



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

M.Com. DEGREE EXAMINATION - COMMERCE

FOURTH SEMESTER – APRIL 2013

CO 4959 - LABOUR LEGISLATION

Date : 03/05/2013
Time : 1:00 - 4:00

Dept. No.

Max. : 100 Marks

SECTION-A

(Answer *ALL* questions)

(10x2=20)

1. What is power?
2. What do you understand by dangerous operations?
3. Write a note on scope and coverage of The Employees' Compensation Act-1923.
4. Give the list of injuries leading to permanent disablement.
5. What are the activities excluded from retrenchments?
6. State the role of assessor under The Employees' Compensation Act-1923.
7. What is an official gazette?
8. List out the registers and records to be maintained by the employer.
9. Can the Persons engaged in training, up- keeping and maintaining of animals be called as workmen?
10. What is meant by an appropriate government?

SECTION-B

(Answer any *FIVE* questions)

(5x8=40)

11. Explain the rules regarding payment of wages for the overtime.
12. Write short notes on the following
 - a) Weekly holidays
 - b) Compensatory holidays
 - c) Certificate of fitness
 - d) Validity and revocation of medical certificate.
13. Give the list of diseases as mentioned in part-A and Part-B of The Employees' Compensation Act-1923.
14. Compare and contrast between the following
 - a) Strike and Lock out
 - b) Retrenchment and Closure.
15. Enlist and explain the provisions regarding the following as under The Industrial Disputes Act-1947.
 - a) Form of award
 - b) Publication of award
 - c) Commencement of award.
16. List out and explain the important aspects to be covered in the standing orders.
17. Explain in detail the rules regarding the levy of penalty under The Payment of Wages Act-1948
18. Calculate the amount of compensation payable in the following cases
 - a) An employee was permanently and totally disabled due to the accident held in the factory. Calculate the amount of compensation payable to him assuming that his age is 42 and the amount of wages earned by him is 15,000 per month. (Relevant factor =178.49)
 - b) An employee has lost three fingers of one hand while discharging his official duty in the work place. Assuming that his age is 25 and the amount of wages earned by him is Rs.11,000 Calculate the amount of compensation payable to him.(Relevant factor =216.91)

SECTION-C

(Answer any *TWO* Questions)

(2x20=40)

19. "Employees are eligible to get wages with annual leave". Do you agree? What are the provisions to be applied for the payment of wages with annual leave.

20. Bring out the legal provisions regarding the constitution, matters to be handled, qualifications, disqualifications ,duties and powers of Labour courts and Industrial Tribunals.
21. What are the various provisions to be applied for the payment of compensation to the employees in the following cases
 - a)Personal injury b) Permanent partial disablement c) Temporary total or partial disablement.