

(6 Pages)

Reg. No. :

**Code No. : 20440 E Sub. Code : JMCO 63/
SMCO 63**

B.Com. (CBCS) DEGREE EXAMINATION,
APRIL 2020.

Sixth Semester

Commerce — Main

INDUSTRIAL LAW

(For those who joined in July 2016 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL the questions.

Choose the correct answer :

1. As per factories Act, "child" means a person who has completed his ————— year of age
 - (a) 14
 - (b) 15
 - (c) 21
 - (d) 18

2. The responsibility for maintenance of employee health and safety is with _____
- (a) Employees (b) Employers
(c) Government (d) All of the above
3. Persons employed in certain _____ are liable to be attacked by certain diseases
- (a) Personal injury (b) Disablement
(c) Occupations (d) Disease
4. Appropriate Government reviews the rates of minimum wages within _____ years
- (a) 3 (b) 5
(c) 4 (d) 6
5. _____ is not necessarily concerned with dispute with workmen
- (a) Closure (b) Lockout
(c) Layoff (d) Strike
6. Industrial tribunals are established under the _____
- (a) Industrial tribunals act
(b) Factories act
(c) Industrial disputes act
(d) Minimum wages act

7. The minimum number of members required to start a trade union is _____
(a) 100 (b) 2
(c) 50 (d) 7
8. Trade union is a _____ association of workers
(a) temporary (b) short term
(c) compulsory (d) continuous
9. The employee state insurance act was passed in the year _____
(a) 1923 (b) 1948
(c) 1956 (d) 1947
10. Maternity benefit is normally payable for _____
(a) 10 weeks (b) 12 weeks
(c) 14 weeks (d) 16 weeks

PART B — ($5 \times 5 = 25$ marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 250 words.

11. (a) What are the working hours for children in a factory?

Or

- (b) Describe the procedure of appointment of inspectors under the factory act, 1948.

12. (a) Explain the scope and coverage of workmen's compensation Act.

Or

- (b) State the rules regarding the notice of accident and its proper manner.

13. (a) What is the object and scope of the industrial disputes Act, 1947?

Or

- (b) Define the terms workman and lay off under industrial dispute Act.

14. (a) What are the rules regarding registration of trade union?

Or

- (b) What are the characteristics of registered trade union?

15. (a) What are the powers of ESI corporation?

Or

- (b) Define the terms 'continuous service' and 'family' under the payment gratuity Act.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 600 words.

16. (a) State the provisions of the factories Act, 1948 with regards of Welfare of the workers.

Or

- (b) Briefly enumerate provisions of the Act ensuring health of the workers in a factory.

17. (a) Describe the provisions of the workmen's compensation Act 1923 relation to distribution of compensation.

Or

- (b) How is the amount of compensation payable to an injured employee calculated?

18. (a) Describe the various steps in settlement of an industrial dispute.

Or

- (b) Briefly discuss the provisions relating to illegal strikes and lock-out.

19. (a) What are the various consumer disputes redressal agencies established under this Act?

Or

- (b) Discuss the duties and liabilities of a registered trade union.

20. (a) What are the different types of benefits provided by the ESI Act, 1948?

Or

- (b) What are the rules as to determination and recovery of the amount of gratuity under the payment gratuity Act, 1972?
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