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

**B.A.INDUSTRIAL RELATIONS–OPEN ELECTIVE- IV SEMESTER**

**SEMESTER EXAMINATION: APRIL 2023**

**(Examination conducted in May 2023)**

**IROE 4 – Social Security & Associated Legal Provisions in India**

**(For current batch students only)**

**Time: 2 Hours Max Marks: 60**

**This paper contains TWO printed pages and THREE parts**

**PART- A**

**Answer any TEN questions: (10 x 2= 20 marks)**

1. Name any two Indian Freedom fighters, who also have worked for labour Welfare in India.
2. Define Industrial Relations.
3. Define Social Security.
4. Expand EPFO and ESIC.
5. Who coined the term Industrial Relations?
6. Name the Benefit exclusive to women workers under The ESI Act, 1948.
7. Expand I.L.O & When was it Established?
8. What is the percentage of contribution to Employees Provident Fund by the Employer and Employees as per the relevant Act?
9. What is the meaning of “Industry”?
10. What is the meaning of “Temporary Disablement” as per The ESI Act, 1948?
11. Give the Formulae for calculating 15 days wages under The Payment of Gratuity Act, 1972.
12. Who is the Father of Indian Trade Unions?

**PART-B**

**Answer any FIVE questions: (5 x 5 =25 marks)**

1. Is Industrial Relations an Inter disciplinary Subject? Explain.
2. Which organisation administers the ESI scheme in India? Give details.
3. What is the nature and scope of Industrial Relations?
4. Write a short note on the problems faced by Indian labourers during COVID 19 pandemic (2020-2021) and associated lockdown.
5. Give details of Gratuity Formulae and method of calculation of Gratuity as per law in India
6. Write short notes on Social Security and its Importance in India
7. Define “Confinement” and “Miscarriage “ as per The ESI Act, 1948

**PART-C**

**Answer any ONE question: (15 x 1 =15 marks)**

1. Write an essay on the Sickness Benefit and Maternity Benefit provided under The ESI Act, 1948.
2. Write an essay on Employees Provident Fund under The EPF Act, 1952