

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

Semester: 4**Date: 19/05/2018****Subject Code: 10202252****Time: 10:30 am to 1:00 pm****Subject Name: Labour Legislations- II****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 (Each of one marks)**(10)**

1. 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. twelve weeks
 - d. six weeks
2. Which of the following statements is not correct as per the Payment of Bonus Act, 1965?
 - a. It is applicable to construction industry.
 - b. It does not apply to employees in Life Insurance Corporation of India
 - c. Allocable surplus means 67% of the available surplus.
 - d. Employee means any person including apprentice.
3. Which of the following is not a method for fixing Minimum Wages under the Minimum Wages Act, 1948?
 - a. Notification Method
 - b. Bargaining Method
 - c. Committee Method
 - d. none of the above
4. The Employees Provident Fund and Miscellaneous Provisions Act 1952 is applicable to every establishment which is a factory engaged in any industry specified in Schedule I and in which ----- persons are employed
 - a. 20
 - b. 20 or more
 - c. 10 or more
 - d. 15 or more
5. "No discrimination to be made while recruiting men and women workers" is given under which of the following legislations?
 - a. Factories Act
 - b. Employment Exchanges Act
 - c. Equal Remuneration Act
 - d. Minimum Wages Act
6. What is the qualifying service to claim gratuity?
 - a. 5 years
 - b. 10 years
 - c. 15 years
 - d. 7 years
7. No contribution is required for getting benefit under which of the following legislations
 - a. Maternity Act
 - b. Employees Compensation Act
 - c. Both "a" & "c"
 - d. none of those
8. Under Workmen's Compensation Act, 1923, which of the following are considered as dependent of deceased workman for the purpose of paying compensation?
 - a. a minor brother or an unmarried sister or a widowed sister
 - b. a widowed daughter-in-law
 - c. a minor child of a pre-deceased son
 - d. All of the above
9. Which of the following labour legislations is implemented only by the Central Implementation Machinery
 - a. Industrial Disputes Act
 - b. Trade Unions Act
 - c. Employees State Insurance Act
 - d. Maternity Benefit Act
10. The condition of 80 days of employment in the 12 months immediately preceding the date of benefit has been made an eligibility condition for getting
 - a. Maternity Benefit under the Maternity Benefit Act
 - b. Disablement benefit under the ESI Act
 - c. Gratuity under the Payment of Gratuity Act
 - d. Sickness benefit under the ESI Act

Q.1 B) Explain the time and mode of payment as per payment of wages Act**(05)**

- Q.2 A) Answer in one sentence. (Each of one marks) (10)**
1. Explain the main objective of gratuity act.
 2. State one benefit of Maternity act.
 3. What do you mean by the term “managing agent” as per workmen compensation act?
 4. What do you mean by an employee as per Employees Fund and Miscellaneous Act?
 5. What do you mean by family as per gratuity act?
 6. Explain employed person under Payment of Wages Act 1936
 7. What is the ceiling limit of gratuity under gratuity act?
 8. What do you mean by a child as per minimum wages act?
 9. Explain to whom would the Bonus under the bonus act be eligible?
 10. What is the contribution of employer under the ESI act?
- Q.2 B) Define the following terms. (05)**
1. Continuous service as per EPF Act
 2. Basic Wages as per Employees Fund and Miscellaneous Act 1952
- Q.3 A) Write a note on Social Security Act (10)**
- OR**
- Q.3 A) Write a note on Equal remuneration Act (10)**
- Q.3 B) Write a short note on workmen compensation act (05)**
- Q.4 A) Under which conditions will the gratuity act be applicable in an organization? How will you calculate the gratuity? (10)**
- Q.4 B) Explain the penalties under minimum wages act (05)**
- OR**
- Q.4 B) Explain the responsibility of employer as per payment of wages act (05)**