

Subject : Social Security Legislations

Day : Tuesday
Date : 22/05/2012



Time : 02.30 PM TO 05:30 PM.
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) 'Accident 'under The Workmen's Compensation Act' 1923
- b) Contribution & contribution period under ESIC Act 1948
- c) Protection against attachment of Provident Fund
- d) Recovery of gratuity
- e) Medical bonus under Maternity Benefit Act' 1961
- f) Unpaid accumulations under the Bombay Labour Welfare Fund Act 1953

Q.2 The Workmen's compensation Act 1923 is based upon the principle of liability without fault" Examining the validity of this statement.

Q.3 Discuss the defenses available to an employer against a claim for compensation for personal injury made by a workman under the Workman's Compensation Act' 1923

Q.4 Explain the various benefits under the Employee's State Insurance Act' 1948

Q.5 What are the conditions to be satisfied for the receipt of sickness or disablement benefit under the Employees State Insurance Act' 1948

Q.6 The Employees Provided Fund Act' 1952 is considered to be a social security law for the workers 'Comment'.

Q.7 What is gratuity? What are the events of which gratuity becomes payable under the Payment of Gratuity Act' 1972?

Q.8 Explain the concept of 'employee' and state the provisions relating to contributions under the Bombay Labor Welfare Fund.

Q.9 Write a detailed note on labor welfare fund under the Bombay Labor Welfare Fund Act' 1953

Q.10 What are the benefits available under Maternity Benefit Act and how are these paid.

Subject : Law of Wages and Principles of Wage Fixation

Day : Wednesday

Date : 23/05/2012



Time : 02.30 PM TO 05:30 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) 'Wage period' under Payment of Wages Act, 1936
 - b) Responsibility for payment of wages
 - c) Minimum wages
 - d) 'Wages in kind' under Minimum Wages Act, 1948
 - e) Time limit for payment of bonus
 - f) Allocable surplus.
- Q.2** State the object and scope of the Payment of Wages Act, 1936.
- Q.3** Discuss 'time and mode of payment of wages' under the Payment of Wages Act, 1936.
- Q.4** Can deduction be made from the wages of an employed person for absence from duty under the Payment of Wages Act, 1936 ? Explain.
- Q.5** Discuss the objectives of the Minimum Wages Act, 1948.
- Q.6** State the provisions of the Minimum Wages Act, 1948 relating to the fixation of Minimum Rates of Wages.
- Q.7** What 'Claims' are entertained under Minimum Wages Act, 1948 and who are authorized to adjudicate upon them?
- Q.8** State the rules relating to payment of minimum bonus and maximum bonus under 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 under what circumstances an employee is qualified and not qualified to receive bonus under Payment of Bonus Act, 1965.

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Subject : Legislation Affecting Conditions of Work

Day : Thursday
Date : 24/05/2012



Time : 02.30 PM TO 05:30 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 question carry 16 marks.

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- Q.1** Write short notes on ANY FOUR of the following:
- a) Powers and functions of Inspector under The Factories Act, 1948
 - b) Definition of 'Contractor' under The Contract Labour (Regulation and Abolition) Act, 1970
 - c) Employer under The Beedi and Cigar Workers (conditions of employment) Act, 1966
 - d) 'Cargo' under The Dock Workers Act, 1948
 - e) Duties of certifying Surgeon under The Mines Act, 1952
 - f) Define Establishment under The Bombay Shops and Establishment Act, 1948
- Q.2** Explain the provisions of 'Health and Welfare' of the workers under The Factories Act, 1948
- Q.3** Explain the composition and functions of the Advisory Board Constituted under The Contract Labour (Regulation and Abolition) Act, 1970
- Q.4** What is Dock Workers Scheme? What are the purposes for which the schemes can be formulated under The Dock Workers Act, 1948?
- Q.5** Discuss in brief the provisions of Child Labour (Prohibition and Regulation) Act, 1986 regarding:
- a) Child Labour Technical Advisory Committee
 - b) Hours and period of work
- Q.6** What are the functions and powers of Chief Inspector and Inspector under The Mines Act?
- Q.7** Discuss the provisions of Motor Transport Workers Act, 1961 relating to 'Welfare and Health; of workers.
- Q.8** Discuss the important provisions of the Beedi and Cigar Workers (Conditions of employment) Act, 1966.
- Q.9** Describe the procedure of registration of shops and commercial establishment under the Bombay Shops and Establishment Act, 1948.
- Q.10** State the provisions of the Plantations Labour Act, 1951 regarding hours of work and leave with pay.

Subject : Law relating to Industrial Relations and Adjudication

Day : Monday

Date : 21/05/2012



Time : 02.30 PM TO 05:30 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) Industrial dispute
 - b) Retrenchment
 - c) 'Trade union' under Trade Unions Act, 1926
 - d) Cancellation of registration of trade union
 - e) Primary union
 - f) Payment of subsistence allowance
- Q.2** State the objects and scope of the Industrial Disputes Act, 1947.
- Q.3** Define and distinguish Lock- Out and lay- off under the Industrial Disputes Act, 1947.
- Q.4** Briefly discuss the provisions relating to registration of trade union under the Trade Unions Act, 1926.
- Q.5** When and for what purposes may a registered trade union create a political fund?
- Q.6** When does a lock out become illegal under the Bombay Industrial Relations Act, 1946?
- Q.7** Explain the procedure for certification of standing orders framed by an Industrial establishment under the Industrial Employment. (Standing Orders Act, 1946)
- Q.8** "Certified Standing orders constitute statutory conditions of employment"
Comment.
- Q.9** State the provisions relating to 'Recognition of unions' under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
- Q.10** What are the circumstances under which a 'closure' becomes illegal under B. I. R. Act, 1946?

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