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CRS 455

**II Semester M.Com. (HRD) Examination, September/October 2022
(CBCS)
COMMERCE
Labour Legislation**

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any four** questions. **Each** question carries **10** marks. **(4×10=40)**

1. Explain the administration of labour legislation in India.
2. Explain the provisions of Employee State Insurance Act, 1948.
3. Elucidate the provisions relating to safety and welfare under the Factories Act, 1948.
4. Define and explain the term 'Lay off' and distinguish it from retrenchment.
5. What are the objectives of child labour (Prohibition and regulation) Act, 1986 ? Explain the provisions.
6. When gratuity is payable under the payment of Gratuity Act, 1972 ? Can gratuity be forfeited ? Explain.
7. What are the Authorised deductions given in the payment of Wages Act, 1936 ? Why such provisions are made ?

SECTION – B

Answer **any two** questions. **Each** question carries **15** marks. **(2×15=30)**

8. Discuss the provisions relating to hazardous process of Factories Act, 1948.
9. Explain the scope and objectives of Industrial Employment (Standing orders) Act, 1946 ? Briefly discuss how it is certified.
10. Write a note on the following :
 - a) ILO and labour legislation.
 - b) New Pension Scheme.
 - c) Payment of Bonus Act, 1965.