

Enrollment No: \_\_\_\_\_

Exam Seat No: \_\_\_\_\_

# C.U.SHAH UNIVERSITY

## Summer Examination-2018

**Subject Name: Labour Legislations**

**Subject Code: 5SS03LLS1**

**Branch: M.S.W.**

**Semester: 3**

**Date: 26/03/2018**

**Time: 02:30 To 05:30**

**Marks: 70**

### Instructions:

- (1) Use of Programmable calculator and any other electronic instrument is prohibited.
  - (2) Instructions written on main answer book are strictly to be obeyed.
  - (3) Draw neat diagrams and figures (if necessary) at right places.
  - (4) Assume suitable data if needed.
- 

### SECTION – I

- Q-1 Attempt the Following questions (07)
- a. Give the definition of Industry. (01)  
w0og nI Vya~ya Aapo.
  - b. What is Factory? (01)  
Kar`anu Ae4le =u?
  - c. What do you mean by Trade Union? (01)  
4^eD yuiny n Ae4le =u?
  - d. Write the difference between Employer and Employee. (01)  
nokrIdata Ane kmRcarI vCce no tfavt smjavo.
  - e. Explain in brief about Standing Order. (01)  
S9ayI hukm ivqe 4Uk ma smjavo.
  - f. What is Labour Welfare Officer? (01)  
lebr velfer Aoifsr kone khevay?
  - g. Write Minimum Wages Rate of Gujarat. (01)  
gujrat no hal no l0utm vetn dr ke4lo 2e?
- Q-2 a. Explain provisions related to Health under Factories Act 1948. (14)  
Kar`ana 0ara he5X SvaS9yne lgtI jogva;Ao smjavo.
- OR
- Q-2 b. Explain the duties of Labour Welfare Officer in Factory and outside the Organization. (14)  
Kar`ana nI bhar t9a A&dr lebr veLfer AoifsrnI -UimkaAo smjavo.
- Q-3 a. What is Grievance Redress Mechanism? Narrate various mechanisms under I D Act. (14)  
tkrar invar9 sa0n Ae4le =u? AO0ogIk tkrar kayda A&tgRt iviv0 tkrar invar9



sa0no smjavo.

OR

- Q-3 b. What are the circumstances under which Employer is and is not liable to pay compensation under Workmen's Compensation Act?  
kamdar vXtr 0ara he5X nokrIdata Kya s&jogo he5X vXtr Aapva jvabdar 2e Ane Kya s&jogo he5X vXtr Aapva jvabdar n9I?

## SECTION – II

- Q-4 Attempt the Following questions (07)
- a. What is Arbitration? (01)  
m)yS9Ikr8 Ae4le =u?
- b. What do mean by Hazardous Process? (01)  
Jo`mI p/ik/ya Ae4le =u?
- c. Explain in brief about ILO. (01)  
Aa;.Ael.Ao. iv=e 4Uk ma smjavo.
- d. What is the meaning of Statutory and Non-statutory facility? (01)  
S&S9akIy Ane ibns&S9akIy sgvDtaAo Ae4le =u?
- e. Give the meaning of Gratuity. (01)  
g/eJyu;4I Ae4le =u?
- f. What is the difference Partial Disablement and Permanent Disablement? (01)  
Aa&i=k Ap&gta Ane kaymI Ap&gta vCce no tfavt smjavo.
- g. What is Provident Fund? (01)  
p/oivDN4 f&D Ae4le =u?
- Q-5 a. Explain what is meant by Retrenchment and state when a workman can be retrenched and discuss the procedure for retrenchment. What are the rights of retrenched workmen? (14)  
248I Ae4le =u? kamdarne Kyare 248I krI =kay? 248I nI p/ik/ya smjavo. 248I krel kamdar na Ai0karo smjavo.

OR

- Q-5 b. Explain various benefits under the Employees' State Insurance Act 1948. kamdar raJy ivma 0ara he5X mXta iviv0 faydaAo smjavo.
- Q-6 Short Notes (Any Two) (14)
- a. Trade Union Registration Process  
4^eD yuinyn no&08I p/ik/ya
- b. Lay off, Lock out, Strike and Closure (Meaning and Difference)  
b&0 paXvo, taXab&0I, hDtal Ane b&0 na tfavt t9a ~yal l`o
- c. Process of making Standing Orders  
S9ayI hukmo nI p/ik/ya smjavo
- d. Maternity Benefit Act provisions in brief  
mat<Tv la- Ai0inym nI jogva;Ao 4Uk ma smjavo

