

S.No. 8018

24DPCME03

(For the candidates admitted from 2024–2025 onwards)

M.Com. DEGREE EXAMINATION, MAY 2025

First Semester

LABOUR LAWS

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL questions

1. Describe Labour Legislation.
2. Define Deficiencies in Trade Union Act.
3. Write about working Hours in Factories Act.
4. What are all the Penalties in Factories Act?
5. Describe ESI Fund.
6. What is ESI court?
7. State any four items to be included in the minimum wages.
8. Define minimum wages Act, 1948.
9. Describe miscellaneous provision Act.
10. Define the payment of Gratuity.

PART B — (3 × 5 = 15 marks)

Answer any THREE questions.

11. Explain the duties and obligations of Trade Union.
12. Write the roles of Inspecting staff.
13. Illustrate the procedure of Disbursement of compensation.
14. Examine the norms to be followed in the payments of minimum wages.
15. Write about various schemes under PF.

PART C — (5 × 8 = 40 marks)

Answer ALL questions.

16. (a) Describe Trade Union Act, 1926 and write the objectives of Trade Union Act.

Or

- (b) Explain about Rights and privileges under Trade Union Act.

17. (a) Illustrate the payments of remuneration at equal rates to men and women workers.

Or

- (b) Write short notes on:

(i) Working hours

(ii) Holidays

(iii) Annual leave

Under factories Act, 1948.

18. (a) Explain in detail about 'The Workmen's compensation Act, 1923'.

Or

- (b) Write about ESI Corporation and Benefits under the ESI Act.

19. (a) Examine in detail about 'The Minimum Wages Act, 1948'.

Or

- (b) Explain the procedure regarding payment of wages.

20. (a) Illustrate provident Fund and Miscellaneous provision Act, 1952.

Or

- (b) Explain the computation of gratuity and conditions for gratuity payments in India.
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