

(FOR THE CANDIDATES ADMITTED

SUBJECT CODE

21 UPA 411

DURING THE ACADEMIC YEAR 2021-22 ONLY)

REG.NO.

N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI

END-OF-SEMESTER EXAMINATIONS : MAY – 2023

**B.Com. – P.A.
IV SEMESTER**

**MAXIMUM MARKS: 70
TIME : 3 HOURS**

**PART – III
INDUSTRIAL LAW**

SECTION – A (10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.

MULTIPLE CHOICE QUESTIONS.

(K1)

1. The Factories Act 1948 extends to _____.
 - (a) Whole of India including Jammu & Kashmir
 - (b) Whole of India excluding Jammu & Kashmir
 - (c) Whole of India including North Eastern Tribal Area
 - (d) Whole of India excluding North Eastern Tribal Area
2. As per section 2(d) of the Factories Act 1948, 'young person' means a person who is _____.
 - (a) a child
 - (b) an adolescent
 - (c) either a child or an adolescent
 - (d) a adult
3. Which of the following labour legislations is implemented only by the Central Implementation Machinery?
 - (a) Industrial Disputes Act
 - (b) Trade Unions Act
 - (c) Employees' State Insurance Act
 - (d) Maternity Benefit Act
4. Sickness benefit in the form of cash compensation at the rate of 70 per cent of wages is payable to insured workers during the periods of certified sickness for a maximum of ----- days in a year.
 - (a) 91 days
 - (b) 100 days
 - (c) 75 days
 - (d) 90 days
5. Statutory Minimum wage is fixed under _____.
 - (a) Payment of Wages Act, 1936
 - (b) Equal Remuneration Act, 1976
 - (c) Workmen's Compensation Act, 1923
 - (d) Minimum Wages Act, 1948

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES.

(K2)

6. Define Factories.
7. What is meant by compensation?
8. Define the term 'Strike'.
9. Expand ESI.
10. What do you understand the term 'Wage'?

SECTION – B

(5 X 4 = 20 MARKS)

ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.

(K3)

11. a) Describe the objectives of Factories Act 1948.

(OR)

- b) List the licensing procedures in Factories Act 1948.

12. a) What is Employer's liability for compensation ?

(OR)

- b) Who are the dependents of the deceased workman?

13. a) Elucidate the impact of industrial disputes.

(OR)

- b) Describe the unfair labour practices.

14. a) What are the records to be maintained for ESI purpose?

(OR)

- b) Explain the basic rules of gratuity.

15. a) Distinguish between wages and salaries.

(OR)

- b) Explain the concept of payment of wages act 1936.

SECTION – C

(4 X 10 = 40 MARKS)

ANSWER ANY FOUR OUT OF SIX QUESTIONS

(16th QUESTION IS COMPULSORY AND ANSWER ANY THREE QUESTIONS (FROM Qn. No : 17 to 21) (K4 (Or) K5)

16. Explain the provision of Factories Act 1948, relating to welfare and health of worker.
17. Point out the welfare measures available as per Factories Act 1948.
18. Describe the terms 'lock out' and 'layoff'.
19. Enumerate the extended sickness benefits under ESI Act 1948.
20. Discuss the compliance requirements to be satisfied by the employer with respect to payment of bonus act.
21. Mention the duties of employer under minimum wages act, 1948.
