

**MASTER OF SOCIAL WORK  
THIRD SEMESTER  
LABOUR LEGISLATION AND WELFARE  
MSW-304C**

Duration : 3 hrs.

Full Marks : 70

( PART-A: Objective )

Time : 20 min.

Marks : 20

*Choose the correct answer from the following:*

**1 × 20 = 20**

1. Which of the following is/are the principle/principles of Labour Legislation?
  - a. Social Justice
  - b. Social welfare
  - c. International uniformity
  - d. All of the above
2. In which year was Factories Act Passed?
  - a. 1947
  - b. 1948
  - c. 195
  - d. 1961
3. Which of the following is/are the benefit/benefits under Maternity Benefit Act, 1961?
  - a. Nursing Breaks
  - b. Medical Bonus
  - c. Both a and b
  - d. None of the above
4. Maximum payable gratuity under Payment of Gratuity Act 1972 is
  - a. Rs. 10 lakh
  - b. Rs. 20 Lakh
  - c. Rs. 15 lakh
  - d. None of the above
5. In Indian Constitution "Prohibition of traffic in human beings and forced labour" is mentioned under which of the following article?
  - a. 20
  - b. 23
  - c. 24
  - d. 45
6. Labour legislation is important because it \_\_\_\_\_.
  - a. Improve the image of employer.
  - b. Improve industrial relations.
  - c. Improve relations with customers.
  - d. All of the above.
7. Which of the following is/are the health provision/provisions under Plantation Labour Act, 1951?
  - a. Drinking water
  - b. Conservancy
  - c. Both a and b
  - d. None of the above
8. Which of the following welfare facility/facilities is/are not provide under factories Act, 1948?
  - a. Recreational Facilities
  - b. Crèches
  - c. Canteen
  - d. Washing facilities
9. Safety Officer is appointed under Factories Act, 1948 when there are \_\_\_\_ numbers of workers
  - a. 300 workers or more.
  - b. 500 workers or more.
  - c. 1000 workers or more.
  - d. None of the above.



**( PART-B : Descriptive )**

**Time : 2Hrs. 40 mins.**

**Marks : 50**

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

1. Define factory. Explain the welfare measures for women under Factories Act, 1948. 2+8=10
  
2. a) Name the social security legislation that provides benefits exclusively for women working in organized sectors. 2+8=10  
b) Discuss the benefits provided under that legislation.
  
3. a) What is employee Grievances? 2+8=10  
b) As HR in an organization how will you redress the grievances of employees.
  
4. a) Under what circumstances does industrial dispute occur? 3+7=10  
b) Discuss the adjudication mechanisms constituted under suitable statute.
  
5. a) Write the concept of Labour Welfare. 3+7=10  
b) Analyse the relevance of Placating Theory of labour welfare in India.
  
6. a) Examine the importance of labour legislation in India. 3+7=10  
b) Constitution is the source of Labour Legislation and labour welfare in India: Explain.
  
7. a) What is gratuity? 2+8=10  
b) Mr. Das joined a job on 01.08.2009 and rendered continuous service till his retirement. He retired on 30.04.3.19 with last drawn salary Rs. 55,392/-. Calculate the Gratuity payable to Mr. Das with the formula provided in the appropriate Act.
  
8. **Write a short note on:** 5+5=10
  - a) Make a comparative analysis between the benefits provided under ESI Act,1948 and Maternity Benefit Act, 1961.
  - b) The provision of Political Fund under Trade Union Act has politicized the trade unions in India: Explain with examples.

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