UNIVERSITY OF NORTH BENGAL

BBA Honours 5th Semester Examination, 2023

DSE1/2-BBA

Time Allotted: 2 Hours   Full Marks: 60

The figures in the margin indicate full marks.

PAPER -5HA

LABOUR LEGISLATION

GROUP-A

Answer any *two* questions   12×2 = 24

1. Discuss the provisions relating to the working hour of adults in a factory under the Factories Act, 1948.   12

2. Explain the provisions relating to the welfare of workers under the Factories Act, 1948.   12

3. Define dependent. What are the rules regarding dependent's benefit under the Employees' State Insurance Act, 1948?   2+10

4. What is a 'Trade Union' under the Trade Unions Act, 1926? What is the procedure for registration of a trade union?   4+8

GROUP-B

5. Answer any *four* questions: 6×4 = 24

   (a) Briefly state the provisions of payment of maternity benefit under the Maternity Benefit Act, 1961.

   (b) Define 'Basic Wages' under the Employees Provident Funds and Miscellaneous Act, 1952.

   (c) Discuss the provisions relating to the inspection staff in a factory under the Factories Act, 1948.

   (d) Discuss the provisions relating to employment of children in a factory.

   (e) Distinguish between lay-off and retrenchment.

   (f) What is meant by 'Continuous Service' in accordance with the Payment of Gratuity Act, 1972?

GROUP-C

6. Answer any *four* questions: 3×4 = 12

   (a) Define young persons as per the Factories Act, 1948.

   (b) State the objects of Maternity Benefit Act, 1961.

   (c) State the role of Welfare Officer.

   (d) What is the difference between adjudication and conciliation?

   (e) What is gratuity?

   (f) Where is Plantation Labour Act applicable?

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