

SRM VALLIAMMAI ENGINEERING COLLEGE

(An Autonomous Institution)

SRM Nagar, Kattankulathur – 603 203

DEPARTMENT OF MANAGEMENT STUDIES

QUESTION BANK

III SEMESTER

PBA303 – LABOUR LEGISLATION

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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	COMPETENCE	BT LEVEL	CO Level
1.	Define the term <i>Factory</i> under The Factories Act, 1948.	Remembering	Level 1	CO1
2.	Who is termed as an <i>occupier</i> under the Act?	Remembering	Level 1	CO1
3.	Recall the minimum number of workers required for an establishment to be considered a factory.	Understanding	Level 2	CO1
4.	List any two objectives of The Factories Act, 1948.	Remembering	Level 1	CO1
5.	State the maximum daily working hours allowed for an adult worker.	Understanding	Level 2	CO1
6.	Define the term <i>Worker</i> under the Act.	Remembering	Level 1	CO1
7.	List any two health-related provisions under the Act.	Remembering	Level 1	CO1
8.	List any two safety provisions for workers in factories.	Remembering	Level 1	CO1
9.	Mention the minimum age limit for employing young persons in a factory.	Understanding	Level 2	CO1
10.	Identify the age group classified as <i>Adolescent</i> under the Act.	Remembering	Level 1	CO1
11.	State the provision regarding <i>weekly holidays</i> for workers.	Remembering	Level 1	CO1
12.	Recall the meaning of <i>annual leave with wages</i> .	Understanding	Level 2	CO1
13.	State the maximum weekly working hours for an adult worker.	Remembering	Level 1	CO1
14.	List any two duties of an occupier under the Act.	Remembering	Level 1	CO1
15.	Define <i>approved union</i> under the Act.	Remembering	Level 1	CO1
16.	Mention any two provisions related to the funds of a trade union.	Understanding	Level 2	CO1
17.	List any two duties of office-bearers of a trade union.	Understanding	Level 2	CO1

18.	Mention any two rights of a registered trade union.	Understanding	Level 2	CO1
19.	Who is the <i>Registrar of Trade Unions</i> ?	Remembering	Level 1	CO1
20.	Define the term <i>wages</i> under the Act.	Remembering	Level 1	CO1
21.	What is the wage period limit fixed under the Act?	Remembering	Level 1	CO1
22.	Mention any two authorised deductions from wages.	Understanding	Level 2	CO1
23.	Mention any two responsibilities of the employer under the Act	Understanding	Level 2	CO1
24.	State any two modes of wage payment allowed under the Amendment Act, 2017.	Understanding	Level 2	CO1

PART- B				
S.NO	QUESTIONS	COMPETENCE	BT LEVEL	CO Level
1.	Discuss the provisions of the Factories Act to design a health and safety compliance plan for a chemical manufacturing unit.	Applying	Level 3	CO1
2.	Examine the impact of working hours and leave provisions under the Act on worker productivity and employer costs.	Analysing	Level 4	CO1
3.	Explain the safety provisions of the Act to suggest measures for preventing accidents in a steel plant.	Applying	Level 3	CO1
4.	Examine the role of the occupier and manager in ensuring compliance with the Act, citing relevant sections.	Analysing	Level 4	CO1
5.	Summarise the registration process of a trade union to prepare a step-by-step guide for a group of 12 factory workers seeking registration.	Applying	Level 3	CO1
6.	Examine how the rights and immunities of registered trade unions affect industrial relations in large manufacturing units.	Analysing	Level 4	CO1
7.	Describe the provisions on trade union funds to draft rules for proper utilisation and auditing in a newly formed union.	Applying	Level 3	CO1
8.	Examine the challenges in implementing the recognition of trade unions in multi-union workplaces.	Analysing	Level 4	CO1

9.	Discuss the wage period and payment provisions to develop a payroll schedule for an organisation employing 1,200 workers.	Applying	Level 3	CO1
10.	Examine the role of the authority under Section 15 in addressing wage disputes and preventing exploitation.	Analysing	Level 4	CO1
11.	Discuss the definition of “wages” to determine eligibility of various allowances and deductions in a given payroll scenario.	Applying	Level 3	CO1
12.	Examine the effect of the Act’s deduction provisions on employee satisfaction and trust in management.	Analysing	Level 4	CO1
13.	Write the amendment provisions to prepare an implementation plan for shifting wage payments from cash to digital methods in a rural factory.	Applying	Level 3	CO1
14.	Discuss the advantages and disadvantages of allowing employers to pay wages via cheque or bank transfer without employee consent.	Analysing	Level 4	CO1
15.	Examine the impact of the 2017 amendment on reducing wage payment delays and increasing financial inclusion.	Analysing	Level 4	CO1
16.	Discuss the Wage Board recommendations to resolve wage disputes in the textile industry.	Applying	Level 3	CO1
17.	Examine the role of Wage Boards in narrowing wage gaps between organised and unorganized sectors in India.	Analysing	Level 4	CO1

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	COMPETENCE	BT LEVEL	CO Level
1.	Define <i>industrial dispute</i> under the Act.	Remembering	Level 1	CO2
2.	State any two objectives of The Industrial Disputes Act, 1947.	Understanding	Level 2	CO2
3.	Who is a <i>workman</i> as per the Act?	Remembering	Level 1	CO2

4.	Mention any two causes of industrial disputes.	Understanding	Level 2	CO2
5.	Who is an <i>adjudicator</i> under the Act?	Remembering	Level 1	CO2
6.	Mention any two powers of a conciliation officer.	Understanding	Level 2	CO2
7.	State the meaning of <i>lock-out</i> .	Understanding	Level 2	CO2
8.	Define <i>lay-off</i> under the Act.	Remembering	Level 1	CO2
9.	What is the meaning of <i>retrenchment</i> ?	Remembering	Level 1	CO2
10.	State the main objective of The Employees' Compensation Act, 1923.	Understanding	Level 2	CO2
11.	Who is an <i>employee</i> under the Act?	Remembering	Level 1	CO2
12.	Mention any two situations in which compensation is payable.	Understanding	Level 2	CO2
13.	Define <i>dependant</i> as per the Act.	Remembering	Level 1	CO2
14.	State the formula for calculating compensation in case of death of an employee.	Understanding	Level 2	CO2
15.	Define <i>gratuity</i> .	Remembering	Level 1	CO2
16.	What is the minimum continuous service period required to become eligible for gratuity?	Remembering	Level 1	CO2
17.	Mention the maximum amount of gratuity payable under the Act (as per latest amendment).	Understanding	Level 2	CO2
18.	Who is the <i>controlling authority</i> under the payment of gratuity Act?	Remembering	Level 1	CO2
19.	Mention the change in penalty provisions made by the 2017 Amendment.	Understanding	Level 2	CO2
20.	State the meaning of <i>partial disablement</i> .	Understanding	Level 2	CO2
21.	What is the meaning of <i>total disablement</i> ?	Remembering	Level 1	CO2
22.	Who is the <i>Commissioner for Employees' Compensation</i> ?	Remembering	Level 1	CO2
23.	Mention the time limit for making a claim under the Act.	Understanding	Level 2	CO2
24.	State the benefit of enhancing compensation limits for employees.	Understanding	Level 2	CO2

PART- B				
S.NO	QUESTIONS	COMPETENCE	BT LEVEL	CO Level
1.	Discuss the provisions of the Act to prepare a step-by-step procedure for settling an industrial dispute through conciliation, adjudication, and arbitration.	Applying	Level 3	CO2
2.	Examine the role of the works committee in maintaining harmonious industrial relations.	Analysing	Level 4	CO2
3.	Explain the definition of <i>lay-off</i> , <i>retrenchment</i> , and <i>closure</i> to different industrial situations and suggest legal remedies for affected workers.	Applying	Level 3	CO2
4.	Examine the causes and consequences of strikes and lock-outs under the Act, citing relevant provisions.	Analysing	Level 4	CO2
5.	Examine the dispute settlement provisions to design an effective grievance redressal mechanism for a large manufacturing unit.	Applying	Level 3	CO2
6.	Elaborate the powers and functions of conciliation officers, labour courts, and industrial tribunals in resolving disputes.	Analysing	Level 4	CO2
7.	Discuss the retrenchment provisions to calculate compensation payable to an employee with a given salary and service period.	Applying	Level 3	CO2
8.	Summarise the provisions to determine the amount of compensation payable in case of death due to an employment-related accident.	Applying	Level 3	CO2
9.	Examine the role of the Commissioner for Employees' Compensation in ensuring speedy settlement of claims.	Analysing	Level 4	CO2
10.	Discuss the rules for partial and total disablement to case scenarios and calculate compensation amounts	Applying	Level 3	CO2
11.	Examine the circumstances under which an employer is exempted from liability to pay compensation.	Analysing	Level 4	CO2
12.	Discuss the amended provisions to revise an organisation's employee compensation policy.	Applying	Level 3	CO2

13.	State the provisions to calculate gratuity for an employee with a given salary and years of service, including cases of death or disablement.	Applying	Level 3	CO2
14.	Examine the eligibility criteria for payment of gratuity and its exceptions under the Act.	Analysing	Level 4	CO2
15.	Describe the rules regarding forfeiture of gratuity in cases of misconduct, with examples.	Applying	Level 3	CO2
16.	Examine the role of the controlling authority in resolving gratuity payment disputes.	Analysing	Level 4	CO2
17.	State the provisions to address a case where an employer delays gratuity payment beyond the statutory period.	Applying	Level 3	CO2

UNIT – III

SYLLABUS:

8. The Payment of Bonus Act,1965 - The Payment of Bonus (Amendment) Act 2015

9. The Employee's Provident Fund & Misc.Act,1952

10. The Employee's State Insurance At, 1948

11. The Industrial Employment (Standing Orders) Act,1946 - Notification Dated 07.10.2016 (Amendment to Schedule)

PART- A

S.NO	QUESTIONS	COMPETENCE	BT LEVEL	CO Level
1.	Define <i>bonus</i> as per the Act.	Remembering	Level 1	CO3
2.	What is the minimum percentage of bonus payable under the Act?	Remembering	Level 1	CO3
3.	State the main objective of The Payment of Bonus Act, 1965.	Remembering	Level 1	CO3
4.	State the revised wage ceiling for eligibility after the 2015 Amendment.	Remembering	Level 1	CO3
5.	Mention the change in the calculation ceiling introduced the 2015 Amendment.	Understanding	Level 2	CO3
6.	State the main objective of The Employees' Provident Funds & Miscellaneous Provisions Act, 1952.	Remembering	Level 1	CO3
7.	What is the current rate of employee contribution to EPF?	Remembering	Level 1	CO3

8.	Name the three main schemes under the EPF & MP Act, 1952.	Understanding	Level 2	CO3
9.	State any two situations where an employee is disqualified from receiving bonus.	Understanding	Level 2	CO3
10.	Write the formula for Standard Benefit Rate.	Remembering	Level 1	CO3
11.	List out the benefits of ESI Act, 1948.	Remembering	Level 1	CO3
12.	Write a short note on sickness benefit.	Understanding	Level 2	CO3
13.	Give the rate and duration of Maternity Benefit.	Remembering	Level 1	CO3
14.	Mention the rate and duration of Disablement benefit.	Understanding	Level 2	CO3
15.	Give the composition of the ESI corporation.	Remembering	Level 1	CO3
16.	Narrate the powers and duties of the ESI Corporation.	Understanding	Level 2	CO3
17.	List the composition and duties of Medical benefit council.	Remembering	Level 1	CO3
18.	Differentiate Principal employer and Immediate employer.	Understanding	Level 2	CO3
19.	Write the scope of Industrial Employment (Standing Orders) Act, 1956.	Remembering	Level 1	CO3
20.	Define standing orders.	Understanding	Level 2	CO3
21.	Write a short note on the powers of the appellate authority according to the act.	Remembering	Level 1	CO3
22.	Write a short note on Industrial Discipline.	Understanding	Level 2	CO3
23.	What is subsistence allowance?	Remembering	Level 1	CO3
24.	What is the concept of appropriate government under the IESOA?	Understanding	Level 2	CO3

PART- B				
S.NO	QUESTIONS	COMPETENCE	BT LEVEL	CO Level
1.	Discuss the provisions of the Act to calculate the minimum and maximum bonus payable for an employee given salary data and company profits.	Applying	Level 3	CO3

2.	Examine the difference between <i>allocable surplus</i> and <i>available surplus</i> and their role in calculating bonus under the Act.	Analysing	Level 4	CO3
3.	Discuss the amended provisions to resolve a dispute where the employer refuses to recalculate bonus based on the new wage ceiling.	Applying	Level 3	CO3
4.	Explain the provisions of the Act to prepare a compliance plan for a newly established factory employing more than 20 workers.	Applying	Level 3	CO3
5.	Examine the role of the Employees' Provident Fund Organisation (EPFO) in ensuring social security for employees.	Analysing	Level 4	CO3
6.	Discuss the provisions of the EPF Scheme, 1952 to compute the monthly contribution for both employer and employee, given salary details.	Applying	Level 3	CO3
7.	Explain the disqualification provisions to determine whether an employee dismissed for misconduct is entitled to a bonus.	Applying	Level 3	CO3
8.	Discuss the provisions to prepare a company's annual bonus distribution policy that complies with the Act.	Applying	Level 3	CO3
9.	Discuss the object and scope of the Employees State Insurance Act, 1948.	Analysing	Level 4	CO3
10.	Elaborate the different kinds of benefits provided under the Employees State Insurance Act, 1948.	Analysing	Level 4	CO3
11.	How is the Employees Insurance Court constituted and what are the matters to be decided by Court?	Analysing	Level 4	CO3
12.	What are the penalties prescribed by the ESI Act, 1948 for contravention of the provisions of the Act?	Analysing	Level 4	CO3
13.	Explain the composition, powers and functions of (i) ESI Corporation, (ii) Standing Committee and (iii) Medical Benefit Council.	Applying	Level 3	CO3
14.	Explain the provisions regarding certification and operation of standing orders.	Analysing	Level 4	CO3
15.	Discuss the content and nature of standing orders.	Applying	Level 3	CO3

16.	Discuss the power of certifying officers according to the Industrial Employment (Standing Orders) Act, 1946.	Analysing	Level 4	CO3
17.	Examine the procedure for the modification of standing orders.	Analysing	Level 4	CO3

UNIT – IV

SYLLABUS:

12. The Apprentices Act, 1961

13. The Equal Remuneration Act, 1976

14. The Maternity Benefit Act, 1961, The Maternity Benefit (Amendment) Act 2017.

15. Contract Labour Amendment Act, 2022

PART- A

S.NO	QUESTIONS	COMPETENCE	BT LEVEL	CO Level
1.	What is the primary objective of the Apprentice Act, 1961.	Remembering	Level 1	CO4
2.	Who are apprentices?	Understanding	Level 2	CO4
3.	What is apprenticeship training?	Remembering	Level 1	CO4
4.	What is contract for apprenticeship?	Understanding	Level 2	CO4
5.	What are the duties of an apprentice?	Understanding	Level 2	CO4
6.	What are the obligations casted upon employer and employee under Apprentices Act?	Remembering	Level 1	CO4
7.	Differentiate Designated trade and Optional trade.	Remembering	Level 1	CO4
8.	What is “same work or work of similar nature”?	Remembering	Level 1	CO4
9.	Write short notes on penalties in Equal Remuneration Act, 1976.	Understanding	Level 2	CO4
10.	Define Remuneration as per Equal Remuneration Act.	Understanding	Level 2	CO4
11.	State the provisions regarding offence by companies under Equal Remuneration Act, 1976.	Remembering	Level 1	CO4
12.	List out the power of inspector under the Equal Remuneration Act, 1976.	Understanding	Level 2	CO4

13.	What right does a woman has upon her return to work from maternity leave?	Understanding	Level 2	CO4
14.	Give short note on the scope of Maternity Benefit Act, 1961.	Understanding	Level 2	CO4
15.	What is the rate and duration of maternity benefit?	Remembering	Level 1	CO4
16.	What is the restriction on employment of women during certain periods?	Understanding	Level 2	CO4
17.	What is the power of inspectors under the Maternity Benefit Act, 1961?	Remembering	Level 1	CO4
18.	Write short notes on the penalties under the Maternity Benefit Act, 1961.	Remembering	Level 1	CO4
19.	Lis the objective of Contract Labour Act.	Remembering	Level 1	CO4
20.	Who is a "Contractor" as defined under the Contract Labour Act, 1970?	Understanding	Level 2	CO4
21.	Define the term "Principal Employer" under the Contract Labour Act, 1970.	Remembering	Level 1	CO4
22.	Define workman.	Understanding	Level 2	CO4
23.	Name two welfare facilities that must be provided to contract labourers under the Act.	Remembering	Level 1	CO4
24.	Who can issue a license to a contractor under the Contract Labour Act?	Understanding	Level 2	CO4

PART- B				
S.NO	QUESTIONS	COMPETENCE	BT LEVEL	CO Level
1.	Discuss the objectives and key provisions of the Apprentices Act, 1961.	Applying	Level 3	CO4
2.	(i) Explain the procedure for registration, engagement, and training of apprentices under the Apprentices Act, 1961. (ii) Evaluate the role of the Apprenticeship Adviser and other authorities under the Apprentices Act, 1961.	Analysing	Level 4	CO4

3.	Analyze the roles and responsibilities of employers and apprentices under the Apprentices Act.	Analysing	Level 4	CO4
4.	(i) Explain the provisions regarding stipend, working hours, and leave for apprentices under the Act? (ii) Discuss the classification of apprentices under the Act and the criteria for their eligibility.	Analysing	Level 4	CO4
5.	Discuss the penalties for offences under the Equal Remuneration Act, 1976.	Evaluating	Level 4	CO4
6.	Explain the factors that led to the enactment of the Equal Remuneration Act, 1976 and describe its main objectives .	Analysing	Level 4	CO4
7.	Explain the provisions of the Equal Remuneration Act, 1976, relating to its enforcement, and the machinery for the disposal of claims and trial of offences.	Analysing	Level 4	CO4
8.	Describe the provisions of the Equal Remuneration Act, 1976, relating to payment of equal remuneration to women and prohibition of discrimination with them in personnel matters.	Analysing	Level 4	CO4
9.	Explain the main provisions of Maternity Act, 1961.	Analysing	Level 4	CO4
10.	Give an account of the growth of maternity benefit legislation in India and explain the factors leading to the enactment of the Maternity Benefit Act, 1961.	Analysing	Level 4	CO4
11.	Explain the coverage, qualifying conditions and the rate and duration of maternity benefit payable under the Maternity Benefit Act, 1961. What additional facilities are to be given to women workers during maternity?	Applying	Level 3	CO4
12.	Discuss the provisions of the Maternity Benefit Act, 1961, relating to protection of women workers against dismissal, restrictions on their employment and protection of wages during maternity.	Analysing	Level 4	CO4
13.	Elaborate the Maternity Benefit (Amendment) Bill, 2016.	Applying	Level 3	CO4
14.	Discuss the responsibilities of the principal employer, such as providing welfare facilities and maintaining records.	Analysing	Level 4	CO4
15.	Detail the penalties for violations like non-registration, non-licensing, or failure to provide welfare facilities.	Analysing	Level 4	CO4

16.	(i) Explain the role of labour inspectors and other authorities in enforcement.	Analysing	Level 4	CO4
17.	Discuss the role of the appropriate government and advisory boards.	Applying		CO4

UNIT – V

SYLLABUS:

- 16. The Child Labour Prohibition and Regulation Act , 1986
- 17. Preventions of Sexual Harassment Act, 2013
- 18. The Unorganized Workers Social Security Act, 2008
- 19. Labour codes

PART- A

S.NO	QUESTIONS	COMPETENCE	BT LEVEL	CO Level
1.	What is the primary objective of the Child Labour (Prohibition and Regulation) Act, 1986?	Remembering	Level 1	CO5
2.	Define the term "child" under the Child Labour Act, 1986.	Understanding	Level 2	CO5
3.	What is the penalty for employing a child in violation of the Act?	Remembering	Level 1	CO5
4.	What are the permitted working hours for adolescents under the Act?	Understanding	Level 2	CO5
5.	Define the term Establishment in Child Labour (Prohibition and Regulation) Act, 1986?	Understanding	Level 2	CO5
6.	What is the purpose of the PoSH Act, 2013?	Remembering	Level 1	CO5
7.	Who is considered an "employee" under the PoSH Act?	Understanding	Level 2	CO5
8.	What is an Internal Complaints Committee (ICC)?	Remembering	Level 1	CO5
9.	What is the time limit for filing a complaint under the PoSH Act?	Understanding	Level 2	CO5
10.	Who can be the presiding officer of the ICC?	Remembering	Level 1	CO5
11.	Mention any two duties of an employer under the PoSH Act, 2013.	Remembering	Level 1	CO5
12.	Mention any two rights of the aggrieved woman under the PoSH Act.	Understanding	Level 2	CO5

13.	What are the penalties for non-compliance with the PoSH Act by an employer?	Remembering	Level 1	CO5
14.	What is the objective of the Unorganized Workers' Social Security Act, 2008?	Understanding	Level 2	CO5
15.	Who is defined as an "unorganized worker" under the Act?	Remembering	Level 1	CO5
16.	What is the role of the National Social Security Board under the Act?	Understanding	Level 2	CO5
17.	Define "self-employed worker" as per the Act.	Remembering	Level 1	CO5
18.	What identity document is issued to registered unorganized workers?	Understanding	Level 2	CO5
19.	What is the eligibility for registration as an unorganized worker under the Act?	Remembering	Level 1	CO5
20.	What is Labour Code?	Understanding	Level 2	CO5
21.	What is the purpose of the Code on Wages, 2019?	Remembering	Level 1	CO5
22.	Name two key welfare measures introduced for workers under the occupational safety, Health and Working Conditions code, 2020.	Understanding	Level 2	CO5
23.	Define "gig worker" as per the code on Social Security, 2020.	Remembering	Level 1	CO5
24.	What is the threshold for the applicability of the Industrial Relations code, 2020 for retrenchment provisions?	Understanding	Level 2	CO5

PART- B				
S.NO	QUESTIONS	COMPETENCE	BT LEVEL	CO Level
1.	Discuss the occupations in which employment of children under 14 is prohibited.	Applying	Level 3	CO5
2.	Discuss the processes in which employment of children is prohibited.	Analysing	Level 4	CO5

3.	Explain the distinction between prohibition for children under 14 and regulation for adolescents aged 14-18.	Applying	Level 3	CO5
4.	Explain the key provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.	Analysing	Level 4	CO5
5.	Discuss the role and responsibilities of the Internal Complaints Committee under the PoSH Act, 2013.	Analysing	Level 4	CO5
6.	Describe the procedure for filing and handling a sexual harassment complaint under the PoSH Act.	Analysing	Level 4	CO5
7.	What are the duties of an employer under the PoSH Act, 2013? How can organizations ensure compliance?	Evaluating	Level 5	CO5
8.	Discuss Internal Complaints Committee (ICC) and Local Complaints Committee (LCC). When is each applicable?	Analysing	Level 4	CO5
9.	Explain the key features and objectives of the Unorganized Workers' Social Security Act, 2008.	Applying	Level 3	CO5
10.	Discuss the role, composition, and functions of the National Social Security Board under the Act.	Analysing	Level 4	CO5
11.	Describe the process of registration of unorganized workers under the Act. What are the benefits of registration.	Applying	Level 3	CO5
12.	Analyze the social security schemes covered under the Act. How do they aim to benefit unorganized workers?	Analysing	Level 4	CO5
13.	Discuss the relevance of Labour code in the emerging economic environment.	Applying	Level 3	CO5
14.	Elaborate on the salient features of the Code on Wages, 2019.	Analysing	Level 4	CO5
15.	Discuss the salient features on the occupational safety, Health and Working Conditions code, 2019.	Applying	Level 3	CO5
16.	Enumerate the labour legislations that subsumes under the Labour Code on Social Security & Welfare.	Analysing	Level 4	CO5
17.	Discuss Labour Code on Industrial Relation.	Analysing	Level 4	CO5