

**PARUL UNIVERSITY**  
**FACULTY OF SOCIAL WORK**  
**MSW, Summer 2022-23 Examination**

**Semester: 4**  
**Subject Code: 10202259**  
**Subject Name: Labour legislations-II**

**Date: 23-03-2023**  
**Time: 10:30am to 1pm**  
**Total Marks: 60**

**Instructions:**

1. Attempt all questions from each section.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

**Q.1A) Choose the Correct answer. (Each of one marks)****(10)**

**1. Statutory Minimum wage is fixed under the Minimum Wages Act, 1948. State whether the statement is True or False?**

**2. What is the qualifying service to claim gratuity?**

- a. 15 years                      b. 10 years                      c. 5 years                      d. No such prescription

**3. Work committee can be formed if ..... no of employees are present.**

- a. 100                      b. 30                      c. 500                      d. 50

**4. "No discrimination to be made while recruiting men and women workers" is given under which of the following legislations?**

- a. Equal Remuneration Act  
b. Factories Act  
c. Minimum Wages Act  
d. none of the above

**5. Under ESI Act, 1948 a member of the Corporation, Standing Committee or the Medical Council shall cease to be a member of the body if he fails to attend**

- a) Two consecutive meetings   b) Three meetings intermittently   c) Three consecutive meetings   d) Four meetings

**6. The Workmen's Compensation Act, 1923, the Maternity Benefit Act, 1965 and the Employees State Insurance Act, 1948**

- a) Together can be applicable.  
b) The Maternity Benefit Act and the Employees State Insurance Act can be applicable at a time.  
c) The Workmen's Compensation Act and the Employees State Insurance Act can be applicable at a time.  
d) The Workmen's Compensation Act and the Employees State Insurance Act cannot be applicable at a time.

**7. If deduction is made contrary to the provisions of the Payment of Wages Act, 1936 the aggrieved employee can write to the inspector appointed under the Act within the time period given below from the date on which the deduction from wages was made or the date on which the payment of wages is due**

- a) two years                      b) one year                      c) six weeks                      d) twelve weeks

**8. Payment of Bonus Act 1965 is applicable to every factory and to every other establishment where ----- workmen are employed on any day during an accounting year**

- a) 20 or more    b) 10 or more    c) 50 or more    d) 30 or more

**9. If there is willful removal or disregard by the workman of any safety guard or other device which he knew to have been provided for the purpose of securing safety of workman,**

- a) Employer is liable to pay compensation  
b) Employer is not liable to pay compensation  
c) Appropriate government is liable to pay compensation  
d) The Trade Union is liable to pay compensation

**10. Who is an 'exempted employee' under the Employee's state Insurance Act, 1948**

- a) Employee who is minor
- b) Employee who is not liable under the Act to pay the employee's contribution
- c) Minor employee who is not liable under the Act to pay the employee's contribution
- d) None of the above

**Q.1B) Explain the responsibilities of employer under the payment of wages act 1936 (05)**

**Q.2A) Answer in one sentence. (Each of One marks) (10)**

- 1. What do you mean by a child as per minimum wages act?
- 2. What do you mean by "completed year of service" as per the gratuity act?
- 3. Why was social security act introduced?
- 4. Explain the main objective of gratuity act.
- 5. What is the main objective of the Provident Fund Act?
- 6. State one benefit of Maternity act.
- 7. Define Employer under workmen compensation act.
- 8. What is the applicability of workmen compensation act?
- 9. Explain "minor" under workmen compensation act 1923.
- 10. Explain "employed person" under Payment of Wages Act 1936

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

- 1. "Award" as per Payment of Bonus Act 1965.
- 2. "Family" as per gratuity act

**Q.3A) Discuss about the Equal remuneration Act 1976 (10)**

**OR**

**Q.3A) What is Authorized deduction under Payment of Wage act. (10)**

**Q.3B) Short Note: The Payment of Gratuity Act,1972 (05)**

**Q.4A) Write a note on the Payment of Bonus Act 1965 (10)**

**Q.4B) Write a note Workmen Compensation Act 1923. (05)**

**OR**

**Q.4B) Write a note on Employees State Insurance Act 1948 (05)**