LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

**B.Com., B.B.A., B.A.** DEGREE EXAMINATION – **COMMERCE, BUSIN. ADMIN. ECO.**

FOURTH SEMESTER – NOVEMBER 2012

# BC 4200 - LABOUR LAWS

 Date : 01/11/2012 Dept. No. Max. : 100 Marks

 Time : 1:00 - 4:00

## SECTION - A

**Answer ALL the questions : (10 x 2 = 20 marks)**

1. Who is an 'occupier' of a factory as per the Factories Act, 1948?

2. A is the owner of a concern manufacturing Cigars. 20 persons are employed in the concern. Of these 20 employees, one is a graduate for supervising the work and another an apprentice learning work. The remaining 18 are employed not on the time wage system, but on the piece work system. Is the concern a factory under the Factories Act, 1948?

3. What is meant by 'Doctrine of common employment'?

4. State the formula for calculating the amount of compensation in case of death and permanent total disablement of a workman resulting from an injury.

5. What do you mean by the term 'unfair labour practice'?

6. What is lay-off of a workman?

7. What is the object of the Industrial Employment (Standing orders) Act, 1946?

8. Specify any two pre-requisites for certification of standing orders.

9. A worker lost his mental balance as a result of an injury by accident while working in the factory and committed suicide. Is the employer liable to pay compensation?

10. What is the effect of supersession of the Employees' State Insurance Corporation?

## SECTION - B

**Answer any FIVE questions: (5 x 8 = 40 marks)**

11. Explain briefly any eight rules relating to 'Annual leave with wages' as per the Factories Act, 1948.

12. What are the rules regarding workmen's compensation?

13. List any eight unfair labour practices on the part of employers and trade unions of employers.

14. What are the requisites regarding payment of compensation to a workman who is laid-off?

15. What are the matters to be provided in standing orders?

16. State the procedure for certification of standing orders.

17. Explain any eight rules regarding contribution as per the ESI Act 1948.

18. What are the powers and duties of the standing committee and the medical benefit council as per the ESI Act 1948?

## SECTION - C

**Answer any TWO questions: (2 x 20 = 40 marks)**

19. Explain the provisions relating to welfare and health of workmen as per the Factories Act, 1948.

20. Discuss the general provisions regarding benefits to employees.

21. Describe the Adjudication machinery for settlement of industrial disputes under the Industrial Disputes Act, 1947.

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