

Total No. of Questions: 06

MBA (Campus) (Sem.-4)
SOCIAL SECURITY AND LABOUR WELFARE

Subject Code: MBA-417 M.Code: 75079

Time: 3 Hrs. Max. Marks: 60

#### **INSTRUCTIONS TO CANDIDATES:**

- 1. SECTION-A contains SIX questions carrying TWO marks each and students has to attempt ALL questions.
- 2. SECTION-B consists of FOUR questions each carrying TEN marks each and student has to attempt ALL questions.
- 3. SECTION-C is consist of ONE Case Study carrying EIGHT marks.
- 4. All Questions are Compulsory.

#### **SECTION-A**

# 1. Write short notes on the following:

- a. Scope of Social Security
- b. Objectives of Payment of Bonus Act, 1965
- c. Gratuity
- d. Early Retirement Schemes
- e. Classification of Welfare Work
- f. Agencies for Welfare Work

#### **SECTION-B**

2. Explain statutory provisions for medical care and occupational health of industrial workers in India.

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- 3. Explain the benefits available to insured workers under the Employees State Insurance Act, 1948.
- 4. Discuss various types of labour legislation.
- 5. Discuss the role of International Labour Organistion in promoting social security.

#### **SECTION-C**

## 6. Case Study:

In India social security laws cover certain contingencies of life of workers in the organised sector. The benefits available to this class of workers include employees compensation, maternity benefit, sickness benefit, disablement benefit, dependents' benefit, medical benefit, provident fund and employers' pension, gratuity, compensation in the event of layoff and retrenchment and unemployment allowances. The main legislative measures are: Employees' Compensation Act, 1923, Employees State Insurance Act, 1948, Provident Fund and Miscellaneous Provisions Act, 1952, Maternity Benefit Act, 1961, Payment of Gratuity Act, 1972, The Industrial Disputes Act, 1947. Besides, the Unorganised Workers' Social Security Act, 2008, seeks to provide certain social security benefits in the form of life and disability cover, health and maternity benefit and old age protection to workers in the unorganised sector. The Mahatma Gandhi National Rural Employment Guarantee Act, 2005, and the National Social Assistance Programme, 1993, also aim at covering contingencies.

### Questions:

- a. Identify the laws which are based on the principle of social assistance.
- b. What is social insurance? Which laws provide for social insurance of workers?

NOTE: Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.

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