

Reg. No. : .....

Code No. : 22093 E Sub. Code : SMCO 63

m. (CBCS) DEGREE EXAMINATION, APRIL 2022

Sixth Semester

Commerce — Core

INDUSTRIAL LAW

(For those who joined in July 2017 onwards)

Time Three hours Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

Ensuring the safety, health and welfare of the employees is the primary purpose of the \_\_\_\_\_

- (a) Factories Act, 1948
- (b) Payment of Wages Act, 1936
- (c) Equal Remuneration Act, 1976
- (d) Industrial Disputes Act, 1947

Industrial tribunals are established under the \_\_\_\_\_

- (a) Industrial Tribunals Act
- (b) Factories Act
- (c) Industrial Disputes Act
- (d) Minimum Wages Act

The minimum number of members required to start a trade union is \_\_\_\_\_

- (a) 100
- (b) 2
- (c) 50
- (d) 7

Trade union is a \_\_\_\_\_ association of workers.

- (a) Temporary
- (b) Short term
- (c) Compulsory
- (d) Continuous

Shop includes \_\_\_\_\_

- (a) Restaurants
- (b) Cinema hall
- (c) Store room
- (d) Clubs

The EPF is administration by the \_\_\_\_\_ constituted under section 5A of the Act.

- (a) Central Board
- (b) State Board
- (c) Commission board
- (d) Central and State board

2. As per Factories Act, "Child" means a person who has completed his \_\_\_\_\_ year of age.
  - (a) 14
  - (b) 15
  - (c) 21
  - (d) 18
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. Appropriate government reviews the rates of minimum wages within \_\_\_\_\_ years.
  - (a) 3
  - (b) 5
  - (c) 4
  - (d) 6
5. The labour or industrial problems increased when major industries came into existence followed by technology of mass production in the early \_\_\_\_\_.
  - (a) 18<sup>th</sup> Century
  - (b) 19<sup>th</sup> Century
  - (c) 21<sup>st</sup> Century
  - (d) 20<sup>th</sup> Century

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 working hours for women in a factory?  
Or  
(b) Who is certifying surgeons?
12. (a) Explain the scope and coverage of Workmen's Compensation Act.  
Or  
(b) State the rules regarding the notice of accident and its proper manner.
13. (a) What is meant by industry as defined in the Industrial Disputes Act, 1947?  
Or  
(b) What are the conditions precedents to a lock-out of a factory?

14. (a) Write a note on the amalgamation of trade unions.

Or

(b) What are the characteristics of registered trade union on incorporation?

15. (a) What are the powers of the E.S.I. corporation?

Or

(b) State the rules regarding nomination 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 duties and powers of inspector under Factories Act, 1948?

Or

(b) State the provisions of extra wages for overtime work regarding Factories Act, 1948.

17. (a) Explain employer's liability to pay compensation to an employee.

Or

(b) Define an accident. When is it said to arise out of and in the course of an employment?

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18. (a) State the provisions of the Industrial Disputes Act, 1947 relating to commencement of an award.

Or

(b) What are the duties and powers of conciliation officers?

19. (a) Discuss the rights and privileges of a registered trade union.

Or

(b) What are the various consumer disputes redressal agencies established under this Act?

20. (a) Explain the general provisions regarding benefits.

Or

(b) Explain the appointment of inspectors and powers of inspectors.

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