

- Q.22 Describe the features and scope of ESI Act, 1948
- Q.23 What are the basic features of labour welfare ?
- Q.24 Discuss the condition under which a member can withdraw his full amount of provident fund.
- Q.25 Explain the objectives of labour welfare
- Q.26 Discuss the objectives of making EPF Act 1952
- Q.27 What do you understand by unfair labour practice?
- Q.28 Discuss the importance of labour welfare activities in present scenario.
- Q.29 Why the payment of Gratuity Act, come into existence.
- Q.30 Describe the main features of payment of Gratuity Act, 1972.
- Q.31 Discuss in detail various measures of labour welfare in short.
- Q.32 What are the duties of factory manager under Factories Act, 1948 ?
- Q.33 Discuss the benefits provided under Maternity Act, 1961.
- Q.34 Define factory according to factory act, 1948.
- Q.35 Mention the roles of a plant HR head in short

SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x10=20)
- Q.36 Discuss the objectives of EPF Act, 1952. Explain the types of provident fund also.
- Q.37 Describe the obligation imposed on employers and employees under factories Act, 1948.
- Q.38 What are the main provisions of Contract Labour Act, 1970?

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4th Sem. / DBM, (DBM/IPM)

Subject : Labour Welfare and Social Security

Time : 3 Hrs.

M.M. : 100

SECTION-A

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

- Q.1 What do you mean by manufacturing process?
- Process of converting raw material in to finished goods.
 - Process of converting finished goods in to raw material
 - Both statements are right
 - Both statement are wrong
- Q.2 What do you mean by maternity benefits?
- Maternity Leave for women
 - Maternity allowances for women
 - Both of these
 - None of these
- Q.3 Define labour welfare.
- Improvement in health issues
 - Improvement in security measures
 - Payment of financial aids timely
 - All of these
- Q.4 Provident fund is for

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- a) Short term investment
 - b) Long term investment
 - c) Both
 - d) None
- Q.5 When gratuity is payable?
- a) Within 07 days
 - b) Within 15 days
 - c) Within 30 days
 - d) None of these
- Q.6 Define social assistance.
- a) Social security pension
 - b) Disability Compensation
 - c) Unemployment Allowances
 - d) All of these
- Q.7 Partial disablement means.
- a) Loss of full working ability
 - b) Loss of half working ability
 - c) Can perform less rigorous job.
 - d) None
- Q.8 What do you mean by contract labour ?
- a) Restricted by agreement
 - b) Restricted by specified law
 - c) Restricted to specified duration
 - d) All of these
- Q.9 This is not a type of provident fund.
- a) Basic Provident Fund
 - b) Enhanced Provident Fund
 - c) Special Provident Fund
 - d) None of these

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- Q.10 Amount given to an employee after retirement from a job after certain years is
- a) Gratuity
 - b) Bonus
 - c) Incentive
 - d) Loan

SECTION-B

Note: Objective type questions. All questions are compulsory. (10x1=10)

- Q.11 As per Factories Act, "child means a person who has not completed his ____ years of age.
- Q.12 Employee's share of contribution to the provident fund is _____ %
- Q.13 What as per Payment of Gratuity Act,..... (1971, 1972, 1973)
- Q.14 Leave with wages is allowed for employees if they work 20 days in a month. (True/False)
- Q.15 How much amount is payable to the dependents for funeral expenses?
- Q.16 How many employees qualify for coverage under ESI Act?
- Q.17 Who has ultimate control over the affairs of the factory under Factories Act, 1948 is called as occupier. (True/False)
- Q.18 The rate of employer's contribution in the ESI scheme is _____ % (3.29%, 3.27%, 3.25%)
- Q.19 What is the maximum period for female workers can avail maternity leave ?
- Q.20 Who adjudicate disputes or claims related to Employees State Insurance Act?

SECTION-C

Note: Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)

- Q.21 Explain the process of registration of establishments employing contract labour.

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