

LC-101

April-2014

T.Y. B.B.A. (Sem.-VI)

CC-308 : Industrial Laws and Regulatory Framework

Time : 3 Hours]

[Max. Marks : 70

1. Select the correct options from the options given below :

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- (1) An industrial undertaking in which _____ or more workmen are employed on any day in preceding 12 months is required to constitute works committee.
- (a) 25 (b) 50
(c) 100 (d) None of the above
- (2) Helplessness of the owner of a factory to offer employment to the workman as per the provisions of S.2(kkk) of Industrial Disputes Act, 1947 is called _____.
- (a) layoff (b) lockout
(c) strike (d) None of the above
- (3) There must be provision of first aid box for every _____ workers employed at one time in the factory.
- (a) 100 (b) 150
(c) 1000 (d) None of the above
- (4) The person who has ultimate control over the affairs of the factory is called _____.
- (a) Controller (b) Occupier
(c) Boss (d) None of the above
- (5) The employees' State Insurance Act covers only those employees who are drawing wages not exceeding ₹ _____ per month.
- (a) 10,000 (b) 15,000
(c) 20,000 (d) 25,000
- (6) The Employer under Workmens' Compensation Act, may get the concerned workman examined by a qualified medical practitioner within _____ days from receiving the notice of accident.
- (a) 1 (b) 2
(c) 3 (d) 4

- (7) Disablement of a workman may result in loss or reduction of his _____ capacity under Workmen's Compensation Act.
- (a) Earning (b) Thinking
(c) Hearing (d) None of the above
- (8) The Employees' Provident Fund and Miscellaneous Provisions Act, 1952 consists of which of the following scheme/s ?
- (a) Employees' Provident Fund Scheme
(b) Employees' Deposit Linked Insurance Scheme
(c) Employees Pension Scheme
(d) None of the above
(e) All of the above
- (9) Except in case of certain establishments, the rate of contribution as a percentage of wages under the Provident Fund Scheme shall be generally @ _____ for both employer and employee.
- (a) 5% (b) 20%
(c) 12% (d) None of the above
- (10) Under the Payment of Wages Act, 1936 wages cannot be paid in _____.
- (a) Cash (b) Kind
(c) Both cash and kind (d) None of the above
- (11) Under the Payment of Wages Act, 1936, where less than 1000 employees are employed, the wages shall be paid within _____ days after the expiry of wage period.
- (a) 5 (b) 7
(c) 9 (d) 11
- (12) When the collective bargaining process does not result in resolution, then it may lead to _____.
- (a) lay-off (b) retrenchment
(c) strike (d) closure
- (13) While calculating contribution towards Provident Fund, if the amount comes in fraction, then fraction of rupee _____ 50 paise is to be ignored.
- (a) more than (b) less than
(c) equal to (d) None of the above
- (14) In every factory where there are _____ or more workers, the occupier shall employ welfare officer in the factory.
- (a) 200 (b) 500
(c) 700 (d) None of the above

2. (A) Write about any **two** authorities and their duties for settlement of Industrial Dispute. 7

OR

Explain the term Industry. Substantiate your answer with reference to Bangalore Water Supply and Sewerage Board V/s Rajjappa.

- (B) Write short notes under Industrial Disputes Act, 1947 : (any **two**) 7

- (i) Lockout
- (ii) Retrenchment
- (iii) Lay-off
- (iv) Closure

3. (A) Explain the provisions relating to health and welfare of workers under the Factories Act, 1948. 7

OR

Write short notes under the Factories Act, 1948 : (Any **two**)

- (i) Occupier
- (ii) Manufacturing process
- (iii) Leave with wages
- (iv) Working hours of women and children

- (B) Summarize the different types of benefits under Employees' State Insurance Act, 1948. 7

OR

Write short notes under Employees' State Insurance Act, 1948 : (Any **two**)

- (i) Contribution
- (ii) Corporation
- (iii) Dependent

4. (A) Write a **note** on 'Accident arising out of and in the course of employment under the Workmens' Compensation Act, 1923. 7

OR

Write a **note** on 'Partial' and 'Total' disablement under the Workmens' Compensation Act, 1923.

- (B) Write short notes under Workmens' Compensation Act, 1923 : (Any **two**) 7

- (i) Medical examination
- (ii) Employer's liability for compensation
- (iii) Distribution of compensation

5. (A) Explain Employees' Provident Fund Scheme under P.F. and Miscellaneous Provisions Act. 7

OR

Write short notes under P.F. and Miscellaneous Provisions Act : (Any **two**)

- (i) Employees Pension Scheme
 - (ii) Recovery of money due from employer
 - (iii) Contribution
- (B) State the deductions to be made from wages under the Payment of Wages Act, 1936. 7

OR

Write short notes under the Payment of Wages Act, 1936 : (Any **two**)

- (i) Definition of wages
 - (ii) Time and mode of payment of wages
 - (iii) Objects of the Act
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