



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

B.A. & B.COM DEGREE EXAMINATION – ECONOMICS & COMMERCE

FOURTH SEMESTER – APRIL 2016

BC 4200 - LABOUR LAWS

(Upto 11TH Batch)

Date: 27-04-2016

Dept. No.

Max. : 100 Marks

Time: 09:00-12:00

PART – A

Answer **ALL** the questions:

(10 x 2 = 20)

1. Who is an 'Occupier' of a factory as per the Factories Act, 1984?
2. List down the duties of an employee as per the Workmen Compensation Act, 1923.
3. Define 'Permanent Partial Disablement'
4. What is meant by 'Doctrine of Common employment'?
5. Define the term 'Seasonal factory' as per E.S.I Act, 1948.
6. Define the term 'Lock-out'.
7. Define 'Industrial Dispute'.
8. What are Penalties for instigation of illegal strikes?
9. Define the term 'Standing Order'.
10. What is the ratio of contribution of employer and employee as per ESI Act?

PART – B

Answer any **FOUR** questions:

(4 X 10 = 40)

11. What are the defences available to employers for non payment of compensation against personal injury caused to a workman under Workmen's Compensation Act, 1926?
12. State the provisions of the Factories Act, 1948 regarding extra wages for overtime work.
13. What are the powers of the employees 'State Insurance Corporation'
14. What is 'Strike'? Explain the various types of strikes.
15. Define and discuss 'arising out of and in the course of employment' as used in the Workmen's compensation Act, 1923.
16. What is Employees state insurance fund? What are the purposes for which the fund may be expended?
17. What are the matters to be provided for in the standing orders under the Industrial Employment (standing orders) Act, 1947?

PART – C

Answer any **TWO** questions:

(2 X 20 = 40)

18. Explain the provisions ensuring the Health and welfare of the worker in the factories act, 1948.
19. What are the various authorities established by the Act to settle industrial dispute? Give a brief note on any three of them.
20. What are the powers and duties of the Employees Insurance corporation, the Standing committee and the Medical benefit council?,
21. Elaborately explain the Sickness benefit and Dependents' benefit according to E.S.I. Act.
