

(6 pages)

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B.B.A. (CBCS) DEGREE EXAMINATION, APRIL 2014.

Fourth Semester

Business Administration – Main

INDUSTRIAL LAW

(For those who joined in July 2012 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL the questions.

Choose the correct answer.

1. Find out which of the following does not come under safety measures of The Factories Act?
 - (a) Fencing of machinery
 - (b) Hoists and Lifts
 - (c) Spittoons
 - (d) Protection of eyes
2. As per Workmen's Compensation Act, _____ is liable to pay compensation to a workman.
 - (a) State Govt
 - (b) Union Govt
 - (c) employer
 - (d) manager

3. A wage period shall not exceed _____.
 - (a) 1 week
 - (b) 1 month
 - (c) 2 months
 - (d) 15 days

4. Which of the following Act is related to women and child birth?

- (a) Paternity Act
- (b) Certainty Act
- (c) Maternity Act
- (d) Fraternity Act

5. Which of the following is related to a social security measure?

- (a) EPF Act
- (b) Maternity Act
- (c) Contract Labour Act
- (d) RTI Act

6. The ESI Act 1948 is applicable to _____.
 - (a) Indian Airforce
 - (b) all factories
 - (c) Indian Navy
 - (d) Indian Military



7. In general cases, bonus can be paid within _____.
- 6 months
 - 7 months
 - 8 months
 - 9 months
8. In case of disputes regarding the amount of gratuity payable, an application shall be made to _____.
- controlling authority
 - employer
 - high court
 - supreme court
9. Which one of the following is caused due to an industrial dispute and continues during the period of dispute?
- lay — off
 - lock - out
 - closure
 - all the above
10. The Industrial Employment (Standing order) Act was constituted in _____.
- 1944
 - 1945
 - 1946
 - 1947

PART B — (5 × 5 = 25 marks)

Answer ALL the questions, choosing either (a) or (b).
Each answer should not exceed 250 words.

11. (a) Write a note on 'manufacturing process' as per The Factories Act.

Or

- (b) State the rules regarding the notice of accident as per Workmen's Compensation Act.

12. (a) Distinguish between living wages and fair wages.

Or

- (b) What is the remedy for a worker who has been paid less than the minimum rate of wages?

13. (a) Define the following terms as used in the EPF Act, 1952.

- Exempted employee
- Exempted establishment

Or

- (b) Discuss the establishment and constitution of ESI Corporation.

14. (a) Give the meaning of salary and wages under the Payment of Bonus Act, 1965.

Or

- (b) Under what circumstances the gratuity payable is forfeited for an employee?



15. (a) Explain the duties of a Conciliation Officer as per the Industrial Dispute Act.

Or

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

PART C — (5 × 8 = 40 marks)

Answer ALL the questions, choosing either (a) or (b).
Each answer should not exceed 600 words.

16. (a) State the provisions of the Factories Act, 1948 with regard to safety of the workers.

Or

- (b) Explain the provisions of the Workmen's Compensation Act relating to
(i) Distribution of compensation
(ii) Commutation of half monthly payments.

17. (a) Who is responsible for the payment of wages? State the rules regarding fixation of wage period.

Or

- (b) Distinguish between Maternity benefit and Medical bonus.

18. (a) How are the contributions under EPF and Miscellaneous Provisions Act protected?

Or

- (b) What are the rights of ESI Corporation if an employer neglects to pay any contribution?

19. (a) Discuss the provisions relating to the minimum and maximum amount of bonus paid to an employee in an accounting year.

Or

- (b) List out the various establishments that are covered and exempted under the Payment of Gratuity Act 1972.

20. (a) Explain the various methods for the settlement of industrial disputes.

Or

- (b) "Certified standing orders constitute statutory conditions of employment". Comment.

