

**PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)**

**BCom(CS) DEGREE EXAMINATION DECEMBER 2022
(Fifth Semester)**

Branch – CORPORATE SECRETARYSHIP

INDUSTRIAL LAW

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 x 1 = 10)

1. Every factory has to provide adequate and suitable washing facilities separately for the use of male and female workers under _____ of Factories Act.
(i) Section 41 (ii) Section 42
(iii) Section 43 (iv) Section 44
2. For more than _____ workers, an ambulance room of prescribed size and containing prescribed equipment is to be provided.
(i) 300 (ii) 400 (iii) 500 (iv) 600
3. "First come last go and last come first go" is the principle of
(i) Lay-off (ii) Closure (iii) Retrenchment (iv) Dismissal
4. Which of the following is machinery for settlement of industrial disputes?
(i) Industrial Tribunal (ii) Joint Management Council
(iii) Indian Labour Conference (iv) Standing Labour Committees
5. The Trade Unions Act came into operation from _____.
(i) 1st June, 1927 (ii) 1st May, 1926
(iii) 1st June, 1926 (iv) None of the
6. For Compensation under Employee's Compensation Act, any workman can file suit and had to establish _____.
(i) That this injury was the result of an accident with his employment
(ii) That the employer was somehow responsible for accident
(iii) Establish amount of compensation due to his injury
(iv) All of the above
7. Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936?
(i) Basic Wage (ii) Dearness Allowance (iii) Incentive (iv) Gratuity
8. The minimum wages as fixed under the Minimum Wages Act, 1948 must be revised at least once in _____.
(i) 2 years (ii) 3 years (iii) 5 years (iv) No mentioned under the Act
9. The minimum bonus which an employer is required to pay even if he suffers losses during the accounting year or there is no allocable surplus is _____ of the salary or wages during the accounting year.
(i) 10% (ii) 20% (iii) 6.33% (iv) 8.33%
10. Employee's State Insurance Act, 1948 does not provide _____.
(i) Sickness Benefit (ii) Unemployment Allowance
(iii) Children's' Allowance (iv) Disablement Benefit

Cont...

SECTION - B (35 Marks)

Answer **ALL** Questions

ALL Questions Carry **EQUAL** Marks (5 x 7 = 35)

- 11 a Describe the powers and duties of inspectors under the Factories Act, 1948.
OR
b Discuss the rules relating to annual leave with wages.
- 12 a Compare lock-out and lay-off and lock-out and closure.
OR
b State the duties of a conciliation officer as laid down in the Industrial Disputes Act, 1947.
- 13 a Enumerate the rights and privileges of a registered trade union.
OR
b Explain the rules regarding workmen's compensation under Employees Compensation Act, 1923.
- 14 a State the rules regarding payment of wages under the Payment of Wages Act, 1936.
OR
b Discuss the procedure for fixing and revising minimum wages under the Minimum Wages Act, 1948.
- 15 a Analyze the objectives of the payment of Bonus Act, 1965.
OR
b State the rules regarding contribution by the Employees' State Insurance Act, 1948.

SECTION - C (30 Marks)

Answer any **THREE** Questions

ALL Questions Carry **EQUAL** Marks (3 x 10 = 30)

- 16 State the provisions of the Factories Act, 1948 with regard to health.
- 17 Discuss the various authorities of the investigation and settlement of industrial disputes under the Industrial Dispute Act, 1947.
- 18 Briefly explain the duties and liabilities of a registered trade union under the Trade Unions Act, 1926.
- 19 Describe the kinds of deductions under the Payment of Wages Act, 1936.
- 20 Explain the different types of benefits provide by the Employees' State Insurance Act, 1948.

Z-Z-Z

END