

LABOUR LEGISLATIONS

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	Under the Inter State Migrant Workmen Act, 1979, migrant workmen must be provided----- a) Paid leave only b) Displacement allowance and passbook c) Free education d) Stock options	K1	CO1
	2	Which act ensures minimum working conditions for contract labour? a) Factories Act b) Industrial Disputes Act c) Contract Labour (Regulation and Abolition) Act d) Payment of Bonus Act	K2	CO1
2	3	The Sexual Harassment of Women at Workplace Act, 2013 mandates the formation of which committee in every organization with 10 or more employees _____ a) Grievance Committee b) Safety Committee c) Internal Complaints Committee (ICC) d) Women's Welfare Committee	K1	CO2
	4	The main focus of the Shops and Establishments Act, 1947 is _____ a) Regulating factories b) Mining safety c) Codifying working conditions in shops, restaurants, and commercial establishments d) Regulating transport workers	K2	CO2
3	5	The Mines Act, 1952 mandates welfare provisions primarily for _____ a) Miners employed underground only b) All employees in mines including surface workers c) Only administrative staff d) Contractors only	K1	CO3
	6	According to the Factories Act 1948, welfare officers must be appointed in factories employing how many or more workers _____ a) 100 b) 250 c) 500 d) 1000	K2	CO3
4	7	The Minimum Wages Act 1948 empowers the government to _____ a) Fix minimum wages for workers in various industries b) Regulate working hours c) Provide health insurance to workers d) Control employment contracts	K1	CO4
	8	The Contract Labour Regulation Act 1970 requires----- a) Licensing of contractors who employ contract labour b) Annual bonus payments to contract workers c) Equal pay for contract and regular workers d) Medical benefits for contract labour	K2	CO4
5	9	The Tamil Nadu Conferment of Permanent Status of Workmen Act, 1981 applies to workmen who have worked for how many days in 480 days ----- a) 90 days b) 180 days c) 240 days d) 365 days	K1	CO5
	10	Which Act provides medical benefits to insured employees and their families? a) Employees' Pension Scheme, 1995 b) Provident Fund Act, 1952 c) ESI Act, 1948 d) Gratuity Act, 1972	K2	CO5

Cont...

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.	Demonstrate the key provisions and benefits of The Apprentice's Act, 1961.	K3	CO1
		(OR)		
	11.b.	Explain the process and requirements for registration under the Contract Labour Act, 1970.		
2	12.a.	Discover the duties of an employer under the Sexual Harassment of Women at Workplace Act, 2013.	K2	CO2
		(OR)		
	12.b.	Examine the measures provided under the Mines Act, 1952 to ensure worker safety.		
3	13.a.	Determine the welfare facilities mandated for workers under the Mines Act, 1952.	K3	CO3
		(OR)		
	13.b.	Sketch the welfare facilities provided to plantation workers under the Plantation Labour Act, 1951.		
4	14.a.	Identify the scope and objectives of the Minimum Wages Act 1948.	K4	CO4
		(OR)		
	14.b.	Illustrate the main provisions of the Equal Remuneration Act 1976 and its significance.		
5	15.a.	Diagnose the main features of the Tamil Nadu Conferment of Permanent Status of Workmen Act, 1981?	K5	CO5
		(OR)		
	15.b.	Investigate the constitution of ESI corporation.		

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	Construct the provisions for registration, welfare, and protection under the Inter State Migrant Workmen Act, 1979, and their practical significance.	K3	CO1
2	17	Discuss on the composition, powers, and responsibilities of the Internal Complaints Committee (ICC) under the Sexual Harassment of Women at Workplace Act, 2013.	K2	CO2
3	18	Determine the significance of welfare measures stipulated in the Factories Act, 1948 for worker health, comfort, and productivity.	K3	CO3
4	19	Explain the provisions of the Payment of Bonus Act 1965 and its effect on employee motivation.	K4	CO4
5	20	Investigate rules relating to distribution of workmen compensation.	K5	CO5

Z-Z-Z

END