Chapter 5...  
Legislative Acts  
Weightage of Marks = 12, Teaching Hours = 12 ,  
es Necessity of Acts, Important Definition and Main Provisions of Acts  
° naustrial Acts: (a) Indian Factory Act, (b) Industrial Dispute Act, (c) Workman Compensation Act,  
(d) Minimum Wages Act  
About This Chapter \_.,  
After reading this chapter, the students will able to,  
° Explain the purpose of the act.  
¢ Explain the main provisions of the various acts and important definitions.  
   
   
   
   
   
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[FRODUCTIO INDUSTRIAL AC :  
Employer and employees are the two parties across the table. Relationship between these two is very  
important for the development and the survival of any organisation. Industrial acts, initially called as labour  
legislation had a protective function dealing with wages, working conditions, social interests, industrial peace  
etc. It thus gives legal framework to relationship between employer and employees. .  
The progress of such legislation is mentioned below:  
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Acceptance of such legislation as it is by developing nations  
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Ammendments as per requirements  
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Present Industrial Acts  
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Industrial Acts are Helpful in the Following Ways:  
1. It gives legal platform and support to employees.  
2. It creates industrial Peace and improves employer -  
ships.  
It gives solutions to quarrels in industry.  
It removes out autocracy of management and extortion of workers.  
Employees get compensation in cases of accidents. : articipation in management.  
It reduces gap between employer and employee due to workers’ P  
It guarantees welfare. of employees.  
ur - management relation. .  
employee and labo  
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5.3.1 Indian Factory Act  
(a) Facts:  
1. Modifications in 1934 factory Act.  
2. Passed in 1948,  
3. Last major ammendment in 1976.  
(b) Aims:  
To ensure adequate safety measures. /  
2. To promote health and welfare of the workers employed in factories,  
3. To prevent haphazard growth of factories,  
4  
5,  
Pp  
To consolidate and amend the laws for regulating labour in the factories in India, a  
The licensing and registration of the factories, :  
Terminology:  
Adult: A person who has completed the age of 18 years,  
+ Adolescent: A person of the age between 15 to 18 years.  
Child: A person of the age less than 15 years,  
Calendar year: A period between 1 January to 31 December (  
Day: A period between 2 mid-nights (i.e, 24 hours)  
Week: A period between 2 Saturdays (i.e. 7 days).  
Factory: A premises of 10 workers (If power is used),  
OR A premises of 20 workers (If power is not used),  
8. Power: Any form of energy other than animal or husbandary input  
e.g. of power - Electrical, Pneumatic etc. ,  
9. Prime Mover: Any device which generates or provides power.  
e.g. Motor, Engine etc,  
10. Machinery: Any device which transforms given Power,  
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58 Legislative Acts  
(d) Main Provisions:  
1. All provisions are related to:  
(a) Health and safety  
(b) Walfare and Development  
(c) Duration of work  
(d) Young workers and women workers  
(e) Leave structure  
(f) Administration and execution  
2. Appointment of labour welfare officers in the factory consisting of minimum 500 workers.  
Rights of labour welfare officer are given to State Government.  
Working duration: Special facts:  
(a) Adult: 48 hrs / week.  
Child: 45 hrs / week.  
(b) Women and children - Prohibited to work during night (7 p.m. to 6 a.m,). But amendment is  
Possible in this last fact.  
bour: ne  
w  
   
(ii), Appointment of factory:inspectors.i8 ss sy  
\* (idsEnforcement of -Lawvthrough”Labour: Institute ‘and: Director ‘General: .  
Service.  
(iv) Penalties are prescribed for each offence.  
(e) Special Provisions:  
1. Accidents and diseases  
2. Dangerous operations  
3. Penalty and procedures  
(f) Conditions Stipulated in Factory Act Related to Hygiene of Workers:  
These conditions are with respect to the following facts such as cleanliness, ventilati  
artificial humidification, over-crowding, lighting, drinking water, bathrooms, la  
1. Cleanliness: .  
o Daily sweeping or cleaning of floors, benches, passages and staircases,  
o Cleaning of work room at least per week.  
   
(DG) ‘of Factory. Advice  
on and temperature,  
trines, spittoons etc.

(g) Safety Provisions under Factory Act:  
1. Fencing of machinery:  
   
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o Effective means of drainage.  
o Painting and varnishing once a year.  
Ventillation and Temperature:  
o Use of prescribed methods to have an arti  
2. ;  
© Circulation of fresh air. |  
o Exhaust fans at proper places. |  
o Use of devices to keep balance of temperature. |  
;  
jal humidification: \_ ;  
\* Ste ficial humidification.  
|  
4. Over Crowding:  
6. Drinking Water: .  
o Use of clean water for humidification process.  
   
© Space required for a worker is 500 cu. feet.  
o No passage, room, workplace shall be overcrowded.  
Lighting:  
o Sufficient and suitable.  
o Natural or may be artificial.  
Glazed windows in clean condition.  
fo}  
Formation of shadows should be avoided.  
°  
Rae  
o Should be available to all workers during all working hours.  
is  
o Should be provided and maintained at suitable points,  
o Drinking water place must be away from latrine by 6 metres.  
   
Latrines:  
. © Separate enclosed for male and female.  
8.  
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SON  
o One latrine must be made available per 20 persons.  
o \_Latrines must be of prescribed sanitary types.  
Spittoons:  
© ' Sufficient number of spittoons shall be kept at convenient places.  
o These must be regularly kept clean.  
Fencing of following should be done:  
(i) Moving part of prime mover,  
(ii) Every part of transmission machinery,  
(iii) Every part of electric generator and motor,  
(iv) All dangerous parts etc, :  
Untrai  
rained adult man, woman or young person should not be Il  
wntrain allowed to work near Machinery in  
aoe with loose fitting clothes should not be allowed to work  
oung Persons should not be allowed to work at danger  
Provide safe casing to machinery. nas  
ney hoist and lift must be of rigid mechanical co  
heir maintenance at Periodic intervals is must.  
Gates must be provided to enclose the hoistway and liftw,  
Du ot overload the lifts and cranes, mt  
“als of ropes, chains must be sound and with adequate st  
rength,  
   
near Machinery in motion,  
nstruction, :  
Proper material and sufficient strength  
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Legislative Acts  
Speed of revolving machinery should not cross limits,  
Covering of each pit as well as opening in the floor.  
No person should carry excessive weights.  
Care should be taken to protect the eyes.  
Precautions against dangerous fumes.  
Very serious and scientific care from explosives and inflammable dust.  
Provision of escape doors for all persons in case of fire.  
Provison of warning devices in case of fire.  
Arrangements to prevent outbreak of fire and spread of fire.  
These are the safety provisions under factory act.  
(h) Welfare Measures Stipulated in Factory Act:  
1.  
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2.  
Washing Facilities:  
o Must be adequate and suitable.  
o Must be separately provided for male and female.  
Sitting Facilities:  
o Must be provided for all workers.  
o Ergonomics considerations must be followed.  
First Aid Appliances:  
   
   
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o Must be readily accessible during all working hours.  
o One box should be provided per 150 workers.  
o One ambulance room should be provided in a factory employing more than 300 workers.  
Canteens:  
o One canteen atleast per 250 workers in a factory.  
Creches:  
o Every factory employing more than 30. female workers,  
shall be provided and maintained a suitable room or  
rooms for the use of children under the age of six years :  
of such women.  
o Its incharge must be a woman trained in this aspect.  
Welfare Facilities: .  
o One Welfare Officer should be appointed in a factory employing more than 500 workers.  
So, for considering all above provisions it is necessary to have Factory Act.  
5.3.2 Industrial Disputes Act  
   
Act introduced in 1947. \_  
Aim: To settle the industrial disputes. ~ a  
o To make industrial peace through voluntary negotiations and compulsory adjudication.  
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3. Provision: The act makes provision for settlement of industrial disputes bewean employers  
(workers) and employer (owner).  
4. Important Definitions:  
i) Award: An interim’ or a'final decision of an industrial dispute.  
(ii) Average pay: The avéraye of wages payable to workman.  
Average pay examples: ,  
(a) Monthly paid worker = 3 months  
(b) Weekly paid worker = 4 weeks  
(c) Daily paid worker = 12 full work days  
(iii) Industry: Any business for manufacturing, services, employment, handicraft etc.  
(iv) Industrial dispute: Any dispute between employers and employers, employers and workers,  
workers and workers which are connected with employment or non-employment or  
conditions of labour or any person.  
(v) \_ Lay-off: Failure, inability or refusal of an employer to continue to employ workers.  
Reasons of lay-off may be breakdown of machinery, shortage of raw inaterfal funds, stock oy  
any other reason.  
Lay-off is a temporary phase.  
It is not the end.  
   
It is suspended period for few duration of emergency. '  
\_(vi) Lockout: It is the closing of a place of employment or suspension of work or the refusal by an  
employer to continue to employ any number of workers employed by him.  
(vii) Retrenchment: It is the termination of the services of'a worker by the employer for any  
reason whatsoever other than due to disciplinary action.  
(viii) Strike: It is refusal to work by a body of workmen for enforcement of a demand against the  
employer during an industrial dispute.  
(ix) Settlement: It means a written agreement between the workers and employer in the course of  
conciliation proceeding. Be  
(x) Workman: Any person including apprentice employed in any industry for hire or award to do  
manual, technical, supervisory or clerical work.  
Authorities under Industrial Dispute Act: :  
1. Works committee.  
Conciliation officers.  
Board of conciliation.  
Courts of enquiry.  
Labour court.  
Industrial Tribunals.  
. National Tribunals.  
1. Works Committee:  
¢ Consists of representatives of workers and employer both.  
¢ Representatives of workmen are not less than that of employer.  
The committee promotes goods relations between workers and employer.  
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2. Conciliation Officers:  
Conciliation officer is appointed by any Appropriate Government.  
e  
n officer is key person to promote the settlement of industrial disputes,  
e Conciliatio

Management 57 Legislative Acts  
3 Board of conciliation:  
It is appointed by government.  
Chairman is an independent person.  
Both parties (workers and employer) have equal number of representatives.  
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4. Courts of enquiry:  
e Appointed by Government.  
One or more independent persons.  
Report submission within 6 months.  
°  
e  
5, Labour Court: '  
Presiding officer of one man labour court shall be:  
(a) ajudge or high court, or ,  
(b) a district judge (experienced more than 3 years).  
e Labour court works in following cases:  
Application and interpretation of standing orders.  
Strike.  
Lockout.  
Wrongly dismissed workers.  
5... Withdrawal of any concession.  
6. Industrial Tribunals:  
e It is constituted for:  
(a) Wages.  
(b) Hours of work.  
(c) Holidays and leave with eyes.  
(d) Bonus.  
(e) Provident fund etc.  
Qualification of presiding officer of the Industrial Tribunal is same as that of Labour Court.  
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e  
7. National Tribunals:  
¢ Itis for the industrial disputes which involve issues of national importance.  
¢ Presiding officer is:  
(a) An independent person.  
(b) Less than 65 years of age.  
(c) Judge of high court.  
1. Facts:  
5.3.3 Workman's Compensation Act  
(a) Passed in 1924.  
(b) Few major amendments in 1962, 1976 and 1986.  
2. Aim:  
To compensate employees against accidents occured in the industry premises.  
3. Terminology:  
(a) Accident: Any mishappening that causes injury to a person.  
(b) Dependent: Dependent means any of the relatives of an affected worker.  
e.g. Wife, widowed mother, minor son, unmarried daughter etc.

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(c) Workman: Any person, who is employed in an organiser working  
: " is.  
section (I) of this act, except those who work on casual bas  
(d) Minor: Any person of age not more than 18 years. ing capacity of a workman, Its off  
(e) Partial Disablement: Disablement which reduces the earning cap  
temporary nature. - for total work and then  
(f) Total Disablement: Disablement which reduces capacity of workman  
he/she can not earn at all.  
   
   
. i isions: sath. gt  
° @ Prova related to entitlement, rates, coverage of dependents and distribution of  
compensation.  
(b) Compensation is not extending to:  
© Casual workers.  
\* Those employed in armed forces.  
° Workers covered by ESI Act.  
° Workers under the influence of drink or drugs.  
¢ Wilful disobedience by the worker.  
° Purposeful unsafe behaviour.  
\* Less than 3 days impact of injury.  
\* Accident due to negligence towards safety supports.  
Still in case of death after such things, then empployee must be compensated.  
(c) The rates of compensation vary depending upon the injury results ‘ie. death, permanent  
disablement, partial disablement etc. ,  
(d) Amount of Compensation:  
Death After Injury: .  
Amount = (50% of monthly wages) x Relevant factor or € 80,000,  
Out of above, the amount which is more is compensated.  
Plus to this € 2,500 towards expenditure of funeral.  
Permanent Total Disablement:  
Amount = (60% of monthly wages) x Relevant factor or € 90,000,  
Permanent Partial Disablement:  
Proportionate compensation is  
(e) Few important rules:  
\* Compensation should be paid as soon as it falls ‘Due’,  
¢ Medical treatment cost is not considered in compensation.  
paid for the injuries are mentioned in the Part Il of schedule I.

Management 5.9 Legislative Acts  
e In case of difficult financial condition of employer,  
the start.  
\* If the compensation is not paid, then commissioner May direct to pay simple interest on the  
amount for delay.  
\* Compensation should not be done directly to the concerned worker/family. It should be  
given through commissions.  
(f) Administration:  
¢ Act is administered by the State Government.  
¢ Special commissioners may be appointed to execute the act.  
(g) Employer has to do compensation under following cases:  
1. Injury has taken place during the course of employment.  
advance partial Payment can be given in  
2. Injury has been caused by an accident.  
3. Either of following happens:  
\* Temporary disablement or  
¢ Permanent disablement or  
¢ Partial disablement or  
\* Total disablement or  
¢ Death  
(h) Industrial Health through Workmen’s Compensation Act:  
1. Workmen are compensated against accidents.  
2. Injured employees are supported in all ways.  
3. Indirect awareness about accidents.  
4. Assistance after the accidents.  
5. Financial support to affected employees.  
6. Attitude of ‘thanks for help’ among workmen.  
All these outcomes help to improve industrial health of organisation.  
5.3.4 Minimum Wages Act  
1. Facts:  
(a) Passed in 1948.  
(b) Applicable to the entire country.  
(c) Recent amendments in 1988.

Management 5.10 ue  
! egislative Acts  
62e) Aim.  
To ensure that employed persons are not subjected to exploitative wages by the employers,  
This act defines the minimum wage payment for certain employments. It aims to provide fa  
employed persons." °°  
3. Definitions:  
(i) | Cost of living ‘index number: The index number ascertained and declared: by the competent  
- authority to be the cost of living index number applicable to employees in employment.  
(ii) Wages: All remuneration capable of being expressed in terms of money, which would, if the terms  
of contract of employment, express, were fulfilled, by payable to a person employed in respect of his  
work done. :  
It does not include:  
(a) House accommodation  
(b) Light bill  
(c) Water charges  
(d) Medical expenses  
(e) PF or Pension contribution  
(f) Travelling allowance  
(g) Gratuity payable on discharge  
4. Main provisions: :  
1. Fixation of minimum wages:  
\* The minimum wages may consist of basic rate of wages and special. allowance at a rate to be  
adjusted to keep with the cost of living index.  
¢ “The government fixes the minimum wages.  
¢ This is revised at regular time intervals; but not exceeding five years.  
\* The government fixes the time rate, by day or month or by such other larger wage period as may  
be prescribed.  
2. Procedure for fixing and revising minimum wages:  
\* Committees’ formation by appropriate government for wage fixation.  
\* These committees provide necessary inputs and suggestions.  
\* Publishing of proposal (notification) by the government.  
¢ Responses from people in two months time against the proposal.  
¢ Consideration to valid responses.  
¢ Fixation of minimum wages rate.  
\* Declaration by government through official gazette.  
3. Advisory Board:  
¢ Advisory board is appointed by the appropriate government.  
\* This board is responsible for co-ordination of the committe  
the purpose of wage fixation.  
¢ Central Advisory Board is appointed by the Central Government for a  
governments in the wage fixation and revision issues,  
4. Composition of Committees:  
¢ Nomination of members is done by the appropriate government.  
° Members respresent employers and employees in equal number.  
¢ Independent persons do not exceed one third of the toal committee members.  
¢ The chairman of the committee is independent member.  
The chairman is appointed by the appropriate government.  
ir Wages to  
es and subcommittees appointed for  
dvising the central and state

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5,,¢Claims: 4  
Claims:are possible under following cases:  
1.. Payment less than minimum wages.  
2. ,Overtime rate issues.  
3, Payment of remuneration for days of rest.  
Period for application for claim is 6 months.  
\* Three possibilities in (claims) results:  
Employee's stand is correct about minimum wages -> Extra Amount + Compensation is  
eo:  
(a)  
paid  
(b) Other than minimum wages case of employee and his stand is correct > Due Amount +  
% 10is paid.  
Employees stand doubtful and wrong — Penalty to employee upto & 50. To be paid to the  
employer.  
6. Penalties: 500 and imprisonment. ,  
<ndustrial acts give legal framework to relationship between employer and employees. Acts give  
industrial peace. There are many industrial acts like Indian Factory Act, Industrial Disputes. Act, Workman's  
Compensation act and Minimum.Wages Act.  
Indian Factory Act ensures adequate safety measures. It also describes child labour and women facilities.  
Welfaré:measures under Factory Act are very progressive. Industrial Disputes Act settles industrial disputes.  
Layoff, Lockout, Strikes are covered in this act. Workman's Caimperisation Act is there to compensate  
employees against accidents occurred in the industry premises.  
Minimum Wages Act ensures that employed persons are not subjected to exploitative wages by the  
(c)  
employers. There is provision of fixation of wages.  
maViultiple Choice EE  
   
.1, Industrial Acts are useful for  
(a) Guarantee of employee welfare  
(c) Removes extortion of workers  
2. Indian Factory Act is passed in  
(b) Provision of legal platform  
(d) All the above  
(a) 1935 (b) 1947  
(c) 1948 (d) 1976  
3. Major amendments done in Factory Act in  
(a) 1948 ; (b) 1952  
(c) 1976 (d) 1991  
4. Adolescent is a person of the age between  
(a) 15 - 18 years  
(c) 21 - 25 years  
5. One canteen should be provided atleast per  
(b) 18 - 21 years  
(d) 58 - 61 years  
workers in a factory.  
   
   
   
(a) 100 (b) 150  
(c) 200 (d) 250  
6. Creches should be provided when there are more than female workers of their kids of age  
below years.  
(a) 30,6 (b) 25,6  
(c) 25,9 (d) 100, 6  
7. Day as per Factory Act is :  
(b) Period of 12 hours  
(a) 6 a.m. to 6 p.m.  
(c) Period between 2 midnights (d) None of the above

Legistative Acts  
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8. Week as per Factory Act is period between two .  
(b) Thursdays  
   
   
   
   
   
(a) Mondays  
(c)' Sundays ° (d) Saturdays  
9. Factory using power as per Factory Act is a premise of minimum  
(a) 10 workers (b) 20 workers  
(c) 30 workers (d) 40 workers  
10. A Labour Welfare Officer is appointed in the factory as per Factory Act when there are minimum  
workers. :  
(a) 100 (b) 300  
(c) 500 , (d) 1000  
11. Rights of Labour Welfare Officer are given to : :  
(a) Factory head (b) Industry Minister  
(c) State Government (d) None  
12. As per Factory Act painting should be done ;  
(a) Once a year (b) Twice a year  
(c) Once in 3 years (d) Once in 5 years  
13. As per Factory Act, space required for a water is cu. feet.  
(a) 1000 (b) 2000  
(c) 500 (d) 750  
14. Which is not included in "Wage" under Minimum Wages Act?  
(a) Travelling allowance " (b) PF  
(c) Gratuity (d) All  
15. As per Factory Act, one box of First Aid is provided for \_\_ workers.  
(a) 100 (b) 200  
(co) 150 (d) 250  
16. One ambulance room should be provided in a factory employing more than \_\_\_\_ workers.  
(a) 200 (b) 300  
(c) 400 (d) 500  
17. Child is a person of the age ;  
(a) less than 10 years (b) less than 15 years  
(d) none of the above  
(c) less than 8 years  
- 18. Calendar year as per Factory Act is  
(a) 1 April to 30 March  
(b) 1 July to 30" June  
19. Workman's Compensation Act is passed in  
   
(b)- 1% January to 31 December  
(d) None of the above  
   
(a) 1924 (b) 1948  
(c) 1950 (d) 1934 . ;  
20. Who is incorrect person in the definition of Dependent?  
(a) Wife (b) Widowed mother  
(d) Friend  
(c) Minor.son  
21. Compensation is not extended to  
(a) Workers covered under ESI Act  
(c) Wilful disobedience  
22. Employer has to do compensation under which case?  
(a) Injury caused during employment  
(b) Injury caused by accident  
(c) Any disablement/death after accident  
(d) All the above  
under Workman's Compensation Act.  
(b) Casual workers  
(b) all the above

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23. Minimum wages act is passed in i Legislative Acts  
(a) 1924 (b) 1935 |  
(©) 1948 (d) 1952 |  
24. Drinking water must be away from latrine by metres. . )  
(a) 3 ; (b) 6 |  
Oi Board" awit ! (d) 12  
25. "Advisory Board" concerned with ‘Minimum Wa is i  
(a) Factory head ae) nbbointed by  
(c) Appropriate Government (d) None  
26. Minimum wages which are fixed are declared by Government through  
(a) Newspaper (b) Magazine  
(c) Official gazette (d) All  
27. What safety management can do?  
(a) Accidents prevention (b) Avoiding damage  
(c) Safe conditions at workplace | (d) All  
28. Accidents can be reduced to zero,  
(a) Never possible (b) May be possible  
(c) Accidents can not be reduced (d) None  
29. Fatal accident means\_\_\_\_  
(a) Dangerous accident (b) Accident due to unknown  
(c) Death in accident (d) None of the above  
30. During welding \_\_\_\_  
(a) Gloves are must (b) Gum shoes are must  
(c) Helmet is must ; (d) Goggle is must  
31. \_\_\_\_ fitting clothes should not be allowed to work near machinery in motion.  
(a) Tight (b) Loose  
(c) Both (d) None  
32. For sitting facilities, \_\_\_ considerations must be followed.  
(a) Aethetic (b) Economical  
(c) Ergonomics ‘ (d) None  
33. Incharge of Creches must be\_\_\_  
(a) Man (b) Child  
(¢) Woman (d) Any  
34. \_\_\_\_\_ boxes of first aid should be provided per \_\_\_\_\_ workers.  
(a) 1,250 (b) 1,150  
() 2,250 (d) 2,150  
35. Materials of ropes, chains must be \_\_\_ and with adequate \_\_\_\_.  
(b) sound, tight  
(a) tight, strength  
(d) strong, tight  
(c) sound, strength  
36. Workman's compensation act is administered by \_\_\_\_  
(a) Local self government (b) State government  
(c) Central government (d) None  
37. 1. PF is included in minimum wages act.  
2. Light bill is not included in minimum wages act.  
(a) both 1 and 2 true (b) both 1 and 2 false  
(c) 1 true, 2 false (d) 1 false, 2 true

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38. Advisory board in minimum wages act is appointed by  
(a) Company (b) Appropriate government  
(d) None  
   
(c) RBI /  
39. Independent persons in committees of minimum wages act do not exceed of the. total  
members.  
(a) : (b) 2  
a  
4 (d) None  
40. When Industrial Disputes Act was introduced?  
(a) 1949 (b) 1977  
(d) 1947  
(c) 1950  
41. The issues between employer and employee are covered in  
(a) Factory Act (b) Workman Compensation Act  
(c) Industrial Disputes Act (d) Minimum Wages Act  
42. What is meant by "Award" in Industrial Disputes Act?  
(a) Prize (b) Amount  
(c) Certificate (d) Decision  
43. Average pay for monthly paid worker is payment of  
(a) 2 months (b) 3 months  
(c) 4 months (d) 6 months  
44. Average pay for weekly paid worker is payment of  
   
(a) 1 week (b) 2 weeks  
(c) 3 weeks (d) 4 weeks  
45. Average pay for daily paid worker is payment of  
(a) 30 days (b) 15 days  
(c) 12 days (d) 10 days  
46. 1. Conflict between two workers \_  
2. Conflict between employer and employees  
(a), Both:come under industrial disputes  
(¢)::.Only (2).is industrial dispute .  
i. 42:Inabilityofiemployerto,continue.to employ workers is /  
Trala)alayouts bial wa : (b).. Lockout . piace agit ve Te  
84(@) Layoff’ (d) Ratrenchinent  
48. Reasons for layoff may be  
(a) Shortage of funds  
(c) Shortage of raw materials  
49. 1. Layoff is a temporary phase  
2. It is not the end  
(a) Both (1) & (2) correct (b) Only (1) is correct  
(c) Only (2) is correct (d) Both are incorrect  
50. Lock out is  
(a) Refusal to work by employees  
(b) Termination of services  
(c) Closing of a place of employment by employer  
(d) Inability of employer to continue to employ workers  
(b) Only (2) is industrial dispute  
' (d) Both cannot come under industrial disputes  
(b) Breakdown of machinery  
(d) All the above

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nt  
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e services of a worker by the employer f,  
h yer for any reason other than due t  
1, Termination oft  
   
   
   
° action is\_\_— ©) ta 0 disciplinary  
(ay strike vort  
oO Retrenchment (d) Settlement  
52. Match the pairs:  
1, settlement (A) Refusal to work by workers  
2, Strike (B) Written agreement  
3, Layoff (C) Closing factory by owner  
4, Lockout (D) Temporary suspension by owner  
(a) 1. (©), 2. (8), 3. (D), 4. (A) (b) 1. (B), 2. (A), 3. (0), 4, (A)  
(Q) 1.(A), 2. 8), 3. (), 4. (0) (d) 1. (D), 2. (©), 3. (B), 4. (A)  
53, [1] Clerical worker is called workman  
[2] Supervisor is not called workman  
(a) [1] Correct only (b) [2] correct only  
(c) Both correct (d) Both incorrect  
54, Works committee, courts of enquiry, industrial tribunals are associated with \_\_\_act,  
(a) Factory (b) Industrial disputes  
() Minimum wages (d) None of the above  
55. In works committee are involved.  
(a) Only workers (b) Workers and employer both  
(c) Only employer uO (d) Government officials only  
56. In works committee \_\_.  
(a) Workers are not less than that of employer. (b) Employers are not less than that of workers  
(c) Both are same (d) None of the above  
57. Conciliation officer is appointed by \_.  
(a) Union of workers , (b) Elected by employers  
,.. (©) .an-appropriate government (d) None of the above  
58. Chairman of Board of conciliation is \_.  
(a) Independent person, . ; (b) Appointed by government  
(c)! Both.correct: ! igh wget sic ors(d) Noneiofithe above  
59. Reports must be given by courts of enquiry within \_\_\_- months.  
(a) 3 i > (b) 6 " ‘ hooe ermalheny  
(c) 9 (2) 2  
60. A district judge who may become presiding officer of labour court must have experiencé more'than  
years.  
@i (b) 2  
() 3 (d) 5  
61. Industrial Tribunals are constituted for \_.  
(a) Wages (b) Hours of work  
(c) Bonus \_ (d) All the above  
62. For solving issues of national importance there are  
(a). Industrial Tribunals (b) National courts  
()\_ National Tribunals (d) Labour courts

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Answers  
2 | 3. 5. (d) 7\_© 10.(¢)  
12.(a) 20.(d)  
22.(d) 24d) [25.49 | 2610 | 27.) | 28.1b) | 29. | 30.14) \_|  
| si.) [3210 [33.0 | 3a) | 35.4) ] 36.0) |\_37-@) | 38.) | 320) | 40.) |  
42.(d)  
53.(a) | 54.(6) | 55.(b) | 56a) | 57. | 58.(¢) | 59(6) | 60.(c) |  
au [tT | | ~| [- | | |