



Seat No. : _____

OA-102

October-2025

B.B.A., Sem.-VI

CC-308 : Industrial Laws and Regulatory Framework

Time : 2:30 Hours]

[Max. Marks : 70

1. (A) Explain provision relating to strike and lockout under Industrial Dispute Act, 1947. 7
- (B) Write a note on Layoff Industrial Dispute Act, 1947. 7
- OR**
1. (A) Highlight the powers of conciliation officer under Industrial Dispute Act, 1947. 7
- (B) Write a note on Labour Court under Industrial Dispute Act, 1947. 7
2. (A) Who is an occupier according to Factories Act ? What are his duties ? 7
- (B) What are the provisions of Factories Act regarding welfare. 7
- OR**
2. (A) Describe the provisions of working hours of adult workers and also about weekly holidays. 7
- (B) What are the general penalties for offences under the Factories Act ? 7
3. (A) Write a note on Constitution of Corporation and Standing Committee as per Employees' State Insurance Act. 7
- (B) Write a detailed note on Disablement and its types. 7
- OR**
3. (A) Write a note on Medical Examination. 7
- (B) Explain important provisions regarding the penalties under the Employees State Insurance Act, 1948. 7
4. (A) Explain the Administration of various schemes through the Central Board, Executive Committee and State Boards under Employees' Provident Funds and Miscellaneous Act. 7
- (B) Discuss the time and mode of payment of wages under Payment of Wages Act, 1936. 7
- OR**
4. (A) State the deductions that are made from wages under Payment of Wages Act, 1936. 7
- (B) Briefly discuss the provisions of Miscellaneous Provisions Act 1952. 7

5. Do as directed : (Attempt any **seven**) (2 marks each)

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- (1) Labour court means any business trade undertaking, manufacture or calling of employers and includes any calling service, employment handicraft, or industrial occupation or a vacation of a workman.
(a) True (b) False
- (2) A works committee is to be constituted by the employer in the prescribed manner when _____ or more workmen are employed.
(a) 100 (b) 150 (c) 250 (d) 500
- (3) Conciliation officer 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 these
- (4) Which schedule as per Factories Act provides a list of hazardous processes ?
(a) Schedule 1 (b) Schedule 2 (c) Schedule 4 (d) None of these
- (5) A Safety officer is ordinarily employed wherein _____ or more workers are employed in a factory.
(a) 100 (b) 1000 (c) 250 (d) 500
- (6) As per Factory Act, in every factory wherein more than 40 women workers are ordinarily employed there shall be provided and maintained suitable room/s for the use of children.
(a) True (b) False
- (7) Which of the following is NOT a benefit provided under the ESIC Act ?
(a) Medical Benefit (b) Cash benefit
(c) Unemployment benefit (d) Maternity benefit
- (8) Who is responsible for paying the ESIC contribution ?
(a) Employee Only (b) Employer Only
(c) Employee and Employer (d) None of these
- (9) Which of the following is NOT a type of injury covered under Employee Compensation Act 1923 ?
(a) Personal Injury (b) Injury caused by war
(c) Occupation disease (d) All of these
- (10) Which of the following is a benefit provided under the EPF scheme ?
(a) Medical Benefit (b) Retirement benefit
(c) Unemployment benefit (d) Cash benefit
- (11) Which of the following is NOT a wage as per Wages Act, 1936 ?
(a) Basic pay (b) Dearness allowance
(c) Bonus (d) Gratuity
- (12) Who is responsible for paying wages to employees as per Wages Act, 1936 ?
(a) Employer (b) Contractor
(c) Principal employer (d) All of these