

Subject : Legislation Affecting Conditions of Work

Day : Thursday

Date : 24/11/2016



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 carry **16** marks.

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

- a) Powers and functions of Inspector under the Factories Act, 1948
- b) Registration of Plantation
- c) Licenses under the Beedi and Cigar workers (Condition of Employment) Act, 1966.
- d) Definition of Mine under the Mines Act, 1952
- e) Manufacturing process under Factories Act, 1948
- f) 'Children' under the Employment of Children Act, 1986

Q.2 Discuss the provisions relating to safety under the Factories Act, 1948**Q.3** Explain the provisions of Plantations Labour Act, 1951 regarding hours of work and leave with pay.**Q.4** State the powers of Inspector under the Dock workers (Regulation of Employment) Act, 1948**Q.5** State briefly the different provisions of the Mines Act for the welfare of the worker in mine.**Q.6** Describe the important provisions of the Beedi and Cigar workers (Conditions of Employment) Act, 1966.**Q.7** "There is a prohibition of employment of children in certain occupations and processes under the child Labour (Prohibition and Regulation) Act, 1986". State the occupations and processes.**Q.8** Examine the provisions of the Motor Transport Workers Act, 1961 relating to Welfare and Health.**Q.9** Discuss the procedure for registration of an establishment, Employing Contract Labour and state the effect of non-registration.**Q.10** Explain the important feature of the Bombay Shops and Establishment Act, 1948.

Subject : Law of Wages and Principles of Wage Fixation

Day : Wednesday

Date : 23/11/2016



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** 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) Wages under the Payment of Wages Act, 1936
 - b) 'Fines' under the Payment of Wages Act, 1936
 - c) Wages in kind under the Minimum Wages Act, 1948
 - d) Objects of Minimum Wages Act, 1948
 - e) Disqualification for bonus under the Payment of Bonus Act, 1965
 - f) Minimum bonus under the Payment of Bonus Act, 1965
- Q. 2** What are the deductions from wages, which have been authorized by the Payment of Wages Act, 1936?
- Q. 3** Discuss 'Time of Payment of Wages' and responsibilities of payment of wages under the Payment of Wages Act, 1936.
- Q. 4** Explain the powers and functions of Inspectors appointed under the Payment of Wages Act, 1936.
- Q. 5** What is meant by 'Minimum Wages'? Who is authorized to fix minimum wages and in what manner?
- Q. 6** What are the checks against evasion of payment of minimum wages to the employee in the scheduled employment in which minimum rates of wages have been fixed by the employer?
- Q. 7** What registers and records are required to be maintained under the Minimum Wages Act, 1948?
- Q. 8** Write a detailed note on the 'bonus formula' given in the Payment of Bonus Act, 1965.
- Q. 9** Explain whether an employer is liable to pay bonus even if he does not earn profits? What are admissible deductions from bonus under the Payment of Bonus Act, 1965?
- Q. 10** Explain the object and salient features of the Payment of Bonus Act, 1965.

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Subject : Social Security Legislations

Day : Tuesday

Date : 22/11/2016



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** 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) Medical bonus under Maternity Benefit Act, 1961
 - b) Inspector under Payment of Gratuity Act 1972
 - c) Principal employer under Employee's State Insurance Act, 1948
 - d) Labour Welfare Board under Bombay Labour Welfare Fund Act, 1952
 - e) Occupational disease
 - f) Dependent under Workmen Compensation Act, 1923
- Q.2** Enumerate the role, functions, powers and duties of a Commissioner appointed under the Workmen's Compensation Act and explain the concept of National Extension of employment with the help of relevant case laws.
- Q.3** "The Workmen's Compensation Act, 1923 is based upon the principle of liability without fault". Critically examine the validity of the above statement.
- Q.4** Elaborate the Provident Fund Scheme provided under the Employee's Provident Funds and Miscellaneous Provisions Act, 1952 with the help of important provisions of this Act.
- Q.5** Discuss the various benefits and the conditions under which these benefits are available to employees under the Employee's State Insurance Act, 1948.
- Q.6** What are the leaves to which a woman is entitled in case of miscarriage or illness arising out of pregnancy with reference to Maternity Benefit Act 1961?
- Q.7** Explain in detail the concept of "Unpaid Accumulations" under Bombay Labour Welfare Fund Act, 1953.
- Q.8** What is gratuity? What are the events on which gratuity becomes payable under the Payment of Gratuity Act, 1972? Can gratuity be forfeited?
- Q.9** Explain the conditions for payment of Maternity Benefits under the Maternity Benefit Act, 1961 and when is the benefit forfeited with the help of appropriate provisions of the Act.
- Q.10** Discuss the provisions relating to contributions to the Insurance Fund and state the circumstances under which the employer is not entitled to recover benefits under the Employee's State Insurance Act 1948.

Subject : Law Relating to Industrial Relations and Adjudication

Day : Monday

Date : 21/11/2016



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) Award under Industrial Disputes Act, 1947
 - b) Powers of conciliation officer under Industrial Disputes Act, 1947
 - c) Notice of change under Industrial Disputes Act, 1947
 - d) Lay Off
 - e) Illegal strike under Bombay Industrial Relation Act, 1946
 - f) Approved union under Bombay Industrial Relation Act, 1946
- Q. 2** What is the object and scope of the Industrial Disputes Act, 1947?
- Q. 3** Define Strike. When is a strike illegal under the Industrial Dispute Act, 1947?
- Q. 4** Explain the provisions relating to 'Registration of Trade Unions' under the Trade Union Act, 1926.
- Q. 5** Discuss the Provisions of Trade Union Act, 1926, relating to :
- a) Procedure for dissolution of Trade Union
 - b) Submission of returns
- Q. 6** What penalties can be imposed under Bombay Industrial Relation Act, 1946?
- Q. 7** State the constitution of joint committees under the Bombay Industrial Relation Act, 1946.
- Q. 8** What is the purpose of standing order under the Industrial Employment (Standing Orders) Act, 1946 and list the topics which must be covered in the standing order?
- Q. 9** Write a note on the following under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971
- a) Strike
 - b) Lock - out
- Q. 10** State the provisions relating to recognition of union under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971