

20U416

(Pages: 2)

Name:

Reg. No:

FOURTH SEMESTER B.Com. PROFESSIONAL DEGREE EXAMINATION, APRIL 2022

(CUCBCSS-UG)

(Regular/Supplementary/Improvement)

CC17U BCP4 B16 - INDUSTRIAL AND LABOUR REGULATIONS

(Core Course)

(2017 Admissions onwards)

Time: Three Hours

Maximum: 80 Marks

SECTION - A

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

1. Trade Unions can be formed with minimum----- persons
a. Two b. Ten c. Twenty d. Seven
2. Registration of ESI Fund with ESI corporation is -----
a. Optional b. Compulsory c. Statutory d. None of the above
3. The notice period of a legal strike is-----
a. 14 days b. 7 days c. 1 month d. No notice period
4. The Payment of gratuity act enacted in -----
a. 1971 b. 1954 c. 1984 d. 1948
5. The statutory ceiling of ESI Act is :
a. No ceiling b. 21000 c. 15000 d. 10000
6. The maximum number of employees to appoint a welfare officer in Factories Act 1948 are -----?
7. Payment of Bonus is not statutory. True or false?
8. The Workmen Compensation Acts' Benefit can be given to Occupational Disease. True or False?
9. The Ex gratia payment to the employee on grounds of profit earned to the Company is -----
10. The Employee in labour laws include Apprentice also. True or False?

(10 × 1 = 10 Marks)

SECTION - B

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

11. Define Strike under Industrial Dispute Act 1948.
12. Explain Occupational Diseases under Industrial Relations.
13. Define Employer under Factories Act 1948.

14. Explain the role of Welfare Officers in Factories Act 1948.
15. Explain the powers of ESI Corporation under ESI Act 1948.
16. What are different types of Disablement under Workmen Compensation Act?
17. What are the objectives of Payment of Gratuity Act 1972?
18. Explain Safety provisions under Factories Act 1948.
19. What is Lay off?
20. Explain the adjudicating authorities under Factories Act 1948.

(8 × 2 = 16 Marks)

SECTION - C

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

21. Explain the differences between Lay off and Retrenchment.
22. Explain the health and welfare provisions under Factories Act 1948.
23. What are the meaning of Dependent and Workmen under Labour Laws?
24. What are the roles of arbitrators and Adjudicating authorities under Industrial relations?
25. Explain the significance of different types of strikes under Labour laws.
26. What are the Procedures Registration of Trade Unions?
27. What are the important contributions and Provisions relating with EPF under Labour laws?
28. What are different types of benefits under ESI Act 1948?

(6 × 4 = 24 Marks)

SECTION - D

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

29. Define Characters of Trade Unions. What are the procedures for Registration of Trade Unions and Immunities of a Registered Trade Unions?
30. What is the significance of Payment of Gratuity Act 1972, calculation of gratuity, and reasonable deductions and exceptions for Gratuity contributions?
31. What are the Roles of Inspectors, arbitrators, welfare officers in Industrial Disputes Act 1948?

(2 × 15 = 30 Marks)
