

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 86
(For candidates admitted from the academic year 2023 – 2024)

B.COM. DEGREE EXAMINATION, APRIL 2026
CORPORATE SECRETARYSHIP
SIXTH SEMESTER

COURSE : MAJOR CORE
PAPER : SOCIAL SECURITY LAWS
SUBJECT CODE : 23CO/MC/SL63
TIME : 3 HOURS

MAX. MARKS: 100

| SECTION A | | | | |
|------------------|--|----------------------|-----------|-----------|
| Q. No. | Answer all questions not exceeding 50 words | (5 x 2 = 10) | CO | KL |
| 1 | What do you mean by Social Security? | | 1 | 1 |
| 2 | Define Appropriate Government under the Payment of Gratuity Act, 1972. | | 1 | 1 |
| 3 | Who is an Apprentice? | | 1 | 1 |
| 4 | What is Sexual Harassment? | | 1 | 1 |
| 5 | State the purpose of the Unorganised Workers' Social Security Act 2008. | | 1 | 1 |
| SECTION B | | | | |
| Q. No. | Answer any 4 questions not exceeding 150 words | (4 x 5 = 20) | CO | KL |
| 6 | How are Inspectors appointed for the purposes of Employees' Provident Funds and Miscellaneous Provisions Act? What are their powers? | | 2 | 2 |
| 7 | Distinguish between organised and unorganised sector. | | 2 | 2 |
| 8 | Describe the functions of the State Social Security Board under the Unorganised Workers' Social Security Act 2008. | | 2 | 2 |
| 9 | Discuss the rules relating to nomination by an employee under the Payment of Gratuity Act, 1972. | | 2 | 2 |
| 10 | What are the types of workplace sexual harassment? | | 2 | 2 |
| 11 | Enumerate the duties of employer under Equal Remuneration Act, 1976. | | 2 | 2 |
| SECTION C | | | | |
| Q. No. | Answer the following questions not exceeding 500 words | (4 x 10 = 40) | CO | KL |
| 12 | a) Identify the provisions relating to payment and recovery of money due from the employer under Employers Provident Funds and Miscellaneous Provisions Act, 1952. | | 3 | 3 |
| | (Or) | | 3 | 3 |
| | b) Explain the conditions to avail the maternity benefit under the Maternity Benefit Act, 1961. | | | |
| 13 | a) Elucidate on the constitution of Internal Complaints Committee under the Sexual Harassment Act. | | 3 | 3 |
| | (Or) | | | |
| | b) Sketch the objectives and scope of the Equal Remuneration Act, 1976. | | 3 | 3 |
| 14 | a) Explain the obligations of employer and apprentice under the Apprentices Act, 1961. | | 4 | 4 |
| | (Or) | | 4 | 4 |
| | b) Discuss objectives, feature National Social Security Board under the Unorganised Workers' Social Security Act 2008. | | | |

| | | | |
|---------------|--|-----------|-----------|
| 15 | a) Explain the offences and penalties prescribed under the ESI Act, 1948. (Or) b) Examine the conditions under which gratuity can be forfeited. | 4 | 4 |
| Q. No. | SECTION D Answer any 2 Questions not exceeding 1000 words (2 x 15 = 30) | CO | KL |
| 16 | Explain the different kinds of benefits under the Employees' State Insurance Act, 1948. | 5 | 5 |
| 17 | Elaborate the provisions of the Employers Provident Funds and Miscellaneous Provisions Act, 1952 relating to the constitution of Provident Fund Scheme and Pension Scheme. | 5 | 5 |
| 18 | Explain the rules relating to determination and recovery of the amount of gratuity under the Payment of Gratuity Act, 1972. | 5 | 5 |
