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Code No. : 31015 E Sub. Code : CMCO 63

B.Com. (CBCS) DEGREE EXAMINATION,  
NOVEMBER 2025.

Sixth Semester

Commerce — Core

INDUSTRIAL LAW

(For those who joined in July 2021 and 2022 only)

Time : Three hours Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. What is the main objective of the Factories Act, 1948?
  - (a) Protection of property
  - (b) Protection of workers
  - (c) Enhancement of production
  - (d) Increase in profits

2. What is the minimum age for employment in a factory as per the Factories Act, 1948?
  - (a) 12 years
  - (b) 14 years
  - (c) 16 years
  - (d) 18 years
3. Which of the following is a type of compensation provided under the Act?
  - (a) Permanent disability compensation
  - (b) Temporary disability compensation
  - (c) Medical expense reimbursement
  - (d) All of the above
4. Which of the following injuries is typically considered for compensation under the Act?
  - (a) Injury caused by natural disasters
  - (b) Injury caused by intentional violence
  - (c) Injury caused by accidents during work
  - (d) Injury caused while commuting
5. A lockout is
  - (a) Refusal by workers to work
  - (b) Closure of a workplace by the employer
  - (c) Government intervention in industrial disputes
  - (d) A process of conciliation

6. Which of the following is NOT a party to an industrial dispute?
- (a) Workmen
  - (b) Employers
  - (c) Government
  - (d) Customers
7. Who is responsible for the registration of trade unions under the Trade Union Act, 1926?
- (a) The Ministry or Labor
  - (b) The Registrar of Trade Unions
  - (c) The Chief Labor Commissioner
  - (d) The District Magistrate
8. Which of the following is an example of "unfair trade practice" under the Consumer Protection Act, 1986?
- (a) Providing misleading advertisements
  - (b) Offering discounts on products
  - (c) Providing accurate product information
  - (d) Improving customer service

Page 3 Code No. : 31015 E

9. Which ministry administers the ESI Act 1948?
- (a) Ministry or Finance
  - (b) Ministry of Labour and Employment
  - (c) Ministry of Home Affairs
  - (d) Ministry of Social Justice
10. Who is responsible for the payment of gratuity under the Payment of Gratuity Act 1972?
- (a) Employee
  - (b) Employer
  - (c) Government
  - (d) Insurance Company

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

Answer should not exceed 250 words.

11. (a) What are the main objectives of the Factories Act 1948?
- Or
- (b) Discuss the rules regarding the health of workers as per the Factories Act, 1948.

Page 4 Code No. : 31015 E  
[P.T.O.]

12. (a) What types of injuries are covered under the Workmen's Compensation Act, 1923?

Or

- (b) Differentiate between 'temporary disablement' and 'permanent disablement'.

13. (a) Explain the term 'industrial dispute' as per the Industrial Disputes Act, 1947.

Or

- (b) What is the role of a Board of Conciliation?

14. (a) What were the key reasons for the enactment of the Trade Union Act 1926 in India?

Or

- (b) Describe the procedure for filing a complaint under the Consumer Protection Act 1986.

15. (a) What are the benefits provided under the ESI Act to insured persons?

Or

- (b) Explain the key objectives of the Payment of Gratuity Act, 1972.

Page 5 Code No. : 31015 E

PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b).

Answer should not exceed 600 words.

16. (a) Discuss the welfare measures provided for workers under the Factories Act, 1948.

Or

- (b) What are the provisions under the Factories Act, 1948 regarding hazardous processes?

17. (a) What are the benefits of the Workmen's Compensation Act to workmen?

Or

- (b) Discuss the procedure for claiming compensation under the Act.

18. (a) What are the types of collective bargaining?

Or

- (b) What is the role of the 'National Industrial Tribunal' under the Industrial Disputes Act, 1947?

Page 6 Code No. : 31015 E

19. (a) What are the challenges faced by trade unions in India in the context of the Trade Union Act, 1926?

Or

- (b) What are the different types of consumer disputes redressal mechanism and their functions?

20. (a) Describe the role and responsibilities of the ESI Corporation.

Or

- (b) What are the challenges faced in the implementation of the Payment of Gratuity Act?
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