

Subject : Legislation affecting conditions of work

Day : Thursday
Date : 24/11/2016

S.D.E.



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

N. B. :

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

- Q.1** Write short note on **ANY FOUR** of the following :
- a) Definition of factory under the Factories Act, 1948
 - b) Registration of plantations, under the plantation Labour Act, 1951.
 - c) Powers of Inspector under the Dock Workers (Regulation of Employment) Act, 1948
 - d) Certifying surgeons under the Mines Act, 1952.
 - e) Regulation of condition of work of children under Child Labour (Prohibition and Regulation) Act, 1986.
 - f) Registration of establishment under the Bombay Shop and Establishment Act, 1948
- Q.2** Enumerate the provisions of the Factories Act, 1948 ensuring health and Safety of the workers in a factory.
- Q.3** Elaborate the powers and liabilities of Inspectors under the Plantations Labour Act, 1951) in the light of appropriate provisions of the Act.
- Q.4** Critically examine the provisions related to the establishment and constitution of first advisory committee and Dock Labour Board and their functions under the Dock worker's (Regulation of Employment) Act, 1948.
- Q.5** Enumerate briefly the provisions of Mines Act regarding hours of work and leave with pay.
- Q.6** Write a note on the following with reference to the Bombay Shops and Establishment Act, 1948
- a) Restaurant
 - b) Shop
- Q.7** Explain the provisions of the Contract Labour (Regulation and Abolition) Act, 1970 relating to Welfare and Health of contract Labour.
- Q.8** "There is a prohibition of employment of children in certain occupations and process under the child Labour (Prohibition and Regulation) Act, 1986". Evaluate the above statement with the help of appropriate provisions of the Act.
- Q.9** Explain the salient features of the Motor Transport Worker's Act, 1988.
- Q.10** Explain the procedure for obtaining prospective licenses and mining leases in respect of land under the Mines and Mineral (Regulation and Development) Act, 1957.

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Subject : Law of Wages and Principles of Wage Fixation

Day : Wednesday
Date : 23/11/2016

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) Deduction for damages or loss under the Payment of Wages Act, 1936
 - b) Industrial establishment under the Payment of Wages Act, 1936
 - c) 'Scheduled employment' under the Minimum Wages Act, 1948
 - d) Fair wages under the Minimum Wages Act, 1948
 - e) Eligibility of bonus under the Payment of Bonus Act, 1965
 - f) Time limit for payment of bonus
- Q.2** Discuss the obligations of employer under the Payment of Wages Act, 1936.
- Q.3** Discuss 'time of payment' and 'responsibility of payment of wages' under the Payment of Wages Act, 1936.
- Q.4** Explain the provisions relating to 'imposition of fines on employed person' under the Payment of wages Act, 1936.
- Q.5** Discuss the important features of the Minimum Wages Act, 1948.
- Q.6** Discuss the procedure for fixing and revising minimum wages under the Minimum Wages Act, 1948.
- Q.7** Discuss the provisions of the Minimum Wages Act, 1948 relating to claims and procedure for deciding claims.
- Q.8** Explain the employer's obligation to pay minimum bonus. What is meant by maximum bonus?
- Q.9** Explain the concept of 'available surplus' and 'allocable surplus' under the Payment of Bonus Act, 1965.
- Q.10** What are the obligations of an employer in relation to payment of wages and recruitment under the Equal Remuneration Act, 1976?

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Subject : Law of Wages and Principles of Wage Fixation

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- 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) Obligations of employer under the Payment of Wages Act, 1936
 - b) 'Wages' under Payment of Wages Act, 1936
 - c) Living wages under the Minimum Wages Act, 1948
 - d) 'Employer' under the Minimum Wages Act, 1948
 - e) Time limit for payment of bonus
 - f) 'Set on' and 'Set off'
- Q.2** Explain fixation of payment of wages and responsibility of payment of wages under the Payment of Wages Act, 1936.
- Q.3** Discuss the imposition of fines on employed person and deductions for absence from duty under the Payment of Wages Act, 1936.
- Q.4** What is the procedure for adjudication of claims and appeals as prescribed under the Payment of Wages Act, 1936?
- Q.5** State the provisions of the Minimum Wages Act, 1948 relating to the fixation of minimum rates of wages.
- Q.6** What is meant by 'Minimum Wages'? State the components of minimum wages in the context of the Minimum Wages Act, 1948.
- Q.7** Critically examine the provisions relating to 'claims' under the Minimum Wages Act, 1948.
- Q.8** Explain 'bonus formula' given in 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** Discuss the eligibility and disqualification for bonus under the Payment of Bonus Act, 1965.

Subject : Social Security Legislation

Day : Tuesday

Date : 22/11/2016

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** 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) Recovery of Gratuity
 - b) Employee State Insurance Court
 - c) Power and duties of Inspector under Maternity Benefit Act 1961
 - d) Occupational disease
 - e) Labour Welfare Board under Bombay Labour Welfare Fund Act, 1953
 - f) Dependent under Employee's Compensation Act, 2010
- Q.2** "The employer is liable to pay compensation under the Employees compensation Act, 2010 if personal injury caused to a employee by accident arising out of and in the course of employment". Explain the above statement with the help of appropriate provisions.
- Q.3** "The Employees State Insurance Act, 1948 came as a boon for the worker on the eve of Indian independence". Discuss the salient features of the Employee State Insurance Act, 1948.
- Q.4** Critically examine the Employees Provident Fund Scheme under the Employees Provident Funds and Miscellaneous Provisions Act, 1952.
- Q.5** Explain the constitution and critically examine the powers of the Employee State Insurance Corporation, Standing Committee and the Medical Benefit Council under the Employee State Insurance Act, 1948.
- Q.6** What are the conditions for payment of maternity benefits under the Maternity Benefit Act, 1961? When is the benefit forfeited?
- Q.7** Discuss the powers of State Government under Bombay Labour Welfare Fund Act, 1953 with relevant provisions of the Act.
- Q.8** Critically evaluate the provisions which have been made in the Payment of Gratuity Act, 1972 with regards to determination of the amount of gratuity and its payment as well as its recovery in case of non-payment by the employee.
- Q.9** Discuss the object, scope and application of the Employee's Provident Fund and Miscellaneous Provision Act, 1952.
- Q.10** Explain the following with reference to Employees Compensation Act, 2010:
- a) Notional extension of employees premises
 - b) Types of disablement

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Subject : Law relating to industrial relations and adjudication

Day : Monday

Date : 21/11/2016

S.D.E.



Time : 10.00 AM TO 01.00 PM

Max Marks : 100 Total Pages : 1

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) Collective Bargaining
 - b) Retrenchment
 - c) Public Utility Service
 - d) Amalgamation of Trade Union
 - e) Award
 - f) Political Fund of a Trade Union
- Q.2** The main aim of Industrial Dispute Act is to ensure industrial peace through voluntary negotiations and compulsory adjudication. State and explain the object of the Industrial Disputes Act, 1947.
- Q.3** Critically examine the provisions relating to layoff and retrenchment under the Industrial Disputes Act, 1947.
- Q.4** Explain the following terms with reference to Bombay Industrial Relation Act, 1946:
- i) Registration of Union
 - ii) Penalties and Procedure
- Q.5** Explain the procedure for registration of Trade Union under the Trade Union Act, 1926.
- Q.6** Define "Trade Union" state and explain the privilege and immunities available to Registered Trade Union under Trade Union Act, 1926.
- Q.7** Write a note on the powers and duties of labour officer under the Bombay Industrial Relations Act, 1946.
- Q.8** Who is certifying officer? State the duties of certifying officer under the industrial Employment (standing orders) Act, 1946.
- Q.9** Describe briefly the Authorities provided for Adjudication of Industrial Dispute under the Industrial Dispute Act, 1947.
- Q.10** Enumerate the rights of a recognized Union under the Maharashtra Recognition of Trade Union and Prevention of unfair Labour Practice Act, 1971.

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Subject : Law Relating to Industrial Relations and Adjudication

Day : Monday

Date : 21/11/2016

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- 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) Industrial Dispute
 - b) Unfair Labour Practice under Maharashtra Recognition of Trade Unions and Preventions of Unfair Labour Practices Act, 1971.
 - c) Subsistence Allowance
 - d) Labour Welfare Officers
 - e) Collective Bargaining
 - f) Modification of standing order
- Q. 2** Elaborate the powers and duties of authorities under the Industrial Disputes Act, 1947. When does an individual dispute become an Industrial Dispute?
- Q. 3** Critically examine the provisions relating to 'lay-off' and 'Retrenchment' under the Industrial Disputes Act, 1947.
- Q. 4** Describe the procedure for the registration of a trade union under the Trade Union Act, 1926.
- Q. 5** Explain the following with reference to Trade Union Act, 1926:
- a) Amalgamation of Trade Unions
 - b) Separate Funds for Political Purposes
- Q. 6** Discuss constitution, duties and powers of the various authorities under Bombay Industrial Relation Act, 1946.
- Q. 7** Discuss the procedure for settlement of standing orders under Bombay Industrial Relation Act, 1946.
- Q. 8** What is arrangement for settling disputes about application or interpretation of Standing Orders? What are the offences under the Industrial Employment (Standing Orders) Act, 1946? What are the corresponding penalties?
- Q. 9** What are the obligations of Recognized Union? Under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971. Enumerate the rights of a recognized union.
- Q. 10** Explain the following terms with reference to the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971
- a) Power of Investing Officer
 - b) Consequences of non-appearance of parties

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