

Reg. No. : \_\_\_\_\_

Code No. : 12019 E Sub. Code : SMC0 63/  
AMCO 63

B Com (CBCS) DEGREE EXAMINATION,  
NOVEMBER 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 the questions.

Choose the correct answer :

1. A factory does not include
  - (a) A mine under the Mines Act
  - (b) A mobile unit belonging to the Armed forces of the Union
  - (c) Hotel
  - (d) All of the above

2. No adult worker shall be required or allowed to work in a factory for more than \_\_\_\_\_ hours in any day.
  - (a) 8
  - (b) 9
  - (c) 10
  - (d) 24
3. Section \_\_\_\_\_ of the Workmen's Compensation Act deals with the rules regarding distribution of compensation.
  - (a) 8
  - (b) 9
  - (c) 10
  - (d) 11
4. Occupational disease are dealt with under \_\_\_\_\_.
  - (a) Schedule II
  - (b) Schedule III
  - (c) Schedule IV
  - (d) Schedule V
5. \_\_\_\_\_ is for Trade reasons which are beyond the control of the employer.
  - (a) Lockout
  - (b) Layoff
  - (c) Retrenchment
  - (d) Strike
6. An Award in an industrial disputes is made by
  - (a) Labour court
  - (b) Trade Union.
  - (c) Conciliation Officer
  - (d) Works Committee

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7. A trade union can be registered only if it has minimum \_\_\_\_\_ numbers.
  - (a) 3
  - (b) 7
  - (c) 9
  - (d) 12
8. Against the order of the District Forum, appeal should be filled with in \_\_\_\_\_ days.
  - (a) Twenty
  - (b) Twenty five
  - (c) Twenty one
  - (d) Thirty
9. As per ESI Act 1948, it is the duty to make every worker to pay towards ESI fund by \_\_\_\_\_.
  - (a) Employer
  - (b) State Commission
  - (c) Principle employer
  - (d) Immediate employer
10. The Payment of Gratuity Act came in to force \_\_\_\_\_.
  - (a) 16<sup>th</sup> April, 1972
  - (b) 16<sup>th</sup> March, 1972
  - (c) 16<sup>th</sup> September, 1972
  - (d) 16<sup>th</sup> October, 1972

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PART B — (5 × 5 = 25 marks)

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

11. (a) Difference between a young person and a child.  

Or

(b) Explain the provisions of Factories Act concerning the employee.
12. (a) When does an employer refuse to pay compensation to a workman under Workmen Compensation Act?  

Or

(b) Write short notes on Fatal Accident.
13. (a) Write short note on Labour Court.  

Or

(b) Distinguish between Lockout and Closure.
14. (a) What is the procedure for registering a trade union?  

Or

(b) What are the objectives of consumers protection?

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[P.T.O.]

15. (a) What are the objects under ESI Act?

Or

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

PART C — (5 × 8 = 40 marks)

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

16. (a) Explain the provisions of Factories Act with regards to the Health of the workers.

Or

(b) State the rules as to the regulation of hours of work of adult workers in a factory.

17. (a) State the rules laid down under Workmen's Compensation Act regarding distribution of compensation.

Or

(b) State the defenses available to employer under Workmen's Compensation Act.

18. (a) What is retrenchment? What are the conditions precedent to retrenchment of workmen?

Or

(b) Explain the different machineries available for settlement of Industrial Disputes.

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19. (a) Briefly explain the rights of Consumers.

Or

(b) State the provision of the Trade unions Acts 1926 relating to dissolution of trade union.

20. (a) Discuss the general provisions as to benefits under ESI Act 1948.

Or

(b) Discuss the provisions regarding the determination and recovery of Gratuity.

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