

Q.No. 1) Choose the correct option and write the answer.( All Questions are compulsory )

(40 Marks)

- 1) Lay-Off compensation is to be paid @ 50% of \_\_\_\_\_.
  - a) Average Allowance.
  - b) Average Bonus
  - c) Average Wages
  - d) Average Commission
- 2) Court means \_\_\_\_\_.
  - a) Court of Enquiry
  - b) Labour Court
  - c) National Tribunal
  - d) Industrial Tribunal
- 3) Labour Court settle disputes with regard to matters specified in the \_\_\_\_\_.
  - a) First Schedule
  - b) Second Schedule
  - c) Third Schedule
  - d) Fourth Schedule
- 4) Appropriate Government means the Central Government and or the \_\_\_\_\_.
  - a) Union Government
  - b) Commissioner
  - c) Inspector
  - d) State Government
- 5) Every registered Trade Union has a \_\_\_\_\_.
  - a) Perpetual Succession
  - b) Illegal Association
  - c) Minimum Subscription
  - d) Unlawful Association
- 6) The person who has ultimate control over the affairs of factory is called \_\_\_\_\_.
  - a) Employee
  - b) Occupier
  - c) Vendor
  - d) Seller
- 7) Statutory Canteen facilities are to be provided if there are more than \_\_\_\_\_.
  - a) 500 workers in a factory
  - b) 1000 workers in a factory
  - c) 250 workers in a factory
  - d) 400 workers in a factory
- 8) Cessation of work by a body of persons in any means \_\_\_\_\_.
  - a) Lay-Off
  - b) Lock-Out
  - c) Closure
  - d) Strike

9) In case of temporary disablement the worker has to be paid a half monthly payment of the sum equivalent to \_\_\_\_\_.

- a) 25% of monthly Wages
- b) 35% of monthly Wages
- c) 45% of monthly Wages
- d) 75% of monthly Wages

10) Safety Officers shall be employed when there are number of workers more than \_\_\_\_\_.

- a) 1000
- b) 500
- c) 300
- d) 400

11) The Employees State Insurance Act, 1948 provides for the creation of a Fund called \_\_\_\_\_.

- a) ABC Fund
- b) Mutual Fund
- c) E.S.I. Fund
- d) Collection Fund

12) The right to receive any payment of any benefit under The Employees State Insurance Act, 1948 shall not be Assignable or \_\_\_\_\_.

- a) Removal
- b) Attachable
- c) Acceptable
- d) Avoidable

13) Superannuation means the attainment of the Employee of the age of \_\_\_\_\_.

- a) 65 years
- b) 48 years
- c) 45 years
- d) 58 years

14) For entitlement to the Employees Pension Scheme minimum contributory service required of \_\_\_\_\_.

- a) 10 years
- b) 5 years
- c) 4 years
- d) 3 years

15) The purpose of finding a Wage Period is to ensure \_\_\_\_\_.

- a) Non-payment
- b) Regular payment
- c) Irregular payment
- d) Delayed payment

16) Under the Payment of Wages Act, 1936 Fine cannot be recovered in \_\_\_\_\_.

- a) Lump-sum
- b) Instalments
- c) Collective
- d) Total

17) From the closing of the accounting year the Bonus shall be paid within a period of \_\_\_\_\_.

- a) 3 months
- b) 4 months

c) 10 months

d) 8 months

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18) Under the Payment of Bonus Act, 1965 the term Salary or Wages includes basic pay and \_\_\_\_\_.

a) Commission .

b) Dearness Allowance

c) Brokerage .

d) Fines

19) Gratuity shall be payable to an Employee on termination of his employment after he has rendered continuous service for not less than \_\_\_\_\_.

a) 4 years

b) 5 years

c) 3 years

d) 10 years

20) Permanent closing down of an establishment is called \_\_\_\_\_.

a) Lay-Off

b) Lock-Out

c) Closure

d) Strike

Q. 2 (A) Write the Difference between Strike and Lock-Out. (05 Marks)

Q. 2 (B) Explain the procedure for Retrenchment under the Industrial Disputes Act, 1947. (05 Marks)

OR

Q. 2 (C) Explain the provisions relating to welfare measures under the Factories Act, 1948. (05 Marks)

Q. 2 (D) What are the obligations of Employer under the Employees State Insurance Act, 1948. (05 Marks)

Q. 3 (A) What is Wages? Explain the Deductions which are permissible under The Payment of Wages Act, 1936. (10 marks)

OR

Q. 3 (B) Explain the Employees Deposit - Linked Insurance Scheme under the Provident Fund and Miscellaneous Provisions Act, 1952. (10 marks)

Q. 4) Write Short Notes. (Any 03) (15 marks)

1) Lay-Off

2) Manufacturing Process

3) Employees State Insurance Corporation (E.S.I.)

4) Forfeiture of Gratuity

5) Award