

PSG COLLEGE OF ARTS & SCIENCE (AUTONOMOUS)

MSW DEGREE EXAMINATION DECEMBER 2025
(Third Semester)

Branch – **SOCIAL WORK**

LABOUR LEGISLATION

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** marks

$$(10 \times 1 = 10)$$

| Module No. | Question No. | Question | K Level | CO |
|------------|--------------|--|---------|-----|
| 1 | 1 | Which article of the Indian Constitution deals with the Right to Equality? a) Article 14 b) Article 16 c) Article 19 d) Article 21 | K2 | CO1 |
| | 2 | The Directive Principles of State Policy are enshrined in which part of the Constitution a) Part II b) Part III c) Part IV d) Part V | K2 | CO1 |
| 2 | 3 | The mines Act was enacted in which year? a) 1950 b) 1951 c) 1952 d) 1953 | K2 | CO1 |
| | 4 | The sexual harassment act was enacted in the year of a) 2011 b) 2012 c) 2013 d) 2014 | K2 | CO1 |
| 3 | 5 | The equal remuneration act was enabled in the year of a) 1966 b) 1976 c) 1986 d) 1996 | K2 | CO1 |
| | 6 | The payment of Wage Act was enacted in which year? a) 1936 b) 1946 c) 1956 d) 1977 | K2 | CO1 |
| 4 | 7 | Which of the following Acts provides for maternity benefits to women workers? a) The Payment of Gratuity Act b) The Employee State Insurance Act c) The Employees Compensation Act d) The Maternity Benefit Act | K2 | CO3 |
| | 8 | Which Act governs the payment of gratuity to employees in India? a) The Payment of Wages Act b) The Payment of Gratuity Act c) The Employees Compensation Act d) The Industrial Disputes Act | K2 | CO3 |
| 5 | 9 | Section 7 of the employment exchange act 1959 deals with : a) Power to make rules b) Access to records or documents by an authorized officer c) Penalties for non-compliance with the act d) Exemption of certain vacancies from the act | K2 | CO3 |
| | 10 | Which of the following is explicitly listed as a mandatory National holiday and The Industrial establishment National and festival holidays Act 1958 a) Pongal b) Deepavali c) Gandhi Jayanthi d) Christmas | K2 | CO3 |

Cont.₁₂

SECTION - B (35 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 × 7 = 35)

| Module No. | Question No. | Question | K Level | CO |
|------------|--------------|---|---------|-----|
| 1 | 11.a. | State the importance of Directive Principles of State Policy in framing labour legislation. (OR) | K2 | CO1 |
| | 11.b. | Trace out the constitutional provisions related to fundamental rights and their relevance to labour laws. | | |
| | 12.a. | Explain the Plantation Labour Act 1951. (OR) | | CO3 |
| 2 | 12.b. | Examine the Motor Transport act 1961. | K3 | |
| | 13.a. | Illustrate the process of calculating income tax for salaried employees under the Income Tax Act. (OR) | CO2 | |
| | 13.b. | Explain the key provisions of the Professional Tax Act and its implications for employers and employees. | | |
| 3 | 14.a. | Evaluate the role of the Employee Provident Fund in providing social security to workers. (OR) | K5 | CO4 |
| | 14.b. | Assess the benefits provided under the Employee State Insurance Act for workers in India. | | |
| | 15.a. | Propose a project that could help enhance employability skills among workers under the Tamil Nadu Special Laws. (OR) | | CO5 |
| 5 | 15.b. | Explain the Salient features of the Industrial establishment National and Festival holidays act 1958. | K6 | |

SECTION - C (30 Marks)

Answer ANY THREE questions

ALL questions carry EQUAL Marks

(3 × 10 = 30)

| Module No. | Question No. | Question | K Level | CO |
|------------|--------------|--|---------|-----|
| 1 | 16 | Discuss the significance of Fundamental Rights and Directive Principles in the context of labour legislation in India. | K2 | CO1 |
| 2 | 17 | Enumerate the key provisions of the Mines Act 1952 and their implications for worker safety. | K3 | CO3 |
| 3 | 18 | Illustrate the steps involved in calculating professional tax for a salaried employee, with examples. | K3 | CO2 |
| 4 | 19 | Elaborate the effectiveness of the Payment of Gratuity Act in providing financial security to retired employees. | K5 | CO4 |
| 5 | 20 | Summarize the any 2 case studies related to the Labour Legislations. | K6 | CO5 |