

DEC: 2020
B.Com(H) Sem-V(CBCS)
Industrial Laws
(22417506)
SET-A

Time: 3 Hours

Max. Marks: 75

Note: Attempt any four questions out of the following. All questions carry equal marks.

Q. 1 Differentiate between 'Employees Provident Fund Scheme' and 'Employees Pension Scheme' under the Employees Provident Funds and Miscellaneous Provisions Act, 1952.

Q.2 Differentiate between permanent partial disablement and permanent total disablement under Employees State Insurance Act, 1948

Q.3 The Payment of Wages Act, 1936 provides that the wages are to be paid at regular intervals and without any unauthorized deductions. Discuss explaining the limit, if any, on the deductions the employer can make from the wages of an employee.

Q.4 How is the amount of bonus calculated in the Payment of Bonus Act 1965? Discuss the provisions of the Act in relation to the disqualification of bonus.

Q.5 When and to whom is Gratuity payable under the Payment of Gratuity Act, 1972? Are the following persons entitled to gratuity under the Payment of Gratuity Act, 1972?

(i) An employee re-employed without any break-in-service. (ii) An employee who has not rendered 5 years of continuous service. (iii) A retrenched employee. (iv) Trainee

Q.6 An employee suffering from heart disease collapsed after working for eight hours on a hot and humid day. There was evidence to the effect that collapse was likely to have been caused by strain of work on a diseased heart. Will it be considered injury by accident arising out of and in the course of employment? Explain and discuss 'arising out of' and 'in the course of' employment as used in the Employee Compensation Act, 1923.