



ST. JOSEPH'S DEGREE & PG COLLEGE

Autonomous - Affiliated to Osmania University
Re-Accredited by NAAC with 'A' Grade
King Koti Main Road, Hyderabad-500029.

Labour Laws Question Bank 2019 B.com Professional (II Year) Semester - IV

Mrs.Aarati Samala

Unit - I (Payment of Bonus and Payment of Wages Act)

Short Questions :

1. Definition of Employee
2. Rights of Employees
3. Meaning of Bonus
4. Disqualification for Bonus
5. Object and Scope of Wages Act
6. Payment of Minimum and Maximum Bonus

Long Questions :

1. Explain the Eligibility and Non-eligibility for getting Bonus as per Payment of Bonus act ?
2. Explain the responsibility of the Employer for the Payment of Wages under Payment of Wages Act .
3. Explain the Claims arising out of deductions from Wages .

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Unit - II (Workmen's Compensation Act)

Short Questions :

1. Objectives and Scope of Workmen's Compensation Act
2. Definition of Accident
3. Definition of Dependent
4. Disablement (Partial and Total)
5. Occupational Disease

Long Questions :

1. Give the list of cases when the Employer is not liable to pay Compensation .
2. What are the Circumstances under which an Employer is liable to pay the Compensation .



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Unit - III

(Employees State Insurance , Employees Provident Fund and Gratuity Act)

Short Questions :

1. Objectives and Scope of ESI Act
2. Definition of Insured Person and Insurable Workman
3. Powers of ESI Court
4. ESI Fund
5. Employers not to reduce Wages under EPF
6. Application of EPF Act
7. Non-applicability of the Act
8. Medical Benefit under ESI Act

Long Questions :

1. What are the different types of benefits provide by ESI act .
2. What is Gratuity ? When is Gratuity payable and to whom is Gratuity payable .
3. Who is an Employer under Gratuity act ? List out the rights and Obligations of Employees and Employer ?



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Unit - IV (Factories Act)

Short Questions :

1. Definition of Factory
2. Definition of Adult , Adolescent , Child and Young person.
3. Manufacturing Process
4. Occupier
5. Certifying Surgeon and his duties
6. Working hours of Adults

Long Questions :

1. Describe briefly the Provisions made in Factories Act for Welfare of the Workers .
2. Describe briefly the Provisions made in Factories Act for Safety of the Workers.
3. Describe briefly the Provisions made in Factories Act for Health of the Workers.
4. Explain the Provisions relating to Employment of Women .
5. Explain the Provisions relating to Employment of Young Person .



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Unit - V (Industrial Disputes Act)

Short Questions :

1. Objectives of Industrial Disputes Act
2. Definition of Industry and Industrial Disputes
3. Strike
4. Lock-out
5. Lay-off
6. Retrenchment
7. Public utility service

Long Questions :

1. Explain the various Authorities under Industrial Disputes Act to settle the disputes . (Arbitration , Conciliation and Adjudication)