

Seat No. : _____

ML-109

March-2019

B.B.A., Sem.-VI

CC-308 : Industrial Laws and Regulatory Framework

Time : 2:30 Hours]

[Max. Marks : 70

1. (A) (1) State constitution and various duties of Conciliation Officer under Industrial Dispute Act, 1947. 7
- (2) Write a detailed note on Industrial Tribunal. 7

OR

- (1) Define 'Industry', 'workman' and 'Industrial dispute' under Industrial Dispute Act, 1947.
- (2) What are the provisions regarding constitution and duties of Labour Court ?
- (B) Do as directed (any **Four** out of **Six**) 4
- (1) Word 'Adjudicate' is not related to
- (a) Labour Court (b) Industrial Tribunal
- (c) Board of Conciliation (d) National Tribunal
- (2) Every Workman who is not given employment by the employer within _____ hours of his/her presenting himself/herself shall be deemed to have been laid off for that day.
- (a) Two (b) Three
- (c) One (d) Five
- (3) Only Judge of High court can be appointed as presiding officer for the adjudication under National Tribunal. (True/False)
- (4) Labour court has to submit its report to the appropriate government by not more than _____.
- (a) 14 days (b) 2 months
- (c) 6 months (d) None of the above
- (5) Define Strike.
- (6) Who is a 'badli' worker ?

2. (A) (1) Write a detailed note on Notice by Occupier and his duties under Factories Act, 1948. 7
- (2) Describe the provisions of Welfare under Factories Act, 1948. 7

OR

- (1) Highlight the provisions for Working hours for children and women under Factories Act, 1948.
- (2) Enumerate the Provisions of Safety for workers under the Factories Act, 1948.
- (B) Do as directed (any **Four** out of **Six**) 4
- (1) Factory means any premises where 20 or more workers are working on any day of the preceding 12 months, and on any part of which a manufacturing process is being carried on with the aid of power. (True/False)
- (2) Manufacturing Process means
- (a) Pumping oil
 - (b) Printing by letter press
 - (c) Storing any article in cold storage
 - (d) All of the above
- (3) Young person means a person who is either a child or an Adult. (True/False)
- (4) A Welfare officer is ordinarily employed wherein ___ or more workers are employed in a factory.
- (a) 100 (b) 250
 - (c) 500 (d) 1000
- (5) The manager of every factory shall maintain a register of adult worker, which includes
- (a) Name of each adult worker
 - (b) The nature of his work
 - (c) The relay to which he is allotted
 - (d) All of the above
- (6) A/An _____, who has been granted a certificate of fitness to work in a factory shall be deemed to be an adult.
- (a) Child (b) Adolescent
 - (c) Adult (d) None of the above

3. (A) (1) Enumerate when is employer liable and when he is not liable to pay compensation under Workmen's Compensation Act, 1923. 7
(2) Highlight the important provisions regarding the creation of Employees' State Insurance Fund and its administration. 7

OR

- (1) What benefits are available under the Employees' State Insurance Act, 1948 ?
(2) Write a note of 'Accident' and 'Disablement' under the Workmen's Compensation Act, 1923.
- (B) Do as directed (any **Three** out of **Five**) 3
- (1) The constitution of corporation includes one person representing each of the states in which this Act is in force to be appointed by the State Government. (True/False)
(2) Seasonal Factory means a factory which is exclusively engaged in one or more of the following manufacturing processes :
(a) Decortications of ground nuts
(b) Manufacture of coffee
(c) Cotton ginning
(d) All of the above
(3) Dependents does not include
(a) A minor adopted son (b) A married daughter
(c) Both (a) and (b) (d) None of (a) and (b)
(4) In case the employer under Employees' Compensation Act fails to pay the compensation within one month he is liable to pay interest at the rate of _____ % per annum.
(a) 10 (b) 12
(c) 15 (d) 18
(5) Define Medical Examination.

4. (A) (1) What are the Deductions to be made from Wages under Payment of Wages Act, 1936 ? 7
(2) Briefly discuss the important provisions of the Employees' Deposit-linked Insurance Scheme, 1952. 7

OR

- (1) Critically evaluate the provisions regarding the Penalties and offences under the Employees Provident Funds and Miscellaneous Provisions Act, 1952.
(2) Write a Note on Power of Inspectors appointed under Payment of Wages Act, 1936.

(B) Do as directed : (any **Three** out of **Five**)

3

- (1) Which of the following items are not included in calculation of Basic wages for Employees' Provident Funds and Miscellaneous Provisions Act, 1952 ?
 - (a) Bonus
 - (b) Overtime allowance
 - (c) Commission
 - (d) All of the above
- (2) What percentage of contribution is allocated to Employee Pension Scheme from Employers Contribution ?
 - (a) 3.67
 - (b) 8.33
 - (c) 1.75
 - (d) 3.75
- (3) Under Payment of Wages Act, No wage-period shall exceed _____ month/s.
 - (a) One
 - (b) Two
 - (c) Three
 - (d) Half
- (4) Apprentices are eligible to get benefits under Employees' Provident Funds and Miscellaneous Provisions Act, 1952. (True /False)
- (5) State the rate (%) of Contribution done by 'employee' under Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
