

Seat No. : \_\_\_\_\_

# AA-104

April-2025

B.B.A., Sem.-VI

## CC-308 : Industrial Laws & Regulatory Framework

Time : 2:30 Hours]

[Max. Marks : 70

1. (A) The term 'industry' has a comprehensive meaning. Explain with cases under the Industrial Dispute Act, 1947. 7
1. (B) Write a note on Labour court. Can the judge of High court be presiding officer in labour court ? 7

**OR**

1. Write notes on : (any **two**) 14
  - (1) Strike
  - (2) Layoff
  - (3) Conciliation officer
  - (4) Closure
2. (A) Define hazardous process and explain the provisions regarding it under the Factories Act, 1948. 7
2. (B) Explain Welfare provisions as per the Factories Act 1948. 7

**OR**

2. Write notes under the Factories Act : (any **two**) 14
  - (1) Working hours for adults
  - (2) Health provisions
  - (3) Inspectors
  - (4) Annual leave with wages

3. (A) Explain partial and total disablement under the Employees Compensation Act, 1923. 7
3. (B) Write the provisions regarding Corporation under the Employees' State Insurance Act, 1948. 7

**OR**

3. Write notes on : (any **two**) 14
- (1) Accident arising out of and in the course of employment
  - (2) Benefits under Employees' State Insurance Act
  - (3) Defenses available to employer under the Employees Compensation Act
  - (4) Objects and benefits of State Insurance Act
4. (A) Write a note on Contribution under the Employees Provident Fund and Miscellaneous Provisions Act (EPF & MPA), 1952. 7
4. (B) Explain authorized and permissible deductions under the Payment of Wages Act, 1936. 7

**OR**

4. Write notes on : (any **two**) 14
- (1) Scope and objects of EPF & MP Act
  - (2) Definition of Wages under Payment of Wages Act
  - (3) Recovery of money due from employer under EPF & MP Act
  - (4) Time of payment of wages in railways, factories and industrial establishments
5. Do as directed : (any **seven**) 14
- (1) Which of these deductions u/s 7 of the Payment of Wages Act is not authorized ?
    - (a) Deduction of Fine
    - (b) Deduction of payment of Income-tax
    - (c) Deduction for payment of Insurance
    - (d) Deduction for payment of Uniform and Insurance property.

- (2) Under the Payment of Wages Act, fine cannot be imposed on an employed person who is under the age of \_\_\_\_\_ years.
- (a) 15 years (b) 50 years  
(c) 20 years (d) 18 years
- (3) If electronic data processing unit or a computer unit is installed in any part of the factory then also it shall be construed as factory. (True / False)
- (4) S. 51 of the Factories Act lays down that no factory would ask the workers or make them work for more than 36 hours per week. (True / False)
- (5) Which benefit have not been provided under the Employees State Insurance Act, 1948 ? (Disablement benefit / Leave travel benefit)
- (6) The Employees State Insurance Act is applicable to all factories and establishments with \_\_\_\_\_ or more persons employed and beneficiaries monthly wage does not exceed ₹ \_\_\_\_\_.
- (a) 20, 5,000 (b) 10, 21,000  
(c) 30, 30,000 (d) 40, 41,000
- (7) As per Industrial Dispute Act, workman includes the person employed in army navy and military. (True / false)
- (8) Conciliation officer must send his report of conciliation to appropriate government within \_\_\_\_\_ days. (10/12/14)
- (9) Under Industrial Dispute Act, an employer intending to close down an undertaking must give atleast \_\_\_\_\_ days notice to appropriate government and the workmen, stating the reason of closure.
- (a) 30 days (b) 40 days  
(c) 50 days (d) 60 days
- (10) S. 71 of the Factories Act, regulates the working hours of children in factories, prohibiting employment of more than \_\_\_\_\_ hours in a day and during night.
- (a) 2 hours (b) 3 and ½ hours  
(c) 4 and ½ hours (d) 5 and ½ hours

