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5. (a) Discuss the provisions of Employees Provident Fund Scheme, 1952 regarding the Priority of payment of contribution over the debts. (CO5)
- (b) Discuss the need and objectives of the Employees' State Insurance Act, 1948. (CO5)
- (c) Write briefly about the employees state corporation established under Employees' State Insurance Act, 1948. (CO5)

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**B. COM. (H) (THIRD SEMESTER)
END SEMESTER
EXAMINATION, Jan., 2023**

INDUSTRY LAW

Time : Three Hours

Maximum Marks : 100

- Note :** (i) All questions are compulsory.
- (ii) Answer any *two* sub-questions among (a), (b) and (c) in each main question.
- (iii) Total marks in each main question are **twenty**.
- (iv) Each sub-question carries 10 marks.
1. (a) What do you understand by an accident ? Explain fully when an accident arising out of and in the course of employment ?

(CO1)

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- (b) Distinguish between total disablement and partial disablement of a workman under the Workman Compensation Act. (CO1)
 - (c) Explain the defenses available for the Employer under the common law to escape from the liability for payment of compensation in the event of Disablement or death of their worker. (CO1)
2. (a) What is Bonus ? What are the main provisions of the Payment of Bonus Act, 1965 ? (CO2)
- (b) What are the authorize deduction from the wages under the Payment of Wages Act, 1948 ? (CO2)
 - (c) Explain the circumstances under which Gratuity becomes payable to an employee and rate of gratuity payable under the Payment of Gratuity Act, 1972. (CO2)

3. (a) Explain clearly the machinery that exist under the Industrial Disputes Act for the settlement of disputes. (CO3)
- (b) What do you understand by strikes and lockouts ? When a strike is illegal under the Industrial Disputes Act ? (CO3)
 - (c) Define Trade Union. Discuss the objects of Trade Union. (CO3)
4. (a) Explain clearly the various provisions of the Factories Act, 1948 regarding maintenance of the healthy working conditions in a factory. (CO4)
- (b) Do you feel the necessity of safety provisions for the factory workers ? Explain clearly the provisions of safety in the Indian factories act. (CO4)
 - (c) Briefly state the provisions of the Factories Act with regard to the welfare of the workers. (CO4)