

PARUL UNIVERSITY
FACULTY OF SOCIAL WORK
MSW, Winter 2017-18 Examination

Semester: 3**Subject Code: 10201233****Subject Name: Labour Legislations****Date: 03/01/2018****Time: 10:30 am to 01: 00 pm****Total Marks: 60****Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 A) MCQ/True or False/ Fill in the blanks. (Each of one marks) (10)

1. The Employers' Liability Act has been enacted in the year
 - a) 1948
 - b) 1923
 - c) 1938
 - d) 1936
2. From the following which is the provision of Health under Factories Act, 1948.
 - a) Hoists and Lifts
 - b) Drinking Water
 - c) Canteens
 - d) Washing facilities
3. The age for prohibition of employment of young children under sec 67 of Factories Act, 1948.
 - a) 14 years
 - b) Below 14 years
 - c) Above 14 years
 - d) All of above
4. The Maximum bonus payable under the payment of Bonus Act, 1965 is
 - a) 8.33%
 - b) 10%
 - c) 15%
 - d) 20%
5. Manufacturing process will not include
 - a) Collecting Ghee from different sources.
 - b) Pasteurization of milk for sale.
 - c) Selling of petrol or diesel by a petrol dealer
 - d) Ginning and pressing cotton
6. The Employees' Provident Funds, and MISC. Provision Act is applicable where
 - a) 5 or more persons are employed
 - b) 10 or more persons are employed
 - c) 20 or more persons are employed
 - d) 30 or more persons are employed
7. The rate of employees share to Employee Provident Fund is
 - a) 12%
 - b) 8.33%
 - c) 15%
 - d) 3.67%
8. In India, The Employees' Provident Funds, and MISC. Provision Act came in to force in the year:
 - a) 1953
 - b) 1948
 - c) 1952
 - d) 1936
9. The rate of employees share to Employee Provident Fund is
 - a) 12%
 - b) 8.33%
 - c) 15%
 - d) 3.67%
10. Employer's contribution to ESI from gross salary is
 - a) 1.75%
 - b) 2.75%
 - c) 4.75%
 - d) 3.75%

Q.1 B) What is the difference between Strike and Lock out? (05)**Q.2 A) Answer in one sentence. (Each of one marks) (10)**

1. Mention the objective of equal remuneration Act.
2. Criteria to appoint Safety Officer under Factories Act, 1948.
3. Define child under Child Labour Act, 1986.
4. What is lockout?
5. What is Apprentice?
6. Within how much time, the appropriate government shall review & revise the minimum wage, if necessary under Minimum Wage Act.
7. Criteria to have crèche facility in the factory.
8. What is adjudication?

9. When did The Employee State Insurance Act enacted?
10. Write down the formula to compute gratuity.

Q.2 B) Define the following terms. (05)

1. Factory
2. Industrial Dispute

Q.3 A) Explain Dispute Resolving Machinery under Industrial Dispute Act, 1947. (10)

OR

Q.3 A) Write a detailed note on “Benefits” under The Employees’ State Insurance Act, 1948. (10)

Q.3 B) Write a short note on the provisions under Apprentices Act. (05)

Q.4 A) Write a detailed note on WELFARE provisions under Factories Act, 1948. (10)

Q.4 B) Write a short note on important provisions under child labour Act. (05)

OR

Q.4 B) Explain the deductions which an employer is authorized to make under The Payment of Wages Act, 1936. (05)