

**18U458**

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Name: .....

Reg. No.....

**FOURTH SEMESTER B.Com. PROFESSIONAL. DEGREE EXAMINATION, APRIL 2020**

(CUCBCSS-UG)

(Regular/Supplementary/Improvement)

**CC17U BCP4 B16 - INDUSTRIAL AND LABOUR REGULATIONS**

(B.Com. Professional - Core Course)

(2017 Admission onwards)

Time: Three Hours

Maximum: 80 Marks

**PART A**

Answer *all* questions. Each question carries 1 mark.

Choose the correct answer:

1. The Maternity Benefit Act enacted in;  
a. 1961                      b. 1971                      c. 1923                      d. 1952
2. Which of the following employee is not covered in EPF Act;  
a. Regular                      b. Contract                      c. Daily rated                      d. Apprentice
3. The statutory payment for long and continuous service of an employee is;  
a. Bonus                      b. Wages                      c. Gratuity                      d. ESI
4. What is the rate of contribution of ESI from employees is -----.  
a. 12%                      b. 10 %                      c. 8.5%                      d. 15 %
5. The minimum ceiling of Bonus under Payment of Bonus Act is -----.  
a. 8.33%                      b. 12%                      c. 12.5%                      d. 20%

Fill in the blanks:

6. The Minimum Wages Act is enacted during the year -----.
7. Gratuity is payable after the completion of ----- years.
8. The Complete Cessation of work in a factory due to non availability of material resources is known as -----.
9. The Maternity Benefit Act is enacted during the year -----.
10. An apprentice is covered under Industrial Dispute Act, True or false?

**(10 x 1 = 10 Marks)**

**PART B (Short Answer Type)**

Answer any *eight* questions. Each question carries 2 marks.

11. Explain Occupational Diseases with examples.
12. What is Lock out under Industrial Dispute Act?

13. What is the objectives of Maternity Benefit Act?
14. What is Lock Out under Industrial Disputes Act?
15. Who is an Employee under Labour legislations?
16. What are the permissible deductions from wages of an employee?
17. What are the rules for fixing minimum wages under Minimum Wages Act?
18. What are the scope and objectives of Payment of Gratuity Act, 1972?
19. What is arbitral award?
20. Explain EPF and Employee Deposit linked Insurance.

**(8 x 2 = 16 Marks)**

**PART C (Short Essay Type)**

Answer any *six* questions. Each question carries 4 marks.

21. What are the objectives of Employee State Insurance Act, 1948?
22. Explain Total and Partial disablement and occupational diseases.
23. Explain the different types of strikes under Industrial dispute Act.
24. Define Dependent and workman under Labour laws.
25. What are the safety measures of employees under Factories Act?
26. Explain the role of arbitrators and conciliation officers under industrial Relations.
27. What are the main provisions of Workmen Compensation Act 1923?
28. Explain the provisions of Retrenchment under Industrial dispute Act.

**(6 x 4 = 24 Marks)**

**PART D (Essay Type)**

Answer any *two* questions. Each question carries 15 marks.

29. Explain the significance of Trade Unions in Industrial Relations. Analyze the immunities and privileges of registered trade unions.
30. Explain the health and welfare measures for employees under Factories Act, 1948.
31. Explain the authorities and arbitral officers under Industrial Dispute Act.

**(2 x 15 = 30 Marks)**

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