

B.Com.(CS) DEGREE EXAMINATION APRIL 2018
CORPORATE SECRETARYSHIP
SIXTH SEMESTER

COURSE : MAJOR – CORE
PAPER : LABOUR AND SOCIAL SECURITY LAWS
TIME : 3 HOURS **MAX. MARKS: 100**

Section A

Answer ALL the questions.

(10 x 2 = 20)

1. Write notes on:
 - a. Priority of payment of contributions over debts.
 - b. Mode of payment of contributions.
2. Define the following terms:
 - a. Basic wages and
 - b. Controlled industry.
3. Explain Temporary Disablement.
4. What do you understand by employment injury and principal employer and immediate employer?
5. Who are certifying surgeons? State their Two Duties.
6. Define the term Factory occupier, adult and adolescent as per the Factories Act 1948.
7. What is the time for payment of wages in Railways and Factories under the payment of wages Act 1936?
8. Define Industrial Establishment under the payment of wages Act 1936.
9. Write short notes on:
“Compulsory insurance of employer for payment of gratuity”.
10. Explain the “Bonus Formula” given in the payment of Bonus Act 1965.

Section B

Answer Any FIVE questions.

(5 x 8 = 40)

11. Discuss the rules as to payments and recovery of contributions by an employer.
12. What are the different types of benefits provided by the Employers State Insurance Act 1948?
13. How are the inspectors appointed under the ESI Act 1948 and what are their functions and duties?
14. State the provisions of the Factories Act 1948 with regard to health, salary and welfare of the workers.
15. State the rules regarding the notice of accident.
16. Briefly explain the conditions for the Eligibility of Bonus. When is an employer disqualified from receiving Bonus?
17. State the provisions of the payment of wages Act 1936 regarding deduction from wages for absence from duty.

Section C**Answer Any TWO questions.****(2 x 20 = 40)**

18. Elaborate the provisions of the employers provident funds and miscellaneous provisions Act, 1952 relating to the constitution of provident fund scheme and pension scheme.
19. How does the ESI Act 1948 provide for the adjudication of disputes and claims? To what Extent is the jurisdiction of civil courts ousted under the Act?
20. How is the amount of compensation payable to an injured employer calculated under the employer compensation Act, 1923?
21. Elaborate the rules for determination and distribution of Bonus? How can bonus be recovered by the employers? State the special provisions of the payment Bonus Act, 1965 in respect of new Establishments.
