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(FOR THE CANDIDATES ADMITTED

SUB CODE **23PSW2A1**

DURING THE ACADEMIC YEAR 2023 ONLY REG.NO. :

**N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI**

**END-OF-SEMESTER EXAMINATIONS : MAY 2024**

**MSW**

**MAXIMUM MARKS: 75**

**SEMESTER: II**

**TIME : 3 HOURS**

**LABOUR WELFARE AND LABOUR LEGISLATION**

**Section A**

**(10 X 1 = 10 MARKS)**

**ANSWER THE FOLLOWING QUESTIONS.(K1)**

1. International Labour Organization was formed in the year \_\_\_\_\_ (K1)  
(A) 1919 (B) 1921  
(C) 1917 (D) 1925
2. Section 49 of the Factories Act 1948 describes \_\_\_\_\_  
(A) Welfare officer (B) Canteen  
(C) Rest room (D) Crèche
3. When does an employee become eligible to become a member of Employees' Provident Fund Scheme, 1952 and Employees' Deposit Linked Insurance Scheme, 1976?  
(A) Ist Day Itself (B) 30 days  
(C) 90 days (D) 240 days
4. The salary limit for the eligibility for bonus under the bonus Act is \_\_\_\_\_  
(A) 2500 (B) 3000 (C) 3500 (D) 21000
5. As per the plantation labour act the employer has to provide and maintain a canteen when there are \_\_\_\_\_  
(A) 50 or more (B) 100 or more (C) 150 or more (D) 250 or more

**ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES (K2)**

6. List any two unorganised sector in India.
7. Who is a Contractor in industry?
8. List any two reasons for the forfeiture of gratuity
9. What is meant by set on?
10. Define Inter state migrant workman.

**Section B**

**(5 X 5 = 25 MARKS)**

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K3)**

11.a. Examine the characteristics of Indian Labour. **(OR)**

b. Describe the labour in unorganized sector.

12.a. Elucidate the principles of labour welfare. **(OR)**

b. Summarize the key objectives and goals of the Labour Welfare Fund

13.a. Describe the Benefits under the ESI Act **(OR)**

b. Describe the steps you would take to ensure compliance with the Maternity Benefit Act, 1961, and provide support to pregnant employees in your organization.

14.a. Elucidate the factors involved in wage fixation. **(OR)**

b. In a skilled and unskilled labour organization how would you implement the Minimum wages Act?

15.a. Examine the welfare provisions under the plantation labour Act. **(OR)**

b. As a HR manager, describe the steps to fix the festival holidays in an organisation for the year 2024-25.

## **Section C** **(5 X 8 = 40 MARKS)**

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. (K4/K5)**

16.a. Analyse the causes and consequences of labour problems.

**(OR)**

b. Outline the Recommendations of National Commission on Labour I & II on various issues.

17.a. Compare the welfare provisions of the Factories Act and The Contract Labour Act.

**(OR)**

b. Examine The Tamilnadu Labour welfare fund and its schemes.

18.a. Critically evaluate the impact of the Employees Provident Fund and Miscellaneous Provisions Act, 1952, on both employers and employees in the context of social security and retirement benefits. **(OR)**

b. Evaluate the fairness and equity of the provisions within the Payment of Gratuity Act, 1972, regarding the eligibility criteria for gratuity payments

19.a . Critically analyze the theories of Wages and discuss how these theories be applicable in the contemporary labour market. **(OR)**

b. Explain how you would calculate and disburse bonuses to eligible employees in accordance with the provisions of the Payment of Bonus Act, 1965. Consider factors such as allocable surplus, set-on and set-off

20.a. Evaluate the Motor Transport Workers Act, 1961, in the context of ensuring the welfare and rights of workers in the transportation sector.

**(OR)**

b. Critically evaluate the Tamil Nadu Manual Workers Act, 1999, in terms of its effectiveness in safeguarding the rights and working conditions of manual workers in the state