote financial security for employees? | 5 | 3 | 11 | 5 |
| ii. What are the challenges in implementing employee welfare schemes like ESI, EPF, and EPS in India? Suggest measures to overcome them. | 5 | 4 | 3 | 5 |
| iii. Analyze the structure and working of the Employee Pension Scheme (EPS). How does it differ from the provident fund scheme? | 5 | 4 | 7 | 5 |

Total No. of Questions: 6

Total No. of Printed Pages:4

Enrollment No.....



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 |
|-----|---|----------|----|----|----|-----|
| Q.1 | i. What is the maximum daily working hours allowed for an adult under the Factories Act, 1948? | 1 | 1 | 1 | 1 | |
| | (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? | 1 | 1 | 2 | 1 | |
| | (a) 15 (b) 20 (c) 30 (d) 50 | | | | | |
| | iii. Which section of the Industrial Disputes Act defines the term "strike"? | 1 | 1 | 1 | 2 | |
| | (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? | 1 | 1 | 1 | 2 | |
| | (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? | 1 | 1 | 1 | 3 | |
| | (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? | 1 | 1 | 1 | 3 |
| | (a) Labour Commissioner | | | | |
| | (b) Regional Director | | | | |
| | (c) Certifying Officer | | | | |
| | (d) Registrar of Trade Unions | | | | |
| vii. | Which Act regulates the payment of gratuity to employees in establishments employing 10 or more workers? | 1 | 1 | 1 | 2 |
| | (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 | | | | |
| viii. | What is the maximum amount of gratuity payable under the Payment of Gratuity Act, 1972 (as per current amendments)? | 1 | 1 | 1 | 4 |
| | (a) ₹10 lakh | | | | |
| | (b) ₹20 lakh | | | | |
| | (c) ₹25 lakh | | | | |
| | (d) No maximum limit | | | | |
| ix. | Under the Provident Fund Act, what is the mandatory contribution rate by an employee? | 1 | 1 | 1 | 5 |
| | (a) 10% of basic wages | | | | |
| | (b) 12% of basic wages | | | | |
| | (c) 15% of basic wages | | | | |
| | (d) 20% of basic wages | | | | |
| x. | What is the maximum wage ceiling for coverage under the ESI Act, 1948 (subject to recent amendments)? | 1 | 1 | 1 | 5 |
| | (a) ₹10,000 per month | | | | |
| | (b) ₹15,000 per month | | | | |
| | (c) ₹21,000 per month | | | | |
| | (d) ₹25,000 per month | | | | |
| Q.2 | i. What are the primary objectives of the factories Act, 1948? | 2 | 2 | 2 | 1 |

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| | ii. Explain the key provisions regarding safety under the factories act, 1948. | 3 | 3 | 1 | 1 |
| | iii. Explain the welfare provisions under the factories Act, 1948, and analyze how these contribute to the well-being of workers in factories? | 5 | 5 | 4 | 1 |
| 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. | 5 | 4 | 4 | 1 |
| Q.3 | i. Define "industrial dispute" under the industrial disputes act, 1947. | 2 | 2 | 3 | 2 |
| | ii. Explain the role of a works committee under the industrial disputes act, 1947. | 8 | 2 | 3 | 2 |
| OR | iii. What are the duties of a conciliation officer under the industrial disputes act, 1947? | 8 | 2 | 3 | 2 |
| Q.4 | i. Explain the concept of immunity granted to registered trade unions under the trade union act, 1926. | 3 | 2 | 6 | 3 |
| | ii. What are the key provisions for the recognition of trade unions in India? How does recognition impact employer-employee relationships? | 7 | 3 | 7 | 3 |
| 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? | 7 | 4 | 3 | 3 |
| Q.5 | i. What are the key features of the payment of bonus act, 1965? | 3 | 2 | 2 | 4 |
| | ii. Explain the key provisions of the payment of wages act, 1936. How does the act ensure timely and proper payment of wages? | 7 | 4 | 3 | 4 |
| OR | iii. Analyze the importance of the minimum wages act, 1948, in promoting fair labour practices. What factors are considered while fixing minimum wages? | 7 | 5 | 6 | 4 |

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Marking Scheme
MS3EH02 Labour Laws

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

importance -3 marks

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| Q.5 | i. key features – 3 marks | 3 |
| | ii. key provision – 4 marks, role in ensuring wage – 3 marks | 7 |
| OR | iii. Importance- 4 marks, factors – 3 marks | 7 |
| Q.6 | As per the answer key provisions- | 5 |
| | iv. Challenges | 5 |
| | v. EPS structure and importance | 5 |

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