

T API: APRIL / MAY 2009

SUBJECT: PAPER-IV

LEGISLA TIONS AFFECTING CONDITIONS OF WORK

Day : **Thursday**

Date : 11/06/2009

N.B.: 2.00Time:

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Max. Marks: 100.

- 1) Attempt ANY SIX questions including Q.No.1 which is COMPULSORY.
- 2) Q.No.1 carries 20 marks and all other questions carry 16 marks each.

Q.1 Write short notes on ANY FOUR:

- a) Competent Persons under the Factories Act, 1948
- b) Young Person under the Plantations Labour Act, 1951
- c) 'Cargo' under the Dock Workers (Regulation of employment) Act, 1948
- d) 'Employer' under the Beedi and Cigar Workers (conditions of employment) Act, 1966
- e) 'Owner' under the Mines Act, 1952
- f) Contractor under the Contract Labour (Regulation and abolition) Act, 1970

Q.2 Define the term Factory and discuss the provisions relating to health under the Factories Act, 1948.

Discuss briefly the provisions relating to hazardous processes under the Factories Act, 1948.

Q.4 Elaborate the powers and functions of Inspectors under the Plantations Labour Act, 1951

Q.5 Discuss the salient features of the Dock Worker (Regulation of Employment) Act, 1948.

Q.6 Enumerate briefly the provisions of Mines Act regarding hours of work and leave with pay.

Q.7 What is the difference between Commercial Establishment and an establishment under the Bombay Shops and Establishments Act, 1948?

Q.8 Discuss the Powers of State Government to make rules as to stage carriage and contract carriages.

Q.9 Critically evaluate the Provisions of Beedi and Cigar workers (conditions of employment) Act, 1966.

Q.10 In what type of process, operation or other work in an establishment may the government prohibit the employment of Contract Labour under the Contract Labour (Regulation and Abolition) Act, 1970.

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T API~I: APRILIMA Y 2009

SUBJECT: LAW OF WAGES AND PRINCIPLES OF WAGE FIXATION

Day:
WeDUESDAY

Time: *ID·ODA'()*1·To 1 ·oe R fYJ
Max. Marks: 100

Date: 10/06/2009

N.B.:

- 1) Attempt ANY SIX questions of which questions NO.1 is COMPULSORY.
- 2) Q.1 carries 20 marks and all other questions carry 16 marks each.

Q.1 Write short notes on ANY FOUR

- a) Responsibility for payment of wages
- b) 'Wage' under Payment of Wages Act, 1936
- c) Living Wages
- d) Advisory Board under the Minimum Wages Act, 1948 e)
Admissible deductions from bonus
- 1) Eligibility for bonus

Q.2 "The wages of an employed person shall be paid to him without deductions of any kind except those authorized by or under the Payment of Wages Act, 1936", Comment.

Q.3 Explain with reference to Payment of Wages Act, 1936.

- a) Deductions for fines.
- b) Deductions for absence from duty

Q.4 What is wage period? By what time, the wages should be paid under the Payment of Wages Act, 1936?

Q.5 What is the object of fixing 'minimum wages'? State the procedure laid down under the Minimum Wages Act, 1948 for fixing and revising minimum wages.

Q.6 What 'claims' are entertained under the Minimum Wages Act, 1948 and who are authorized to adjudicate union them?

Q.7 Discuss the powers and functions of Inspector under the Minimum Wages Act, 1948.

Q.8 Explain the salient features of the Payment of Bonus Act, 1965,

Q.9 Explain the concept of 'available surplus' and 'allocable surplus' under the Payment of Bonus Act, 1965,

Q.10 __ Explain_ the em-plp)'er's obligati9J).s to pay minimum bonus. What is meant by maximum bonus?

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T API: APRIL / MAY 2009

SUBJECT: PAPER-I:

LAW RELATING TO INDUSTRIAL RELATIONS & ADJUDICATION

Day : MONDAY

Time: /b-DO A·rnrrro 1'00 r.M

Date :08.06.2009

Max. Marks: 100.

N.B.:

- 1) Attempt ANY SIX questions including Q.No.1 which is COMPULSORY.
- 2) Q.No.1 carries 20 marks and all other questions carry 16 marks each.

Q.1 Write short notes on ANY FOUR:

- a) Works committee
- b) Lay-off
- c) Trade union
- d) Certifying officer e)
Recognized union 1)
Primary union

Q.2 Define 'Industry' and 'Industrial Disputes' under the Industrial Disputes Act, 1947.

Q.3 Define and distinguish 'strike' and 'lock-out'. Explain the provisions of the Industrial Disputes Act, 1947 relating to illegal strikes and lockouts.

Q.4 Define a Trade Unions .. How does it differ from the Welfare Association of Workers? :

Q.5 For what purposes can the political fund of a trade union be utilized?

Q.6 "Certified standing order constitutes statutory conditions of employment".
Comment.

Q.7 Discuss the unfair labour practices on the part of Trade Unions under M.R.T.P and P.U.L.P Act, 1971.

Q.8 What are the obligations of a recognized union? Enumerate the rights of a recognized union under M.R.T.P and P.D.L.P Act, 1971.

Q.9 When does a lock-out become illegal under the Bombay Industrial Relations Act, 1946?

Q.10 Discuss the powers and duties of labour officer under the Bombay Industrial D ",btinn Act. 1946.

Day: **TUESDAY**
Date: **09/06/2009**

Time: {o'OOA-fY7:{"o 1'00 p, M_
Max. Marks: 100

N.B.:

- 1) Attempt any SIX questions out which Q. No.1 is COMPULSORY.
- 2) Q. No.1 carries 20 marks and all other questions carry 16 marks.

Q.1 Write notes on any FOUR.

- a) Medical examination under the Workmen's Compensation Act 1923
- b) Basic Wages under the Employees' Provident Fund Act 1952
- c) Immediate employer under the Employees' State Insurance Act 1948
- d) 'Wages' under the Maternity Benefit Act 1961
- e) Unpaid Accumulations under Bombay Labour Welfare Act 1953
- f) Compulsory Insurance of Employer under the Payment of Gratuity Act 1972

Q.2 When does an employer become liable to pay compensation to a workman under the Workmen's Compensation Act? How far is negligence or contributory negligence of the Workman is a valid defence?

Q.3 Discuss the liability of an employer for an injury to a workman on the premises under the Workmen's Compensation Act 1923.

Q.4 Discuss the scheme provided under the Employees' Provident Funds Act 1952. Explain important Provisions of Employees' Provident Fund scheme.

Q.5 Explain the provisions relating to power of provident fund commissioner under Employees' Provident Fund Act 1952.

Q.6 Evaluate the scope and nature of the benefits available to the employees under the Employees' State Insurance Act 1948.

Q.7 Elucidate briefly the rules relating to contribution of the employer under the Employees' State Insurance Act 1948.

Q.8 The Maternity Benefit Act 1961 has been enacted to regulate the employment of women in certain establishments for a certain periods before and after child birth and to provide for maternity benefits and certain other benefits. Comment.

Q.9 Explain the salient features of Bombay Labour Welfare Fund Act 1953.

Q.10 Define the term an 'Employee' and state the provisions relating to payment of gratuity under the Payment of Gratuity Act 1972.