

SET-A
DEC.2020
B.Com. Sem-V(CBCS)
Industrial Laws
52417508

Time: 3 Hours

Max. Marks: 75

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

- Q. 1 Any amount paid to employee in cash is considered as basic wages under the Employees Provident Funds and Miscellaneous Provisions Act, 1952. Do you agree? State your answer with reasons.
- Q. 2 What are the conditions to be observed by the recipients of sickness benefit under the Employees State Insurance Act, 1948?
- Q.3 Explain the term Wages as is used in the Payment of Wages Act 1936. What deductions can an employer make while making payment of wages?
- Q.4 What is the meaning of the term Salary/Wages under the Payment of Bonus Act, 1936? State the employees who are entitled to bonus under the Act? Explain the circumstances when an employee becomes disqualified to receive bonus.
- Q.5 X is an employee in an establishment which is covered under the Payment of Gratuity Act, 1972. He committed theft during the course of his employment and consequently his service was terminated by the employer. Decide in this connection after referring to the provisions of the Payment of Gratuity Act, 1972, whether payable to him shall be wholly or partially forfeited. Are there any conditions required to be fulfilled for the forfeiture of gratuity?
- Q.6 Explain the term 'Permanent total disablement' under the Employee Compensation Act, 1923. Also answer the following question:
- An employee drawing a monthly wage of Rs 5,000 loses his thumb in an accident on 21st March 2019. He was born on 12th July, 1984. Calculate the amount of compensation payable to him under the Employees' Compensation Act, 1923.