

Subject : Law relating to Industrial Relations and Adjudication

Day : Monday

Date : 17/11/2014



Time : 02.30 PM TO 05.30 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) Definition of Industry
 - b) Certification of standing orders
 - c) Amalgamation of Trade Unions
 - d) Labour welfare officer
 - e) Unfair Labour Practices under Maharashtra Recognition of Trade Union and Unfair labour practice Act, 1971
 - f) Retrenchment
- Q.2** Define the term 'Strike' and discuss the provisions relating to general prohibition of strike and lock out under the Industrial Dispute Act, 1947.
- Q.3** Explain the procedure for the Registration of Trade Unions under the Trade Unions Act, 1926.
- Q.4** Examine the conditions under which an Union can be entered in the approved list under the Bombay Industrial Relations, Act, 1946. State the rights that are available to the officers of the approved Unions.
- Q.5** "Collective Bargaining is the modern measures to solve the Industrial Disputes". Do you agree? Discuss.
- Q.6** Define 'standing orders'. State the provisions relating to Interpretation and Enforcement of stating orders under the Industrial Employment (Standing Orders) Act, 1946.
- Q.7** Describe briefly the Authorities provided for Adjudication of Industrial dispute under the Industrial Dispute Act, 1947.
- Q.8** Explain the object and scope of the industrial Employment (standing orders) Act, 1946.
- Q.9** State the constitution of Joint Committees under the Bombay Industrial Relations Act, 1946 and their functions.
- Q.10** Explain with reference to Maharashtra recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.
- a) Powers of Industrial Court
 - b) Rights of Recognized Union

Subject : Social Security Legislations

Day : Tuesday
Date : 18/11/2014



Time : 02.30 PM TO 05.30 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) Fatal accidents under the Workmen's Compensation Act, 1923
 - b) Contribution and contribution period under ESIC Act, 1948
 - c) Family Pension Fund Scheme
 - d) Continuous service under Act, 1953 of the Gratuity Act, 1972
 - e) Unpaid accumulations under Bombay Welfare Fund Act, 1953
 - f) Medical bonus under Maternity Benefit Act, 1961
- Q.2** How is the amount of compensation payable to an injured workman calculated under the Workmen's Compensation Act, 1923?
- Q.3** Discuss the defenses available to an employer against a claim for compensation for personal injury made by workmen under Workmen's Compensation Act, 1923.
- Q.4** 'The Employees Provident Fund Act, 1952 is considered to be a social security law for the workers'. Comment.
- Q.5** State the general provisions of the corporation, standing committee and Medical Benefit Councils under the Employees State Insurance Act, 1948.
- Q.6** What is Employees State Insurance Fund? What are the purposes for which the fund may be expended?
- Q.7** Evaluate the conditions for payment of maternity benefits under the Maternity Benefit Act, 1961.
- Q.8** State the salient features of Bombay Labour Welfare Fund Act, 1953.
- Q.9** Explain the concept of 'employee' and state the provisions relating to contribution under the Bombay Labour Welfare Fund.
- Q.10** Elaborate the concept of maximum gratuity payable to an employee under the Payment of Gratuity Act, 1972. When does the employee forfeit it?

SUBJECT : LAW OF WAGES AND PRINCIPLES OF WAGE FIXATION

Day : **Wednesday**
Date : **19-11-2014**

Time : **2:30 P.M. TO 5:30 P.M.**
Max. 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** of the following:
- a) Eligibility for Bonus
 - b) Set on and Set-off
 - c) Object of Payment of Wages Act, 1936
 - d) Living Wages
 - e) Allocable surplus under Payment of Bonus Act, 1965
 - f) Offences and Penalties under Minimum Wages Act, 1948
- Q.2** What is meant by 'Minimum Wages'? Who is authorised to fix Minimum Wages and in what manner?
- Q.3** Write down the power and functions of Inspector appointed under payment of Wages Act, 1936.
- Q.4** What are the rules for determination and distribution of Bonus? How Bonus be recovered by the Employees?
- Q.5** Discuss the provisions relating to duties of Employer under Payment of Wages Act, 1936.
- Q.6** State the rules relating to payment of minimum bonus and maximum bonus under the Payment of Bonus Act, 1965.
- Q.7** Enumerate the authorised deductions from the Wages of Employed person under the Payment of Wages Act, 1936.
- Q.8** What remedy is available to a worker has been paid less than minimum rate of Wages.
- Q.9** 'Bonus is dynamic concept' Comment.
- Q.10** Discuss the provisions of Minimum Wages Act, 1948 relating to Payment of -
- a) Wages of workers who work for less than normal working hours.
 - b) Wage of two or more classes of work.

Subject : Legislation Affecting Conditions of Work

Day : Thursday

Date : 20/11/2014



Time : 02.30 PM TO 05.30 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) Powers of Inspector under the Factories Act, 1948
 - b) Penalties under the Plantation Labour Act, 1951
 - c) 'Owner' under the Mines Act, 1952
 - d) Child Labour Technical Advisory Committees
 - e) Manufacturing process under Factories Act, 1948
 - f) 'Cargo' under the Dock Workers Act, 1948
- Q.2** "The keystone of the Factories Act is safety first and safety last". Comment.
- Q.3** List the Health Facilities required by the Plantations Labour Act, 1951.
- Q.4** State briefly about the constitution of the Advisory committee and Dock Labour Board their functions under the Dock Workers (Regulation of Employment) Act, 1948
- Q.5** Evaluate the salient features of Mines Act, 1952.
- Q.6** Describe the procedure of registration of shops and commercial establishment under the Bombay Shops and Establishment Act, 1948.
- Q.7** Explain the provisions of the Contract Labour (Regulation and Abolition) Act, 1970 relating to Welfare and Health of Contract Labour.
- Q.8** 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.9** Discuss the important provisions of the Beedi and Cigar workers (Conditions of Employment) Act, 1966.
- Q.10** State the object, scope and application of the Motor Transport Workers Act, 1988.