

## FOURTH SEMESTER B.Com DEGREE EXAMINATION, APRIL 2023

(Regular/Improvement/Supplementary)

B.Com Professional

GBCP4B16T: INDUSTRIAL AND LABOUR REGULATION

Time: 3 Hours

Maximum Marks: 80

PART A: Answer *all* the questions. Each carries *one* mark.

Choose the correct answer.

1. An Industrial establishment in which \_\_\_\_\_ number of workers are employed can be asked to constitute a works committee by appropriate government  
a) 100                      b) 400                      c) 500                      d) 200
2. In which of the following manner, the Appropriate Government may fix minimum rate of wages?  
a) Minimum time rate                      b) Minimum piece rate  
c) Guaranteed time rate for those employed in piece work    d) Any of the above
3. The employer shall arrange to pay the amount of gratuity within \_\_\_\_\_ days from the date it becomes payable.  
a) 30 days                      b) 15 days                      c) 60 days                      d) 75 days
4. Under the Employees Provident Fund scheme, contribution should be made by \_\_\_\_\_  
a) Employer                      b) Employee                      c) Both employer and employee                      d) Government
5. The minimum subscription rate for members of trade unions of rural workers shall not be less than \_\_\_\_\_  
a) Rs. 12 per annum                      b) Rs. 3 per annum                      c) Rs. 1 per annum                      d) No such provision

Fill in the Blanks.

6. \_\_\_\_\_ is the weapon of collective bargaining in the hands of worker.
7. The law relating to employees' State Insurance is governed by the \_\_\_\_\_
8. According to Maternity Benefits Act every employer is prohibited from employing a woman in any establishment during \_\_\_\_\_ weeks immediately following the day of her delivery.
9. \_\_\_\_\_ is the conclusive evidence that trade union has been duly registered.
10. Any person who has attained \_\_\_\_\_ years of age can be member of a registered trade union.

(10 × 1 = 10 Marks)

(PTO)

**PART B: Answer any *eight* questions. Each carries *two* marks.**

11. Who issues certificate of fitness?
12. Define controlled industry.
13. Explain the differences between Adjudication and Arbitration.
14. Define employment injury.
15. State the objectives of minimum wages act.
16. Define Adolescent according to minimum wages Act.
17. Expand EPFO.
18. Define miscarriage.
19. Discuss the provisions related to creche facility under Maternity Benefits Act.
20. Define a registered Trade Union.

**(8 × 2 = 16 Marks)**

**PART C: Answer any *six* questions. Each carries *four* marks.**

21. Under what circumstances a strike or lockout becomes illegal?
22. What is the procedure for registration of a factory or an establishment under the Act?
23. What are the disqualifications for a person to be chosen as a member of ESI Corporation, Standing committee or Medical Benefit Council?
24. Elaborate on procedure for fixing and revising minimum wage.
25. Define continuous service under Payment of Gratuity Act.
26. What are the conditions for the payment of maternity benefit under the maternity benefits act?
27. Write a note on Central Board constituted under EPF Act 1952.
28. Discuss the need and relevance of EPF Act.

**(6 × 4 = 24 Marks)**

**PART D: Answer any *two* questions. Each carries *fifteen* marks.**

29. Discuss in detail the provisions related to calculation of Bonus under Payment of Bonus Act.
30. Explain in detail employer's liability for compensation according to Employees Compensation Act.
31. Who is a young person? Discuss the law related to employment of young persons in factory.

**(2 × 15 = 30 Marks)**