

**T API: APRIL / MAY 2009**  
**SUBJECT: PAPER-I:**  
**LAW RELATING TO INDUSTRIAL RELATIONS & ADJUDICATION**

Day :Monday

Time: Q.'30 r.M, Te> 5-30 **P.M.**

Date : 01/06/2009

Marks: 100.

**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) Continuous service
- b) Award
- c) Trade dispute
- d) Payment of subsistence allowance e)
- Unfair labour practices
- t) Qualified union

**Q.2** Discuss the provisions relating to 'Lay-off under the Industrial Disputes Act, 1947.

**Q.3** Examine the powers and duties of labour courts under the Industrial Disputes Act, 1947.

**Q.4** Distinguish between a 'general fund' and a 'political fund' of a registered trade union.

**Q.5** Examine the rights and liabilities of Registered Trade Unions under the Trade Unions Act, 1926.

**Q.6** Discuss the procedure for the modification of standing orders under the Industrial Employment (Standing order) Act, 1946.

**Q.7** State the authorities constituted under the M.R. T.P and P. U .L.P Act, 1971 and their duties and powers.

**Q.8** Discuss the features of M.R.T.P and P.U.L.P Act, 1947.

**Q.9** What is an approved union? What conditions should it fulfill to be considered so?

**Q.10** Discuss the provisions relating to the registration of Trade Union under the Bombay Industrial Relations Act, 1946.

T API: APRIL / MAY 2009  
SUBJECT: PAPER-IV  
LEGISLATIONS AFFECTING CONDITIONS OF WORK

Day : Thursday  
Date : 04/06/2009  
N.B.:

Time: Q. 30 RM . To S'30 P: fYJ  
Max. Marks: 100.

- 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) Manufacturing Process under the Factories Act, 1948
  - b) Powers and Functions of Inspectors under the Plantations Labour Act, 1951
  - c) Contractor under the Contract Labour (Regulation and Abolition) Act, 1970
  - d) Stage carriage under the Motor Vehicles Act, 1988
  - e) 'Employer' under the Beedi and Cigar Worker's (conditions of employment) Act, 1966
- 1) 'Children' under the employment of Children Act, 1986

Q.2 Welfare of the workers has been made a statutory duty of the employer under the Factories Act, 1948. Discuss with the help of relevant provisions of the Act.

Q.3 Discuss the restrictions under the Factories Act, 1948 or the employment of women and Young Person.

Q.4 Discuss the nature and scope of the Plantations Labour Act, 1951.

Q.5 Enumerate briefly about the establishment and constitution of the First-Advisory committee and Dock Labour Board.

Q.6 Discuss the different provisions of the Mines Act for the welfare of the worker in a mine.

Q.7 Critically evaluate the different provisions of the Bombay Shops and Establishment Act, 1948.

Q.8 In what type of process, operation or other work in an establishment may the government prohibit the employment of contract labour?

Q.9 Discuss the salient features of the Motor Vehicles Act, 1988.

Q.10 Evaluate the various reasonable facilities provided by the employer to his employee under the Beedi and Cigar Workers (condition of employment) Act, 1966.

Day: Tuesday  
Date: 02/06/200.9

Time: 2.3af.M. TD 5,30 P.M.  
Max. Marks: 100

N.R.:

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

Q.1 Write notes on any FOUR.

- a) Fatal accident under the Workmen's Compensation Act 1923
- b) Basic Wages under the Employees' Provident Fund Act 1952 Employee's
- c) Insurance Court the Employees' State Insurance Act 1948 Establishment
- d) under the Maternity Benefit Act 1961
- e) 'Unpaid' Accumulations under the Bombay Labour Welfare Act 1953
- t) Family under the 'Pa1tJ1eht pI Gratuity Act 1972

Q.2 Discuss the nature and extent of the liability of the employer to pay compensation to his workmen in the case of accidental injury in the light of the provisions of section 30fthe Workmen's Compensation Act 1923.

Q.3 . Enumerate the powers of the 'commissioili:iS Ulider the\Workmen's Compensation Act 1923.

Q.4 What is the penalty for avoiding any payment to be made by an employer under the Employees' Provident Fund Act 1952?

Q.5 How can the 'Employees State Insurance fund' be created? What are the purposes for which the Employees' State Insurance Fund may be expended?

Q.6 Discuss the various benefitslinder the Employees' State Insurance Act 1948.

Q.7 The Employees' Provident Fund Act 1952 is considered to be a social security Legislation for worker. Discuss the benefits provided under the Act.

Q.8 Evaluate theconditiums for payment of maternity benefits under the. Maternity Benefit Act 1961.

Q.9 Discuss the concept of 'employee' and state the provisions relating to contributions under Bombay Labour Welfare Act 1953.

Q.I0 What is the rate of gratuity payable to an employee under the payment of Gratuity Act 1972? What is the maximum gratuity payable under the Act? When does the employee forfeit it?

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Day: **Wednesday**

Date: **03/06/2009**

Time: 2-30 P.M. to 5.30 P.M. (YJ)

Max. Marks: 100

N.B.:

- 1) Attempt ANY SIX questions of which questions NO.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

- a) Time limit for payment of bonus
- b) Fair wages
- c) Deductions for absent from duty
- d) Employee according to Minimum Wages Act, 1948
- e) Allocable Surplus
- f) Wages in kind

Q.2 Define "Wages" and "Industrial Establishment" under the Payment of Wages Act, 1936.

Q.3 Discuss the powers and jurisdiction of the authority under the Payment of Wages Act, 1936.

Q.4 Enumerate the authorized deductions from the wages of an employed person under the Payment of Wages Act, 1936.

Q.5 Examine the important features of Minimum Wages Act, 1948.

Q.6 Give the procedure for fixing and revising minimum wages under the Minimum Wages Act, 1948.

Q.7 What 'claims' are entertained under the Minimum Wages Act and who are authorized to adjudicate upon them?

Q.8 State the rules relating to payment of minimum bonus and maximum bonus under the Payment of Bonus Act, 1965

Q.9 Who is entitled to receive bonus and explain under what circumstances an employee is disqualified to receive bonus.

Q.10 Write a detailed note on the 'bonus formula' given in the Payment of Bonus Act, 1965.