

**LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034**



**B.Com. DEGREE EXAMINATION – CORPORATE SECRETARYSHIP**

**SIXTH SEMESTER – APRIL 2016**

**BC 6603 – INDUSTRIAL LAW**

Date: 21-04-2016

Dept. No.

Max. : 100 Marks

Time: 09:00-12:00

**PART - A**

**ANSWER ALL THE QUESTIONS**

**(10 × 2 = 20 marks)**

1. When does an employer pay gratuity to his employees?
2. Mention the two rules relating to nomination by an employee under the payment of gratuity act 1972.
3. What is an industrial dispute?
4. Explain individual disputes and collective disputes.
5. What is disablement?
6. Define dependent.
7. What is a factory?
8. What is workers participation in safety management?
9. Who is an insurable workman and not insurable workman?
10. Write any four duties of ESI corporations.

**PART - B**

**ANSWER ANY FOUR QUESTIONS:**

**(4 × 10 = 40 marks)**

11. Elaborate the provisions relating to payment and forfeiture of gratuity.
12. What are the rules as to determination and recovery of the amount of gratuity under the payment of Gratuity Act in 1972?
13. Discuss in brief the provisions relating to illegal strikes and lockouts.
14. Discuss the defences available to the employers before passing the Industrial Disputes Act.
15. Discuss the provisions of the Factories Act 1948 with regard to health of the workers.
16. State the restrictions imposed by the Factories Act 1948 on the employment of women and young persons in a factory.
17. Write a short note on the ESI Corporation.

**PART - C**

**ANSWER ANY TWO QUESTIONS**

**(2 × 20 = 40 marks)**

18. What are the different types of benefits provided by the ESI Act 1948?
19. Elaborate on any two adjudicating machineries under the Industrial Disputes Act.
20. State the provisions of the Factories Act 1948 with regard to safety and welfare of workers.
21. When is an employer liable to pay compensation to workers under the Workmen's Compensation Act?

\$\$\$\$\$\$