

Roll No.

BBA-501

**B. B. A. (Fifth Semester)
EXAMINATION, Dec., 2012**

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. "The keystone of the Factories Act is safety first and safety last." Comment. Describe the various statutory measures to be followed in this respect.

Or

Distinguish between 'Total and Partial' disablements of a workman under the Workmen's Compensation Act, 1923. Discuss the liability of an employer for such disablements.

2. Describe the provisions of the Employee's Provident Funds and Miscellaneous Provisions Act, 1952 regarding contribution by and payment of fund to the employees. What deductions can be made by the employer at the time of making payment ?

Or

What are the various benefits to which an insured person or his dependents are entitled under the Employees State Insurance Act, 1948 ?

3. What do you understand by minimum wage ? What is the machinery provided for the fixation of wages under the Minimum Wages Act, 1948 ? Discuss its composition and functions.

Or

How will you define Trade Union ? Discuss the procedure for registration of trade unions under the Trade Unions Act, 1926 ? Under what conditions registration of trade unions can be cancelled ?

4. Outline the causes and consequences of industrial disputes. What are the provisions of the Industrial Disputes Act, 1947 relating to layoff and retrenchment of workers ?

Or

What is the minimum amount of bonus to which the employees are entitled under the Payment of Bonus Act ? What is the time limit within which the bonus must be paid ?

5. Discuss the procedure as laid down in the Industrial Employment (Standing Orders) Act, 1946 for certification of standing orders. What are the effects of certification of standing orders and what is their duration ?

Or

Discuss the important provisions relating to Equal Remuneration Act, 1976. What are the powers of Inspectors appointed under the Equal Remuneration Act, 1976 ?