REV-01
BLB/50/25/30

2025/06

SET A

BALLB
EIGHTH SEMESTER
LABOUR & INDUSTRIAL LAW- II
BLB - 805

[USE OMR FOR OBJECTIVE PART]

Duration: 3 hrs. **Full Marks: 70**

Objective

Time: 30 min. **Marks: 20**

Choose the correct answer from the following: ***1×20=20***

1. Which authority is responsible for enforcing industrial safety regulations in India?
   a. Ministry of Labour and Employment
   b. Home ministry
   c. Ministry of Commerce and Employment
   d. Ministry of Environment, Forest and Climate change

2. The ground for disqualification for receiving bonus is-
   a. Fraud
   b. Violent behaviour
   c. Theft
   d. All the above

3. What is required for a contractor to employ contract labour in an establishment ?
   a. Registration with government
   b. Licence
   c. Permission from principal employer
   d. No licence required

4. Who is responsible for providing welfare facilities to plantation workers?
   a. Plantation Workers themselves
   b. Plantation Owners
   c. Government
   d. None of the above

5. When can an employee withdraw their Provident Fund savings ?
   a. After 5 years of service
   b. After retirement
   c. Upon resignation or retirement
   d. None of the above

6. Who is responsible for issuing industrial licences?
   a. Central government
   b. State Government
   c. Industrial undertakings
   d. All the above

7. The main objective of contract labour (Regulation and Abolition) Act is-
   a. To encourage employment of contract labour
   b. To regulate working condition of contract labourers
   c. Provide benefits to contractors
   d. None of the above

8. Which industries are covered under the Industrial (Development & Regulation) Act,1951?
   a. All industries
   b. Only scheduled industries
   c. Only small scale industries
   d. None of the Above

9. Peace and harmony in industries is very important for-
   a. Economic development
   b. Education
   c. Manpower
   d. None of the above

10. The Industries (Development and Regulation) Act was enacted in the year-
    a. 1947 b. 1951
    c. 1971 d. 1961

11. Who can appoint Chief Inspector of Plantation?
    a. State Government b. Central Government
    c. Company d. None of the above

12. The main objective of plantation Labour Act is to-
    a. Improve living conditions of workers b. Provide housing facilities
    c. Provide Medical facilities d. All of the above

13. The Plantation of Labour Act includes the plantation of-
    a. Coffee b. Rubber
    c. Cinchona d. All of the above

14. The Central Advisory Council under the Industries (Development and Regulation) Act was set up by-
    a. The State Government b. The Central Government
    c. Owners of Industrial Undertaking d. None

15. For which incident the owner or agent of a Mine should serve a notice to the authority?
    a. Outbreak of fire b. Influx of inflammable gases
    c. Both (a) and(b) d. None of the above

16. What is the penalty for non-payment of gratuity under the Payment of Gratuity Act?
    a. Imprisonment b. Fine
    c. Both a) and b) d. None

17. Which Mines are covered under the Mines Act, 1952?
    a. Only coal mines b. Only Metal Mines
    c. All mines including coal, metal and mineral mines d. None of the above

18. How is Bonus calculated under the payment of Bonus Act, 1965?
    a. Based on number of days worked b. Based on employees' basic salary
    c. Based on company's Profit d. None of the above

19. Who is responsible for ensuring safety and health in Mines?
    a. Mine owners and managers b. Workers
    c. Government d. None of the above

20. The minimum number of employees required in a factory and establishment for applicability of The Payment of Bonus Act is-
    a. 10 b. 100
    c. 20 d. 50

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Descriptive

Time : 2 hrs. 30 min. Marks : 50

[Answer question no.1 & any four (4) from the rest]

1. Write an exhaustive note on Appellate Tribunal constituted under the Employees' Provident Fund Act, 1952 **10**

2. Write notes on: **5+5=10**
   a. Recovery of gratuity
   b. Payment of gratuity

3. Write the powers and functions of Inspectors of mines under the Mines Act. **10**

4. Discuss in detail the salient features of Plantation Labour Act, 1951. **10**

5. Define Contract Labour. Write the provisions relating to welfare and health of contract labour under the Contract Labour (Regulation and Abolition) Act, 1970 **2+8=10**

6. Explain the circumstances under which the Central Government assume the management of an industrial undertaking under Industrial (Development and Regulation) Act. **10**

7. What is bonus? Explain the circumstances under which an employee is disqualified to receive bonus under the Payment of Bonus Act,1965. **2+8=10**

8. What are the provisions relating to leave of plantation workers under the Plantations Labour Act, 1951? **10**

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