

Code No. : 12019 E Sub. Code : SMC0 63

B.Com. (CBCS) DEGREE EXAMINATION,  
NOVEMBER 2022.

Sixth Semester

Commerce — Core

INDUSTRIAL LAW

(For those who joined in July 2017 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. Factories Act was introduced in the year  
(a) 1947 (b) 1949  
(c) 1951 (d) 1948
2. A person who has completed his 18th year of age is  
(a) Adult (b) Young person  
(c) Adolescent (d) Child

7. Trade union Act was passed in the year  
(a) 1926 (b) 1927  
(c) 1928 (d) 1962
8. Rules of the trade union includes  
(a) the name of the trade union  
(b) the whole of its objects  
(c) both (a) and (b)  
(d) none of the above
9. The term of the office of a member of the medical benefit council in ESI Act is  
(a) 5 years (b) 4 years  
(c) 6 years (d) 7 years
10. The disablement benefit shall be payable under ESI Act for  
(a) temporary disablement  
(b) Permanent total disablement  
(c) Permanent partial disablement  
(d) All the above

3. Employer under workmen compensation Act includes  
(a) any body of persons workman incorporated as not  
(b) any managing agent of an employer as not  
(c) the legal representative of a deceased employee  
(d) all the above
4. If refers to that condition where a workman becomes unfit for every type of work and is not able to get job anywhere due to that disablement  
(a) partial disablement  
(b) permanent partial disablement  
(c) disablement  
(d) none of the above
5. The industrial disputes act was passed in the year  
(a) 1946 (b) 1947  
(c) 1948 (d) 1949
6. A collective dispute may relate to  
(a) Hours of work, leave with wages, holidays  
(b) Rules of discipline  
(c) Leave with wages  
(d) All the above

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).  
Each answer should not exceed 250 words.

11. (a) Define the following terms as used in the workmen's compensation Act 1923.  
(i) Partial disablement  
(ii) Total disablement.  
Or  
(b) Explain the terms as used in the workmen's compensation act 1923.  
(i) Out of employment  
(ii) In the course of employment.
12. (a) Define factory as used in the factories act 1948.  
Or  
(b) Define worker as used in the factories act 1948.
13. (a) Define the following terms as used in the industrial disputes Act 1947.  
(i) Lay off  
(ii) Lock out.  
Or  
(b) What is meant by industry as defined in the industrial disputes Act 1947?

14. (a) Define trade union under trade union 1926.  
Or  
(b) What are the characteristics of registered trade union as incorporation under Trade Unions Act, 1926?
15. (a) What are the powers of the ESI corporation?  
Or  
(b) Explain the punishment for failure to pay contributions under sec 85 of the ESI Act 1948.

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b)  
Each answer should not exceed 600 words.

16. (a) Explain the provisions ensuring the health of the workers under the Factories Act, 1948.  
Or  
(b) Discuss the safety provisions explained in the factories Act 1948.
17. (a) Explain the following terms :  
(i) Dependant  
(ii) Disablement  
(iii) Workman.  
Or  
(b) Explain the rules regarding the employer's liability for compensation under workmen's compensation act, 1923.

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18. (a) Explain the differences between lock out and closure under the industrial disputes Act, 1947.

Or

- (b) What is retrenchment? Explain the differences between retrenchment and closure.
19. (a) Explain the rules of trade union under sec 6 of the trade unions Act, 1926.

Or

- (b) Explain the rights and privileges of a registered trade union.
20. (a) What is employee's state insurance corporation? Explain the process of constitution and powers of ESI corporation.

Or

- (b) Explain the following :  
(i) Constitution of medical benefit council  
(ii) Term of office  
(iii) Powers and duties of the medical benefit council under ESI Act, 1948.

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