

Code No. : 32095 E Sub. Code : CMCO 63

B.Com. (CBCS) DEGREE EXAMINATION, APRIL 2024

Sixth Semester

Commerce — Core

INDUSTRIAL LAW

(For those who joined in July 2021-2022 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. The first Factories Act was adopted in the year _____.

- (a) 1881 (b) 1882
(c) 1883 (d) 1884

2. _____ sets the safety standards for workers employed in factories.

- (a) The Factories Act, 1947
(b) The Factories Act, 1948
(c) The Workmen's Compensation Act
(d) The Industrial Disputes Act

6. The common consequences of _____ are loss of production, income and employment and increase in inflation and cost of living.

- (a) Industrial disputes
(b) Workmen's Compensation
(c) The Factories Act
(d) The Labour Act

7. _____ provides for registration of trade unions (including association of employers) with a view to render lawful organization of labour to enable collective bargaining.

- (a) The Trade Unions Act, 1923
(b) The Trade Unions Act, 1924
(c) The Trade Unions Act, 1925
(d) The Trade Unions Act, 1926

8. Trade Unions are of _____ types.

- (a) Three (b) Four
(c) Five (d) Six

9. The Act provides for payment of gratuity at the rate of 15 days wages for each completed year of service subject to a maximum of _____.

- (a) Rs. Ten lakh (b) Rs. Twelve lakh
(c) Rs. Fifteen lakh (d) None

3. Not only is WC insurance applicable to the people employed in India, but employees with foreign nationality can also be eligible for this scheme, provided they are employed by an _____.

- (a) Indian Company
(b) Foreign Company
(c) Government Company
(d) Semi-Government Company

4. Amount equal to 60% of the monthly wages of the injured workmen multiplied by the relevant factor or an amount of _____.

- (a) 80,000 or more (b) 85,000 or more
(c) 90,000 or more (d) 95,000 or more

5. A person breaking any term of a settlement or award binding on them under this Act will face imprisonment for up to _____ a fine, or both.

- (a) Six months (b) Seven months
(c) Eight months (d) Nine months

10. In the case of seasonal establishment, gratuity is payable at the rate of _____ wages for each season.

- (a) Seven days (b) Eight days
(c) Nine days (d) Ten days

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 provisions related to the Factories Act, 1948?

Or

(b) What are the approval and licensing of the Factories Act, 1948?

12. (a) What are the occupational diseases arising out of and in the course of employment?

Or

(b) State the importance of the Workmen's Compensation Act, 1923.

13. (a) What are the objectives of Industrial Disputes Act, 1947?
Or
(b) What are the penalties mentioned in the Industrial Disputes Act?
14. (a) Discuss the importance of the Consumer Act 1986?
Or
(b) What are the advantages of the Trade Union Act, 1926?
15. (a) Discuss the importance of the Employee's State Insurance Act, 1948.
Or
(b) What are the benefits of The Payment of Gratuity Act, 1972?

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) What are the working hours and holidays mentioned in the Factories Act, 1948?
Or
(b) Explain the provisions for health and safety of the Factories Act, 1948.

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17. (a) Elaborate the theory of national extension.
Or
(b) Discuss the rules related to the Workmen's Compensation Act, 1923.
18. (a) What are the procedures of Industrial Disputes Act?
Or
(b) What are the powers of authorities mentioned in the Industrial Disputes Act?
19. (a) Discuss the benefits of the Consumer Act 1986?
Or
(b) What are the importance of the Trade Union Act, 1926?
20. (a) Discuss the benefits of the Employee's State Insurance Act 1948?
Or
(b) What are the importance of The Payment of Gratuity Act, 1972?

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