



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

B.A., B.B.A. & B.COM DEGREE EXAMINATION – ECONOMICS, BUSI. ADMIN. & COM.

FOURTH SEMESTER – APRIL 2015

BC 4202 - LABOUR LAWS

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

Dept. No.

Max. : 100 Marks

PART – A

Answer **ALL** the questions:

(10 x 2 = 20)

1. Define the term 'Spread Over' as per the Factories Act, 1948.
2. What do you mean by theory of 'Laissez Faire'?
3. List down the duties of an employee as per the Workmen Compensation Act, 1923.
4. Define 'Permanent Partial Disablement'.
5. What is not included in wages under Payment of Wages Act, 1936?
6. What is vexatious application?
7. Define the term 'Lock-out'.
8. What do you mean by closure under Industrial Dispute Act, 1947?
9. Define the term 'Principal employer' under Contract Labour (Regulation and Abolition) Act, 1970?
10. What are features of Trade union in India?

PART – B

Answer any **FOUR** questions:

(4 X 10 = 40)

11. How does labour legislation act as a basis for the Indian constitution?
12. Explain the provisions ensuring the welfare of the workers under Factories Act.
13. a.) A workman drawing a monthly wage of Rs. 2,500 meets with an accident while working on a machine and dies on 12th July 2013. He was born on 15th Aug 1969. Calculate the amount of compensation payable to him.
b.) Calculate the amount of compensation payable to a workman who meets with an accident on 12th Nov 2014, which results in permanent total disablement. He was born on 4th Dec 1967. He draws a monthly salary of Rs.1,800.
(Relevant factor for age 42=178.49, 43=175.54, 44=172.52, 45=169.44, 46=166.29, 47=163.07, 48=159.80, 49=156.47.)
14. Discuss the appeal and penalty for offences under the Payment of Wages Act, 1936.
15. State any five provisions relating to deduction made from wages.
16. What is 'Strike'? And explain the various types of strikes.
17. Explain the provision relating to registration of establishments employing contract labour.

PART – C

Answer any **TWO** questions:

(2 X 20 = 40)

18. Explain the provisions ensuring the safety of the workers under Factories Act.
19. Explain clearly the conciliation and arbitration machinery that exists under the Industrial disputes Act, 1947.
20. Explain briefly the procedure for fixing minimum wages and what is the composition of such minimum rate of wages? .
21. State the rights and privileges of a registered trade union and its members.
