**ST. JOSEPH’S COLLEGE (AUTONOMOUS); BENGALURU-27**

**B.A. INDUSTRIAL RELATIONS- III SEMESTER**

Register Number:

Date:13-12-2022

**SEMESTER EXAMINATION: OCTOBER 2022**

**(Conducted in December 2022)**

**IR 3222: INDUSTRIAL RELATIONS**

**SOCIAL SECURITY LAWS IN INDIA**

**Time-2 hours Max Marks-60**

**This Question Paper has Three Sections and One printed page.**

**Write correct question number.**

**SECTION-A**

 **Answer any TEN questions: 10x2= 20 Marks**

1. Give the formulae for calculating 15 days wages under The Payment of Gratuity Act, 1972.

2. Name the world religion which emphasises on compulsory social security contribution. What is this known as?

3. Expand ESIC and EPFO.

4. What is the percentage of contribution to Employees Provident Fund by the Employer and Employees?

5. Define Gratuity.

6. Name the European country which was the first to enact social security measures for workers. In which year did that country formally enact Social Security measures?

7. What is the meaning of Social Security?

8. Name the two Indian States which had initiated Gratuity to workers even before the Central Government enacted Gratuity Act.

9. Name the benefit exclusive to women workers under The ESI Act, 1948.

10. What is the meaning of ‘Temporary Disablement’ as per The ESI Act, 1948?

11. What is the minimum pension paid under The Employees Pension Scheme under The EPF Act, 1952.

12. In which year was the first factories act and the present factories act enacted in India?

**SECTION-B**

**Answer any FIVE questions. 5 x 5 = 25 marks**

13. What is the objective and scope of The Payment of Gratuity Act, 1972?

14. Write short notes on the Administration of ESI.

15. Give details of any three types of pensions under The Employees’ Pension Scheme of the EPF Act, 1952.

16. Give details of Gratuity Formulae and method of calculation of Gratuity as per law in India.

17. Write short notes on Social Security and its importance in India.

18. Is it necessary to strengthen Indian Social Security Laws with special emphasis for women workers? Give your views on this.

19. Define ‘Confinement’ and ‘Miscarriage’ as per The ESI Act, 1948.

**SECTION-C**

**Answer any ONE questions. 1x15=15 marks**

19. Write an essay on Employees Provident Fund under The EFP Act, 1952 OR Write an essay on the Sickness Benefit, Maternity Benefit and Medical Benefit under The ESI Act, 1948.

20. Write an essay on various pensions provided to member-employees under The EFP (And Miscellaneous Provisions) Act, 1952.

IR 3222-B-22