

**21U463**

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Name: .....

Reg. No.....

**FOURTH SEMESTER B.Com. PROFESSIONAL DEGREE EXAMINATION, APRIL 2023**

(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 failure or refusal or inability of the employer to continue employees in his employment is \_\_\_\_\_  
a) Lockout                      b) Layoff                      c) Strike                      d) retrenchment
2. \_\_\_\_\_ of a factory means the person who has ultimate control over the affairs of the factory  
a) Employer                      b) Inspector  
c) Certifying surgeons                      d) Occupier
3. Employees Compensation Act constituted in the year:  
a) 1923                      b) 1928                      c) 1921                      d) 1929
4. Section 3(5) of Employees compensation Act 1923 provides that no claim for compensation can be made under the act if the employee has filed a \_\_\_\_\_  
a) Suit for specific relief                      b) Suit for damages  
c) Civil suit                      d) Suit for remedy
5. The Employees Deposit Linked Insurance Scheme (called insurance scheme) was introduced by the amendment act of \_\_\_\_\_  
a) 1952                      b) 1976                      c) 1995                      d) 1994

II. Fill up the blanks:

6. \_\_\_\_\_ is deemed to include also the cash value of any food concession allowed to the employee.
7. In ordinary usage dependent refers to a person who depends upon another for his \_\_\_\_\_
8. An office bearer or member of a registered trade union shall not be liable to punishment under \_\_\_\_\_ in respect of any agreement made between the members for the purpose of furthering any such object of the trade union on which general funds may be spent.

9. Retrenchment under Industrial dispute Act 1947 means —————  
10. Maternity Benefit Act was passed in the year —————

**(10 × 1 = 10 Marks)**

**Part B (Short Answer Questions)**

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

11. Define Establishment under Maternity Benefit Act 1961.  
12. Explain Employees State Insurance Corporation.  
13. Explain Courts of Inquiry under Industrial Dispute Act 1947.  
14. Define Trade Union.  
15. Explain Eligibility for Bonus under payment of Bonus Act 1965.  
16. Explain permanent total disablement.  
17. Explain civil immunities of a registered Trade Union.  
18. Define Principal Employer under Employees State Insurance Act.  
19. Which are the exempted acts to registered Trade Union?  
20. Explain Lock Out.

**(8 × 2 = 16 Marks)**

**Part C (Short Essay Question)**

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

21. What is an industrial dispute?  
22. Elucidate employer's liability for compensation.  
23. State the scope of Payment of Gratuity Act.  
24. Explain Employees' Pension Scheme and fund (1995).  
25. Elucidate the amount of compensation provisions under Employees Compensation Act.  
26. The safety provisions are absolute and obligatory in their character and the occupier of every factory, explain the related provisions.  
27. Explain cancellation of registration of Trade Union.  
28. Explain the provisions related with employment of woman under factories Act 1948.

**(6 × 4 = 24 Marks)**

**Part D (Essay Questions)**

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

29. Elucidate authorities under industrial dispute Act 1947  
30. Explain registration of trade Union, rights and privileges of registered Trade Union.  
31. Explain the provisions ensuring health and welfare of workers under factories Act 1948.

**(2 × 15 = 30 Marks)**

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