

**Subject : Legislation Affecting Conditions of Work**

Day : Tuesday  
Date : 23/05/2017



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 remaining questions carry **16** marks.

- Q.1** Write short notes on **ANY FOUR** of the following:
- a) Employment of young persons under Factories Act, 1948
  - b) Application of Bombay Shops and Establishments Act, 1948
  - c) Duties of certifying surgeons under Mines Act, 1952
  - d) Welfare facilities under plantations Labour Act, 1951
  - e) Dock worker scheme
  - f) Penalties and procedures under the Contract Labour (Regulation and Abolition) Act, 1970
- Q.2** Define Factory. Discuss the provisions relating to Health and Welfare under Factories Act, 1948.
- Q.3** State briefly the provisions of the Plantations Labour Act, 1951 regarding hours of work and leave with pay.
- Q.4** Describe the powers of Inspector under the 'Dock Workers (Regulations of Employment) Act, 1948.
- Q.5** What are the weekly and daily hours of which an adult worker may be required to work in mine under the Mines Act, 1952?
- Q.6** Explain the procedure for obtaining prospective licences and mining leases in respect of land under the Mines and Minerals (Regulations and Development) Act, 1957.
- Q.7** Examine the provisions regarding registration of establishment under the Bombay Shops and Establishment Act, 1948.
- Q.8** Describe the object, scope and application of the Contract Labour (Regulation and Abolition) Act, 1970.
- Q.9** State and explain the provisions relating to 'regulation of conditions of work of children' under the Child Labour (Prohibition and Regulation) Act, 1986.
- Q.10** Define 'Motor Transport Worker' and explain the provisions regarding registration of motor transport undertakings under the Motor Transport Workers Act, 1988.

**Subject : Law of Wages and Principles of Wage Fixation**

Day : Monday

Date : 22/05/2017



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.

**Q.1** Write short notes on **ANY FOUR** of the following:

- a) Living wages
- b) 'Contracting Out' under the Minimum Wages Act, 1948
- c) 'Wages' under the Payment of Wages Act, 1936
- d) 'Wage Period' under the Payment of Wages Act, 1936
- e) Minimum and Maximum Bonus
- f) Time limit for payment of bonus

**Q.2** State the provisions of the Minimum Wages Act, 1948 relating to the fixation of minimum rates of wages.

**Q.3** What 'Claims' are entertained under the Minimum Wages Act, 1948 and who are authorized to adjudicate upon them?

**Q.4** Explain the offences and penalties under the Minimum Wages Act, 1948.

**Q.5** Who is responsible for payment of wages under the Payment of Wages Act, 1936?

**Q.6** "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at regular intervals and without unauthorized deductions". Explain.

**Q.7** Discuss the obligations of Employer under the Payment of wages Act, 1936.

**Q.8** What are the duties of an employer under the Equal Remuneration Act, 1976?

**Q.9** Explain the concept of 'available surplus' and 'allocable surplus' under the Payment of Bonus Act, 1965.

**Q.10** 'Bonus is a dynamic concept'. Discuss.

**Subject : Law of Wages and Principles of Wage Fixation**

Day : Monday

Date : 22/05/2017



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**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) Powers of Inspector under Payment of Bonus Act, 1965
- b) Minimum Bonus
- c) Set on and set off
- d) Living Wages
- e) Powers of Inspector under Payment of Wages Act, 1936
- f) Penalties under Minimum Wages Act

**Q. 2** Explain the provisions of payment of Wages Act, 1936 relating to time of payment of wages and responsibility.

**Q. 3** State the offences under the Payment of Wages Act, 1936 and what is the penalty prescribed for them? Describe the procedure to be followed in the trial of such offences.

**Q. 4** "The wages of an employed person shall be paid to him without deductions of any kind except those authorized by or under the Payment of Wages Act, 1936". Comment.

**Q. 5** Examine the provisions relating to fixing and revising minimum rates of wages under the Minimum wages Act, 1948.

**Q. 6** Critically examine the provisions relating to 'Claims' under the Minimum Wages Act, 1948.

**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** Explain the scope and object of Payment of Bonus Act, 1965. Whether an employer is liable to pay bonus even if he does not earn profit?

**Q. 10** Explain the provisions relating to the disputes between employees and employers for recovery of bonus under the Payment of Bonus Act, 1965.



**Subject : Social Security Legislation**

Day : Saturday

Date : 20/05/2017

**35142**

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 remaining questions carry **16** marks.

- Q.1** Write short notes on **ANY FOUR** of the following:
- a) Nomination under The Payment of Gratuity Act 1972
  - b) Notional extensions of employer's premises
  - c) Sickness and maternity benefits under Employees State Insurance Act, 1948
  - d) Unpaid accumulations under Bombay Labour Welfare Fund Act, 1953
  - e) Functions of Employees State Insurance Corporation
  - f) Occupational diseases
- Q.2** Examine the provisions relating to "Powers and Functions of Commissioner" under The Employees Compensation Act, 2010.
- Q.3** Critically examine the scope of the expression 'Accident arising out of and in the course of employment' with regard to employer's liability to pay compensation to his employee under Employee's Compensation Act, 2010 with the help of case laws.
- Q.4** Describe the provisions relating to the constitution of Employee's State Insurance Courts and matters to be decided by such Courts under Employee's State Insurance Act, 1948.
- Q.5** State and explain the provisions relating to 'Adjudication of Disputes and Claims' under the Employee's State Insurance Act, 1952.
- Q.6** Explain the provisions relating to 'Employee's Pension Scheme' and 'Employee's Deposit linked Insurance Scheme' under the Employee's Provident Fund and Miscellaneous Provisions Act, 1952.
- Q.7** State and explain the purpose for which Welfare Fund is collected and utilized under Bombay Labour Welfare Fund Act, 1953.
- Q.8** "Gratuity is paid not for the long and continuous period of service but for the long continuous and meritorious service rendered by Employee". Describe the above statement in the light of various provisions of Payment of Gratuity Act, 1972.
- Q.9** Define 'Wages'. State the provisions relating to right to payment of Maternity Benefit under the Maternity Benefit Act, 1961.
- Q.10** State the provisions relating to contributions and mode of recovery of money due from the employer under the Employee's Provident Fund and Miscellaneous Provisions Act, 1952.

**Subject : Social Security Legislations**

Day : Saturday

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- 1) Attempt **ANY SIX** questions in all including **Q.No.1** is **COMPULSORY**.
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**Q.1** Write short notes on **ANY FOUR** of the following:

- a) Wages under Maternity Benefit Act 1961
- b) Employee State Insurance Corporation
- c) Unpaid Accumulation
- d) Continuous Service under Payment of Gratuity Act 1972.
- e) Occupational disease
- f) "Basic Wages" under Employee's Provident Fund and Miscellaneous Provisions Act 1952

**Q.2** Examine the provision relating to "Adjudication of disputes and claims" under Employee's State Insurance Act, 1948.

**Q.3** What is the penalty for avoiding any payment to be made by an employer under Employee Provident Fund and Miscellaneous Provision Act, 1952?

**Q.4** Explain the various types of disablement mentioned under Workmen's Compensation Act, 1923 and how the compensation is distributed by the Commissioner?

**Q.5** Elaborate the provisions relating to power of Provident Fund Commissioner under Employee's Provident Fund and Miscellaneous Provision Act, 1952.

**Q.6** "The liability of an employer to pay compensation is limited and is subject to the provision of Workmen's Compensation Act, 1923". Evaluate the above statement with the help of important provisions of the Act.

**Q.7** What are the conditions for payment of maternity benefits under Maternity Benefit Act, 1961? When it can be forfeited?

**Q.8** Define Employee. State the provisions relating to contributions under Bombay Labour Welfare Fund Act, 1953.

**Q.9** Describe briefly the scope and nature of benefits available to the employee under the Employee's State Insurance Act, 1948.

**Q.10** Discuss the provision relating to payment of gratuity and determination of amount of gratuity under the Payment of Gratuity Act 1972.



**Subject : Law Relating to Industrial Relations and Adjudication**

Day : Friday

Date : 19/05/2017



**35141**

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.

**Q.1** Write short notes on **ANY FOUR** of the following:

- a) Lay off
- b) Industry under the Industrial Disputes Act, 1947
- c) Definition of Trade Disputes under Trade Union Act, 1926
- d) Collective bargaining
- e) Conciliation and arbitration under Industrial Disputes Act, 1947
- f) Penalties and procedure under Trade Union Act, 1926

**Q.2** What are various authorities under the Industrial Disputes Act, 1947 which help to settle industrial Dispute?

**Q.3** Explain the provisions relating to prohibitions of strikes and lock-outs under Industrial Disputes Act, 1947.

**Q.4** Examine the rights and liabilities of Registered Trade Unions under the Trade Unions Act, 1926.

**Q.5** Define the term Trade Union and discuss the provisions relating to registration of Trade Unions under the Trade Union Act, 1926.

**Q.6** Discuss the provisions relating to the registration of Trade Unions under the Bombay Industrial Relations Act, 1946.

**Q.7** Elaborate the power and duties of Labour Officer under the 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 Order) Act, 1946?

**Q.9** Discuss the powers and duties of certifying officer under the Industrial Employment (Standing Order) Act, 1946.

**Q.10** Explain the salient features of 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**

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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) Difference between lock-out and lay-off
  - b) Definition of Industry
  - c) Unfair labour practices
  - d) Powers and duties of labour officers under the Industrial Disputes Act, 1946
  - e) Political fund of registered trade union
  - f) Penalties provided for contempt of labour courts
- Q. 2** Discuss the provisions relating to prohibition of strike and lock-out under the Industrial Dispute Act, 1947.
- Q. 3** Elucidate the various Provisions relating to awards and settlements as contained in Industrial Disputes Act.
- Q. 4** Under the Trade Unions Act, 1926 when can the registration of trade union be cancelled or withdraw? Is amalgamation of two or more trade unions possible?
- Q. 5** Discuss in detail the main rights and liabilities of Registered Trade Unions in accordance with the Trade Unions Act, 1926.
- Q. 6** Explain the provisions relating to the registration of Trade Unions under the Bombay Industrial Relations Act, 1946.
- Q. 7** State the constitution of joint committees under the Bombay Industrial Relations Act, 1946 and their functions.
- Q. 8** Explain the procedure for modification of standing orders under the Industrial Employment (Standing Orders) Act, 1946.
- Q. 9** Elaborate the authorities constituted under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 and state their duties and powers.
- Q. 10** Define unfair labour practices and enumerate the various unfair labour practices on the part of employers under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.