

Seat No. : _____

AB-105

April-2015

T.Y.B.B.A, Sem.-VI

CC. 308 : Industrial Laws and Regulatory Framework

Time : 3 Hours]

[Max. Marks : 70

1. Select the correct options from the option given below : **14**

- (1) _____ means any business, trade, undertaking, manufacture or calling of employers and includes any calling service, employment, handicraft, or industrial occupation or a vocation of workmen.
- (a) Industry (b) Factory
(c) Labour Court (d) Industrial Tribunal
- (2) _____ means the temporary closing of a place of employment, or the suspension of work, or the refusal by an employer to continue to employ any number of persons employed by him.
- (a) Strike (b) Layoff
(c) Lockout (d) Closure
- (3) Section 40-B empowers the State Government for directing a occupier of factory to employsuch number of Safety Officers as specified by it where _____ workers are employed.
- (a) more than 100 (b) more than 250
(c) more than 500 (d) more than 1000
- (4) What is the minimum space to be allocated to each worker as per the Factories Act, 1948 ?
- (a) 12.2 cubic metres (b) 13.2 cubic metres
(c) 14.2 cubic metres (d) 15.2 cubic metres
- (5) In every factory where _____ workers are ordinarily employed, the occupier should make adequate and suitable arrangements for shelters or rest rooms and lunch-room with provision of drinking water where the workers can take rest of or eat meals brought by them.
- (a) more than 100 (b) more than 150
(c) more than 250 (d) more than 500
- (6) Under Payment of Wages Act, no wage period shall exceed_____.
- (a) 30 days (b) 45 days
(c) 60 days (d) 90 days

- (7) Under Payment of Wages Act, no fine shall be imposed on any employed person who is under the age of _____ years.
- (a) Fourteen (b) Fifteen
(c) Sixteen (d) Eighteen
- (8) The rate of the contribution to be paid under Employee State Insurance Act is prescribed by the_____.
- (a) State Government (b) Central Government
(c) Appropriate Government (d) Employee State Insurance Corporation
- (9) Employee Deposits-Linked Insurance Scheme came into force in the year _____.
- (a) 1952 (b) 1971
(c) 1976 (d) 1995
- (10) Contribution of the employer under the Employee Deposits-Linked Insurance Scheme is ____of the wages.
- (a) 0.5% (b) 0.25%
(c) 1.75% (d) 4.75%
- (11) A carpenter suffered injury in the course of his employment which resulted in amputation of left hand above elbow. It is the case of _____.
- (a) Minor Injury (b) Occupational Disease
(c) Partial Disablement (d) Total Disablement
- (12) _____ is an unexpected event happening without design even though there may be negligence on the part of the workman.
- (a) Accident (b) Disablement
(c) Occupational Disease (d) All of the above.
- (13) What is the period within which the employer must make the deposit to the Commissioner if he is liable to pay the compensation under Workmen Compensation Act ?
- (a) Within 10 days of being served the notice
(b) Within 20 days of being served the notice
(c) Within 30 days of being served the notice
(d) Within 40 days of being served the notice
- (14) _____ means a condition which requires medical treatment and attendance and necessitates abstention from work on medical grounds under Employee State Insurance Act ?
- (a) Sickness (b) Minor Injury
(c) Accident (d) Disablement

2. (A) What is Industrial Dispute ? Describe the essential ingredients of the industrial dispute. 7

OR

Explain the powers and the function of Labour Court for settlement of Industrial Dispute.

- (B) Bring out the difference between Conciliation Officer and Board of Conciliation for settlement of the industrial dispute. 7

OR

State and explain the powers as well as functions of Industrial Tribunal for settlement of Industrial Dispute.

3. (A) Explain the provisions related to Safety of Workers under Factories Act. 7

OR

Explain the provisions related to Working time, Holidays and Overtime for the Workers under Factories Act.

- (B) Describe the objectives, scope and coverage of Employee State Insurance Act. 7

OR

Write short notes under the Employee State Insurance Act : (Any 2)

- i. Powers of Employee State Insurance Corporation
- ii. Sickness & Extended Sickness Benefit
- iii. Offences and Penalties

4. (A) How much compensation to be paid in case of (1) Death, (2) Total Disablement, (3) Partial Disablement and (4) Temporary Disablement under Workmen Compensation Act ? 7

OR

Bring out the difference between the Accident, Occupational Disease and Personal Injury under Workmen Compensation Act.

- (B) Describe the objectives, scope and coverage of Workmen Compensation Act. 7

OR

Write short notes under Workmen Compensation Act : (Any 2)

- i. Notice & Filing of Claims for Accident
- ii. Time & Mode of Payment of Compensation
- iii. Offences and Penalties

5. (A) Describe the objectives, scope and applicability of Employee Provident Fund and Miscellaneous Provisions Act. 7

OR

Write short notes under Employee Provident Fund and Miscellaneous Provisions Act : (Any 2)

- i. Employee Deposits Linked Insurance Scheme
- ii. Exempted Employee
- iii. Offences and Penalties

- (B) State the Provisions relating to Offences and Penalties under the Payment of Wages Act. 7

OR

Write short notes under the Payment of Wages Act : (Any 2)

- i. Fines
 - ii. Responsibility of Payment of Wages
 - iii. Objectives and applicability of Payment of Wages Act.
-