

Subject : Law relating to industrial relations and adjudication

Day : Monday

Date : 05/12/2011

S.D.E.



Time : 10:00 a.m. to 1:00 p.m.

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 question carry **16** marks each.

- Q.1** Write short notes on any **FOUR** of the following:
- a) 'Award' under Industrial Disputes Act, 1947
 - b) 'Strike' under Industrial Disputes Act, 1947
 - c) 'Dissolution of trade union' under Trade Union Act, 1926
 - d) 'Trade Disputes' under Trade Union Act, 1926
 - e) Objects of the MRTU and PULP Act, 1971
 - f) 'Submission' under Bombay Industrial Relation Act, 1946.
- Q.2** Define and distinguish 'Lay off' and 'Retrenchment' under the Industrial Disputes Act, 1947.
- Q.3** Mention the unfair labour practices on the part of an employer under Industrial Disputes Act, 1947.
- Q.4** What are the objects on which general funds of a trade union may be spent?
- Q.5** When can the registration of a trade union be cancelled or withdrawn? Is amalgamation of two or more trade unions possible?
- Q.6** Mention briefly the rights and liabilities of a registered Trade Unions in accordance with the Trade Union Act, 1926.
- Q.7** State the object of the Industrial Employment (Standing Orders) Act, 1946.
- Q.8** State the provisions relating to 'Recognition of Unions' under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
- Q.9** Discuss the powers and duties of labour officer under the Bombay Industrial Relation Act, 1946.
- Q.10** Critically examine the provisions relating to 'Illegal strikes and lock-outs' under the Bombay Industrial Relation Act, 1946.

Subject : Social Security Legislations

Day : Wednesday

Date : 07/12/2011

S.D.E.



Time : 10:00 a.m. to 1:00 p.m.

Max Marks : 100 Total Pages : 1

N.B:

- 1) Attempt **ANY SIX** questions out of which questions 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) 'Dependent 'under Workmen's Compensation Act 1923.
- b) Employee's liability for compensation under Workmen's Compensation Act 1923.
- c) Medical Benefit Council under ESIC Act 1948.
- d) Exempted employees under E.P.F & Misc Provisions Act 1952
- e) Forfeiture of gratuity under Payment of Gratuity Act 1972.
- f) Medical bonus under the Maternity Benefit Act 1961.

Q.2 'Accident alone does not entitle a workman to claim compensation it must arise out of and in the course & employment'. Comment.

Q.3 What so you understand by partial disablement and total disablement as defiled in the Workmen's Compensation Act 1923 ?

Q.4 What are the different types of benefits provided by the Employees State Insurance Act 1948?

Q.5 How does the Employees State Insurance Act' 1948 provide for the adjudication of dispute and claims?

Q.6 What are the provisions of the Employees Providend Funds & Misc Provisions Act' 1952 for protection of providend fund money against attachment?

Q.7 What are the circumstances in which gratuity becomes payable to an employees under the Payment of Gratuity Act 1972

Q.8 What are the maternity benefits available to women worker under the Maternity Benefit Act 1961?

Q.9 State the salient features of Bombay Lab our Welfare Fund Act'1953

Q.10 Discuss 'unpaid accumulation' under Bombay Labour Welfare Fund Act 1953.

Subject : Law of Wages and Principles of Wage Fixation

Day : Thursday
Date : 08/12/2011

S.D.E.



Time : 10:00 a.m. to 1:00 p.m.
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** of the following:
- a) 'Industrial establishment' under Payment of Wages Act
 - b) Maintenance of register and records under the Payment of Wages Act, 1948
 - c) 'Minimum Wage'
 - d) 'Employer' under minimum Wages Act, 1948
 - e) Available surplus
 - f) Admissible deductions from bonus
- Q.2 On whom does responsibility for payment of wages lie under the Payment of Wages Act, 1936? State the rules regarding fixation of wage periods.
- Q.3 State the provisions of the Payment of Wages Act, 1936 regarding deduction from wages for absence from duty.
- Q.4 'The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form at regular intervals and without any unauthorised deduction.' Explain.
- Q.5 State the provisions of the Minimum Wages Act, 1948 relating to the fixation of Minimum Rates of Wages.
- Q.6 What 'Claims' are entertained under the Minimum Wages Act, 1948 and who are authorised to adjudicate upon them?
- Q.7 What registers and records are required to be maintained under the Minimum Wages Act, 1948?
- Q.8 State the rules relating to payment of minimum bonus and maximum bonus under the Payment of Bonus Act, 1965.
- Q.9 Write a detailed note on the 'bonus formula' given in the Payment of Bonus Act, 1965.
- Q.10 Explain the salient features of the Payment of Bonus Act, 1965.

Subject : Legislation affecting conditions of work

Day : Friday

Date : 09/12/2011

S.D.E.



Time : 10:00 a.m. to 1:00 p.m.

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 question carry 16 marks.

- Q.1** Write short notes on ANY FOUR of the following:
- a) Powers of Inspector under The Factories Act, 1948
 - b) 'Principal Employer' under the Contract Labour (Regulation and Abolition)
 - c) Functions of Welfare officer under The Factories Act, 1948
 - d) Definition of Mines
 - e) Child Labour Technical Advisory Committee
 - f) 'Employer' under The Beedi and Cigar workers (Conditions of Employment) Act, 1966
- Q.2** Define the term factory and discuss the provisions of The Factories Act relating to the Approval, Licensing and Registration of Factories.
- Q.3** Is it necessary for an establishment covered by the contract labour (Regulation and Abolition) Act, 1970 to get itself registered under the Act? Explain the relevant provisions in this regard.
- Q.4** Enumerate the different types of Establishments to which the Bombay Shops and Establishment Act, 1948 applies.
- Q.5** State the provisions of The Mines Act with regard to 'Health and Safety' of the workers.
- Q.6** State briefly the provisions of the Plantation Labour Act, 1951 regarding hours of work and leave with pay.
- Q.7** What is a Dock Workers Scheme? State the purposes for which the scheme can be formulated.
- Q.8** Discuss in brief the provisions of child labour (Prohibition and Regulation) Act, 1986 regarding the following:
- a) Maintenance of register and display of notice
 - b) Hours and period of work
- Q.9** Explain with reference to Motor Transport Workers Act, 1961.
- a) Registration of Motor Transport Undertaking
 - b) Employment of Young Persons
- Q.10** Describe the procedure of issuing license to the Industrial Premises under The Beedi and Cigar Workers (Condition of Employment) Act, 1966