

Seat No. : _____

OA-104

October-2018

B.B.A., Sem.-VI

CC-308 : Industrial Laws & Regulatory Framework

Time : 2:30 Hours]

[Max. Marks : 70

1. (a) Write the following :

(i) Explain the term 'industry'. Explain the ingredients and objects of industrial dispute. 7

(ii) Explain : Strike under Industrial Dispute Act, 1947. 7

OR

(i) Write the notes on workman and wages under Industrial Dispute Act, 1947. 7

(ii) Write a note on Conciliation officer. 7

(b) State whether following statements are true or false : (any **four**) 4

(1) Conciliation officer has to take efforts to solve the dispute and send the full report to appropriate government within 5 days.

(2) Strike is a weapon available to employees and lockout is the weapon available to employer under Industrial Dispute Act.

(3) Closure means permanent closing down of the place of employment.

(4) The case of Bangalore Water Supply v. Rajappa defines the term 'industry'.

(5) The term 'wages' include gratuity payable to employee on termination of service.

(6) If there are 50 or more employees in an industry, on any day in preceding 12 months, then employer shall constitute works committee.

2. (a) Write the following :

(i) Define factory and manufacturing process under the Factories Act, 1948. 7

(ii) Write a note on annual leave with wages. 7

OR

(i) Write the provisions of safety for workers under the Factories Act, 1948. 7

(ii) Write a note on working hours for adults under the Factories Act, 1948. 7

(b) State whether the following statements are true or false (any **four**) : 4

(1) No child shall be employed or permitted to work in the factory at night i.e. between 10 p. m. to 6 a.m.

(2) Hazardous process means process or activity which does not require any special care, does not create pollution and which is beneficial to employees.

(3) Cool drinking water should be provided in the factory having 1000 or more workers.

(4) When worker has worked for more than 9 hours a day or 48 hours in week will be given overtime equal to five times his ordinary rate of wages.

(5) There must be a first aid box i.e. atleast one box for every 150 employees working at one time in factory.

(6) In public utility service, application for leave must be submitted to employer atleast 30 days before leave.

3. (a) Write the following :

(i) Explain the provisions regarding corporation under Employees' State Insurance Act, 1948. 7

(ii) Write a note on medical examination of worker under Workmens' Compensation Act, 1923 (now known as Employees Compensation Act, 1923) 7

OR

(i) Explain contribution under Employees' State Insurance Act, 1948. 7

(ii) Explain the defenses available to employer against the claim for compensation by worker 7

(b) Select the correct alternative from those given below : (any **three**) 3

(1) Seasonal factory as per Employees' State Insurance Act means a factory engaged in which of the following process ?

- (a) Cotton ginning (b) Decortications of groundnuts
(c) Manufacturing of coffee (d) All of the above

(2) The employer under Workmens' Compensation Act, may get the concerned workman examined by medical practitioner within ____ days from receiving notice of accident.

- (a) 1 (b) 2
(c) 3 (d) 4

(3) Who is considered as dependent under first category of Workmen's Compensation Act, 1923 ?

- (a) Minor legitimate son (b) Widowed mother
(c) Unmarried legitimate daughter (d) All of the above

- (4) The main object of Employees' State Insurance Act, 1948 is to provide ____ to workers.
- (a) medical relief
 - (b) sickness cash benefit
 - (c) pension to dependents of deceased worker
 - (d) all of the above
- (5) The Employees' State Insurance Act covers only those employees who are drawing wages not exceeding ₹ ____ per month.
- (a) 10,000
 - (b) 15,000
 - (c) 20,000
 - (d) 25,000

4. (a) Write the following :

- (i) Write authorized deductions under Payment of Wages Act, 1936. 7
- (ii) Explain scope and objects of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952. 7

OR

- (i) Explain the fines imposed on employees under Payment of Wages Act, 1936. 7
 - (ii) Write note on Employees Provident fund Scheme. 7
- (b) Fill in the blanks with suitable answer from those given in the bracket (any three) : 3

- (1) 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. (5/7/9/11)
- (2) Under Employees Provident Fund and Miscellaneous Provisions Act, the employee has to contribute _____ % of basic pay +dearness allowance + retaining allowance as a contribution for provident fund. (10/12/15/20)
- (3) If employee wants to contribute more towards provident fund than % mentioned under the Act, then employer is _____ to contribute more, (under obligation/ not under obligation)
- (4) The total fine imposed under one wage period shall not exceed _____ % of wages payable to employees. (3/ 5/10)
- (5) The Payment of Wages Act is applicable if wages of the wage period of employed person do not exceed ₹ _____ or sum specified by Central Government. (6000/10000/20000)