

Seat No. : _____

SH-106

September-2020

BBA., Sem.-VI

CC-308 : Indus. Law & Regu. Frame Works

Time : 2 Hours]

[Max. Marks : 50

- Instructions :** (1) All Questions in **Section – I** carry equal marks.
(2) Attempt any **TWO** questions in **Section – I**.
(3) Question **5** in **Section – II** is **COMPULSORY**.

Section – I

1. (A) Discuss any three authorities for settlement of industrial dispute. **10**
(B) Write short notes on Strike and Wages under Industrial Dispute Act, 1947. **10**
2. (A) Define Factory. Discuss the provisions of safety of workers under Factories Act, 1948. **10**
(B) Define hazardous process. Explain the provisions regarding hazardous process under Factories Act, 1948. **10**
3. (A) Explain the provisions regarding partial and total disablement under The Workmen's Compensation Act, 1923. **10**
(B) Explain the benefits available to insured person or his dependents under the Employees' State Insurance Act, 1948. **10**
4. (A) Explain permissible deductions from wages under Payment of Wages Act, 1936. **10**
(B) State offences and penalties under Employees Provident Fund and Miscellaneous Provisions Act, 1952. **10**

Section – II

5. Select the correct option : (Any ten)

10

- (1) If there are _____ or more employees in an industry on any day in preceding 12 months, then appropriate government may by order require industry to constitute Works Committee.
 - (a) 100
 - (b) 1000
 - (c) 500
 - (d) None of the above
- (2) To which settlement machinery can Central Government refer the dispute under Industrial Dispute Act ?
 - (a) Conciliation officer
 - (b) Inspector
 - (c) Comptroller and Auditor General
 - (d) None of the above
- (3) Choose the correct objective of Industrial Dispute Act, 1947.
 - (a) Preserve smooth relations between employer and workmen.
 - (b) Prevent illegal strikes and lockouts.
 - (c) Provide relief to workmen in layoff, retrenchment, etc.
 - (d) All of the above
- (4) The employer shall ordinarily retrench the person on _____ basis, unless there is agreement to the contrary.
 - (a) Last come, first go
 - (b) First come, first go
 - (c) First come, last go
 - (d) (a) and (c) above
 - (e) (b) and (c) above
 - (f) None of the above
- (5) A factory means the premises where ___ or more workers are working on any day in preceding 12 months and manufacturing process is being carried on without the aid of power.
 - (a) 10
 - (b) 20
 - (c) 30
 - (d) None of the above
- (6) There must be provision of first aid box for every _____ workers employed at one time in factory.
 - (a) 100
 - (b) 150
 - (c) 200
 - (d) None of the above

- (7) Seasonal factory as per Employees' State Insurance Act means a factory engaged in which of the following processes ?
- (a) Cotton ginning (b) Decortications of groundnuts
(c) Manufacturing of coffee (d) All of the above
- (8) There must be an ambulance in the factory having more than _____ workers.
- (a) 50 (b) 100
(c) 500 (d) 1000
- (9) Under Workmen's Compensation Act, employer is not liable to pay compensation for injury resulting into death or permanent total disablement caused by the accident arising due to -
- (a) Influence of drinks or drugs
(b) Wilful disobedience of orders by workman
(c) Wilful removal of safety guards by workman
(d) All of the above
- (10) Who is considered as dependant under first category of Workmen's Compensation Act ?
- (a) Minor legitimate son
(b) Widowed mother
(c) An unmarried legitimate daughter
(d) All of the above
- (11) As per Workmen's Compensation Act, 1923 any chronic ailment that occurs as a result of work or activity, which affects health and safety of worker and which is more prevalent in given body of workers than in general population or in other workers population is known as _____.
- (a) Contagious disease (b) Infectious disease
(c) Occupational disease (d) Autoimmune Disease
- (12) The main object of Employees' State Insurance Act, 1948 is to provide _____ to workers.
- (a) Medical relief
(b) Sickness cash benefit
(c) Pension to dependants of deceased worker
(d) All of the above
- (13) The term of office of elected members of Corporation under Employees' State Insurance Act, 1948, shall be for _____ years.
- (a) 4 years (b) 10 years
(c) 9 years (d) None of the above

- (14) The auditing of accounts and preparing of annual reports of Corporation under Employees' State Insurance Act, 1948, shall be done by _____.
- (a) Accountant
 - (b) Director
 - (c) Comptroller and Auditor General of India
 - (d) None of the above
- (15) What is maximum wage period for payment of wages ?
- (a) 1 month
 - (b) 60 days
 - (c) 90 days
 - (d) None of the above
- (16) Under The Payment Of Wages Act, 1936 where less than 1000 employees are employed, the wages shall be paid within _____ days after the expiry of wage period.
- (a) 5
 - (b) 7
 - (c) 9
 - (d) 11
- (17) Which of the following statements about the Employees Provident Fund and Miscellaneous Provisions Act, 1952 is correct ?
- (a) The Act is not applicable to co-operative societies employing less than 50 persons and working without the aid of power.
 - (b) There is no wage limit covered under the Act.
 - (c) It does not make provision for pension scheme.
 - (d) The rate of contribution is 11% of the basic wages plus dearness allowance plus retaining allowance.
- (18) What is present wage limit to be eligible to be covered under Employees Provident Fund and Miscellaneous Provisions Act, 1952 ?
- (a) ₹ 5,000
 - (b) ₹ 10,000
 - (c) ₹ 15,000
 - (d) None of the above
- (19) No contribution is required for getting benefit under which of the following legislations ?
- (a) Employees State Insurance Act, 1948.
 - (b) The Employees Provident Fund and Miscellaneous Provisions Act, 1952.
 - (c) Workmen's Compensation Act., 1923.
 - (d) None of the above.
- (20) Every factory must have a safety officer as per the government notification if the number of workers in a factory are _____ or more.
- (a) 500
 - (b) 1000
 - (c) 1500
 - (d) 2000