



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

B.Com. DEGREE EXAMINATION – CORPORATE SECRETARYSHIP

SIXTH SEMESTER – APRIL 2015

BC 6603 - INDUSTRIAL LAW

Date : 25/04/2015
Time : 09:00-12:00

Dept. No.

Max. : 100 Marks

PART – A

Answer ALL questions:

(10 x 2 =20)

1. Write a short note on “Compulsory Insurance of employer for payment of gratuity”
2. When does an employee forfeit his right of gratuity?
3. What is the objective of the Industrial disputes Act?
4. Explain the term “Retrenchment”
5. When does an individual dispute become an industrial dispute?
6. What are the rights of a worker under the “Factories act”
7. What are the working hours for children and women in a factory?
8. Write a note on “Occupational disease”
9. State the rules regarding contribution of employer and employee under the “Employee’s state insurance act.
10. What are the obligation of the employee’s under the “Payment of Gratuity act”?

PART – B

Answer any FOUR questions:

(4 x 10 = 40)

11. What are the Duties and powers of Conciliation Officer under the Industrial Disputes act.? How are they appointed?
12. What do you mean by Unfair labour practices? List out some of the trade practices which are considered as Unfair according to the Industrial Disputes act.
13. State the provisions under the “Factories act” with regard to welfare of the workers
14. What provisions has been made in the “Factories act” for ensuring health of the workers with respect to cleanliness and ventilation.
15. What are the circumstances in which gratuity becomes payable to an employee under the Payment of Gratuity act.
16. What defences are available to an employer against the claim made by an employee under the “Workman’s compensation act”
17. Enumerate the rights and obligations of employer and employee under the “Payment of Gratuity act.
18. Explain the different types of benefits available to workers under the ESI Act.

PART – C

Answer any TWO questions:

(2 x 20=40)

19. Explain the statutory provisions relating to determination of amount of compensation for permanent and temporary disablement.
20. Define the term “Strike” and “Lock-out” according to the Industrial Disputes act. Explain the legal provisions relating to prohibition and relating to Strike and Lock-out.
21. Describe briefly the provisions of annual leave with wages to a worker under the Factories act.

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