

Roll No. ....

**BBA-501(O)**

**B. B. A. (Fifth Semester)  
EXAMINATION, Dec., 2013**

**(Old Course)**

**Paper First**

**INDUSTRIAL LAWS AND PRACTICE**

*Time : Three Hours ]*

*[ Maximum Marks : 75*

*[ Minimum Pass Marks : 26*

**Note : Answer all the five questions. All questions carry equal marks.**

1. Discuss the purpose and salient provisions of Workmen's Compensation Act, 1923.

*Or*

Define factory and discuss the obligations of an employer with respect to health and welfare of workers under the Factories Act, 1948.

2. What do you mean by EPF ? Discuss the provisions related to EPF.

*Or*

What do you mean by State Insurance ? Write a detailed note on ESI fund.

3. Explain the following provisions under the Minimum Wages Act :
- (i) Overtime
  - (ii) Wages in kind
  - (iii) Procedure for fixing and revising minimum wages

*Or*

Define the term "wages" under the Payment of Wages Act and explain the provisions related to :

- (i) Time of payment of wages
  - (ii) Deductions which may be made from wages.
4. Define "Continuous Service" as defined under Payment of Gratuity Act. When does gratuity become payable under the Act ?

*Or*

Explain the types of Industrial Disputes and bring forward the mechanism of resolving the disputes under the Industrial Disputes Act, 1947.

5. Discuss the important provisions of Collection of Statistics Act, 1953.

*Or*

Differentiate between model standing orders and draft standing orders. What is the importance of certified standing orders for an industrial establishment ?