

Registration No. :

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Total Number of Pages : 02

Course: IMBA

Sub_ Code: 16IMN1001C

10th Semester Regular Examination: 2023-24

SUBJECT: Industrial Legislations

BRANCH(S): IMBA

Time : 3 Hour

Max Marks : 100

Q. Code : P011

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- What is meant by 'industrial establishment'?
- What purpose does a standing order discharge?
- What is the formula for computing Gratuity? What is the minimum period of service one should render to claim gratuity?
- What is Provident fund and when can it be claimed back?
- When is Bonus due to the employees? Can all the employees of a company be eligible for Bonus?
- Trade unions are necessary evils. Do you agree? Justify.
- Can a minor be engaged as a contract labour in an industrial place?
- What is conciliation? Who are the parties involved in a conciliation?
- What is minimum wage? Who decides the minimum wage?
- What are the grounds to reject any claim for compensation due to accidental death of a factory worker?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 × 8)

- What would have been the consequences in the absence of labour legislation in India?
- Manager of a company wants to retrench 30% of his workers. What legal formalities he should adopt to retrench them if the numbers of workers are 100 in the company?
- When can a company declare a strike as illegal? What shall the employees do thereafter legally?
- Elaborate on the important benefits being provided under the ESI act of 1948 to workers.
- What is hazardous process? What are the specific responsibilities of the occupier in relation to hazardous process?

- f) What is a wage period and who is responsible for payment of wages as per payment of wages act 1936?
- g) What are the grounds for forfeiture of gratuity? Can the entire amount payable be forfeited?
- h) Explain the schemes available under EPF Act for effecting contribution by the employees and employers.
- i) Explain the procedures to be followed for declaration of Bonus.
- j) Which types of activities come under the purview of factories act 1948?
- k) Explain the provisions relating to employment and workings of Women workers in a factory.
- l) Discuss the registration process of a Trade Union.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

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| Q3 | What are the provisions relating to the health, and welfare under the Factories Act, 1948? | (16) |
| Q4 | What is an Industrial Dispute? Briefly discuss the effectiveness of Workers participation in Management. | (16) |
| Q5 | Discuss the powers of different bodies available under the Industrial Disputes Act to redress any grievance of employees. | (16) |
| Q6 | Explain the provisions relating to recognition of a trade union. Can there be more than one trade union in an industrial establishment? Justify. | (16) |