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

Sixth Semester

Commerce — Main

INDUSTRIAL LAW

(For those who joined in July 2012 – 2015)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL the questions.

Choose the correct answer :

1. Factories Act came into force in independence India
  - (a) 1948
  - (b) 1949
  - (c) 1950
  - (d) 1956

2. A lady welfare officer should be appointed if a factory employs more than \_\_\_\_\_ female workers
- (a) 50 (b) 100  
(c) 250 (d) 500
3. Industrial disputes Act was passed in the year
- (a) 1945 (b) 1946  
(c) 1947 (d) 1948
4. The workmen's compensation act came into force in India in the year \_\_\_\_\_
- (a) 1920 (b) 1923  
(c) 1924 (d) 1947
5. Minimum wages per day fixed as on 1.4.2018 for construction worker is
- (a) Rs. 279 (b) Rs. 337  
(c) Rs. 357 (d) Rs. 375
6. Eligibility limit per month under payment of bonus Act is
- (a) Rs. 10,000 (b) Rs. 15,000  
(c) Rs. 20,000 (d) Rs. 21,000

7. What is the minimum age in years required to become a member of a trade union
- (a) 15 (b) 18
- (c) 21 (d) 24
8. How many days notice is to be given prior to close down a factory?
- (a) 30 days (b) 45 days
- (c) 60 days (d) 90 days
9. The payment of Gratuity act came into force in the year
- (a) 1947 (b) 1965
- (c) 1972 (d) 1986
10. What is the term of office for the representatives of employers appointed in ESI corporation?
- (a) 3 years (b) 4 years
- (c) 5 years (d) life term

PART B — (5 × 5 = 25 marks)

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

Each answer should not exceed 250 words.

11. (a) What are the objectives of the factories act?

Or

- (b) What are the provisions relating child labour?

12. (a) What are the circumstances under which one can go for appeal against commissioner's order under workmen's compensation Act?

Or

- (b) Under what circumstances the worker is not entitled for compensation?

13. (a) What are the causes for industrial disputes?

Or

- (b) What are the rules regarding the payment of compensation to workmen lay off?

14. (a) What are the components of minimum rate wage?

Or

- (b) Mention the provisions relating to Amalgamation of trade unions.

15. (a) Define the following terms:
- (i) Appropriate Government
  - (ii) Insurable employment
  - (iii) Benefit period.

Or

- (b) Mention the legal provisions regarding recovery of Gratuity.

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) Explain various provisions which are applicable only to women workers under factories Act?

Or

- (b) Explain the provisions of the factories act with regard to safety of the workers.

17. (a) What is meant by occupational diseases? List out such diseases.

Or

- (b) State the rules in respect of the distribution of compensation under workmen's compensation Act.

18. (a) In what circumstances do lock outs and strikes become illegal under the industrial disputes Act.

Or

- (b) What are the various authorities constituted by the Government for investigation and settlement of industrial disputes?

19. (a) What are the privileges of registered trade union? Explain the procedures of registration of trade union.

Or

- (b) Explain various rules regarding the payment of bonus to employees.

20. (a) What are the powers and duties of employees state insurance corporation?

Or

- (b) Explain various rules for the payment of gratuity under the payment of gratuity Act.
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