

Total No. of Printed Pages—4

6 SEM TDC L & IL 1 (Sp)

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(May)

COMMERCE

(Speciality)

Course : 601

(Labour and Industrial Laws)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. Write True or False : 1×8=8

(a) Trade unions declare 'lay-off' in a factory.

(b) Industrial laws are part of commercial laws.

(c) Retrenchment is a disciplinary action taken by an employer.

(d) An outside worker who prepares goods at his residence and then supplies them to the employer is not an 'employee' under the Minimum Wages Act, 1948.

- 3
- (e) The Payment of Wages Act and the Payment of Bonus Act both came into force in 1965.
 - (f) The employer is liable to pay compensation in case of a worker who lost his mental balance as a result of an injury by accident while working in a factory and committed suicide.
 - (g) A film studio, where raw film is moulded and transformed into a finished product and the number of workers employed is not less than 10, is an industry.
 - (h) Field workers employed for guiding, supervising and controlling the growth of sugarcane to be used in a factory is held to be the workers under the Factories Act, 1948.

2. Write short notes on (any four) : 4×4=16

- (a) Usefulness of labour legislation in India
- (b) Importance of the Minimum Wages Act, 1948
- (c) Duties of a conciliation officer under the Industrial Disputes Act, 1947
- (d) Working hours for children
- (e) Wages under the Employees' State Insurance Act, 1948
- (f) Scope and coverage of the Workmen's Compensation Act, 1923

3. (a) Discuss the basic principles of labour legislation in India. 11

Or

(b) Explain the Directive Principles of State Policy. What are the guidelines to be followed by the State Governments in framing and enforcing labour laws in India? 11

4. (a) Discuss the provisions of the Factories Act, 1948 with regard to workers' welfare. 12

Or

(b) What do you understand by the terms 'worker', 'manufacturing process' and 'factory' under the Factories Act, 1948?
4+4+4=12

5. (a) Define the terms 'strike' and 'lock-out' as used in the Industrial Disputes Act, 1947. Discuss the features of strike and lock-out. 11

Or

(b) Write a note on the provisions with regard to the prevention and settlement of industrial disputes. 11

6. (a) What are the different types of benefit provided by the Employees' State Insurance Act, 1948? Discuss any two of these benefits. $3+4+4=11$

Or

(b) How far is an employer liable for compensation to a workman injured by an accident arising out of and in the course of his employment? 11

7. (a) Write a note on the employer's liability for paying wages. Is he entitled to make any deductions at the time of payment?

$6+5=11$

Or

(b) What are the conditions for eligibility of bonus? When is an employee disqualified from receiving bonus? $5+6=11$

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