

MASTER OF SOCIAL WORK
THIRD SEMESTER
LABOUR LEGISLATION
MSW – 304 B
[USE OMR FOR OBJECTIVE PART]

2024/12

**SET
A**

Duration: 1:30 hrs.

Full Marks: 35

Time: 15 min.

Marks: 10

(Objective)

1×10=10

Choose the correct answer from the following:

1. Which act regulates working hours, wages, and conditions of Employment ?
 - a. Factories Act , 1948
 - b. Minimum Wage Act, 1948
 - c. Payment of Wages Act, 1936
 - d. All of the above
2. Which act Provides Maternity Leave and Benefit?
 - a. Maternity benefit Act
 - b. ESIC
 - c. Sexual Harassment of Women At Workplace Act
 - d. Factories Act
3. What Is the purpose of Equal Remuneration Act ?
 - a. Equal Pay for Equal Work
 - b. Preventing Sexual Harassment
 - c. Providing Maternity Benefit
 - d. Regulating Work Hours
4. What is the purpose of the Sexual Harassment of Women at Workplace Act?
 - a. Preventing and Protecting women from Sexual Harassment
 - b. Providing maternity benefit
 - c. Both a & b
 - d. None of the above
5. Who is eligible for maternity benefits under the act ?
 - a. All women employees
 - b. Women employees with at least 80 days of service
 - c. Only private employees
 - d. Only govt employees
6. How many days of Paid Maternity leave are provided under the act?
 - a. 12 weeks (84 days)
 - b. 16 weeks (112 days)
 - c. 20 weeks (140 days)
 - d. 24weeks (168 days)
7. What is the main objective of Factories Act , 1948 ?
 - a. To regulate working hours
 - b. To ensure worker safety
 - c. To provide Social Security
 - d. All of the above

8. Which Facility must be provided for workers under the Act?
- | | |
|------------|---------------------|
| a. Creche | b. Wash Room |
| c. Canteen | d. All of the above |
9. Labour legislation are important because
- | | |
|---------------------------------------|----------------------------|
| a. Safety and Security of the workers | b. Promotes Social Justice |
| c. Both A& B | d. None of the above |
- 10 Plantation Labor Act came in the year
- | | |
|---------|---------|
| a. 1951 | b. 1950 |
| c. 1952 | d. 1953 |

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(Descriptive)

Time: 1 hr. 15 mins.

Marks: 25

[Answer question no.1 & any two (2) from the rest]

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| 1. What is the meaning of "Labour", and why is labour legislation significant in our country? | 5 |
| 2. Explain Plantation Labor Act . Write it's five important provisions . | 10 |
| 3. Write the key features of Maternity Benefit Act. | 10 |
| 4. Write the significance of ESIC Act. | 10 |
| 5. Highlight few points on how women safety at workplace can be achieved . Give Example to support your answer | 10 |