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**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY
& MANAGEMENT STUDIES, BHUBANESWAR**

**Semester : 10th Sem. IMBA
Batch : 2021-26
Subject : Industrial Legislations
Subject Code : 16IMN1001C**

**Date : 09.02.2026
Class Test : I
Duration : 1 Hr.
Full Marks : 30**

Section- A

- 1. Answer any four out of following questions. [4 x 2 = 8]**
- a) What do you mean by industrial establishment? [CO1]
 - b) What do you mean by appropriate government? [CO1]
 - c) Why are labour laws necessary? [CO3]
 - d) What are the main objective of ESI Act? [CO1]
 - e) The minimum wage fixed by the government is ₹350 for unskilled workers and ₹500 for skilled workers. Can his employer pay a skilled worker only ₹350, saying “everyone here gets the same” ? [CO1]

Section-B

- 2. Answer any two questions out of following [2 x 6= 12]**
- a) What do you mean by conciliation? What are the parties involved in conciliation? How does conciliation differ from mediation? [CO3]
 - b) How is ESI helpful for an employee? Explain. [CO2]
 - c) Discuss the process of fixing of minimum wages as per minimum wage act. [CO2]

Section-C

- 3. Answer any one out of following questions. [1 x 10= 10]**
- a) Highlight the obligations of employer under Minimum Wage Act 1948. [CO3]
 - b) Explain the historical background of labour laws in India. [CO1]

All the Best