 LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034

 **M.Com.** DEGREE EXAMINATION - **COMMERCE**

FOURTH SEMESTER – APRIL 2011

# CO 4959 - LABOUR LEGISLATION

 Date : 11-04-2011 Dept. No. Max. : 100 Marks

 Time : 1:00 - 4:00

SECTION-A

 (Answer ALL Questions) (10x2=20)

1. Define the term “Hazardous Process”.
2. Define the term “week “as under The Factories Act, 1948.
3. What are the various objects of Industrial Disputes Act?
4. What do you mean by Public utility service? Give any two examples for public utility services.
5. Give the list of dependents as found in The Workmen Compensation Act, 1923.
6. Can D.A. be considered as wages?
7. What is conciliation proceeding?
8. State the places which are not included in the list of industrial establishments.
9. What do understand by average pay?
10. Give the list of places where The Standing Orders Act need not be applied.

 SECTION-B

(Answer any FIVE questions) (5X8=40)

 11. Briefly explain the rules regarding the payment of overtime wages and notice of work for the

 adult workers.

 12. List out and explain the rules to be adopted for getting the certificate of fitness when young

 persons are employed.

 13. Enlist and explain the list of items included in wages.

 14. Give a brief account of court verdicts which established the concept of accidents arising out of

 and in the course of employment.

 15. Give the list of unfair labour practices on the part of workmen and trade union.

 16. Show the procedure to be followed for the constitution, matters to be referred and the powers

 of labour courts.

 17. What are the various procedures to be followed for the submission and certification

 of Standing orders. ?

 18. Bring out the differences between the following:

 a) Strike and lock out b) Lay off and retrenchment.

 SECTION-C

 (Answer any TWO questions) (2X20=40)

 19) Discuss in detail the various safety measures to be provided to the workers in a factory.

 20) Describe the various legal authorities (conciliation machinery) constituted for resolving

 industrial disputes.

 21) What are the various rules to be followed for the distribution of compensation to the workmen?

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