

Seat No. : _____

AA-102

April-2023

BBA, Sem.-VI

CC-308 : Industrial Laws & Regulatory Framework

Time : 2:30 Hours]

[Max. Marks : 70

1. (A) Narrate briefly about the provisions of Strike and Lock-Outs under Industrial Disputes Act 1947. 7
- (B) Explain powers and duties of any three authorities under Industrial Dispute Act,1947. 7
- OR**
- Write short notes : (Any two) 14
- (i) Retrenchment
- (ii) Conciliation Officer
- (iii) Industry and Industrial Dispute
- (iv) Lay - Off
2. Explain the provisions related to “Safety” and “Welfare” of workers under Factories Act 1948. 14
- OR**
- (A) Explain the provisions related to “Health” of the workers under Factories Act 1948. 7
- (B) Write short notes : (Any two) 7
- (i) Annual leave with wages
- (ii) Working hours of women
- (iii) Manufacturing process
3. (A) Explain the different types of medical benefits under the Employees State Insurance Act,1948. 7
- (B) Write a note on Accident arising out of and in the course of employment under the Workmen’s Compensation Act, 1923. 7
- OR**
- (A) Describe the powers and duties of Employees State Insurance Corporation. 7
- (B) Write short notes : (Any two) 7
- (i) Dependent under Employees State Insurance Act, 1948.
- (ii) Medical Examination under Workmen’s Compensation Act, 1923.
- (iii) Partial and Total Disablement
4. (A) Explain Employee’s Provident Fund Scheme under P.F. and Miscellaneous Provisions Act. 7
- (B) Write short notes on Time and Mode of payment under the Payment of wages Act, 1936. 7

OR

- (A) State the deductions to be made from wages under the Payment of Wages Act, 1936. 7
- (B) Write short notes : (Any **two**) 7
- (i) Definition of Wages
- (ii) Employees Deposit Linked Insurance Scheme
- (iii) Inspectors under Payment of Wages Act, 1936.
5. Do as directed : (Any **Seven**) 14
- (1) In every factory where _____ workers are ordinarily employed, there shall be provided and maintained an ambulance room containing the prescribed equipment's and medical and nursing staff.
- (a) more than 1000 (b) more than 100
- (c) more than 1500 (d) more than 500
- (2) Factory means _____ or more workers are working on manufacturing process with the aid of power or _____ or more workers are working on manufacturing process without the aid of power on any day in preceding 12 months.
- (a) 20, 10 (b) 10, 5
- (c) 10, 20 (d) None
- (3) Under the Payment of Wages Act, 1936 the total amount of fine imposed by the employer should not exceed _____ % of his wage.
- (a) 1 (b) 3
- (c) 2 (d) 5
- (4) Which is the period within which the employer must take the deposit to the commissioner if he is liable to pay the compensation under Workmen Compensation Act ?
- (a) Within 10 days of notice (b) Within 20 days of notice
- (c) Within 30 days of notice (d) Within 40 days of notice
- (5) Disablement of a workman may result in loss or reduction of his _____ capacity under Workman's Compensation Act.
- (a) Earning (b) Hearing
- (c) Thinking (d) Learning
- (6) Under Payment of Wages Act, No wage period shall exceed _____.
- (a) One (b) Two
- (c) Three (d) Half
- (7) While calculating contribution towards Provident Fund, if the amount comes in fraction, than fraction of rupee _____ 50 paise is to be ignored.
- (a) more than (b) less than
- (c) equal to (d) None of the above
- (8) Under the Payment of Wages Act, 1936 who is responsible for the payment of wages in Factories and Industrial Establishments ?
- (9) When the collective bargaining process does not result in resolution, than it may lead to Retrenchment. (True / False)
- (10) Give an example of Partial Disablement.
- (11) Define : Occupier
- (12) The benefit of Funeral expenses are given under the Employees Compensation Act, 1923. (True / False)