

SRM VALLIAMMAI ENGINEERING COLLEGE

(An Autonomous Institution)

SRM Nagar, Kattankulathur – 603 203

DEPARTMENT OF MANAGEMENT STUDIES

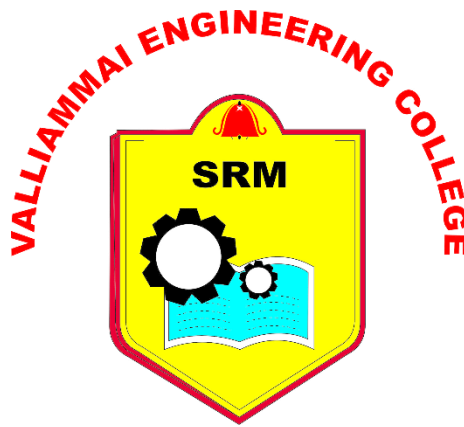
QUESTION BANK

III SEMESTER

PBA303 – LABOUR LEGISLATIONS

Regulation – 2023

Academic Year 2026 - 2027



Prepared by

Dr. K.Latha - Associate Professor

UNIT – I

SYLLABUS: The Factories Act 1948, The Trade Unions Act 1926, The Payment of Wages Act 1936
The Payment of Wages (Amendment) Act 2017 – Wage Boards

PART- A

S.NO	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	Define the term Factory under The Factories Act 1948.	CO1	BTL1	Remembering
2.	State the year in which the Factories Act was enacted.	CO1	BTL1	Remembering
3.	List any two objectives of The Factories Act, 1948.	CO1	BTL1	Remembering
4.	Who is termed as an occupier under the Act?	CO1	BTL1	Remembering
5.	What is the core purpose of the Trade Unions Act, 1926?	CO1	BTL1	Remembering
6.	State the maximum daily working hours allowed for an adult worker.	CO1	BTL1	Remembering
7.	Define the term Worker under the Act.	CO1	BTL1	Remembering
8.	List any two health-related provisions under the Act.	CO1	BTL1	Remembering
9.	List any two safety provisions for workers in factories.	CO1	BTL1	Remembering
10.	Mention the minimum age limit for employing young persons in a factory.	CO1	BTL1	Remembering
11.	Infer the age group classified as Adolescent under the Act.	CO1	BTL2	Understanding
12.	Interpret the provisions regarding weekly holidays for workers.	CO1	BTL2	Understanding
13.	Recall the meaning of annual leave with wages.	CO1	BTL1	Remembering
14.	State the maximum weekly working hours for an adult worker.	CO1	BTL2	Understanding
15.	List any two duties of an occupier under the Act.	CO1	BTL1	Remembering
16.	Define approved union under the Act.	CO1	BTL2	Understanding
17.	Mention any two provisions related to the funds of a trade union.	CO1	BTL1	Remembering
18.	List any two duties of office-bearers of a trade union.	CO1	BTL1	Remembering
19.	State the maximum daily working hours allowed for an adult worker.	CO1	BTL1	Remembering
20.	Infer the term Worker under the Act.	CO1	BTL2	Understanding
21.	Outline any two health-related provisions under the Act.	CO1	BTL2	Understanding
22.	Relate the need for safety provisions for workers in	CO1	BTL2	Understanding

	factories.			
23.	Recall the significance of Wage Boards refer to under the umbrella of the Payment of Wages Act framework.	CO1	BTL1	Remembering
24.	Interpret the wage period limit fixed under the Act.	CO1	BTL2	Understanding
PART- B				
S.NO	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	Analyze the comprehensive health, safety, and welfare provisions mandated for workers under the Factories Act, 1948.	CO1	BTL4	Analyzing
2.	Compare and contrast the mechanisms of wage protection under the Payment of Wages Act 1936 and the Minimum Wages Act 1948.	CO1	BTL4	Analysing
3.	Discuss the provisions of the Factories Act to design a health and safety compliance plan for a chemical manufacturing unit.	CO1	BTL4	Analysing
4.	Examine the impact of working hours and leave provisions under the Act on worker productivity and employer costs.	CO1	BTL4	Analysing
5.	Explain the safety provisions of the Act to suggest measures for preventing accidents in a steel plant.	CO1	BTL3	Applying
6.	Appraise the registration process of a trade union to prepare a step-by-step guide for a group of 12 factory workers seeking registration.	CO1	BTL4	Analysing
7.	Examine how the rights and immunities of registered trade unions affect industrial relations in large manufacturing units.	CO1	BTL4	Analysing
8.	Describe the provisions on trade union funds to draft rules for proper utilisation and auditing in a newly formed union.	CO1	BTL3	Applying
9.	Examine the challenges in implementing the recognition of trade unions in multi-union workplaces.	CO1	BTL4	Analysing
10.	Discuss the wage period and payment provisions to develop a payroll schedule for an organisation employing 1,200 workers.	CO1	BTL3	Applying
11.	Examine the role of the authority under Section 15 in addressing wage disputes and preventing exploitation.	CO1	BTL4	Analysing
12.	Discuss the definition of “wages” to determine eligibility of various allowances and deductions in a given payroll scenario.	CO1	BTL4	Analysing
13.	Examine the effect of the Act’s deduction provisions on employee satisfaction and trust in management.	CO1	BTL4	Analysing
14.	Apply the amendment provisions to prepare an implementation plan for shifting wage payments from cash to digital methods in a rural factory.	CO1	BTL3	Applying
15.	Discuss the advantages and disadvantages of allowing employers to pay wages via cheque or bank transfer without employee consent.	CO1	BTL3	Applying

16.	Examine the impact of the 2017 amendment on reducing wage payment delays and increasing financial inclusion.	CO1	BTL4	Analysing
17.	Discuss the Wage Board recommendations to resolve wage disputes in the textile industry.	CO1	BTL4	Analysing

UNIT – II

SYLLABUS: The Industrial Disputes Act, 1947, The Employees' Compensation Act, 1923 - The Employees' Compensation (Amendment) Act 2017, The Payment of Gratuity Act, 1972

PART- A

S.NO	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	Define industrial dispute under the Act.	CO2	BTL1	Remembering
2.	Interpret the objectives scope in the Industrial Disputes Act, 1947.	CO2	BTL2	Understanding
3.	Who is a workman as per the Act?	CO2	BTL1	Remembering
4.	Recall any two causes of industrial disputes.	CO2	BTL1	Remembering
5.	Who is an adjudicator under the Act?	CO2	BTL1	Remembering
6.	Mention any two powers of a conciliation officer.	CO2	BTL2	Understanding
7.	State the meaning of lock-out.	CO2	BTL1	Remembering
8.	Interpret the lay-off under the Act.	CO2	BTL2	Understanding
9.	What is the meaning of retrenchment?	CO2	BTL1	Remembering
10.	State the main objective of The Employees' Compensation Act, 1923.	CO2	BTL1	Remembering
11.	Who is an employee under the Act?	CO2	BTL1	Remembering
12.	Mention any two situations in which compensation is payable.	CO2	BTL1	Remembering
13.	Define dependant as per the Act.	CO2	BTL1	Remembering
14.	Infer the formula for calculating compensation in case of death of an employee.	CO2	BTL2	Understanding
15.	Define gratuity.	CO2	BTL1	Remembering
16.	What is the minimum continuous service period required to become eligible for gratuity?	CO2	BTL1	Remembering
17.	Mention the maximum amount of gratuity payable under the Act as per latest amendment.	CO2	BTL1	Remembering
18.	Who is the controlling authority under the payment of gratuity Act?	CO2	BTL1	Remembering
19.	Mention the change in penalty provisions made by the 2017 Amendment.	CO2	BTL1	Remembering
20.	State the meaning of partial disablement.	CO2	BTL1	Remembering

21.	Differentiate between partial and total disablement.	CO2	BTL2	Understanding
22.	Who is the Commissioner for Employee's Compensation?	CO2	BTL1	Remembering
23.	Mention the time limit for making a claim under the Act.	CO2	BTL1	Remembering
24.	State the benefit of enhancing compensation limits for employees.	CO2	BTL1	Remembering

PART- B				
S.NO	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	Examine the machinery provided under the Industrial Disputes Act 1947 for the investigation and settlement of industrial disputes.	CO2	BTL4	Analysing
2.	Differentiate between conciliation, arbitration and adjudication mechanisms assessing their operational efficiency.	CO2	BTL4	Analysing
3.	Analyze the legal provisions governing Strikes and Lock-outs under the Industrial Disputes Act, 1947.	CO2	BTL4	Analysing
4.	Distinguish between a legal strike and an illegal strike and evaluate the consequences of an employer or employee faces during an illegal industrial action.	CO2	BTL4	Analysing
5.	Examine the dispute settlement provisions to design an effective grievance redressal mechanism for a large manufacturing unit.	CO2	BTL4	Analysing
6.	Elaborate the powers and functions of conciliation officers, labour courts, and industrial tribunals in resolving disputes.	CO2	BTL4	Analysing
7.	Discuss the retrenchment provisions to calculate compensation payable to an employee with a given salary and service period.	CO2	BTL4	Analysing
8.	Summarise the provisions to determine the amount of compensation payable in case of death due to an employment-related accident.	CO2	BTL4	Analysing
9.	Examine the role of the Commissioner for Employees' Compensation in ensuring speedy settlement of claims.	CO2	BTL4	Analysing
10.	Discuss the rules for partial and total disablement to case scenarios and calculate compensation amounts	CO2	BTL3	Applying
11.	Examine the circumstances under which an employer is exempted from liability to pay compensation.	CO2	BTL4	Analysing
12.	Discuss the amended provisions to revise an organisation's employee compensation policy.	CO2	BTL4	Analysing
13.	Illustrate the provisions to calculate gratuity for an employee with a given salary and years of service, including cases of death or disablement	CO2	BTL3	Applying

14.	Examine the eligibility criteria for payment of gratuity and its exceptions under the Act.	CO2	BTL4	Analysing
15.	Describe the rules regarding forfeiture of gratuity in cases of misconduct, with examples.	CO2	BTL3	Applying
16.	Examine the role of the controlling authority in resolving gratuity payment disputes.	CO2	BTL4	Analysing
17.	Illustrate the provisions to address a case where an employer delays gratuity payment beyond the statutory period.	CO2	BTL3	Applying

UNIT – III – TRAINING AND EXECUTIVE DEVELOPMENT

SYLLABUS: The Payment of Bonus Act 1965 - The Payment of Bonus (Amendment) Act 2015, The Employee's Provident Fund & Misc. Act 1952, The Employee's State Insurance Act 1948, The Industrial Employment (Standing Orders) Act, 1946 - Notification Dated 07.10.2016 (Amendment to Schedule)

PART- A

S.NO	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	Define bonus as per the Act.	CO3	BTL1	Remembering
2.	What is the minimum percentage of bonus payable under the Act?	CO3	BTL1	Understanding
3.	State the main objective of The Payment of Bonus Act, 1965.	CO3	BTL1	Remembering
4.	Identify the specific amendment year associated with the Payment of Bonus Act mentioned in the document	CO3	BTL2	Understanding
5.	Mention the change in the calculation ceiling introduced the 2015 Amendment.	CO3	BTL1	Remembering
6.	State the main objective of The Employees' Provident Funds & Miscellaneous Provisions Act, 1952.	CO3	BTL1	Remembering
7.	What is the current rate of employee contribution to EPF?	CO3	BTL1	Remembering
8.	Name the three main schemes under the EPF & MP Act, 1952.	CO3	BTL1	Remembering
9.	Interpretate any two situations where an employee is disqualified from receiving bonus.	CO3	BTL2	Understanding
10.	Write the formula for Standard Benefit Rate.	CO3	BTL1	Remembering
11.	List out the benefits of ESI Act, 1948.	CO3	BTL1	Remembering
12.	Write a short note on sickness benefit.	CO3	BTL1	Remembering
13.	Give the rate and duration of Maternity Benefit.	CO3	BTL2	Understanding
14.	Infer the rate and duration of Disablement benefit.	CO3	BTL2	Understanding
15.	Give the composition of the ESI corporation.	CO3	BTL2	Understanding
16.	What are the powers and duties of the ESI Corporation?	CO3	BTL1	Remembering

17.	List the composition and duties of Medical benefit council.	CO3	BTL1	Remembering
18.	Differentiate Principal employer and Immediate employer.	CO3	BTL2	Understanding
19.	Write the scope of Industrial Employment (Standing Orders) Act, 1956.	CO3	BTL1	Remembering
20.	What is the significance of the Industrial Employment Standing Orders Act, 1946 for an organization?	CO3	BTL1	Remembering
21.	Write a short note on the powers of the appellate authority according to the act.	CO3	BTL1	Remembering
22.	Write a short note on Industrial Discipline.	CO3	BTL1	Remembering
23.	What is subsistence allowance?	CO3	BTL1	Remembering
24.	Interpret the concept of appropriate government under the IESOA.	CO3	BTL2	Understanding

PART- B				
S.NO	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	Discuss the provisions of the Act to calculate the minimum and maximum bonus payable for an employee given salary data and company profits.	CO3	BTL3	Applying
2.	Analyze how the 2015 amendment to the Payment of Bonus Act altered the calculation ceilings for employees.	CO3	BTL4	Analysing
3.	Examine the difference between allocable surplus and available surplus and their role in calculating bonus under the Act.	CO3	BTL4	Analysing
4.	Discuss the amended provisions to resolve a dispute where the employer refuses to recalculate bonus based on the new wage ceiling.	CO3	BTL4	Analysing
5.	Explain the provisions of the Act to prepare a compliance plan for a newly established factory employing more than 20 workers.	CO3	BTL3	Applying
6.	Examine the role of the Employees' Provident Fund Organisation (EPFO) in ensuring social security for employees.	CO3	BTL4	Analysing
7.	Discuss the provisions of the EPF Scheme, 1952 to compute the monthly contribution for both employer and employee, given salary details.	CO3	BTL3	Applying
8.	Explain the disqualification provisions to determine whether an employee dismissed for misconduct is entitled to a bonus.	CO3	BTL3	Applying

9.	Apply the provisions to prepare a company's annual bonus distribution policy that complies with the Act.	CO3	BTL3	Applying
10.	Discuss the object and scope of the Employees State Insurance Act, 1948.	CO3	BTL4	Analysing
11.	Illustrate the different kinds of benefits provided under the Employees State Insurance Act, 1948.	CO3	BTL3	Applying
12.	Determine the need for Employees Insurance Court's constitution and the provisions.	CO3	BTL4	Analysing
13.	Illustrate the penalties prescribed by the ESI Act, 1948 for contravention of the provisions of the Act.	CO3	BTL3	Applying
14.	Discuss in detail the composition, powers and functions of (i) ESI Corporation, (ii) Standing Committee and (iii) Medical Benefit Council.	CO3	BTL4	Analysing
15.	Examine the provisions regarding certification and operation of standing orders.	CO3	BTL4	Analysing
16.	Discuss the content and nature of standing orders.	CO3	BTL4	Analysing
17.	Explain the provisions of the Act to prepare a compliance plan for a newly established factory employing more than 20 workers.	CO3	BTL3	Applying

UNIT – IV

SYLLABUS: The Apprentices Act 1961, The Equal Remuneration Act 1976, The Maternity Benefit Act 1961, The Maternity Benefit (Amendment) Act 2017, Contract Labour Amendment Act 2022

PART- A

S.N O	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	What is the primary objective of the Apprentice Act, 1961.	CO4	BTL1	Remembering
2.	Who are apprentices?	CO4	BTL1	Remembering
3.	What is apprenticeship training?	CO4	BTL1	Remembering
4.	What is contract for apprenticeship?	CO4	BTL1	Remembering
5.	What are the duties of an apprentice?	CO4	BTL1	Remembering
6.	What are the obligations casted upon employer and employee under Apprentices Act?	CO4	BTL1	Remembering
7.	Differentiate Designated trade and Optional trade.	CO4	BTL2	Understanding
8.	What is the fundamental intent behind the Equal Remuneration Act, 1976?	CO4	BTL1	Remembering
9.	Write short notes on penalties in Equal Remuneration Act, 1976.	CO4	BTL1	Remembering
10.	Define Remuneration as per Equal Remuneration Act.	CO4	BTL1	Remembering

11.	State the provisions regarding offence by companies under Equal Remuneration Act, 1976.	CO4	BTL1	Remembering
12.	List out the power of inspector under the Equal Remuneration Act, 1976.	CO4	BTL1	Remembering
13.	State the main objective of the Maternity Benefit Act, 1961 and its 2017 amendment.	CO4	BTL1	Remembering
14.	Interpret the right of a woman on her return to work from maternity leave.	CO4	BTL2	Understanding
15.	What is the rate and duration of maternity benefit?	CO4	BTL1	Remembering
16.	Infer the restriction on employment of women during certain periods.	CO4	BTL2	Understanding
17.	Recall the most recent amendment year for the Contract Labour Act listed in the table.	CO4	BTL1	Remembering
18.	List the objectives of Contract Labour Act.	CO4	BTL1	Remembering
19.	Who is a "Contractor" as defined under the Contract Labour Act, 1970?	CO4	BTL1	Remembering
20.	Define the term "Principal Employer" under the Contract Labour Act, 1970.	CO4	BTL1	Remembering
21.	Define workman.	CO4	BTL1	Remembering
22.	Give two welfare facilities that must be provided to contract labourers under the Act.	CO4	BTL2	Understanding
23.	Who can issue a license to a contractor under the Contract Labour Act?	CO4	BTL1	Remembering
24.	Interpret the relationship between the contractor and principal employer.	CO4	BTL2	Understanding

PART- B

S.NO	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	Discuss the statutory obligations of employers toward the recruitment, training, and working hours of apprentices under the Apprentices Act, 1961	CO4	BTL4	Analyzing
2.	Discuss the objectives and key provisions of the Apprentices Act, 1961.	CO4	BTL4	Analyzing
3.	Examine the procedure for registration, engagement, and training of apprentices under the Apprentices Act, 1961.	CO4	BTL4	Analyzing
4.	Illustrate the role of the Apprenticeship Adviser and other authorities under the Apprentices Act, 1961.	CO4	BTL3	Applying
5.	Analyze the roles and responsibilities of employers and apprentices under the Apprentices Act.	CO4	BTL4	Analysing
6.	Analyze how the Equal Remuneration Act, 1976 safeguards against gender discrimination in employment.	CO4	BTL4	Analysing
7.	Discuss the penalties for offences under the Equal Remuneration Act, 1976.	CO4	BTL3	Applying
8.	Examine the factors that led to the enactment of the Equal Remuneration Act, 1976 and describe its main objectives .	CO4	BTL4	Analysing

9.	Appraise the provisions of the Equal Remuneration Act, 1976, relating to its enforcement, and the machinery for the disposal of claims and trial of offences.	CO4	BTL3	Applying
10.	Examine the Maternity Benefit Amendment Act 2017 and the provisions for maternity benefits.	CO4	BTL4	Analysing
11.	Illustrate the coverage, qualifying conditions and the duration of maternity benefit payable under the Maternity Benefit Act, 1961. What additional facilities are to be given to women workers during maternity with suitable examples?	CO4	BTL3	Applying
12.	Determine the provisions of the Maternity Benefit Act, 1961, relating to protection of women workers.	CO4	BTL4	Analysing
13.	Illustrate in detail the provisions of Maternity Benefits as per the (Amendment) Bill, 2016.	CO4	BTL3	Applying
14.	Discuss the responsibilities of the principal employer, such as providing welfare facilities and maintaining records.	CO4	BTL4	Analysing
15.	Appraise the penalties for violations like non-registration, non-licensing, or failure to provide welfare facilities.	CO4	BTL3	Applying
16.	Examine the role of labour inspectors and other authorities in enforcement.	CO4	BTL4	Analysing
17.	Apply the role of the appropriate government and advisory boards.	CO4	BTL3	Applying

UNIT – V

SYLLABUS: The Child Labour Prohibition and Regulation Act 1986, Preventions of Sexual Harassment Act 2013, The Unorganized Workers Social Security Act 2008, Labour codes

PART- A

S.NO	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	What is the primary objective of the Child Labour (Prohibition and Regulation) Act, 1986?	CO5	BTL1	Remembering
2.	Define the term "child" under the Child Labour Act, 1986.	CO5	BTL1	Remembering
3.	What is the penalty for employing a child in violation of the Act?	CO5	BTL1	Remembering
4.	Infer are the permitted working hours for adolescents under the Act?	CO5	BTL2	Understanding
5.	Define the term Establishment in Child Labour (Prohibition and Regulation) Act, 1986?	CO5	BTL1	Remembering
6.	What is the purpose of the POSH Act, 2013?	CO5	BTL1	Remembering
7.	Interpret the role of an Internal Complaints Committee (ICC) in the organization.	CO5	BTL2	Understanding
8.	What is the time limit for filing a complaint under the POSH Act?	CO5	BTL1	Remembering
9.	Who can be the presiding officer of the ICC?	CO5	BTL1	Remembering

10.	Mention any two duties of an employer under the POSH Act, 2013.	CO5	BTL1	Remembering
11.	State any two rights of the aggrieved woman under the PoSH Act.	CO5	BTL1	Remembering
12.	Infer the penalties for non-compliance with the POSH Act by an employer.	CO5	BTL2	Understanding
13.	What is the objective of the Unorganized Workers' Social Security Act, 2008?	CO5	BTL1	Remembering
14.	Who is defined as an "unorganized worker" under the Act?	CO5	BTL1	Remembering
15.	What is the role of the National Social Security Board under the Act?	CO5	BTL1	Remembering
16.	Define "self-employed worker" as per the Act.	CO5	BTL1	Remembering
17.	What identity document is issued to registered unorganized workers?	CO5	BTL1	Remembering
18.	What is the eligibility for registration as an unorganized worker under the Act?	CO5	BTL1	Remembering
19.	What is Labour Code?	CO5	BTL1	Remembering
20.	Outline the purpose of the Code on Wages, 2019.	CO5	BTL2	Understanding
21.	Name two key welfare measures introduced for workers under the occupational safety, Health and Working Conditions code, 2020.	CO5	BTL1	Remembering
22.	Define "gig worker" as per the code on Social Security, 2020.	CO5	BTL1	Remembering
23.	What is the threshold for the applicability of the Industrial Relations code, 2020 for retrenchment provisions?	CO5	BTL1	Remembering
24.	What does the Labour Codes signify in the context of modern Indian labour law reforms?	CO5	BTL1	Remembering

PART- B				
S.NO	QUESTIONS	CO LEVEL	BT LEVEL	COMPETENCE
1.	Discuss the occupations in which employment of children under 14 is prohibited.	CO5	BTL4	Analysing
2.	Examine the prohibitions, regulated occupations and penal provisions introduced by the Child Labour Prevention and Regulation Act 1986.	CO5	BTL4	Analysing
3.	Determine a step-by-step corporate compliance program and inquiry procedure that aligns perfectly with the Prevention of Sexual Harassment (POSH) Act, 2013.	CO5	BTL4	Analysing
4.	Examine the key provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.	CO5	BTL4	Analysing

5.	Appraise the role and responsibilities of the Internal Complaints Committee under the PoSH Act, 2013.	CO5	BTL3	Applying
6.	Describe the procedure for filing and handling a sexual harassment complaint under the PoSH Act.	CO5	BTL4	Analysing
7.	Determine are the duties of an employer under the POSH Act, 2013 and how can organizations ensure compliance.	CO5	BTL4	Analysing
8.	Discuss Internal Complaints Committee (ICC) and Local Complaints Committee (LCC).	CO5	BTL4	Analysing
9.	Apply the key features and objectives of the Unorganized Workers' Social Security Act, 2008.	CO5	BTL3	Applying
10.	Discuss the role, composition, and functions of the National Social Security Board under the Act.	CO5	BTL4	Analysing
11.	Analyze the expected benefits and potential challenges of the new labour codes.	CO5	BTL4	Analysing
12.	Describe the process of registration of unorganized workers under the Act. What are the benefits of registration.	CO5	BTL4	Analysing
13.	Analyze the social security schemes covered under the Act. How do they aim to benefit unorganized workers?	CO5	BTL4	Analysing
14.	Discuss the relevance of Labour code in the emerging economic environment.	CO5	BTL4	Analysing
15.	Illustrate the salient features of the Code on Wages, 2019.	CO5	BTL3	Applying
16.	Discuss the salient features on the occupational safety, Health and Working Conditions code, 2019.	CO5	BTL4	Analysing
17.	Illustrate the labour legislations that subsumes under the Labour Code on Social Security & Welfare.	CO5	BTL3	Applying