

FOURTH SEMESTER UG DEGREE EXAMINATION, APRIL 2025**(Regular/Improvement/Supplementary)****B.Com. PROFESSIONAL****GBCP4B16T: INDUSTRIAL AND LABOUR REGULATIONS****Time: 3 Hours****Maximum Marks: 80**

**PART A: Answer the following questions. Each carries *one* mark.
Choose the correct answer.**

1. How many hours in a week can an adult work as per factories act?
A. 9 hours B. 34 hours C. 56 hours D. 48 hours
2. The ESI Act 1948 provides certain benefits to the employees in case of
A. Sickness B. Employment injury C. Maternity D. A, B and C
3. Under the Payment of Gratuity Act, 1972 the maximum gratuity payable is
A. Rs. 10 lakhs B. Rs. 5 lakhs C. Rs. 8 lakhs D. Rs. 20 lakhs
4. In case of miscarriage or medical termination of pregnancy a woman shall be entitled to leave with wages for _____.
A. Six weeks B. Seven weeks C. Two weeks D. Three weeks
5. The name of which of the following legislations has been recently changed?
A. Workmen's' Compensation Act C. Employees' State Insurance Act
B. Maternity Benefit Act D. Payment of Gratuity Act

Fill in the blanks.

6. Labour court is having the jurisdiction to decide on Industrial disputes relating to matters specified in _____ Schedule.
7. In the case of an employee who is employed in a seasonal establishment and who is not so employed throughout the year, the employer shall pay the gratuity at the rate of _____ days' wages for each season.
8. A woman who legally adopts a child is entitled to maternity benefit of _____ days.
9. The employees provident Fund vests in and is administered by the _____ constituted under section 5 A of the Employees Provident Fund and Miscellaneous Provisions Act 1952.
10. A minimum of _____ months' notice should be given to the trade union before cancellation of or withdrawal of certificate of registration.

(1 X 10 = 10 Marks)**(PTO)**

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

11. Who is a chief inspector under factories act?
12. State the objectives of The Trade Union Act 1926.
13. What is the status of a registered trade union?
14. What is closure?
15. Define allocable surplus.
16. List the objectives of Maternity Benefits Act.
17. Define award under Payment of Bonus Act.
18. What is the object of the Factories Act?
19. Define superannuation.
20. State the objectives of Employees Compensation Act

(8 x 2 = 16 Marks)

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

21. Write a note on standing committee under ESI Act.
22. Distinguish between total and partial disablement.
23. Whether gratuity is liable to be forfeited? If so, under what circumstances?
24. Describe the conditions for eligibility of Bonus.
25. Write a note on recovery of gratuity.
26. What is a certificate of fitness? Discuss the provisions related to certificate of fitness under the Factories act.
27. Define Dependent under Employees Compensation Act.
28. Discuss the grounds on which general funds of registered trade union can be spent.

(6 × 4 = 24 Marks)

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

29. Discuss the concept of Retrenchment under Industrial Disputes Act. What is the conditions precedent to retrenchment of workers? Discuss the procedure of retrenchment.
30. Elaborate on fixation and revision of minimum rate of wages under Minimum Wages Act.
31. Explain the scope and objectives of Employees' Provident Fund and Miscellaneous Provisions Act.

(2 × 15 = 30 Marks)