

**S.D.E**

TAPI : **WINTER - 2014**

**SUBJECT : LAW OF WAGES AND PRINCIPLES OF WAGE FIXATION**

Day : *Wednesday*  
Date : *18-11-2014*

Time : *10:00AM-TO 1:00 P.M.*  
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** of the following:
- a) Set on and Set-off
  - b) Industrial establishment under the Payment of Wages Act, 1936
  - c) Living wages
  - d) Wage period under the Payment of Wages Act, 1936
  - e) Minimum bonus
  - f) Admissible deductions from bonus.
- Q.2** Discuss the general scheme of Payment of Wages Act, 1936 and explain the powers of the Inspector Under the Act.
- Q.3** "The wages of an employed person shall be paid to him without deductions of any kind except those authorised by or under the Payment of Wages Act, 1936". Comment.
- Q.4** What is the procedure need to be followed for adjudication of claims and appeals as prescribed under the Payment of Wages Act, 1936?
- Q.5** What are the checks against evasion of payment of minimum wages to the employee in a schedule employment in which minimum rate of wages have been fixed by the employee?
- Q.6** What is object of fixing minimum wages? State the procedure laid down under the Minimum Wages Act, for fixing and revising minimum wages.
- Q.7** What registers and records are required to be maintained under the Minimum Wages Act, 1948?
- Q.8** Explain the concept of 'available surplus' and 'allocable surplus' under the Payment of Bonus Act, 1965.
- Q.9** What are the provisions for dealing with disputes between employees and employers for recovery of bonus under the Payment of Bonus Act, 1965?
- Q.10** What is eligibility limit for payment of Bonus? When is an employee disqualified from receiving bonus under the Payment of Bonus Act, 1965?

**Subject : Legislation affecting conditions of work**

Day : Thursday

Date : 20/11/2014

**S.D.E.**



Time : 10.00 AM TO 01.00 PM

Max Marks : 100 Total Pages : 1

**N.B.:**

- 1) Attempt **ANY SIX** questions in all 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** of the following:
- a) 'Occupier' under the Factories Act, 1948
  - b) Registration of Plantation
  - c) Young Person under Factories Act, 1948
  - d) Definition of Mine under the Mines Act, 1952
  - e) Powers of Inspector under the Motor Transport Workers Act, 1988
  - f) 'Contractor' under the Contract Labour (Regulation and Abolition) Act, 1970
- Q.2** Define the term worker and discuss the provisions relating to the safety of workers under the Factories Act, 1948.
- Q.3** Explain briefly the provisions of the Plantation Labour Act, 1951 regarding hours of work and leave with pay.
- Q.4** What are the functions and powers of Chief Inspector and Inspector under the Mines Act?
- Q.5** Enumerate the different types of Establishment to which the Bombay Shops and Establishment Act, 1948 applies.
- Q.6** State briefly the provisions relating to the 'Welfare and Health' under Contract Labour (Regulation and Abolition) Act, 1970.
- Q.7** Describe the procedure of issuing license to the industrial premises under the Beedi and Cigar workers (Condition of Employment) Act, 1966.
- Q.8** Discuss the salient features of the Employment of Children's Act, 1986.
- Q.9** What is a Dock Worker Scheme? What are the purposes for which the scheme can be formulated?
- Q.10** Elaborate the various committee established under the Motor Vehicle Act, 1988.

**Subject : Law relating to industrial relations and adjudication**

Day : Monday

Date : 17/11/2014

**S.D.E.**



Time : 10.00 AM TO 01.00 PM

Max Marks : 100 Total Pages : 1

**N.B.:**

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

- Q.1** Write short notes on any **FOUR** of the following:
- a) Define Award under the Industrial Dispute Act, 1947
  - b) Political fund of Registered Trade Union
  - c) Standing orders under the Bombay Industrial relations Act, 1946
  - d) Duties of certifying officer under the Industrial Employment (standing order) Act, 1946
  - e) Illegal strike under Maharashtra Recognition of Trade and Prevention of Unfair Act, 1971
  - f) Public utility services under Industrial disputes act, 1947.
- Q.2** Explain the provisions relating to prohibitions of strikes and lockouts under the Industrial Disputes Act, 1947.
- Q.3** Discuss the functions powers and duties of conciliation officer under the Industrial Disputes Act, 1947.
- Q.4** Describe the procedure for the registration of a Trade Union.
- Q.5** Define Trade Union and examine the rights and privileges of registered trade Unions under the trade Union Act, 1928.
- Q.6** When does a lock-out and strike become illegal under the Bombay Industrial Relations Act, 1946?
- Q.7** What is approved Union? What conditions should it fulfill to become approved Union under the Bombay Industrial Relations Act, 1946.
- Q.8** Explain the responsibilities of employer under Industrial Employment (standing orders) Act, 1946.
- Q.9** Discuss the authorities constituted under the Maharashtra Recognition of Trade Union and prevention of Unfair labour practices Act, 1971 and states their duties and powers.
- Q.10** What are the obligations of Recognized Union? Enumerate the rights of a recognized Union under the Maharashtra Recognition of Trade and Prevention of Unfair Act, 1971.



**Subject : Social Security Legislations**

Day : Tuesday  
Date : 18/11/2014

**S.D.E.**



Time : 10.00 AM TO 01.00 PM  
Max Marks : 100 Total Pages : 1

**N.B.**

- 1) Attempt any **SIX** questions out of which Q.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** of the following:
- a) Eligibility for gratuity, under the Payment of Gratuity Act, 1972
  - b) Medical bonus under Maternity Benefit Act, 1961
  - c) Powers of the Commissioner under the Workmen's Compensation Act
  - d) Employee under the Bombay Labour Welfare Fund Act, 1953
  - e) Employment injury under the Employees State Insurance Act, 1948
  - f) Employee under the Employer Provident Fund Act, 1952
- Q.2** What are the rules as to determine and recovery of the amount of gratuity under the 'Payment of Gratuity' Act, 1972.
- Q.3** Explain the scope and object of Workmen Compensation Act, 1923. Discuss the employer's liability for compensation.
- Q.4** Discuss the procedure to appoint inspector under Employee Provident Fund Act, 1952. Discuss the powers of inspectors.
- Q.5** The Employees' State Insurance Act, 1948 is an important social security measures in India'. Discuss.
- Q.6** Discuss the various kinds of benefits available under Maternity Benefit Act, 1961.
- Q.7** State the salient features of Bombay Labour Welfare Fund Act, 1953.
- Q.8** The Workmen's Compensation Act, 1923 is based upon the principle of liability without fault. Examine the validity of this statement.
- Q.9** Discuss in detail the characteristics and constituents of social security legislation.
- Q.10** Elaborate the aim, object and scope of Employees Provident Fund Act, 1952.