



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

B.Com. DEGREE EXAMINATION – COMMERCE

FOURTH SEMESTER – APRIL 2017

BC 4200- LABOUR LAWS

Date: 29-04-2017
Time: 09:00-12:00

Dept. No.

Max. : 100 Marks

PART – A

Answer **ALL** the questions:

(10 x 2 = 20)

1. Define the term 'Factory'.
2. Who is an 'Occupier' of a factory as per the Factories Act, 1947?
3. List down the duties of an employer as per the Workmen Compensation Act, 1923.
4. Define 'Wages' as per the Workmen's Compensation Act, 1923.
5. Who is an insurable workman?
6. What is 'Overtime Wages'?
7. What are the objectives of the Industrial Disputes Act, 1947?
8. Define the term 'Lay-off'.
9. What is the object of the Industrial employment (standing orders) Act, 1946?
10. What is meant by the benefit period as per the E.S.I.?

PART – B

Answer any **FOUR** questions:

(4 X 10 = 40)

11. What are the powers of inspector prescribed in the Factories Act?
12. What are the defences available to employers before passing Workman's Compensation Act, 1926?
13. Explain any five welfare measures provided by the Factories Act, 1947.
14. What are the working hours for children and women in a factory as per the Factories Act, 1947?
15. What are the powers of the E.S.I. Corporation?
16. What is retrenchment? And explain its rules under Industrial Disputes Act, 1947.
17. What is 'Standing Order'? What are the matters to be provided in Standing Orders under the Industrial employment (standing Orders) Act, 1946?

PART – C

Answer any **TWO** questions:

(2 X 20 = 40)

18. Explain the provisions ensuring the safety of the worker in the Factories Act, 1947.
19. Explain briefly the procedure for fixing minimum wages and what is the composition of such minimum rate of wages?
20. Explain clearly the Conciliation machinery that exists under the Industrial disputes Act, 1947.
21. State the different types of benefits provided by the employees State insurance Act, 1948.

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