

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

Semester: 3**Subject Code: 10202202****Subject Name: Labour Legislation - I****Date: 27/12/2017****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) Multiple Choice Questions:**(10)**

1. Which of the following is not a machinery for settlement of Industrial Dispute under the ID Act, 1947
 - a) Conciliation Officer
 - b) Board of Conciliation
 - c) Collective Bargaining
 - d) Labour Court
2. Section 2 (c) of Factories Act 1948 define child as a person who has not completed his _____ year of age.
 - a) 14th
 - b) 18th
 - c) 12th
 - d) 15th
3. No adult worker shall be required or allowed to work in a factory for more than _____ hours in a week.
 - a) 48
 - b) 52
 - c) 60
 - d) 45
4. The child labour (Prohibition and Regulation) Act, 1986 is an example of
 - a) Regulative labour legislation
 - b) Protective Labour Legislation
 - c) Social Security legislation
 - d) Welfare legislation
5. Which of the following is not connected with employee safety and health?
 - a) The Factories act, 1948
 - b) The Mines Act, 1952
 - c) The payment of bonus act, 1965
 - d) The dock workers Act, 1986
6. The trade Union Act came into operation from _____
 - a) 1st June, 1927
 - b) 1st May, 1926
 - c) 1st June, 1926
 - d) None of the above
7. As per the child labour act, the child should not be permitted to work between
 - a) 8 PM TO 7 AM
 - b) 7 PM TO 8 AM
 - c) 6 PM TO 7 AM
 - d) 5 PM TO 9 AM
8. The contract labour (regulation and abolition) act 1970, prohibits use of contract labour for _____ functions in a company
 - a) Financial
 - b) day to day
 - c) core
 - d) effective
9. The law requires minimum ____ workers to form a trade union.
 - a) 7
 - b) 10
 - c) 21
 - d) 15
10. The factories act was first introduced in _____
 - a) 1983
 - b) 1883
 - c) 1881
 - d) 1882

Q.1 B) What is the significance of labour legislation?**(05)****Q.2 A) Answer in one sentence. (Each of one marks)****(10)**

1. What is the difference between lockout and closure?
2. What is retrenchment?
3. Define mines.
4. Who is an adult as per the factories act?

5. State the main objective of Trade Union act.
6. Write full form of INTUC
7. Define week under the Factories Act.
8. What is layoff?
9. What are the penalties for illegal lockout?
10. Define child under child labour act 1986.

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

1. Commercial Establishment
2. Industry as per Industrial Dispute Act,

Q.3 A) State the objectives and applications of contract labour act. (10)

OR

Q.3 A) Discuss various machineries for settlement of Industrial Disputes. (10)

Q.3 B) Discuss working hours of shop as per shops and establishment act (05)

Q.4 A) Discuss Health and Welfare provisions under Factories Act. (10)

Q.4 B) Define 'sexual harassment' as per the sexual harassment of women at workplace act 2013. (05)

OR

Q.4 B) Define Strike and Lockout. Explain when strikes and lockouts are illegal under the ID Act. (05)