

FOURTH SEMESTER B.Com. DEGREE EXAMINATION, APRIL 2024**(Regular/Improvement/Supplementary)****Professional****GBCP4B16T-INDUSTRIAL AND LABOUR REGULATIONS****Time: 3 Hours****Maximum Marks:80****PART A: Answer all the questions. Each carries one mark.****Choose the correct answer.**

1. If there is willful removal or disregard by the workman of any safety guard or other device which he knew to have been provided to secure safety of workman, then _____.
A) Employer is liable to pay compensation.
B) Employer is not liable to pay compensation.
C) Appropriate government is liable to pay compensation.
D) The Trade Union is liable to pay compensation.
2. Under which of the following legislations there is a provision called 'protected workmen'?
A) Trade Unions Act, 1926. B) Industrial Employment (Standing Orders) Act, 1946.
C) Factories Act, 1948. D) Industrial Disputes Act, 1947.
3. The ongoing globalization in India requires drastic changes under which of the labour legislations?
A) The Factories Act. B) The Employees' State Insurance Act.
C) The Industrial Disputes Act. D) The Employees' Provident Funds Act.
4. Which Section of the Factories Act 1948 defines 'factory'?
A) Section 2(h) B) Section 2(k) C) Section 2(m) D) Section 2(n)
5. Medical care is provided to retired and permanently disabled insured persons and their spouses on payment of a token annual premium of _____.
A) Rs.75/- B) Rs.100/- C) Rs.125/- D) Rs.120/-

Fill in the Blanks.

6. Terminating the employees where the reason is not the employee's performance but the company's financial position is called _____.
7. _____ is an advisory body on matters related to the administration of medical benefits under the ESI scheme.
8. _____ of a factory means the person who has ultimate control over the affairs of the factory.
9. _____ refers to the amount that an employer pays his employee, in return for services offered by him to the company.
10. Payment of Bonus Act was passed in the year _____.

(10 x1=10 Marks)**(PTO)**

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

11. What is 'Superannuation'?
12. What are 'Occupational Hazards'?
13. Define 'Industrial Disputes'.
14. What are 'Penalties'?
15. Define a 'Trade union'.
16. Distinguish between Partial and Total Disablement.
17. What is 'Employment by Contracting'?
18. What is 'Miscarriage'?
19. Define a 'Factory'.
20. Write a note on ESI Corporation.

(8 x 2 = 16 Marks)

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

21. What are the liabilities of Employees towards compensation?
22. Mention the objectives of the Factories Act, of 1948.
23. Cite reasons for Industrial Disputes at the workplace.
24. List out the schemes under the Employees' Provident Fund Scheme.
25. How are committees appointed under the Minimum Wages Act?
26. Examine the role of the Standing Committee.
27. What are the provisions available under the Employees State Insurance Act, of 1948?
28. What is the object and scope behind the Maternity Benefits Act?

(6 × 4 = 24 Marks)

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

29. Who are 'Inspectors'. Detail their powers and duties.
30. Highlight the important duties and liabilities of a registered Trade Union.
31. Elaborate on the welfare measures favouring contract labourers, construction workers and differently-abled labourers.

(2 × 15 = 30 Marks)