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**CMS 558**

**IV Semester M.Com. Degree Examination, September/October 2022  
(CBCS) (Regular and Repeaters)  
COMMERCE**

**Optional (HRDAM) : Labour Legislation**

Time : 3 Hours

Max. Marks : 70

**SECTION – A**

Answer **any four** out of seven, **each** question carries **10** marks. Answer to **each** question should **not** exceed **4** pages. **(4×10=40)**

1. Discuss the link between directive principles of state policy and labour legislations.
2. Elucidate unfair labour practices by workers and employers.
3. Explain the provision for 'set on' and 'set off' in payment of Bonus Act, 1965. Why has such a provision been made in the Act ?
4. Briefly explain the provisions of health, safety and welfare of workers under Factories Act, 1948.
5. Explain the procedure for certification of standing orders under the Industrial Employment (Standing orders) Act, 1946.
6. What are the features of payment of Wages Act, 1936 ? Highlight the provisions regarding deductions.
7. What are the provisions regarding payment of gratuity to employees under Payment of Gratuity Act, 1972 ? Explain.

**P.T.O.**



SECTION – B

Answer **any two** questions out of three, **each** question carries **15** marks. Answer to **each** question should **not** exceed **7** pages. **(2×15=30)**

8. Explain the provisions regarding prohibition and regulation of child labour under the (Prohibition and Regulation) Act, 1986.
  9. Who is an 'employee' under employees State Insurance Act, 1948 ? Give an account of various benefits extended to the employees under the Act.
  10. Write a note on the following :
    - a) New Pension Scheme
    - b) ILO
    - c) Maternity benefit.
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