

**MASTER OF SOCIAL WORK**  
**Third Semester**  
**LABOUR LEGISLATION**  
**(MSW – 17 B)**

**Duration: 3Hrs.**

**Full Marks: 70**

Part-A (Objective) =20  
Part-B (Descriptive) =50

**(PART-B: Descriptive)**

**Duration: 2 hrs. 40 mins.**

**Marks: 50**

**Answer any *five* of the following questions:**

1. What is the definition of "Factory", according to Factories Act 1948? Discuss about the Health Provisions as discussed in the act. (2+8=10)
2. What are the scope and coverage of Contract Labour (Regulation and Abolition) Act, 1970? Discuss about the Welfare and Health amenities for Contract Labour as discussed in this act. (5+5=10)
3. Discuss about the Safety measures as discussed in the Plantation Labour Act, 1951. What are the provisions for leave with wages according to this act? (5+5=10)
4. What is Gratuity? When an employee will be entitled to get Gratuity? Discuss about the rights of employees under this act. (2+3+5=10)
5. Discuss in detail about "The Maternity Benefit Act, 1961." (10)
6. What is Trade Union according to "The Trade Union Act 1926"? Discuss in detail about the Registration of Trade Union. (2+8=10)
7. What is an Industrial Dispute? Explain about the Conciliation Proceedings as discussed in the Industrial Dispute Act, 1947. (2+8=10)

8. What is Sexual harassment at work place? Discuss about the preventive steps.

(5+5=10)

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**Duration: 20 minutes**

**Marks – 20**

**(PART A- Objective Type)**

**I. Choose the correct answer:**

**1×20=20**

1. A factory should provide a canteen under Factories Act, 1948-
  - a) When ordinarily 500 or more workers are employed in the factory.
  - b) When ordinarily 150 or more workers are employed in the factory.
  - c) When ordinarily 2500 or more workers are employed in the factory.
  - d) When ordinarily 250 or more workers are employed in the factory.
2. A Factory should provide a Crèches under Factories Act, 1948-
  - a) When 30 or more women workers are employed in the Factory
  - b) When 50 or more women workers are employed in the Factory
  - c) When 60 or more women workers are employed in the Factory
  - d) When 20 or more women workers are employed in the Factory
3. Whenever a new manager is appointed, the occupier must intimate the Inspector and the Chief Inspector in the prescribed form,
  - a) Within 10 days from the date he takes over the charges
  - b) Within 7 days from the date he takes over the charges
  - c) Within 30 days from the date he takes over the charges
  - d) Within 15 days from the date he takes over the charges
4. Condition for entitlement to Lay-off Compensation
  - a) A worker (other than casual or badli worker) who is on the Master Rolls of the establishment and who has been in continuous service under an employer for at least *one year*, shall be entitled to Lay-off compensation.
  - b) A worker (other than casual or badli worker) who is on the Master Rolls of the establishment and who has been in continuous service under an employer for at least *two years*, shall be entitled to Lay-off compensation.
  - c) A worker (other than casual or badli worker) who is on the Master Rolls of the establishment and who has been in continuous service under an employer for at least *five years*, shall be entitled to Lay-off compensation.
  - d) A worker (other than casual or badli worker) who is on the Master Rolls of the establishment and who has been in continuous service under an employer for at least six *month*, shall be entitled to Lay-off compensation.
5. A women employee is entitled to maternity benefits under the Maternity Benefits Act, 1961-
  - a) Maximum for two times
  - b) Maximum for three times
  - c) Maximum for four times
  - d) Irrespective of the number of Children she has

6. Under the Mines Act, 1952; Where in a mine a person works above ground for more than nine hours in any day, or works below ground for more than eight hours in any day or works more than forty eight hours in any week, whether above ground or below ground, he shall in respect of such overtime work-
  - a) Be entitled to wages at the rate of twice of his ordinary rate of wages.
  - b) Be entitled to wages at the rate of thrice of his ordinary rate of wages.
  - c) Be entitled to wages at the same rate of his ordinary rate of wages.
  - d) Be entitled to wages at the rate of five times of his ordinary rate of wages.
7. Under Mines Act, 1952 In case a person employed below ground then; a "Calendar year's Service" means-
  - a) 180 attendances during the calendar year
  - b) 240 attendance during the calendar year
  - c) 365 attendance during the calendar year
  - d) 190 attendance during the calendar year
8. Under the Payment of gratuity Act, 1972 ,the amount of Gratuity payable should not exceed-
  - a) Rs 10,000
  - b) Rs 3, 50,000
  - c) Rs 10,00,000
  - d) Rs 50,00,000
9. Payment of Wages Act,1936 is applicable to the employees receiving wages up to-
  - a) Rs 15,000 per month
  - b) Rs 25,000 per month
  - c) Rs10,000 per month
  - d) Rs 6,500 per month
- 10.The Employees' State insurance Act 1948 is applicable to an employee-
  - a) of the covered factories and establishments earning wages up to Rs 20000 per month come under the purview of the scheme.
  - b) of the covered factories and establishments earning wages up to Rs 15000 per month come under the purview of the scheme.
  - c) of the covered factories and establishments earning wages up to Rs 18000 per month come under the purview of the scheme.
  - d) of the covered factories and establishments earning wages up to Rs 6500 per month come under the purview of the scheme.
- 11.Rate of contribution of the Employer under the Employees' State Insurance Act,1948 is-
  - a) 1.75% of the wages
  - b) 4.75% of the wages
  - c) 3.75% of the wages
  - d) 5.75% of the wages
- 12.Rate of contribution of the Employees' under the Employees' State Insurance Act, 1948 is-
  - a) 1.75% of the wages
  - b) 4.75% of the wages
  - c) 3.75% of the wages
  - d) 5.75% of the wages
- 13.Rate of contribution of Employees' under the Employees' Provident Funds and Miscellaneous Provisions Act,1952 is-
  - a) 12% of the wage
  - b) 15% of the wage
  - c) 20% of the wage
  - d) 5 % of the wage
- 14.Under what circumstances the Gratuity of an employee can be forfeited?
  - a) Willful omission or negligence
  - b) Riotous or disorderly behavior
  - c) Offence involving moral turpitude
  - d) All of the above
- 15.Contract Labour (Regulation and Abolition Act) can be classified into the category of-
  - a) Social Security Act
  - b) Industrial Relation Act
  - c) Welfare Act
  - d) Commercial Act

16. A "Factory" as per section 2(m) means any premises including the precincts thereof –
- a) Wherein 10 or more workers are employed on any day of the preceding 12 months and a manufacturing process is carried on with the aid of power.
  - b) Wherein 20 or more workers are employed on any day of the preceding 12 months and a manufacturing process is carried on without the aid of power.
  - c) Both a & b.
  - d) None of the above.
17. The Maternity Benefit Act was introduced in the year-
- a) 1951
  - b) 1948
  - c) 1961
  - d) 2014
18. The Payment of Gratuity Act was introduced in the year-
- a) 1972
  - b) 1974
  - c) 1976
  - d) 1978
19. A person who has ultimate control over the affairs of the factory under Factories Act, 1948 is called as-
- a) Occupier
  - b) Manager
  - c) Chairman
  - d) Managing Director
20. The space for every worker employed in the Factory after the commencement of Factories Act, 1948 should be \_\_\_\_\_ Cubic Meters.
- a) 9.9
  - b) 10.2
  - c) 14.2
  - d) 13.2

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