



LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

B.Com. DEGREE EXAMINATION – CORPORATE SECRETARYSHIP

FOURTH SEMESTER – APRIL 2014

BC 4202 - LABOUR LAWS

(Regular 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. Trace out the relationship between employer and employee in the ancient period.
2. What are the basic principles of the Labour policy of the I.L.O?
3. Who are Certifying surgeons?
4. Define the term 'Total disablement' as used in the Workmen's compensation Act, 1923.
5. Define 'Industrial establishment' under the Payment of wages Act, 1936.
6. Write any two importance of the Minimum wages Act, 1948?
7. State any two objects underlying the Industrial disputes Act, 1947?
8. Define the term 'Strike'.
9. What was the object of passing the Contract Labour (Regulation and Abolition) Act, 1970?
10. Define the term 'Trade dispute'.

SECTION B

ANSWER ANY FOUR:

(4*10=40)

11. State the provisions of the Factories Act, 1948 with regard to health of the workers.
12. Explain in detail the need for Labour legislation.
13. Define and discuss 'arising out of and in the course of employment' as used in the Workmen's compensation Act, 1923.
14. a.) A workman drawing a monthly wage of Rs. 4,000 meets with an accident while working on a machine and dies on 12th June 2013. He was born on 15th Aug 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 Oct 2013, which results in permanent total disablement. He was born on 4th Dec 1969. He draws a monthly salary of Rs.2,000.

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. Elucidate briefly the procedure for fixing minimum wages. What is the composition of such minimum rate of wages?
16. On whom does the responsibility for payment of wages lie under the Payment of wages Act, 1936? State the rules regarding fixation of wage-periods.
17. What are the functions of Central advisory contract labour board and State advisory contract labour board? What is their composition?

SECTION C

ANSWER ANY TWO:

(2*20=40)

18. How does Labour legislation act as a basis for the Indian constitution?
19. Discuss the provisions of the Payment of wages Act, 1936 with regard to deductions which may, and which may not, be made from wages.
20. Is the registration of a trade union obligatory? State the rights and privileges of a registered trade union and its members.
21. Explain clearly the Adjudication machinery that exists under the Industrial disputes Act, 1947.
