

B.Com. Semester-IV

BCG-404 : INDUSTRIAL LAWS

Time Allowed—3 Hours] [Maximum Marks—50

Note:— Attempt any **TEN** questions from Section A. Each question carries **1** mark. Attempt any **TWO** questions from Section B. Each question carries **10** marks. Attempt any **TWO** questions from Section C. Each question carries **10** marks.

SECTION—A

- I. (1) Define Adult, Adolescent and Child under the Factories Act, 1948.
- (2) Explain Certificate of Fitness granted under the Factories Act, 1948.
- (3) What is meant by 'Industrial Dispute' under the Industrial Disputes Act, 1947 ?
- (4) How much compensation is payable to the workman under Section 25-F of Industrial Disputes Act, 1947, at the time of retrenchment ?

- (5) Give the characteristics of a registered Trade Union on incorporation.
- (6) Can a minor become a member of a Trade Union ? Can he be an office bearer of the Trade Union ?
- (7) Define 'Total Disablement' under the Employees' Compensation Act, 1923.
- (8) What is the rate of interest payable and the penalty that may be imposed on the employer in case of default in paying compensation under the Employee's Compensation Act, 1923 ?
- (9) What is the time limit within which Commissioner shall dispose off the matter relating to compensation under the Employees' Compensation Act, 1923 ?
- (10) Under what circumstances, the Central Government can supersede the Employees' State Insurance Corporation ?
- (11) When shall a member of Employees' State Insurance Corporation, Standing Committee or Medical Benefit Council cease to be a member of that body ?
- (12) List the different kinds of benefits available under Employees' State Insurance Act, 1948.

SECTION—B

- II. Describe the provisions of Factories Act, 1948, with regard to health and welfare of the workers.
- III. Define Strike. Explain provisions regarding prohibition of strikes and lock out. When are the strikes and lock out illegal under the Industrial Disputes Act, 1947 ?
- IV. What are the provisions of law regarding the constitution and duties of Works Committee and Board of Conciliation under the Industrial Disputes Act, 1947 ?
- V. What are the various rights and privileges of a registered Trade Union ?

SECTION—C

- VI. What are the rules as to employer's and employee's contributions as provided in the Employees' State Insurance Act, 1948 ?
- VII. Write a note on Standing Committee and Medical Benefit Council under the Employees' State Insurance Act, 1948.
- VIII. State the Employer's liability for compensation under the Employees' Compensation Act, 1923. Are there any exceptions to the liability ?

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IX. Write notes on :

- (a) Amount of compensation payable under the Employees' Compensation Act, 1923, in case of :
 - (i) Death resulting from injury
 - (ii) Permanent total disablement
 - (iii) Permanent partial disablement.
- (b) Review of half monthly payment and commutation of half monthly payments under Employees' Compensation Act, 1923.