



UNIVERSITY OF KELANIYA – SRI LANKA
Centre for Distance and Continuing Education
Faculty of Commerce & Management Studies

Bachelor of Commerce (Special) Degree Fourth Year Examination (External) – 2019

July – 2025

BCOM E 4564 - Industrial Law

Number of questions: Sevan (07)

Answer any five (05) Questions.

Time: 03 hours

Question No. 01

- a) State and explain the various categories of employees in organizations in Sri Lanka
(15 marks)
- b). Name five tests developed by the courts to differentiate an employee from an independent contractor
(05 marks)
- (Total 20 marks)**

Question No. 02

Write a note on the following topics by referring to the provisions laid down in the Shop and Office Employees Act.

- a) Working hours
b) Statutory Holidays
c) Annual leave
d) Maternity benefits
e) Letter of Appointment

(Total 20 marks)

Question No. 03

- a). What are the provisions contained in the Trade Unions Ordinance of 1935 on the formation of trade unions by the state sector employees?
(10 marks)
- b). Describe and briefly explain five rights and privileges granted to a registered trade union under the Trade Unions Ordinance
(10 marks)

(Total 20 marks)

Question No. 04

- a). What are the similarities and dissimilarities between the Employees Provident Fund and Employee Trust Fund?

(15 marks)

- b). Name five categories of employees who are not eligible to obtain provident fund contributions

(05 marks)

(Total 20 marks)

Question No. 05

- a). Describe the procedure laid down in the Termination of Employment Workmen Act of 1971 on the termination of an employee.

(10 marks)

- b). Briefly explain the alternative methods contained in the Industrial Disputes Act for resolving industrial disputes.

(10 marks)

(Total 20 marks)

Question No. 06

- a). What is the procedure laid down in the Wages Boards Ordinance in respect of the formation of a wage board?

(10 marks)

- b). Explain the statutory requirements made under the Wages Boards Ordinance regarding;

- i Period of wage payment
- ii Authorised deductions
- iii Maintaining records

(06 marks)

- c). Name four industries for which wages boards have been established

(04 marks)

(Total 20 marks)

Question No. 07

“Gratuity is a monetary benefit given by the employer to their employee at the time of retirement”. Answer the following questions by referring to the Payment of Gratuity Act No. 12 of 1983

- a) Employer's liability in payment of gratuity
- b) Events for which Gratuity is payable
- c) Calculation of Gratuity
- d) The wage on which the gratuity is calculated

(Total 20 marks)

