

**ST. JOSEPH'S EVENING COLLEGE (AUTONOMOUS)**  
**VI SEMESTER BBA EXAMINATIONS APRIL 2018**

**LABOUR LAWS**

**Duration: 2.5 Hours**

**Max. Marks: 70**

**SECTION - A**

**I) Answer any TEN of the following questions. (10x3=30)**

1. Define employer as per the Payment of wages Act 1936.
2. What do you mean by wages in case of termination of employment?
3. Define Allocable surplus.
4. What do you mean by disqualification for bonus?
5. Who are not eligible to receive bonus?
6. What is employers' duty to maintain registers?
7. Define Contribution.
8. Who is an insurable employee?
9. What do you mean by 'nomination' under the Payment of Gratuity Act 1972.
10. Define 'standing orders' as per the Industrial Employment Act 1946.
11. What do you mean by overtime?
12. Define the term 'completed year of service' as per Payment of Gratuity Act.

**SECTION - B**

**II) Answer any FOUR of the following questions. (4x5=20)**

13. Explain briefly penalty for offenses under the payment of wages Act 1936.
14. Discuss briefly :a ) Punishment for false statement  
b) Punishment for failure to pay contribution.
15. What are the conditions for payment of maternity benefit?
16. Explain procedure for fixing and revising minimum wages.
17. Write a brief note on employment provident fund.
18. Write a short note on Employees' Pension Scheme and the eligibility criteria for pension.

**SECTION - C**

**III) Answer any TWO of the following questions. (2x10=20)**

19. Discuss the provisions of the Payment of Wages Act 1936 with regard to deductions which may be made from wages.
20. Explain various benefits provided to insured persons and their dependents under ESI Act 1948.
21. State the provisions of Factories Act 1948 with regard to health, safety and welfare of the workers.
22. What is the time limit and limit for bonus payable to an employee? Explain the importance of Payment of Bonus Act 1965.