

Exam. Code : 108504

Subject Code : 2795

**B.Com. Semester—IV**

**INDUSTRIAL LAW**

**Paper—BCG : 404**

Time Allowed—3 Hours]

[Maximum Marks—50

**Note :-** Attempt any **ten** questions from Section A up to 5 lines in length. Each question carries 1 mark. Attempt any **two** questions from Section B up to 5 pages in length. Each question carries 10 marks. Attempt any **two** questions from Section C up to 5 pages in length. Each question carries 10 marks.

**SECTION—A**

1. (a) Strike and Lockout as defined under Industrial Disputes Act, 1947.
- (b) Lay-off as defined under Industrial Disputes Act, 1947.
- (c) Individual Industrial disputes as mentioned in Industrial Disputes Act, 1947.
- (d) Provisions pertaining to Week, Weekly Hours for Adult, Adolescents and Young persons as defined under Factories Act, 1948.
- (e) Minimum Requirement of workers for Canteen, Crèches, First-aid facility and Welfare Officer as defined under Factories Act, 1948.

- (f) Conditions for Registration of Trade Unions under Trade Unions Act, 1926.
- (g) Civil and Criminal Immunity clauses under Trade Unions Act, 1926.
- (h) Political funds provision under Trade Unions Act, 1926.
- (i) Contribution and Benefit periods under Employees Insurance Act, 1948.
- (j) Composition of membership of Employees State Insurance Corporation.
- (k) Limitation period for Commissioner to dispose of compensation case and appellate authority under Workmen's Compensation Act, 1923.
- (l) Penalty provisions for violations on part of Employer under Workmen's Compensation Act, 1923.

### SECTION—B

- 2. Explain main provisions of Lay-off, Retrenchment and Closure along with compensation to workman as provided for in Industrial Disputes Act, 1947.
- 3. Elucidate provisions pertaining to Conciliation and Adjudication of Industrial Disputes Act, 1947.
- 4. "A safer workplace earns more profits". Justify statement in light of Safety provisions of Factories Act, 1948.
- 5. Explain various Rights and Liabilities of registered Trade Unions as mentioned under Trade Unions Act, 1926.

**SECTION—C**

6. Explain in detail various benefits guaranteed under Employees State Insurance Act, 1948.
7. Explain in detail Standing Committee and Medical Benefit Council as provided for in Employees State Insurance Act, 1948.
8. Give a detailed account of liabilities of Employer in case of employee catching Occupational Disease during course of and arising out of employment under Workmen's Compensation Act, 1923.
9. Short notes :
  - (a) Principle of "National Extension" under Workmen's Compensation Act, 1923.
  - (b) Composition of Employees State Corporation as laid down under Employees State Insurance Act, 1948.