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**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY
& MANAGEMENT STUDIES, BHUBANESWAR**

Semester : 10th Sem. IMBA
Batch : 2020-25
Subject : Industrial Legislations
Subject Code : 16IMN1001C

Date : 03.03.2025
Class Test – I
Duration : 1 Hr.
Full Marks : 30

Section- A

1. Answer any four out of following questions. [4 x 2 = 8]
- a) A worker in a factory suffers a back injury while lifting heavy machinery during work hours. Can the employer argue that since the worker was careless, no compensation is required? [CO2]
 - b) A worker ignores safety instructions and suffers an injury due to their own reckless behavior. The employer claims that no compensation is required. Can compensation be denied? [CO2]
 - c) A factory has not provided separate toilets for male and female workers. Some female workers raise complaints about poor sanitation. Can they claim their right? [CO2]
 - d) A factory worker has been continuously working for 9 hours a day for six days a week. The employer argues that since no single day's working hours exceeded the legal daily limit, no overtime payment is required. Is this correct? [CO3]

Section-B

2. Answer any two questions out of following [2 x 6= 12]
- a) Explain the key conditions under which an employer is liable to pay compensation under the Workmen's Compensation Act, 1923? [CO1]
 - b) Explain the salient provisions of factories Act, 1948 regarding health and safety of workers? [CO1]
 - c) Discuss the rights and obligations of workers under factories Act 1948. [CO1]

Section-C

3. Answer any one out of following questions. [1 x 10= 10]
- a) Who is covered under the Employees Compensation Act 1923? What are the challenges faced by workers in claiming compensation under the Act? [CO2]
 - b) Who is an Inspector under the Factories Act, 1948? What are the powers of an inspector under factories Act 1948? [CO1]

All the Best