



EASWARI ENGINEERING COLLEGE
DEPARTMENT OF MANAGEMENT STUDIES



BA 7035 – LABOUR LEGISLATION

Question Bank

PART A

1. Define the Following terms used in Factories Act, 1948.
 - Factory
 - Worker
 - Adult
 - Young person
 - Child
 - Adolescent
 - Day
 - Week
 - Power
 - Prime mover
 - Transmission Machinery
 - Machinery
 - Occupier
2. State the Notices by given by Occupier to occupy premises under Factories Act 1948.
3. Describe the General duties of the Occupier under Factories Act 1948 Who are Certifying Surgeons? What are their duties?
4. Define the Following (a) "Executive" (b) "Prescribed" (c) "Registered office" (d) "Registered Trade Union" (e) "Trade dispute" (f) "Trade Union" **2.** Write briefly the Mode of registration under Trade Union Act 1926
5. What is the Information to be enclosed for registration under Trade Union Act 1926?
6. List the Provisions to be contained in the rules of Trade Union
7. Write a note on Appeal for refusal to register a Trade Union.

8. Briefly explain the Incorporation of registered Trade Unions
9. Discuss the Criminal conspiracy in trade disputes
10. How the Immunity from civil suit to certain cases?
11. What are the Rights to inspect books of Trade Union?
12. State the Proportion of office-bearers to be concerned with the industry
13. What is Amalgamation of Trade Union?
14. Point out the Effects of change in name and of amalgamation
15. Define Dissolution
16. What do you mean by Returns under trade union act 1926?
17. What is the Power to make regulations under trade union act 1926?
18. State the consequences for Failure to submit returns
19. What is the penalty for Supplying false information regarding Trade Union?
20. What is Cognizance of offence?
21. Define "wages" under Payment of Wages Act, 1936
22. Who is Responsible for payment of wages?
23. State the Fixation of wage-periods under Payment of Wages Act, 1936
24. Give the Procedure for Time of payment of wages
25. To whom the fines will be imposed under Payment of Wages Act, 1936
26. Elucidate briefly the Deductions for absence from duty
27. Discuss the procedure for Deductions of damage or loss in Payment of Wages Act,1936
28. What are the Deductions for services rendered under Payment of Wages Act, 1936
29. State the Deductions for payments to co-operative societies and insurance schemes
30. Write a note on Obligations of the Employer under Payment of Wages Act, 1936
31. State Briefly the Rights of the Employees under Payment of Wages Act, 1936
32. Define the following:
 - Adolescent
 - Adult
 - Appropriate Government
 - Child
 - Competent authority

- Cost of living index number
- Employer
- Scheduled employment

33. Under Minimum wages act, 1948 what is meant by Scheduled Employments?

34. What are the functions of Advisory Board constituted under Minimum Wages Act?

35. Discuss the provisions of Minimum wages Act, 1948 to Claims arising out of payment.

36. State the Penalties for certain offences under Minimum Wages Act, 1948.

37. Define the following:

- (a) Appropriate government (b) arbitrator (c) average pay (d) conciliation office (e) Court (f) lay-off (g) lock-out (h) settlement (i) strike

38. What is the object underlying the Industrial Disputes Act, 1947?

39. Discuss the provisions of the Industrial Disputes Act, 1947 relating to voluntary reference of Disputes to arbitration.

40. What are the Duties of conciliation officers as laid in the Industrial Disputes Act, 1947?

41. State the Duties of Labour Courts, Tribunals and National Tribunals related to Industrial Disputes Act, 1947.

42. Define the terms "Strike" and "Lockout" as used in Industrial Disputes Act, 1947.

43. Write a note on Grievance Settlement Authority

44. Define the following:

- Commissioner
- Compensation
- Dependents
- Disablement
- Partial Disablement

45. Who is a Workman?

46. How far is an employer liable for compensation to a workman injured by an accident arising out of and in the course of his employment?

47. How is the amount of compensation payable to an injured workman calculated under the Workmen's Compensation Act, 1923?

48. What is Contracting Out?

49. Define the following:

- (a) "Appropriate government"
- (b) "Completed year of service"
- (c) "Continuous service"
- (d) "Controlling authority"
- (e) "Employee"
- (f) "Employer"
- (g) "Factory"
- (h) "Family"
- (i) "major port" (j) "mine" (k) "notification" (l) "oilfield" (m) "plantation" (n) "port" (o) "prescribed" (p) "railway company" (q) "retirement" (r) "superannuation" (s) "wages "

50. What are the circumstances in which gratuity become payable to an employee under Payment of Gratuity Act, 1972?

51. Who is controlling authority under Payment of Gratuity Act, 1972? What are his powers?

52. What is the rate of gratuity payable to an employee under Payment of Gratuity Act 1972?

53. When does an employee forfeit his right to gratuity?

54. Define the following:

- Accounting Year
- Allocable Surplus
- Available Surplus

55. What are the conditions for eligibility of bonus?

56. How is the gross profit calculated in case of a company for the purpose of bonus?

57. How is the "Available surplus" determined under Payment of Bonus Act?

58. What are the rules for determination and distribution of Bonus?

59. Define the following

(a) appropriate government (aa) authorised officer (b) basic wages (c) contribution (d) controlled industry (e) employer (f) employee (g) exempted establishment (h) factory (i) Fund (j) industry (k) Insurance Fund (l) Insurance Scheme

60. Write a note on the scope and object of EPF Act, 1952 relating to constitution of Provident fund Act, 1952.

61. What are the rules as to payment and recovery of contributions by an employer?

62. What is the penalty for avoiding any payment to be made by an employer under the Employee's Provident Funds Act, 1952?

63. What is the mode of recovery of moneys due from employees under EPF act 1952?

64. Define the following:

(1) Appropriate Government (2) Benefit period (3) Confinement (4) Contribution (5) Contribution period (6) Corporation (7)Dependant (8) Employment injury (9) Employee (10) Exempted employee

65. State the rules as to employers and employees contributions as provided in the ESI act, 1948.

66. What are the different types of benefits provided by the ESI Act, 1948?

67. Discuss the circumstances under which an employee who suffers injury due to an accident, happening while acting in breach of regulations, will receive benefit.

68. How are the Inspectors appointed under ESI Act, 1948, and what are their functions and duties?

69. What are the penalties prescribed by the ESI Act, 1948 for contravention of the provisions of the act or the rules made there under?

70. Define the following:

(a) "appellate authority" (b) "appropriate Government" (c) "Certifying Officer"

71. What is the procedure for Certification of Standing Order?

72. Discuss the provisions relating to register of standing orders.

73. How standing orders are made known to workmen employed in an industrial establishment?

74. Define the following (a) Apprentice (b) Apprenticeship training (c) Apprenticeship adviser (d) Apprenticeship council (e) Designated trade.

75. What are the obligations of apprentices & employers under a contract of apprenticeship?
76. When does a contract of apprenticeship terminate?
77. What are the provisions regarding hours of work, overtime, leave and holidays of an apprentice?
78. What are the various authorities under the Apprentices Act, 1961? What are their functions?
79. Define the following (a) "appropriate government" (b) "commencement of this Act" (c) "employer" (e) "notification" (f) "prescribed" (g) "remuneration" (h) "same work or work of a similar nature" (i) "worker"
80. Write a note on 'Advisory Committee' appointed under the Equal Remuneration Act, 1976
81. State the Duties of employers to maintain registers under Equal Remuneration Act, 1976.
82. What are the duties of Inspectors with regard to Equal remunerations Act, 1976?
83. What are the Obligations and Rights of the Employers and Employees under Equal Remuneration Act, 1976?
84. Define the following:
 - (a) "appropriate Government" (b) "child" (c) "delivery" (d) "employer"
85. What are the conditions for the payment of maternity benefit under the Maternity Benefit Act, 1961?
86. What are the leaves to which a woman is entitled in case of miscarriage or illness arising out of pregnancy?
87. What are the powers and duties of inspectors appointed for the Maternity Benefit?
88. Define Contract Labour
89. What are the Advisory boards for contract labor act?
90. Elucidate about appointment of Licensing Officers under Contract Labour Act.
91. Write short notes on welfare and health of contract labour relating to regulation act 1970.

92. State the Objectives of Contract Labour Act 1970.
93. Define Contract labour. What are the uses of Contract Labour?
94. What are the main features of contract labour act, 1970?
95. Brief about central and state advisory boards and power to constitute committees.
96. Define the term Child labour
97. What are the causes of child labour in India stated under Child Labour Act 1976?
98. State the prohibition of employment of children in certain occupations and processes under Child Labour prevention and regulation act, 1976.
99. What are the procedures relating to offences made under child labour act 1976?
100. Who has the power to make rules regarding Child Labour prevention act, 1976?

PART B

1. Discuss the important provisions of the Factories Act, 1948
2. What do you understand by the term “Worker”, “Manufacturing Process” and “Factory” workers under the Factories Act, 1948?
3. Enumerate the principal welfare facilities to be provided in the factory under the Factories Act, 1948.
4. What are the weekly and the daily hours for which an adult worker may be required or allowed to work in a factory?
5. State some of the special and general penalties for offences as provided under the Factories Act, 1948
6. What are the obligations and rights of workers under the Factories Act, 1948?
7. Do the workers have a right to obtain from the occupier information relating to their health and safety at work?
8. Define the following terms used in the Trade Unions Act, 1926: a) Trade union, b) trade dispute, c) Registered trade union
9. Write briefly how trade unions are registered and certificates of registration thereof issued under the Trade Unions Act, 1926. Can a minor be admitted as a member of a trade union?
10. What are the rules regarding change of name of a trade union?

11. When can the registration of a trade union be cancelled or withdrawn? Is amalgamation of 2 or more trade unions possible?
12. What are the privileges of a registered trade union?
13. Write a note on the amalgamation of trade unions.
14. What are the objects on which general funds of a trade union may be spent?
15. What is the penalty for supplying false information regarding a trade union?
16. Briefly explain the provisions relating to dissolution of a trade union under the Trade Unions Act, 1926.
17. Define 'wages' and 'industrial establishment' under the Payment of Wages Act, 1936.
18. Write a note on the employer's liability for paying wages. Is he entitled to make any deductions at the time of payment?
19. State the provisions of the Payment of Wages Act, 1936 regarding deduction from wages for absence of duty.
20. Discuss the provision of the Payment of Wages Act, 1936 with regard to deductions which may, and which may not, be made from wages.
21. Elucidate with short comments as to the limits and restrictions in imposing fines that may be deducted from the wages of an employed person.
22. What is the procedure for determining claims arising out of deductions from wages? State the power of the Authority to whom such claims is referred.
23. Write a short note on statutory provisions as to the procedure of hearing complaints regarding delay in payment of wages.
24. What is the object of the Minimum Wage Act, 1948?
25. Write a note on the importance of the Minimum Wage Act, 1948.
26. Define the following terms as used in the Minimum Wage Act, 1948 a) employer b) employee c) cost of living d) scheduled employment and e) wages
27. Elucidate briefly the procedure for fixing minimum wages. What is the composition of such minimum rate of wages.
28. Give the procedure for fixing and revising minimum wages.
29. What remedy is available to a worker who has been paid less than the minimum rate of wage?

30. Discuss the main provision of the Minimum Wage Act, 1948
31. Define the following terms as used in the Industrial Dispute Act, 1947: a) Lay – off, b) Lock – out, c) Retrenchment, d) Strike, e) Wages, f) Industrial dispute, g) Average Pay, h) Continuous Service, i) Public Utility Service, j) Award, k) Workmen, l) Industry, m) Grievance Settlement authority.
32. What is the object underlying the Industrial Dispute Act, 1947?
33. What is an industrial dispute? What are its essential?
34. What do you understand by an 'industrial dispute' as defined in the Industrial Dispute Act, 1947? When does an individual dispute become an industrial dispute?
35. Enumerate the different authorities constituted under the Industrial Dispute Act, 1947.
36. Discuss the Industrial Dispute Settlement Authorities under the Industrial Dispute Act, 1947.
37. Explain clearly the machinery that exists under the Industrial Dispute Act, 1947 for the settlement of industrial dispute.
38. What are the various methods for the settlement of industrial disputes under the Industrial Dispute Act, 1947?
39. What are the duties and powers of the Conciliation Officer as laid down in the Industrial Dispute Act, 1947?
40. What is the difference between Strike and Lock-out?
41. Write short note on a) Legal and Illegal Strike, b) Lay-off and retrenchment
42. Can a strike or lock-out in connection with an industrial dispute be continued after reference of the industrial dispute has been made
43. What penalties have been provided in the Industrial Dispute Act, 1947 for breaches of settlements and awards under the Act?
44. What is the law relating to representation of parties in proceedings under Industrial Dispute Act, 1947? Can a practicing lawyer appear before an authority to represent a party in proceedings?
45. Define the following terms as used in the Workmen Compensation Act, 1923 : a) Partial Disablement, b) Total Disablement, c) Wages, d) Workmen, e) Dependent, F) Employer

46. How far is an employer liable for compensation to a workman injured by an accident arising out of and in course of his employment?
47. What defenses are available to an employer against a claim for compensation made by a workman under the Workmen Compensation Act, 1923?
48. Define and discuss "arising out of and in the course of employment" as used in the Workmen Compensation Act, 1923?
49. How is the amount of compensation payable to an injured workman calculated under the Workmen Compensation Act, 1923?
50. State when an employer is not liable to pay compensation to a workman for personal injury, according to the Workmen Compensation Act, 1923. Is negligence or contributory negligence of the workman a valid defense?
51. Under what circumstance is the order of the commissioner under the Workmen Compensation Act, 1923 appealable?
52. Define the following terms as used in the Payment of Gratuity Act, 1972: a) Appropriate Government, b) Continuous service, c) employer, d) employee, e) family, f) wages.
53. What are the rules relating to nomination by an employee under the Payment of Gratuity Act, 1972?
54. What are the circumstance in which gratuity becomes payable to an employee under the Payment of Gratuity Act, 1972?
55. What are the rules as to determination and recovery of the amount of gratuity under the Payment of Gratuity Act, 1972?
56. Enumerate the obligations of the employees under the Payment of Gratuity Act, 1972.
57. What are the rights of the employees under the Payment of Gratuity Act, 1972?
58. Can gratuity payable to an employee under the Payment of Gratuity Act, 1972 be attached in execution of any decree of a court?
59. Define the following terms as used in the Payment of Bonus Act, 1965:
 - a) Allocable Surplus
 - b) Available Surplus
 - c) Direct Taxes
 - d) Employer and Employee and
 - e) Salary or wage
60. Explain the following under the Payment of Bonus Act, 1965:
 - a) Sums deductible from gross profits as prior charges (Sec 6)

b) Set on and set off provision and their applicability to new establishment`.

61. What are the conditions for the eligibility of bonus? When is an employee disqualified From receiving bonus?
62. Write detailed note on the 'bonus formula' given in the Payment of Bonus Act, 1965.
63. Does the Payment of Bonus Act, 1965 impose any obligation on an employer to pay a minimum bonus? What is the Quantum of maximum bonus?
64. What are the special provisions of the Payment of Bonus Act, 1965?
65. For the purpose of computation of bonus, does 'establishment' include in department and branches?
66. What establishments may be exempted from the operation of the Employees' Provident Funds Scheme, 1952?
67. Write a note on the scope and object of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 ?
67. What are the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 relating to the constitution of Provident Fund Scheme and Family Pension Scheme?
68. How is the Provident Fund Scheme administrated under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952?
69. What are the powers and duties of the Employees' State Insurance Corporation, the Standing Committee and Medical Benefit Council?
70. What is Employees' State Insurance Fund? What are the purpose for which the fund may be expended?
71. What are the different types of benefits provided by Employees' State Insurance Act, 1948?
72. Mention the circumstances which an employee will receive benefits for the occupational disease under the Employees' State Insurance Act, 1948
73. State the rules regarding contribution of employees and employers under the Employees' State Insurance Act, 1948
74. What are the penalties prescribed by the Employees' State Insurance Act, 1948 for contravention of the provision of the Act?

75. What is the procedure for certification of standing orders? What are the conditions for their certification? What is the effect of certification of standing orders? What is their duration?
76. Discuss the provisions relating to submission of draft standing orders.
77. What are the matters to provide for in the standing orders under the Industrial Employment (Standing Orders) Act, 1946?
78. Describe the procedure of introducing standing orders under the Industrial Employment (Standing Orders) Act, 1946.
79. What penalties have been prescribed in the Industrial Employment (Standing Orders) Act, 1946 for the enforcement of the various provisions of the Act?
80. State the objects of standing orders under the Industrial Employment (Standing Orders) Act, 1946 as well as the procedure for framing the standing orders.
81. Explain in detail the health, welfare and safety of Apprentices.
82. Explain in detail regulation and control of training of Apprentice with regard to Apprenticeship Act 1961.
83. What is the object of the Equal Remuneration Act, 1976?
84. Define the following terms as used in the Equal Remuneration Act, 1976: a) Appropriate Government, b) Employer, c) men & women, d) Remuneration, e) same work and f) worker
85. Can an employer make any discrimination against women while making recruitment for the same work or work of a similar nature? If so, under what circumstance and subject to what condition?
86. Write a note on 'Advisory Committee' appointed under the Equal Remuneration Act, 1976?
87. To whom are complaints with regard to contravention of any provision of the Equal Remuneration Act, 1976 to be made?
88. Is there any provision in the act with regard to appeal against the order of the authority under the Act?

89. Write Short notes of the following: a) offences by companies under the Equal Remuneration Act, 1976, b) Power of appropriate Government to make declaration under the Equal Remuneration Act, 1976.
90. What are the conditions for the payment of maternity benefit under the Maternity Benefit Act, 1961? When is this benefit forfeited?
91. What are the maternity benefits available to women workers under the Maternity Benefit Act, 1961?
92. What are the powers and duties of Inspectors appointed for the purpose of the Maternity Benefit Act, 1961?
93. What are the leaves to which a woman is entitled in case of miscarriage or the illness arising out of pregnancy?
94. Define Contract labour. What are the Effects and uses of Contract Labour?
95. What are the main features of contract labour act, 1970?
96. Explain in detail about central and state advisory boards and power to constitute committees.
97. Explain in detail about registration and licensing of contractors under contract labour act.
98. Describe welfare and health of contract labour relating to regulation and abolition act 1970.
99. Explain in detail child Labour prohibition and regulation act, 1986 with regards to prohibition of employment & regulations of conditions of work of children.
100. Elucidate the prohibition of employment of children in certain occupations and processes under Child Labour prevention and regulation act, 1976.