

Seat No. : _____

AA-110

April-2016

B.B.A., Sem.-VI

CC-308 : Industrial Laws & Regulatory Frame work

Time : 3 Hours]

[Max. Marks : 70

1. Select the correct option :

14

- (1) Who is not covered under the definition of workman under Industrial Dispute Act, 1947 ?
- (a) Army (b) Navy
(c) Airforce (d) All of the above
- (2) If there are _____ number of employees in any industry on any day in preceding 12 months, shall constitute works committee.
- (a) more than 100 (b) more than 200
(c) more than 500 (d) None of the above
- (3) Who acts as a mediator between employer and employee in the matter of dispute in an industry ?
- (a) Manager (b) Government
(c) Police (d) Conciliation Officer
- (4) The total amount of fine imposed on any employee should not exceed _____ of wages payable in the wage period.
- (a) 3% (b) 2%
(c) 1% (d) None of the above
- (5) Which of the following deductions are authorized by the Payment of Wages Act, 1936 ?
- (a) Deductions for fine
(b) Deductions for damages / loss
(c) Deductions for recovery of loans
(d) All of the above

- (6) The activities of making, altering, ornamenting, finishing, packing, oiling, washing, cleaning, breaking-up, demolishing or adopting any article for transport, use or sale is _____
- (a) Manufacturing process (b) Company
(c) Association (d) None of the above
- (7) Provision of Crèches is must in the factory employing more than _____ women.
- (a) 10 (b) 15
(c) 20 (d) 30
- (8) There must be _____ cubic metres of space for every worker to avoid over-crowding in the factory.
- (a) 14.2 (b) 13
(c) 12 (d) None of the above
- (9) _____ is an unlooked or untoward event which is not expected/designed by the injured workman himself eventhough there may be negligence on his part.
- (a) Occupational disease (b) Disease
(c) Injury (d) Accident
- (10) Which of the following is a valid defence available to employer for not paying compensation to the employee ?
- (a) Removal of safety device
(b) Had taken more leaves than authorised
(c) Not repaid the loan to employer
(d) None of the above
- (11) Employees' Provident Fund and Miscellaneous Provisions Act, 1952 is applicable to factories in which _____ or more persons are employed.
- (a) 10 (b) 20
(c) 30 (d) None of the above
- (12) The Central Government has framed the Employees' Pension Scheme for the benefit of _____.
- (a) Persons suffering from mal-nutrition
(b) Retiring person
(c) Insane person
(d) None of the above

(13) The contribution for employee under Employees State Insurance Act, 1948 is _____.

- (a) 1.25% (b) 1.75%
(c) 2% (d) None of the above

(14) All the money collected with Employees' State Insurance Fund will be deposited with _____.

- (a) State Bank (b) Reserve Bank of India
(c) Co-operative Bank (d) Any Bank

2. (a) Explain the powers and duties of Conciliation Officer under the Industrial Dispute Act, 1947. 7

OR

What is Industrial Dispute ? State its ingredients.

(b) Write short notes : (any **two**) 7
(i) Industry
(ii) Strike
(iii) Layoff
(iv) Workman

3. (a) Explain the provisions related to health of workers under the Factories Act, 1948. 7

OR

Explain 'manufacturing process' and 'hazardous process' under the Factories Act, 1948.

(b) Write short notes : (any **two**) 7
(i) Annual leave with wages
(ii) Safety provisions for workers
(iii) Working hours for adults
(iv) Factory

4. (a) Explain the establishment of Corporation under the Employees' State Insurance Act, 1948. 7

OR

Explain the benefits available to insured person or his dependants under the Employees' State Insurance Act, 1948.

- (b) Explain the terms “Accident” and ‘Accident arising out of and in the course of employment’ under the Workmen’s Compensation Act, 1923. 7

OR

Explain partial and total disablement under the Workmen’s Compensation Act, 1923.

5. (a) What are authorized/permissible deductions under Payment of Wages Act, 1936 ? 7

OR

Write a note on time and medium of payment of wages under Payment of Wages Act, 1936.

- (b) Write a note on recovery of money due from employer under The Employees’ Provident Fund and Miscellaneous Provisions Act, 1952. 7

OR

Write a note on Employees Pension Fund Scheme under The Employees Provident Fund and Miscellaneous Provisions Act, 1952.
