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B.Com. (CBCS) DEGREE EXAMINATION, APRIL 2021

SIXTH SEMESTER

COMMERCE-MAIN

INDUSTRIAL LAW

(For those who joined in July 2016 onwards )

Time: Three hours

Maximum : 75 marks

PART-A (10X1=10 marks)

Answer all the Questions Choose the Correct answer

1. The Factories Act imposes the following obligations upon the employer in regard to his workers (Sec 7A) -----
  - a) Health
  - b) Safety
  - c) Welfare
  - d) All the above
2. Ensuring the safety, health and welfare of the employees is the primary purpose of the -----
  - a) Factory Act, 1948
  - b) Payment of Wages Act, 1936
  - c) Equal remuneration Act, 1976
  - d) Industrial Disputes Act, 1947
3. ----- is required to be paid in cash except where it is the custom to pay wages wholly or partly in kind.
  - a) Fixed wages
  - b) Minimum wages
  - c) Maximum wages
  - d) All the above.
4. The Person aged from 14 to 18 is treated as-----
  - a) Adult
  - b) Young person
  - c) Child
  - d) Adolescent
5. -----means is collective stoppage of work by workmen undertaken in order to bring pressure upon the employer.
  - 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. Trade union is a ----- association of workers.
  - a) Temporary
  - b) Short term
  - c) Compulsory
  - d) Continuous

8. The membership fee for trade unions is -----  
a) Rs.100      b) Rs.10      c) 25 paise      d) One rupee.
9. The primary purpose of employee safety programme is to preserve the employees--  
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a) Mental health    b) Physical health    c) Emotional health    d) All of the above
10. Sickness benefit is payable for a maximum of ----- days in two consecutive contribution period.  
a) 60 days      b) 75 days      c) 90 days      d) 91 days

**PART-B (5X5=25 marks)**

Answer all the Questions Choosing either (a) or (b) Answer should not exceed 250 words

11. a) Define the term factory, occupier and adult of the Factories Act. (OR)  
b) Discuss the rules regarding approval, licensing and registration of factories.
12. a) Explain the scope and coverage of Workmen's Compensation Act. (OR)  
b) Define the terms as 'Compensation' and 'Minor' under workmen's compensation Act.
13. a) Write a note on history of the law of Industrial Disputes (OR)  
b) What are the difference between retrenchment and closure?
14. a) State the consumers right against exploitation. (OR)  
b) What are the rights of a registered trade union?
15. a) What are the duties of medical benefit council? (OR)  
b) State the rules regarding nomination of Gratuity Act, 1972.

**PART-C (5X8=40 marks)**

Answer all the Questions Choosing either (a) or (b) Answer should not exceed 600 words

- 16 a) Explain the various powers of the inspector of the Factories Act. (OR)  
b) Briefly enumerate provisions of the Act ensuring health of the workers in a factory.

17. a) Define and discuss “arising out of and in the course of employment” as used in the Workmen’s Compensation Act, 1923. (OR)
- b) Describe the provisions of the Workmen’s Compensation Act 1923 relation to Distribution of compensation.
- 18.a) Describe the various steps in settlement of an industrial dispute. (OR)
- b) What are the duties of a conciliation officer as laid down in the Industrial Disputes Act, 1947?
19. a) Critically examine the Consumer Protection Act, 1986. (OR)
- b) Discuss the duties and liabilities of a registered trade union.
20. a) What are the penalties prescribed by the ESI Act? (OR)
- b) Explain the powers and duties of Employees State Insurance Corporation.

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