

23U461

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Name:

Reg. No.....

FOURTH SEMESTER B.Com. PROFESSIONAL DEGREE EXAMINATION, APRIL 2025

(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.

I. Choose the correct answer

1. The primary objective of the Industrial Disputes Act 1947 is to:
 - a) Ensure workplace safety
 - b) Regulate working hours
 - c) Resolve conflicts between employers and employees
 - d) Provide maternity benefits
2. The Minimum Wages Act 1948 applies to:
 - a) Agricultural workers only
 - b) Industrial workers only
 - c) Both agricultural and industrial workers
 - d) Government employees
3. The legislation in India that ensures the payment of gratuity to employees after completing a certain period of continuous service is called:
 - a) Payment of Wages Act
 - b) Payment of Bonus Act
 - c) Payment of Gratuity Act
 - d) Employee Provident Fund and Miscellaneous Provisions Act
4. The advisory boards under the Minimum Wages Act 1948 are responsible for:
 - a) Resolving industrial disputes
 - b) Fixing and revising minimum wage rates
 - c) Administering medical benefits
 - d) Managing employee provident funds
5. Which act in India provides for the constitution of works committees, conciliation officers, and boards of conciliation for the prevention and settlement of industrial disputes?
 - a) Industrial Employment (Standing Orders) Act
 - b) Industrial Disputes Act
 - c) Trade Unions Act
 - d) Minimum Wages Act

II. Fill up the blanks:

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6. The Employees State Insurance Act 1948 provides social security benefits to employees in case of _____ or _____
7. According to the Factories Act 1948, a "factory" means any premises where _____ process is carried out.
8. The Minimum Wages Act 1948 aims to prevent the _____ of labour and ensure fair _____ for workers.
9. _____ are appointed under the Minimum Wages Act 1948 to fix and revise minimum wage rates.
10. The Employees State Insurance Act 1948 applies to factories where _____ persons are employed.

(10 × 1 = 10 Marks)

Part B (Short answer questions)

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

11. Define and explain the terms 'factory' and 'worker,' under the Factories Act 1948.
12. What is a registered trade union?
13. Define key terms such as 'employment injury,' 'employee,' and 'medical benefit' under the Employees State Insurance Act 1948.
14. What are the criteria to determine eligibility for bonus?
15. Explain the process of registration of trade unions.
16. Evaluate the objectives of the Employees Compensation Act 1923.
17. Define the term maternity benefit under the Maternity Benefit Act 1961?
18. What are the primary objectives of the Industrial Disputes Act 1947?
19. Define the term 'occupier'.
20. Explain different types of bonuses.

(8 × 2 = 16 Marks)

Part C (Short Essay Questions)

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

21. What are the disqualifications for getting gratuity?
22. How does the minimum wages Act aim to prevent exploitation of labor and ensure fair wages for workers?
23. Evaluate how the maternity benefit Act ensures gender equality in the labour market.
24. Explain how Employees' pension scheme enhance the financial well-being of employees during their post-employment years.

25. What you mean by forfeiture of gratuity?
26. What are the objectives of trade unions?
27. Briefly explain the employee and employer contribution to EPF.
28. What are the objectives of the Payment of Gratuity Act, 1972?

(6 × 4 = 24 Marks)

Part D (Essay Questions)

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

29. What are the enforcement and Compliance Mechanisms of minimum wages Act 1948?
30. Evaluate the objectives and provisions of the Employees state insurance. How does this social security legislation help workers and their dependents for work-related injuries and accidents?
31. Explain the eligibility and disqualification for bonus? What an employee can do if his bonus is denied?

(2 × 15 = 30 Marks)
