



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

B.Com.DEGREE EXAMINATION –CORPORATE SECRETARYSHIP

FOURTH SEMESTER – APRIL 2019

16/17UBC4ES02– INDUSTRIAL LAW

Date: 08-04-2019
Time: 09:00-12:00

Dept. No.

Max. : 100 Marks

Section - A

(10x 2 =20)

Answer all the Questions

1. Define the term 'Competent Person' as per the Factories Act.
2. Who is a 'Dependant' as per Employees' Compensation Act?
3. Define the term 'Layoff'.
4. What is Unfair labour practices?
5. What is standing order?
6. What is total disablement?
7. Write a note on Occupational diseases.
8. Define the term gratuity.
9. Write a note on Employees Deposit Linked Insurance Scheme.
10. What is the rate of contribution of employer and employee as per ESI Act?

Section - B (4x 10 =40)

Answer any four Questions

11. Explain the provisions relating to employment of Women.
12. Explain the rules regarding Employer's liability for Compensation.
13. Discuss the provisions relating to the prohibition of layoff.
14. Explain Employees' Provident Funds Appellate Tribunal.
15. Explain the defences available to employers as per Employees' Compensation Act.
16. What are the Provisions of the Payment of Gratuity?
17. What are the powers and duties of ESI Corporation?

Section - C

(2x 20 =40)

Answer any two Questions

18. Explain the provisions ensuring the safety of the workers in Factories Act, 1948.
19. What are the conditions precedent to retrenchment of workmen and procedure for closing down an undertaking?
20. What is gratuity? Explain the provisions relating to the determination and recovery of Gratuity.
21. Discuss elaborately the types of benefits in Employees' State Insurance Act.
