

**19U416**

(Pages: 2)

Name: .....

Reg. No.....

**FOURTH SEMESTER B.Com. PROFESSIONAL. DEGREE EXAMINATION, APRIL 2021**

(CUCBCSS-UG)

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

(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 Trade Union Act enacted in;  
a. 1961                      b. 1971                      c. 1926                      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 ceiling of ESI benefits in terms of salary is:  
a. 10000                      b. 21000                      c. 8200                      d. 15000
4. The Labour laws aim at which of the following  
a. Social Security                      b. Welfare of employee  
c. economic justice                      d. all of the above
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 Factories Act is enacted during the year \_\_\_\_\_
7. The rejection of work to bargain against employers is \_\_\_\_\_
8. For a legal strike, \_\_\_\_\_ days of notice is mandatory.
9. The ex gratia payment given to an employee based upon the profit of the company is \_\_\_\_\_
10. The registration of trade unions is mandatory. True or False?

**(10 × 1 = 10 Marks)**

**PART B** (Short answer questions)

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

11. Explain Employer under Factories Act.
12. What is Lay Off under Industrial Dispute Act?

13. What is the objectives of Minimum Wages Act?
14. What is the role of Inspectors under Industrial Disputes Act?
15. What are the objectives of Labour legislations?
16. What are the permissible deductions from wages of an employee?
17. What are the rules for calculating gratuity under Labour Law?
18. What are the scope and objectives of Maternity Benefit Act?
19. What is the scope of arbitration under Labour Laws?
20. Explain roles of Commissioners under EPF Act.

**(8 × 2 = 16 Marks)**

**PART C (Short Essay Questions)**

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

21. What are the objectives of Employees Compensation Act, 1923?
22. Explain different types of bonus under Bonus Act.
23. Explain the types of disablement and occupational diseases under Employees Compensation Act?
24. Explain the rules and procedures for registration of Trade Unions.
25. What are the Health measures of employees under Factories Act?
26. Explain the rules for distribution of EPF of an employee.
27. What are the main provisions of ESI Act?
28. Explain the provisions of Lay off under Industrial dispute Act.

**(6 × 4 = 24 Marks)**

**PART D (Essay Questions)**

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

29. Explain the significance of Industrial Disputes Act with reference to Strike, lock out, Lay Off and Retrenchment?
30. Explain the safety and welfare measures for employees under Factories Act,1948.
31. Explain the authorities and arbitral officers under ESI and EPF Act.

**(2 × 15 = 30 Marks)**

\*\*\*\*\*