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**6 SEM TDC L & IL 1 (Sp) N/O**

**2017**

( May )

**COMMERCE**

( Speciality )

Course : 601

**( Labour and Industrial Laws )**

Time : 3 hours

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

( New Course )

Full Marks : 80

Pass Marks : 24

1. Write True or False : 1×8=8

(a) The Directive Principles of State Policy confer no legal rights in framing laws in the governance of the country.

(b) The Trade Unions Act was enforced with effect from 1st June, 1927.

(c) Industrial laws are a part of company laws.

- (d) Retrenchment is a disciplinary action taken against a worker.
- (e) Temporary closing of place of employment is called Lay-off.
- (f) The Minimum Wages Act and the Payment of Bonus Act both came into force in 1948.
- (g) Activities of a petrol pump are not held to be manufacturing processes as per the Factories Act, 1948.
- (h) An apprentice is entitled to bonus under the Payment of Bonus Act.

2. Write short notes on any *four* of the following : 4×4=16

- (a) Directive Principles of State Policy
- (b) Working hours for children under the Factories Act, 1948
- (c) Principles of Labour Legislation
- (d) Contents of 'rules' of a Trade Union
- (e) Power of Inspectors as per the Factories Act, 1948
- (f) Eligibility for bonus

3. (a) Discuss the usefulness of Labour Legislation in India. 14

Or

(b) What do you mean by Labour Legislation? What are the various types of Labour Legislation in India? 4+10=14

4. (a) Enumerate the provisions regarding health of workers under the Factories Act, 1948. 14

Or

(b) Discuss the duties of welfare officers under the Factories Act, 1948. 14

5. (a) Explain the following in the light of the Trade Unions Act, 1926 : 7+7=14

(i) Trade dispute

(ii) Objects of Trade Unions Act, 1926

Or

(b) Briefly explain the rights and privileges of a registered trade union under the Trade Unions Act, 1926. 14

6. (a) Define 'wages' and 'industrial establishment' under the Payment of Wages Act, 1936. 7+7=14

Or

(b) Discuss the salient features of the Minimum Wages Act. 14

( Old Course )

Full Marks : 80  
Pass Marks : 32

1×8=8

1. Write True or False :

- (a) Labour is a rule of external human action enforced by the sovereign political authority.
- (b) Mercantile Law is not Labour Law.
- (c) Trade Unions declare 'Lock-out' in a factory.
- (d) Temporary closing of place of employment is called Strike.
- (e) Retrenchment is voluntary retirement of workers.
- (f) In relation to a factory, principal employer means the owner or occupier of the factory.
- (g) 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.
- (h) The Minimum Wages Act and the Factories Act, came into force in 1948.

2. Write short notes on any *four* of the following : 4×4=16

(a) Significance of Labour Legislation in India

(b) Working hours for women

(c) Scope and coverage of the Employees' State Insurance Act, 1948

(d) Registration of a factory under the Factories Act, 1948

(e) Importance of Payment of Bonus Act

3. (a) What do you mean by Labour Legislation? Briefly describe the usefulness of Labour Legislation in India.

11

Or

(b) Explain the significance of Directive Principles of State Policy in directing and influencing the Labour Legislation in the country.

11

4. (a) Briefly highlight the basic provisions of the Factories Act, 1948 relating to the welfare of the workers.

11

(b) What do you understand by the terms 'workers', 'manufacturing process', and 'factory' under the Factories Act, 1948? 11

5. (a) Write notes on the following : 6+6=12

(i) Legal and Illegal Strikes

(ii) Lay-off and Retrenchment

Or

(b) State the provisions of the Industrial Disputes Act, 1947 relating to—

(i) commencement of an award;

(ii) the period of operation of settlements and awards. 6+6=12

6. (a) Describe the objectives of the Workmen's Compensation Act, 1923. 11

Or

(b) What are the different types of benefit provided by the Employees' State Insurance Act, 1948? Discuss any two of these benefits.

7. (a) Briefly explain the procedure for fixing and revising minimum rate of wages in respect of any scheduled employment under the Minimum Wages Act, 1948. 11

Or

- (b) What are the conditions for eligibility of bonus? When is an employee disqualified from receiving bonus? 8+3=11

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