

**22U461**

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Name: .....

Reg. No: .....

**FOURTH SEMESTER B.Com. PROFESSIONAL DEGREE EXAMINATION, APRIL 2024**

(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 I mark.

I. Choose the correct answer:

1. The legislation that prohibits discrimination in hiring, promotion, compensation, and other employment practices based on certain characteristics is the:
  - a) ESI Act
  - b) National Labor Relations Act
  - c) Minimum wages Act
  - d) Equal Opportunity and Anti-Discrimination Laws.
2. The legislation in India that governs the payment of wages, working hours, and conditions of work for industrial workers is known as:
  - a) Factories Act
  - b) Employees' Provident Funds and Miscellaneous Provisions Act
  - c) Payment of Gratuity Act
  - d) Industrial Disputes Act
3. Contributions to the Employees State Insurance Fund are made by:
  - a) Employers and employees
  - b) Employers only
  - c) Employees only
  - d) The government
4. The legislation in India that mandates employers to provide social security benefits such as medical care, maternity benefits, disability benefits, and unemployment benefits to employees is the:
  - a) Employees' Provident Funds and Miscellaneous Provisions Act
  - b) Employees' State Insurance Act
  - c) Payment of Gratuity Act
  - d) Industrial Employment (Standing Orders) Act

5. The Employees State Insurance Act 1948 provides benefits for:

- a) Unemployment      b) Disability      c) Retirement      d) Education

II. Fill up the blanks:

6. ----- refers to any manufacturing or industrial activity that may cause harm, injury, or damage to the health and safety of workers.
7. The aim of ----- Act is to prevent the exploitation of labor and to ensure that workers receive a reasonable compensation for their work.
8. ----- Act prohibits employment of children below the age of 14 years in 18 occupations and 65 processes.
9. A ----- is an individual who is employed to perform tasks or labour in exchange for payment, usually in the form of wages or salary.
10. ----- is a person or entity that has control over a workplace or premises.

(10 × 1 = 10 Marks)

**Part B** (Short answer questions)

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

11. Define the term "collective bargaining" and explain its significance in labor relations
12. Explain the concept of industrial dispute
13. Briefly outline the objectives of the Employees' Provident Funds and Miscellaneous Provisions Act.
14. What are the benefits of ESI scheme?
15. Explain the term employment injury.
16. Distinguish between Partial and permanent disablement.
17. What is bonus?
18. What are the objective of Payment of Gratuity Act, 1972?
19. Explain the Features of Employees Deposit Linked Insurance Scheme.
20. Define trade union under trade union Act 1926.

(8 × 2 = 16 Marks)

**Part C** (short essay questions)

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

21. What are the objectives of payment of bonus Act?
22. Discuss the objectives and key provisions of the Factories Act 1948. How does this legislation aim to ensure the health, safety, and welfare of workers in industrial establishments?
23. Evaluate the impact of maternity benefit provisions on women's workforce participation and gender equality in the labor market.

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24. Explain the process of registration of trade unions

25. What is the significance of bonus on employee's financial security?

26. What are the rights, privileges, duties, and liabilities of registered trade unions under the Trade Unions Act 1926?

27. Define key terms such as 'allocable surplus,' 'available surplus,' and 'bonus' under the Payment of Bonus Act 1965

28. Discuss the objectives of the Minimum Wages Act 1948. How does this legislation aim to prevent exploitation of labour and ensure fair wages for workers?

(6 × 4 = 24 Marks)

**Part D** (Essay questions)

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

29. Discuss the objectives and significance of the Employees Provident Fund and Miscellaneous Provisions Act 1952. How do the EPF, EPS, and EDLI schemes provide social security benefits to employees?

30. Evaluate the objectives and provisions of the Employees Compensation Act 1923. How does this legislation provide financial compensation to workers and their dependents for work-related injuries and accidents?

31. Evaluate the mechanisms for fixation and revision of wages under the Minimum Wages Act 1948. How do advisory boards and committees contribute to determining minimum wage rates?

(2 × 15 = 30 Marks)

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