

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN  
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)  
Chromepet, Chennai — 600 044.

M.Com. END SEMESTER EXAMINATION APRIL/NOV - 2021

SEMESTER - III

20PCOET3003 - Labour Legislations

<b>Total Duration : 3 Hrs</b>	<b>Total Marks : 75</b>
MCQ : 30 Mins	MCQ : 15
Descriptive : 2 Hrs.30 Mins	Descriptive : 60

Section B

Answer any **SIX** questions ( $6 \times 5 = 30$  Marks)

1. Explain the principle of Labor Legislation.
2. State the objectives of trade unions.
3. State the difference between industrial and individual dispute.
4. Explain the objectives of the compensation act.
5. Briefly explain the type of benefits provided under the ESI Act and the conditions to be fulfilled.
6. What are the restrictions on employment of women and children as per the factories act 1948?
7. Explain the special provisions relating to lay off, retrenchment and closure of the certain establishments.
8. List down the major scope and objectives of the payment of gratuity act 1975.

Section C

Part A

Answer any **TWO** questions ( $2 \times 10 = 20$  Marks)

9. Describe the provisions relating to employees working in the hazardous industries and explain the precautions taken for health and safety of the employees.
10. What are the rights and privileges available for the employees in registering trade union?
11. Explain the method of calculating compensation and distribution of compensation.
12. What are the main objectives of the Payment of Bonus Act 1965?

Part B

Compulsory question ( $1 \times 10 = 10$  Marks)

13. Discuss the General provisions of the corporation, committee and council contributions – various benefits ESI act 1948.