Enrollment No:_____ Seat No:_____

PARUL UNIVERSITY FACULTY OF SOCIAL WORK

MSW Summer 2022-23 Examination

Semester: 3rd Date: 06-04-2023

Subject Code: 10201235 Time: 10:30am to 1:00pm

Subject Name: Labour Legislation Total Marks: 60

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- 1. All questions are compulsory.
- 2. Figures to the right indicate full marks.

(B)Accrual formula

- 3. Make suitable assumptions wherever necessary.

. Start 1	new question on new page.				
Q.1 A)	MCQ/True or False/ Fill in the blanks. (E 1. Under which of the following legislation (A) Trade Unions Act, 1926	ach of one marks) s there is a provision called 'protected workmen'? (C) Factories Act, 1948			
	(B) Industrial Employment (Standing Orders) Act, 1946	(D) Industrial Disputes Act, 1947			
	2. 'First come last go and last come first go (A) Lay-off	' is the principle of (C) Retrenchment			
	(B) Closure	(D) Dismissal			
	3. Grievance Handing Machinery is given i (A) Industrial Disputes Act	n (C) Both (A) and (B)			
	(B) Factories Act4. In which year was the first suggestion for	(D) None of the above r the legislation in the act made?			
	(A) 1934	(C) 1936			
	(B) 1925	(D) 1937			
	5. What is the maximum wage period for the	ne payment of wages?			
	(A)1 month	(C) 45 days			
	(B)40 days	(D)60 days			
	6. I. L. O was established in the year (A) 1917 (C) 1924 (D) 1919 (D) 1918				
	7. Industrial employment standing orders as workmen are employed.	ct is applicable in every industrial establishment where			
	(A) 200	(C)100			
	(B)150	(D)50			
	8. Section 2 of payment of wages act, 1936 defines				
	(A) Industrial establishment	(C)Workman			
	(B)Wages	(D)Amendments			
	9. Which formula was given by labour appe	ellate tribunal for the calculation of bonus?			
	(A) Full bench formula	(C)Rounding formula			

(D) None of the above

	10. When organization need to form works committee?					
	(A) When there is 30 Employees (C) When there is 500 Employees				
	(B) When there is 100 Employees	(D) When there is 20 Employees				
Q.1 B)	Short note on Principal Employer.		(05)			
Q.2 A)	1. In which year did the government set up the tripartite commission? 2. An authority who is appointed by the appropriate government by notification in the official Gazette to exercise in such area as may be specified? 3. Which one is not a machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947? 4. In which year did factories act come into force? 5. As per section 2 in factories act, who will be called as an adult? 6. As per section 18, if an employer discharges or dismisses a woman during or on account of her absence from work during the maternity leave, then what is the punishment faced by an employer? 7. An authority who is appointed by the appropriate government by notification in the official Gazette to exercise in such area as may be specified? 8. What is Industrial Dispute? 9. What is manufacturing process? 10. What is section 8 of the factories act?					
Q.2 B) Q.3 A)	Define the following terms.1. Define Types of Wages2. Functions of Labour Court.		(05) (10)			
Q 10 12)		OR	(=0)			
	What are the different dispute redressal ma		(10)			
	Significance of labour Laws? Various benefits under ESI Act 1948?		(05) (10)			
	Write on set on and set off under Bonus Ac	t?	(05)			
	When employer are not liable to pay compo	OR	(05)			