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768 (BLL)

[20-HRGPNW–D3S(N)21A]

BBA 3rd Semester (New) Exam., 2020 (W)

[GBA S3–03]

(Business and Labour Laws)

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. *(a)* Answer the following questions in *1* or *2* sentence(s) each : 1×8=8

(i) According to Section 3 of the Payment of Wages Act, 1936, who is responsible for payment of wages?

(ii) Mention two jurisdictions of Commissioner in payment of compensation to workmen under the Workmen's Compensation Act, 1923.

(iii) Define 'seamen' under the Workmen's Compensation Act, 1923.

(iv) Define 'trade union' under the Trade Unions Act, 1926.

(v) Mention any two areas in which the general fund of a registered trade union can be spent.

(vi) Define 'industrial disputes'.

(vii) Define 'lockout'.

(viii) For how many hours in a day, a child may be allowed to work in a factory?

(b) Choose the correct answer : 1×4=4

(i) According to Section 5(4) all payment of wages shall be made on

(1) the first day of the week

(2) the last day of the month

(3) a working day

(4) a holiday

(ii) According to the provisions of the Payment of Gratuity Act, 1972, the employer shall arrange to pay the amount of gratuity within ____ from the date it became payable.

(1) 10 days

(2) 20 days

(3) 30 days

(4) 40 days

(iii) Which of the following is not an authority for investigation and settlement of industrial disputes?

(1) Conciliation Officer

(2) Court of Inquiry

(3) National Investigation Agency

(4) National Tribunal

(iv) The Minimum Wage Fixing Machinery Convention was held at

(1) Paris

(2) Geneva

(3) Washington

(4) Bretton Woods

(c) Fill in the blanks : 1×4=4

(i) Gratuity to an employee is payable on his termination only if he has rendered continuous service for not less than _____ years.

(ii) The two modes of procedure for fixing and revising minimum wages are _____ and _____.

(iii) The minimum wages under the Minimum Wages Act, 1948 shall be paid in _____.

(iv) The work committee consists of representatives of employers and _____.

2. Answer any *five* of the following questions (each in around *50* words) : 2×5=10

(a) Name two items which are not included in wages.

(b) Mention four permitted deductions from wages under the Payment of Wages Act, 1936.

(c) Mention any two powers of inspectors under the Payment of Gratuity Act, 1972.

(d) Mention two objectives of Payment of Gratuity Act, 1972.

(e) Mention two powers of the Central Board under Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

(f) Mention two duties of arbitrator.

3. Answer any *six* of the following questions (each in around *120* words) : 4×6=24

(a) List the duties of the inspectors appointed under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

(b) Write a short note on conciliation.

(c) Define 'partial disablement' and 'total disablement'.

(d) According to the Minimum Wages Act, define 'wages' and list the items which are not included in wages.

(e) Under what circumstances the Certificate of Registration of a trade union can be cancelled?

(f) Write a note on the provisions of Industrial Disputes Act, 1947 relating to the voluntary reference of disputes to arbitration.

(g) Mention some labour practices which are unfair under Fifth Schedule of the Industrial Disputes Act, 1947.

4. Answer any *five* of the following questions (each in around *200* words) : 6×5=30

(a) Discuss the various welfare provisions mentioned under the Indian Factories Act, 1948.

(b) Discuss the various modes of discharging a contract.

(c) "Though a person is not the owner of the goods, he may sell the goods and pass a better title than he himself has." Discuss the exception to this rule.

(d) Discuss the documents need to be submitted to the Registrar of Companies for registration of a company.

(e) Mention the rights of a partner.

(f) Define the terms 'consumer' and 'complainant' under the Consumer Protection Act, 1986. 3+3=6

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