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(FOR THE CANDIDATES ADMITTED **20 UPA 411**

DURING THE ACADEMIC YEAR 2020 ONLY) **REG.NO. :**

N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI

END-OF-SEMESTER EXAMINATIONS: JULY 2022

B.COM.-PA **MAXIMUM MARKS: 70**

IV SEMESTER **TIME: 3 HOURS**

PART – III

INDUSTRIAL LAW

SECTION - A **(10 X 1 = 10 MARKS)**

ANSWER THE FOLLOWING QUESTIONS.

MULTIPLE CHOICE QUESTIONS. **(K1)**

1. The first factories act in India was passed in _____

a) 1881 b) 1948 c) 1956 d) 1987

2. An employer is not liable to pay compensation for personal injury caused to a workman by_____

a) Wilful removal of safety devices b) Disobedience

c) Drinks and drugs d) All the above

3. Rate of overtime is _____

a) Fixed b) Unfixed c) Excess d) All the above

4. ____ a person shall be disqualified for being chosen as or for being a member of the E.S.I.

a) Unsound mind b) Fraud c) Riotous d) Deceased person

5. The allocable surplus subject to a limit of ____

a) 20% b) 25% c) 10% d) 15%

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES **(K2)**

6. Whom to certify cergins?

7. What are the main objects of the workmen's compensation act?

8. Write a short note – lockout.

9. Who are insurable workmen?

10. Write the object of the minimum wages act 1948.

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SECTION – B (5 X 4 = 20 MARKS)

ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. (K3)

11.a) Discuss the provisions of factory act relating to safety of workers.

(OR)

b) Enumerate the provisions of factories act relating to working hours and annual wages with leave.

12. a) State the employer's liability for compensation under the Employees compensation act

(OR)

b) Give a detailed note on compensation payable to an injured workman under Worker's Compensation Act 1923.

13.a) Define strike and explain the provisions regarding prohibition of strike and lock-out.

(OR)

b) Elucidate provisions pertaining to Industrial Disputes Act 1947.

14.a) Explain the powers and duties of Employees state insurance corporation.

(OR)

b) List the different kinds of benefits available under the Employees State Insurance Act.

15.a) Write a brief note on Payment of bonus Act 1965.

(OR)

b) Write a brief note on Minimum Wages Act 1946.

SECTION - C (4 X 10 = 40 MARKS)

ANSWER ANY FOUR OUT OF SIX QUESTIONS

(16th QUESTION IS COMPULSORY AND ANSWER ANY THREE QUESTIONS

(FROM Qn. No : 17 to 21) (K4 (Or) K5)

16. How is the amount of compensation payable to an injured workman calculated under the work's man compensation act 1923?

17. State the provisions of the factories act 1948 with regard to health safety and welfare of the workers.

18. What are the different matters over which a labour court can exercise jurisdiction?

19. How is gross profit calculated in case of a company for the purpose of bonus?

20. What are the provisions relating to contribution of EPF by Employees State Insurance Act 1948?

21. Briefly explain the payment of wages Act 1936 . Write the benefits and objects of minimum wages act

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