

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons) Summer -2018-19 Examination

Semester: 6

Date: 10/04/2019

Subject Code: 16104352

Time: 10:30am to 1:00pm

Subject Name: Employee Welfare and Labour Administration

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 Do as directed.**A) Multiple choice type questions. (Each of one mark)****(06)**

1. Where -----or more workers are employed in a factory, then there shall be a Safety Committee in the factory

a) 100 or more workers	b) 200 or more workers
c) 150 or more workers	d) 250 or more workers
2. The Section 17 of the Factories act discusses about

a) Drinking Water	b) Lighting
c) Spittoons	d) Latrines and Urinals
3. The Section 14 of the Factories act discusses about

a) Dust & fume	b) Artificial humidification
c) Overcrowding	d) Ventilation & temperature
4. Which one of the following is not a welfare provision under Factories Act, 1948

a) Canteen	b) First Aid
c) Creches	d) Drinking water
5. 40 B. of the Factories Act discusses about the appointment of _____

a) Welfare officer	b) Manager
c) Safety officer	d) None of these
6. Welfare Officers are to be appointed if Organization is engaging _____ or more employees

a) 300	b) 500
c) 600	d) 750

B) Explain Following Terms. (Each of one mark)**(06)**

- 1) Labour Mobility
- 2) Bonded Child
- 3) Labour Welfare
- 4) Statutory Welfare
- 5) Worker
- 6) Social Security

Q.2 Write a note on following Questions. (Each of 04 mark)**(12)**

- 1) Explain Problem of child labour
- 2) Discuss – “Provision for working hours of Adult”
- 3) Importance of Labour Welfare

Q.3 Answer the following Questions. (Any Three)**(18)**

- 1) Benefits of ESI Act, 1948 - Explain
- 2) Explain problems of Labour in India
- 3) What are the Scope/ Components of Social Security
- 4) Write an essay on Overview of Social Security and Labour laws

Q.4 Answer the following Questions. (Any two)**(18)**

- 1) Fully Explain Health related Provisions in Factories Act, 1948
- 2) Maternity Benefit - Explain
- 3) An Employee drawing a monthly wages of Rs. 3000 meets with an accident while working on a machine and dies on 12th March 2000. He was born o 14th July, 1965. Calculate the Amount of compensation payable in case death of employee under the Employee Compensation Act, 1923
 (Relevant factor 31=205.95, 32=203.85, 33=201.66, 199.40, 35=197.06, 36= 194.64)