

Subject : Law relating to industrial relations and adjudication

Day : Tuesday

Date : 05/05/2015

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) Industrial Dispute
 - b) Modification of standing orders
 - c) Collective Bargaining
 - d) Closure and lockout
 - e) Rights of Recognized Union
 - f) Powers and Duties of Certifying Officer
- Q.2** State the various Authorities for investigation and settlement of Industrial Dispute under the Industrial Dispute Act, 1947.
- Q.3** Define 'Trade Union'. State the privilege and immunities available to Registered Trade Union under Trade Union Act, 1926.
- Q.4** "The Labour Welfare Officer under the Bombay Industrial Relations Act, 1946 enjoys certain powers and performs certain duties". Elucidate.
- Q.5** Define 'Unfair labour practices'. Explain the procedure for filing complaints of unfair labour practices under the Maharashtra Recognition of Trade Unions and Prevention of Unfair labour practices Act, 1971.
- Q.6** Explain the provisions relating to the Amalgamation and Dissolution of Trade Unions under the Trade Unions Act, 1926.
- Q.7** Define Retrenchment. Discuss the conditions precedent to retrenchment of workman provided by Industrial Dispute Act, 1947.
- Q.8** Explain the procedure for certification of standing orders framed by an industrial established under the Industrial Employment (Standing Orders) Act, 1946.
- Q.9** Explain the conditions required for the union to entered in the Approved list under the Bombay Industrial Relations Act, 1946. State the rights of the officers of the Approved Unions.
- Q.10** State the provisions relating to 'Illegal strikes and Lockouts under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1947.

Subject : Social Security Legislations

Day : Wednesday

Date : 06/05/2015

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) Accident under Workmen's Compensation Act, 1923
 - b) Seasonal factory under Employees State Insurance Act, 1948
 - c) Family Pension Fund Scheme
 - d) Power and duties of Inspector under Maternity Benefit Act, 1961
 - e) Recovery of gratuity
 - f) Unpaid accumulations under the Bombay Labour Welfare Act, 1953
- Q.2** Explain the theory of notional extension of employer's liability under the Workmen's Compensation Act, 1923.
- Q.3** Elaborate the difference between partial disablement and total disablement as defined under the Workmen's Compensation Act, 1923.
- Q.4** Enumerate the object, scope and application of the Employees Provident Fund Act, 1952.
- Q.5** What is the penalty for avoiding any payment to be made by an employer under the Employees Provident Fund Act, 1952?
- Q.6** What are the conditions to be satisfied for the receipt of sickness or disablement benefit under Employees State Insurance Act, 1948?
- Q.7** Explain the powers and duties of Inspectors appointed for the purpose of the Maternity Benefit Act, 1961.
- Q.8** Write a detail note on Labour Welfare Fund under the Bombay Labour Welfare Fund Act, 1953.
- Q.9** Discuss the powers of State Government under Bombay Welfare Fund Act, 1953.
- Q.10** What is Gratuity? Under what circumstance an employee becomes entitled to gratuity?

Subject : Law of Wages and Principles of Wage Fixation

Day : Thursday

Date : 07/05/2015

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.
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- Q.1** Write short notes on any **FOUR** of the following:
- a) Responsibility for Payment of Wages Act, 1936
 - b) Living wages
 - c) Advisory Board under the Minimum Wages Act, 1948
 - d) Set on and Set-off
 - e) Admissible deductions from bonus
 - f) Minimum bonus.
- Q.2** What is the object of fixing minimum wages? State the procedure for fixing and revising wages under the Minimum Wages Act, 1948?
- Q.3** Critically examines the provisions relating to 'Claims' under the Minimum Wages Act, 1948.
- Q.4** Explain the various items under the Minimum Wages Act to which the rule making power of the appropriate Government extends.
- Q.5** Explain the deductions which an employer is authorized to make from the wages of a worker under the Payment of Wages Act, 1936.
- Q.6** Enumerate the power and functions of Inspector appointed under the Payment of Wages Act, 1936.
- Q.7** Explain the term 'Employee' and discuss the provisions relating to 'Fines' under the Payment of Wages Act, 1936.
- Q.8** Explain the salient features of the Payment of Bonus Act, 1965.
- Q.9** What are the eligibility limits for Payment of Bonus? When is an employee disqualified from receiving bonus under the Payment of Bonus Act, 1965?
- Q.10** Explain the concept of 'available surplus' and 'allocable surplus' under the Payment of Bonus Act, 1965.

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Subject : Legislation affecting conditions of work

Day : Friday

Date : 08/05/2015

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) Define 'Worker' under Factories Act, 1948
 - b) Child Labour Technical Advisory Committee
 - c) 'Certifying Surgeon' under Mines Act, 1952
 - d) Powers and functions of Inspector under the Plantation Labour Act, 1951
 - e) 'Cargo' under the Dock Workers Act, 1948
 - f) Welfare officer under the Factories Act, 1948
- Q.2** In order to ensure good health of workers in factory environment the occupier is supposed to take some steps in accordance with Factories Act, 1948. Comment.
- Q.3** Discuss the nature and scope of the Plantations Labour Act, 1951.
- Q.4** Enumerate briefly about the establishment and constitution of the first Advisory Committee and Dock Labour Board.
- Q.5** State the provisions of the Mines Act with regard to Health and Safety.
- Q.6** Explain the provisions relating to opening and closing hours for different establishments under the Bombay Shops and Establishment Act, 1948.
- Q.7** It is necessary for an establishment covered under the Contract Labour (Regulation and Abolition) Act, 1970 to get itself registered under the Act? State the effects of its non registration.
- Q.8** Discuss the salient features of the Employment of Children's Act, 1986.
- Q.9** Explain the powers of State Government under the Beedi and Cigar Workers (Conditions of Employment) Act, 1966.
- Q.10** Give the object and salient features of the Motor Transport Workers Act, 1988.