

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

BCom (CS) DEGREE EXAMINATION DECEMBER 2024
(Fifth Semester)

Branch – CORPORATE SECRETARYSHIP

INDUSTRIAL AND LABOUR LAWS

Time: Three Hours

Maximum: 50 Marks

SECTION-A (5 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(5 x 1 = 5)

1. If the factory employees more than 1000 workers, they should appoint qualified _____ to carry out the prescribed duties.
i) Safety officer ii) Welfare officer
iii) development officer iv) None of these.
2. If employee's weapon is strike then what is employers' weapon?
i) closure ii) Lay-off
iii) Lock-out iv) Retrenchment
3. Trade union means any combination formed primarily for the purpose of regulating the relations Between _____.
i) Employer and workmen only
ii) workmen and workmen only
iii) Employer and Employer only
iv) Workmen and Employers, workmen and workmen Employers and Employer
4. Section 10 of the Payment of Wages Act deals with _____.
i) Responsibility for payment of wages
ii) Fixation of wage periods
iii) Deductions for damage or loss
iv) Time of payment of wages
5. What is the wage limit for employees to be covered under the Employees State Insurance Act as per the latest amendment?
i) Rs.25,000 per month ii) Rs.18,000 per month
iii) Rs.15,000 per month iv) Rs.20,000 per month

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

6. a) State the restrictions imposed by the Factories Act, 1948 on the employment and work of women in a factory.
OR
b) Show the procedure of appointment of Inspectors under the Factories Act 1948.
7. a) Define the term Lock-out and Retrenchment as used in the Industrial Disputes Act.
OR
b) Describe the procedures for closing down an undertaking.

Cont...

8. a) Outline the privileges of a Registered Trade Union.
OR
b) Define Disablement. What are the methods of disablement?
9. a) State the rules relating to time of payment of wages.
OR
b) Analyze about the remedies available to a worker who has been paid less than the minimum rate of wages.
- 10.a) Organize the special provisions of the Payment of Bonus Act, 1965 in respect of new establishments.
OR
b) Summarize the duties of Employees' State Insurance Act, 1948.

SECTION - C (30 Marks)

Answer any **Three** questions

ALL questions carry **EQUAL** Marks (3 x 10 = 30)

11. Analyze the provisions of the Factories Act, 1948 with regard to health measures.
12. Discuss the various methods for the settlement of Industrial disputes under the Industrial Disputes Act, 1947.
13. Examine the defenses which are available to an employer against a claim for compensation made by workman under the Workmen's Compensation Act, 1923.
14. Highlight the provisions of the Payment of Wages Act, 1936 regarding deductions from wages for absence from duty.
15. Describe the rules as to employer's and employees' contributions as provided in the Employees' State Insurance Act, 1948.

Z-Z-Z

END