

Total No. of Questions : 4]

SEAT No. :

PC-1043

[Total No. of Pages : 4

[6315]-308

T.Y. B.Com.

355 - (C) : BUSINESS LAWS AND PRACTICES - II
(2019 Pattern) (CBCS) (Semester - V) (Paper - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) A) Fill in the blank with the most appropriate alternative (any Five)
[5]

- i) Which of the following is NOT considered an unfair labour practice?
 - a) Discrimination against workers based on gender
 - b) Denial of statutory benefits to workers
 - c) Refusal to bargain collectively with workers' representatives
 - d) Implementing safety measures in the workplace
- ii) Who is responsible for enforcing Labour Laws in India?
 - a) Ministry of Labour & Employment - Government of India
 - b) Employees Provident Fund Organization (EPFO)
 - c) Income Tax Department
 - d) Reserve Bank of India (RBI)
- iii) What is the penalty for contravening the provisions of The Factories Act, 1948?
 - a) Fine only
 - b) Imprisonment only
 - c) Fine and/or imprisonment
 - d) Warning letter
- iv) What is the purpose of the approval process for factories under The Factories Act, 1948?
 - a) To ensure maximum profits for factory owners
 - b) To assess the environmental impact of factories
 - c) To regulate the number of employees in factories
 - d) To ensure compliance with safety and health standards
- v) What is the scope of the Employees State Insurance Act, 1948?
 - a) It covers only workers in organized sectors
 - b) It covers workers in both organized and unorganized sectors
 - c) It covers only government employees
 - d) It covers only workers in factories

P.T.O.

- vi) Under the Employees Provident Funds and Miscellaneous Provisions Act, 1952, what are the schemes provided for employees?
- Employees Taxation Scheme
 - Employees Pension Scheme
 - Employees Health Scheme
 - Employees Housing Scheme

B) Match the following :

[5]

Column A	Column B
i) Labour Laws-Industrial Relations	a) Ensuring compliance with health, safety and welfare provisions
ii) Labour Laws-Wages	b) Relations between employers, employees and trade unions
iii) The Inspecting Staff	c) ESI Scheme
iv) Medical care	d) Retirement Benefits
v) Pension Scheme	e) Bonus, equal remuneration for men and women workers

Q2) Write a short note (any two) (150 words each) :

[10]

- Labour Policy of India
- Duties of the occupier as per the Factories Act
- Employees State Insurance Corporation
- Employees Pension Scheme

Q3) Answer the following questions.

- What is the historical background and evolution of labour laws in India?
[8]
- What are the provisions of the Factories Act regarding the health of factory workers?
[7]

Q4) Answer the following questions.

- What is the scope of the Employees State Insurance Act?
[8]
- Define the Employee Provident Fund Scheme with its features.
[7]



vi) कर्मचारी भविष्य निर्वाह निधी आणि विविध तरतुदी अधिनियम, 1952 अंतर्गत कर्मचार्यांसाठी कोणत्या योजना आहेत?

- अ) कर्मचारी कर आकारणी योजना ब) कर्मचारी निवृत्ती वेतन योजना
क) कर्मचारी आरोग्य योजना ड) कर्मचारी गृहनिर्माण योजना

ब) योग्य जोड्या जुळवा.

[5]

गट - अ

गट - ब

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|--------------------------------|---|
| i) कामगार कायदे-औद्योगिक संबंध | अ) आरोग्य, सुरक्षा आणि कल्याण तरतुदींचे पालन सुनिश्चित करणे |
| ii) कामगार कायदे-मजुरी | ब) नियोक्ते, कर्मचारी आणि कामगार संघटना यांच्यातील संबंध |
| iii) तपासणी कर्मचारी | क) ईएसआय योजना |
| iv) वैद्यकीय सुविधा | ड) सेवानिवृत्तीचे फायदे |
| v) निवृत्ती वेतन योजना | इ) बोनस, पुरूष आणि महिला कामगारांना समान मोबदला |

प्रश्न 2) थोडक्यात टिपा लिहा. (कोणत्याही दोन) (प्रत्येकी 150 शब्द)

[10]

- अ) भारताचे कामगार धोरण
ब) कारखाना अधिनियमानुसार ऑक्युपायर ची कर्तव्ये
क) कर्मचारी राज्य विमा महामंडळ
ड) कर्मचारी निवृत्ती वेतन योजना

प्रश्न 3) खालील प्रश्नांची उत्तरे द्या.

- अ) भारतातील कामगार कायद्यांची ऐतिहासिक पार्श्वभूमी आणि उत्क्रांती काय आहे? [8]
ब) कारखाना कामगारांच्या आरोग्याबाबत कारखाना अधिनियमात काय तरतुदी आहेत? [7]

प्रश्न 4) खालील प्रश्नांची उत्तरे द्या.

- अ) कर्मचारी राज्य विमा कायद्याची व्याप्ती काय आहे? [8]
ब) कर्मचारी भविष्य निर्वाह निधी योजना त्याच्या वैशिष्ट्यांसह परिभाषित करा. [7]

