



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

B.Com. DEGREE EXAMINATION – CORPORATE SECRETARYSHIP

FOURTH SEMESTER – APRIL 2014

BC 4200 - LABOUR LAWS

(Arrear students only)

Date : 01/04/2014

Dept. No.

Max. : 100 Marks

Time : 01:00-04:00

SECTION A

ANSWER THE FOLLOWING:

(10*2=20)

1. Define the term 'Occupier' as per the Factories Act, 1948.
2. Define the term 'Employment injury' under the Employees state insurance Act, 1948.
3. What do you understand by the term 'Manufacturing process' under the Factories Act, 1948?
4. Define the term 'Partial disablement' as used in Workmen's Compensation Act 1923.
5. Who is an insurable workman?
6. What is the object of the Industrial employment (standing orders) Act, 1946?
7. Discuss the need for having standing orders in industrial establishments.
8. State any two objects underlying the Industrial disputes Act, 1947.
9. Define the term 'Lay-off'.
10. Who is an exempted employee under the E.S.I Act, 1948?

SECTION B

ANSWER ANY FOUR :

(4*10=40)

11. What are the working hours for children and women in a factory as per the Factories Act, 1948??
12. State the powers of inspector as prescribed in the Factories Act, 1948.
13. What is 'Retrenchment'? Explain the requirements for retrenchment.
14. a.) A workman drawing a monthly wage of Rs. 5,000 meets with an accident while working on a machine and dies on 13th Feb 2013. He was born on 15th June 1965. 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 2013, which results in permanent total disablement. He was born on 5th Jan 1970. He draws a monthly salary of Rs.3,000.

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.

15. What is Employees state insurance fund? What are the purposes for which the fund may be expended?
16. Mention the circumstances under which an employee will receive benefit for occupational disease under the Employees state insurance Act, 1948.
17. What are the matters to be provided for in the standing orders under the Industrial employment (standing orders) Act, 1947?

SECTION C

ANSWER ANY TWO:

(2*20=40)

18. State the provisions of the Factories Act, 1948 with regard to health and welfare of the workers.
19. What are the powers and duties of the Employees Insurance corporation, the Standing committee and the Medical benefit council?
20. Explain clearly the Conciliation machinery that exists under the Industrial disputes Act, 1947.
21. What are the provisions of the Workmen's compensation Act, 1923 with regard to distribution of compensation?
