



**LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034**

**B.Com.DEGREE EXAMINATION – COMMERCE**

**FOURTHSEMESTER – APRIL 2018**

**BC 4202- LABOUR LAWS**

Date: 02-05-2018  
Time: 09:00-12:00

Dept. No.

Max. : 100 Marks

**PART A**

**Answer ALL the questions**

**(10 x 2 = 20Marks)**

1. Define the term 'Hazardous process' as per the Factories Act, 1948.
2. Explain the relationship between Haves and Have-nots during Ancient period in India.
3. What is 'Doctrine of Assumed risk'?
4. What are the objectives of Workmen's Compensation Act, 1923?
5. What are not included in wages under Payment of Wages Act, 1936?
6. What is Arbitration?
7. What are the objectives of the Industrial Disputes Act, 1947?
8. Define Strike.
9. What are the objectives of the Minimum Wages Act, 1948?
10. Differentiate between 'award' and 'settlement'.

**PART B**

**Answer any FOUR questions**

**(4x10 = 40Marks)**

11. Briefly explain the provisions relating to Annual Leave with Wages.
12. How does labour legislation act as a basis for the Indian constitution?
13. What are the defence available to employers before passing Workman's Compensation Act, 1923.
14. What is 'Retrenchment'? And Explain the requirements for retrenchment.
15. Explain briefly the obligations in payment of wages.
16. Explain the procedure in fixing minimum wages.
17. State any five provisions relating to deduction made from wages.

**PART C**

**Answer any TWO questions**

**(2x20 = 40Marks)**

18. Explain clearly the conciliation and arbitration machinery that exists under the Industrial disputes Act, 1947.
19. Explain the provisions ensuring the Health and welfare of the worker in the contract labour establishments.
20. Explain the provisions relating to registration of trade unions in India.
21. Describe the various deductions from wages.

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