

- Q.27 What are the duties of employers under the Payment of Wages Act 1936?
- Q.28 Explain the concept of "industrial establishment" under the Industrial Employment Act 1946.
- Q.29 What is the role of the Central Advisory Board under the Minimum Wages Act 1948?
- Q.30 Discuss the provisions related to penalties and offences under the Trade Union Act 1926.
- Q.31 What constitutes a valid deduction from wages under the Payment of Wages Act 1936?
- Q.32 Describe the procedure for the settlement of industrial disputes through arbitration under the Industrial Dispute Act 1947.
- Q.33 Explain the term "advisory function" of the Central Advisory Board under the Minimum Wages Act 1948.
- Q.34 What are the conditions for the eligibility of a trade union for registration under the Trade Union Act 1926?
- Q.35 Discuss the role of the Inspector-cum-Facilitator under the Payment of Wages Act 1936.

#### SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x10=20)
- Q.36 Analyse the provisions of the Payment of Wages Act 1936 regarding the timely payment of wages, permissible deductions, and penalties for non-compliance. Evaluate the effectiveness of these provisions in protecting the interests of workers.
- Q.37 Compare and contrast the registration processes and requirements for trade unions under the Trade Union Act 1926. Assess the implications of registration on the legal status and functioning of trade unions.
- Q.38 Evaluate the impact of the Minimum Wages Act 1948 on labour welfare and socio-economic development in India. Discuss the challenges in implementing and enforcing minimum wage standards.

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**5th Sem. / DBM, DBM (IPM)**

**Subject:- Labour Laws**

Time : 3Hrs.

M.M. : 100

#### SECTION-A

**Note:** Multiple choice questions. All questions are compulsory (10x1=10)

- Q.1 Which of the following is NOT an objective of the Trade Union Act 1926?
- Promoting the organization of workers
  - Regulating the relations between workers and employers
  - Facilitating collective bargaining
  - Regulating the prices of goods
- Q.2 What is the primary purpose of registration under the Trade Union Act 1926?
- To provide financial assistance to trade unions
  - To confer legal recognition and protection to trade unions
  - To restrict the activities of trade unions
  - To impose additional taxes on trade unions
- Q.3 Standing Orders under the Industrial Employment Act 1946 primarily deal with:
- Conditions of employment
  - Employee salary deduction
  - Employee recruitment process
  - Trade union formation
- Q.4 The Industrial Dispute Act 1947 primarily aims to:
- Regulate the payment of wages in industries
  - Resolve disputes between employers and employees
  - Regulate the export-import policies of industries
  - Ensure fair competition among industries
- Q.5 Which Act primarily deals with the settlement of disputes related to payment of wages?
- Industrial Employment Act 1946

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- b) Trade Union Act 1926
  - c) Payment of Wages Act 1936
  - d) Minimum Wages Act 1948
- Q.6 Under the payment of Wages Act 1936, who is responsible for ensuring timely payment of wages?
- a) Government authorities
  - b) Employers
  - c) Trade Unions
  - d) Employees
- Q.7 What is the main objective of the Minimum Wages Act 1948?
- a) To ensure fair competition among industries
  - b) To regulate working hours in industries
  - c) To fix minimum rates of wages in certain employment
  - d) To establish government control over trade unions
- Q.8 Which of the following is NOT a feature of the Minimum Wages Act 1948?
- a) Fixing minimum rates of wages
  - b) Ensuring timely payment of wages
  - c) Providing financial assistance to workers
  - d) Establishing Advisory Boards
- Q.9 Under the Industrial Dispute Act 1947, what is the scope of an industrial dispute?
- a) Dispute between workers of the same trade union
  - b) Dispute between workers of different industries
  - c) Dispute between employers and employees
  - d) Dispute between government and industries
- Q.10 The Payment of Wages Act 1936 provides for the resolution of disputes through:
- a) Conciliation
  - b) Arbitration
  - c) Litigation
  - d) All of the above

#### SECTION-B

- Note:** Objective type questions. All questions are compulsory. (10x1=10)
- Q.11 The Trade Union Act 1926 provides legal recognition and protection to registered trade unions. True/False

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- Q.12 Standing Orders under the Industrial Employment Act 1946 primarily deal with regulating wages and salaries of employees. True/False
- Q.13 The Industrial Dispute Act 1947 applies only to disputes between workers of the same industry. True/False
- Q.14 The Payment of Wages Act 1936 mandates that employers must pay wages in coins only. True/False
- Q.15 The Minimum Wages Act 1948 aims to ensure that workers are paid wages not less than the prescribed minimum rates. True/False
- Q.16 The scope of the Industrial Dispute Act 1947 extends to disputes between workers and government authorities. True/False
- Q.17 The Trade Union Act 1926 mandates that trade unions must register within 6 months of their formation. True/False
- Q.18 The Payment of Wages act 1936 applies to all types of employment, whether skilled or unskilled. True/False
- Q.19 The industrial Employment Act 1946 requires every industrial establishment employing 100 or more workers to prepare and certify Standing Orders. True/False
- Q.20 The Minimum Wages Act 1948 provides for the appointment of Inspectors who are responsible for ensuring compliance with the Act. True/False

#### SECTION-C

- Note:** Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)
- Q.21 What are the main objectives of the Payment of Wages Act 1936?
- Q.22 Discuss the term "standing order" under the Industrial Employment Act 1946.
- Q.23 What is the significance of the Industrial Dispute Act 1947 in maintaining industrial relations?
- Q.24 Define the term "minimum wages" as per the Minimum Wages Act 1948.
- Q.25 Discuss the process of dispute resolution under the Industrial Dispute Act 1947.
- Q.26 How does the Trade Union Act 1926 define a "trade union"?

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