

Seat No: _____

Enrollment No: _____

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Summer 2022-23 Examination

Semester: 6
Subject Code: 06101353
Subject Name: Industrial Law

Date: 17/03/2023
Time: 10.30am to 1.00pm
Total Marks: 60

Instructions

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as Directed.

A). Choose the Best Answer from the 4 options given: **(05)**

- 1** An arbitral award –
 - a).** must be in writing
 - b).** may be an oral decision
 - c).** either (a) or (b) depending upon the circumstances of the case
 - d).** must be in writing and made on a stamp paper of prescribed value
- 2** The present wage ceiling per month for the purpose of the Employees' State Insurance Act, 1948 is –
 - a).** Rs. 10, 000/-
 - b).** Rs. 15, 000/-
 - c).** Rs. 18, 000/-
 - d).** Rs. 21,000/-
- 3** A person who has ultimate control over the affairs of the factory under Factories Act, 1948 is called: _____
 - a).** Occupier
 - b).** Manager
 - c).** Chairman
 - d).** Managing Director
- 4** Under the Payment of wages Act, payment of wages of establishments employing not less than 1000 employees shall be paid within of the wage month
 - a).** 7 day
 - b).** 15 day
 - c).** 2 day
 - d).** 10 day
- 5** As per the Factories Act "Adult" means a person who has completed years of age. [Sec 2(a)]
 - a).** Fifteen
 - b).** Sixteen
 - c).** Seventeen
 - d).** Eighteen

(05)

B). Define the following as per labour legislation.

- 1** "Employee" (under ESIC)
- 2.** Hazardous Process
- 3** Strike
- 4.** "wage" (under payment of wage act)
- 5** Industrial Dispute

C). Direct questions: (05)

- 1 List down the circumstances when compensation is payable to the workman who has been laid off.
- 2 Superannuation, in case of Provident Fund and Miscellaneous Provisions Act, 1952, in relation to an employee means the attainment of what age?
- 3 There is a dispute between a dismissed employee on the one side and the employer on the other side in connection with the non-employment of the employee. Is this an Industrial Dispute?
- 4 In which years was the Workmen's Compensation Act introduced?
- 5 The service of a women worker who had completed 4 months' continuous service in a factory were terminated- what leave is she entitled to?

Q.2 Answer the following questions.

- A). What are the safety Provision under the Factories Act, 1948? (07)
- B). Explain various provisions made from Wages under 'The Payment of Wages Act 1936'. (08)

Q.3 Answer the following questions.

- A). What are the benefits payables under the ESI Act, 1948? Give details (07)
- B). Discuss the various provisions laid down under the Industrial Disputes Act, 1947 for settlement of Industrial disputes (08)

Q.4 Attempt any two questions. (Each of 7.5 mark) (15)

- 1 How is compensation for death and disablement computed under Workmen's Compensation Act, 1923? What are the obligations of employers and workmen under the Act?
- 2 Explain various types of benefits under Employees P.F. and Miscellaneous Act, 1952?
- 3 Define the "Factory". Explain the provision regarding restriction on employment of women and children's worker as per the Factory Act, 1948. Also Explain provisions regarding leave with wages for workers in a factory
- 4 Write a short note on the following as per Industrial Dispute Act, 1947:
 1. Conciliation and Arbitration
 2. Qualifications, rights & duties of Judge of National Tribunal.