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

(<u>PART-A: Objective</u>)

Duration : 3 hrs.

Time : 20 min.	Marks: 20
Choose the correct answer from the following:	
 Which of the following is/are the principle/ a. Social Justice c. International uniformity 	principles of Labour Legislation? b. Social welfare d. All of the above
 2. In which year was Factories Act Passed? a. 1947 c. 195 	b. 1948 d. 1961
 3. Which of the following is/are the benefit/be a. Nursing Breaks c. Both a and b 	nefits under Maternity Benefit Act, 1961? b. Medical Bonus d. None of the above
 4. Maximum payable gratuity under Payment a. Rs. 10 lakh c. Rs. 15 lakh 	of Gratuity Act 1972 is b. Rs. 20 Lakh d. None of the above
 5. In Indian Constitution "Prohibition of traffic mentioned under which of the following arts a. 20 c. 24 	
 6. Labour legislation is important because it a. Improve the image of employer. c. Improve relations with customers. 	 b. Improve industrial relations. d. All of the above.
 7. Which of the following is/are the health pro Act, 1951? a. Drinking water c. Both a and b 	vision/provisions under Plantation Labour b. Conservancy d. None of the above
 8. Which of the following welfare facility/facili 1948? a. Recreational Facilities c. Canteen 	ities is/are not provide under factories Act, b. Crèches d. Washing facilities
 9. Safety Officer is appointed under Factories A workers a. 300 workers or more. c. 1000 workers or more. 	Act, 1948 when there are numbers of b. 500 workers or more. d. None of the above.

Full Marks: 70

10. Which of the following is/are not the theoriea. Placating theoryc. Police theory	s of Labour Welfare? b. Functional theory d. Bureaucratic theory
11. The welfare theory which is based on love foa. Philanthropic Theoryc. Trusteeship theory	r mankind is b. Religious theory d. None of the above
12. Which of the following is/are the cause of ena. Economicc. Supervision	nployee grievances? b. Work environment d. All of the above
13. Expected and accepted behavior within the oa. Disciplinec. Conflict	rganization is b. Grievance d. None of the above
14. 'Hot-Stove Rule' a disciplinary action was dea. Max Weberc. Peter Drucker	veloped by b. Douglas McGregor d. None of the above
15. Which of the following is/are not the objectivea. To protect the worker from exploitation by employersc. To interrupt the business of employer	 ve/objectives of Trade Union Act, 1926? b. To represent the grievance of employees on behalf of them d. To safeguard the rights of the workers
16. Which of the following are the central trade ua. AITUCc. CITU	unions in India? b. INTUC d. All of the above.
 17. Which of the following mechanism/mechani Dispute Act, 1947? a. Conciliation Officer c. Court of Inquiry 	sms is/are constituted under Industrial b. Board of Conciliation. d. All of the above.
18. What is the Maximum payable bonus under a. 8.33%c. 18%	payment of Bonus Act 1965? b. 15% d. 20%
19. 'Funeral Expenses' is given under of the follo a. Employees State Insurance Act 1948.c. Maternity Benefit Act, 1961.	wing Act? b. Employees Provident Fund and miscellaneous Act, 1952. d. None of the above.
 20. 'Child' under Factories Act, 1948 is a person a. Below 15 years. c. Below 10 years. 	

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(<u>PART-B : Descriptive</u>)

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.b) Discuss the benefits provided under that legislation.	2+8=10
3.	a) What is employee Grievances?b) As HR in an organization how will you redress the grievances of employees.	2+8=10
4.	a) Under what circumstances does industrial dispute occur?b) Discuss the adjudication mechanisms constituted under suitable statute.	3+7=10
5.	a) Write the concept of Labour Welfare.b) Analyse the relevance of Placating Theory of labour welfare in India.	3+7=10
6.	a) Examine the importance of labour legislation in India.b) Constitution is the source of Labour Legislation and labour welfare in India: Explain.	3+7=10
7.	 a) What is gratuity? 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. 	2+8=10
8.	 Write a short note on: 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. 	5+5=10

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