

Code No. : 32019 E Sub. Code : SMC063/
AMCO 63

B.Com. (CBCS) DEGREE EXAMINATION,
APRIL 2023.

Sixth Semester

Commerce — Core

INDUSTRIAL LAW

(For those who joined in July 2017-2020)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. Total number of hours of work in any week including overtime shall not exceed _____
(a) 60
(b) 62
(c) 75
(d) None of these.
6. _____ 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
7. The Trade Union Act was passed in the year _____
(a) 1986 (b) 1926
(c) 1923 (d) 1947
8. The minimum number of members required to start a trade union is _____
(a) 100 (b) 2
(c) 50 (d) 7
9. 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
10. ESI Scheme is applicable to the employees earning rupees _____ or less per month of wages.
(a) 12,000 (b) 10,000
(c) 15,000 (d) 16,000

2. The power of inspectors is discussed under of the Factories Act, 1948 _____
(a) Section 9 (b) Section 10
(c) Section 11 (d) Section 12
3. Workmen's compensation Act 1923 is now renamed as _____ vide the workmen's Compensation Act 2009.
(a) Employee provident Fund Act
(b) Employee Compensation Act
(c) Industrial Dispute Act
(d) Factories Act
4. _____ 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
5. The Industrial Disputes Act came into force on the
(a) 1st day of April, 1947
(b) 1st day of April, 1948
(c) 1st day of August, 1947
(d) 1st day of August, 1948

PART B — (5 × 5 = 25 marks)

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

Each answer should not exceed 250 words.

11. (a) Who are certifying surgeons? What are their duties?
Or
(b) What are the working hours for children in a factory?
12. (a) Define the following terms as used in the workmen's compensation Act,
(i) Employee
(ii) Wages.
Or
(b) State the rules regarding the Notice and claim of the workmen's compensation Act.
13. (a) Difference between strike and lock-out.
Or
(b) Define the terms 'Retrenchment' and 'Award' under Industrial Dispute Act.
14. (a) Define the terms 'Trade union' and 'Trade dispute' under the Trade Unions Act.
Or
(b) When can the registration of a trade union be cancelled or withdrawn?

15. (a) What are the Power and duties of Inspectors of ESI Act?

Or

(b) State the rules regarding nomination of Gratuity Act, 1972.

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 pages.

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

Or

(b) What are the provisions of the Factories Act, 1948 with regard to appointment of young person?

17. (a) How far is an employer liable for compensation to a workmen injured by an accident arising out of and in the course of his employment?

Or

(b) Describe the provisions of the Workmen's Compensation Act 1923 relation to Distribution of compensation.

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18. (a) What are the objects underlying the Industrial Disputes Act, 1947?

Or

(b) What are the provisions of the Industrial Disputes Act, 1947 relating to lay-off and retrenchment?

19. (a) Critically examine the Consumer Protection Act, 1986.

Or

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

20. (a) State the general provisions regarding benefits under the ESI Act, 1948.

Or

(b) What are the circumstances in which gratuity becomes payable to an employee under the Payment of Gratuity Act, 1972?

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