

Subject : Legislation Affecting Conditions of Work

Day : Thursday

Date : 21/11/2013



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) Leave with pay under Bombay Shop and Establishment Act, 1948
- b) Penalties under the Plantations Labour Act, 1948
- c) Certifying Surgeons under Mines Act, 1952
- d) Principal employer under the Contract Labour (Regulation and Abolition) Act, 1970
- e) Child under the Bombay Shop and Establishment Act, 1948
- f) Overtime under the Factories Act, 1948

Q.2 Discuss the provisions relating to safety under the Factories Act, 1948.

Q.3 Critically evaluate the health and welfare facilities required by the Plantations Labour Act, 1951.

Q.4 Discuss the powers and functions of Inspectors under the Dock Workers (Regulation of Employment) Act, 1948.

Q.5 Critically evaluate the different provisions of the Mines Act, 1952 for the welfare of the worker in a mine.

Q.6 Which establishments are required to be registered under the Contract Labour (Regulation and Abolition) Act, 1970? When may registration be revoked?

Q.7 Discuss the procedure for registration of establishment under the Bombay Shop and Establishment Act, 1948.

Q.8 Critically evaluate the provisions of The Child Labour (Prohibition and Regulation) Act, 1986.

Q.9 What is the procedure for getting a motor transport undertaking registered under the Motor Transport Workers Act 1961?

Q.10 Discuss the salient feature of the Beedi and Cigar Workers (Condition of Employment) Act, 1966.

Subject : Social Security Legislations

Day : Tuesday
Date : 19/11/2013



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) 'Dependent' under Workmen's Compensation Act, 1923
 - b) Protection against attachment under Provident Fund Act, 1952
 - c) Eligibility for Payment of Gratuity
 - d) Seasonal factory under the Employees State Insurance Act, 1948
 - e) Powers and duties of Inspector under Maternity Benefit Act, 1961
 - f) Employee under the Bombay Labour Welfare Fund Act, 1953
- Q.2** Explain the powers and functions of the 'Commissioners' under the Workmen's Compensation Act, 1923.
- Q.3** What do you understand by partial disablement and total disablement as defined under the Workmen's Compensation Act, 1923?
- Q.4** State the rules as to employers and employees contribution as provided in the Employees State Insurance Act, 1948.
- Q.5** Explain the various benefits available under Employee's State Insurance Act, 1948.
- Q.6** The Employees Provident Fund Act, 1952 is considered to be social security legislation for the workers. What are the benefits provided under the Act?
- Q.7** Discuss the various benefits available under the Maternity Benefit Act, 1961.
- Q.8** Explain the powers of State Government under Bombay Labour Welfare Fund Act, 1953.
- Q.9** What is Gratuity? What is the rate of gratuity payable to an employee under the Payment of gratuity Act, 1972?
- Q.10** Explain and illustrate the principle of National extension of employer's liability under the Workmen's Compensation Act, 1923.

Subject : Social Security Legislations

Day : Tuesday

Date : 19/11/2013

S.D.E.



Time : 10.00 AM TO 01.00 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) Total disablement
 - b) Contribution and contribution period under ESIC Act, 1948
 - c) Medical bonus under the Maternity Benefit Act, 1961
 - d) Forfeiture of gratuity under Payment of Gratuity Act, 1972
 - e) Unpaid accumulations under Bombay Welfare Fund Act, 1953
 - f) Protection against attachment under Provident Fund Act, 1952
- Q.2** What is employer's liability for compensation under Workmen's Compensation Act, 1923?
- Q.3** Explain the powers and functions of the 'Commissioners' under the Workmen's Compensation Act, 1923.
- Q.4** State the general provisions of the corporation standing committee and medical benefit councils under the Employees State Insurance Act, 1948.
- Q.5** Evaluate the scope and nature of the benefits available to the employees under the Employee's State Insurance Act, 1948.
- Q.6** What are the provisions of Employees Provident Fund Act, 1952 by which the appropriate Government may recover damages from the defaulting employer?
- Q.7** Discuss the important provisions of the Employee's Provident Fund Act, 1952.
- Q.8** Discuss the concept of 'employee' and state the provisions relating to contribution under Bombay Labour Welfare Act, 1953.
- Q.9** What are rules as to determination and recovery of the amount of gratuity under the Payment of Gratuity Act, 1972?
- Q.10** Discuss the salient features of Maternity Benefit Act, 1961.

Subject : Legislation affecting conditions of work

Day : Thursday

Date : 21/11/2013

S.D.E.



Time : 10.00 AM TO 01.00 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 Factories Act, 1948
 - b) Worker under the Plantations Labour Act, 1951
 - c) District Magistrate under Mines Act, 1952
 - d) Closing hours of shops under Bombay Shop and Establishment Act, 1948
 - e) Licenses under the Beedi and Cigar Workers (Condition of Employment) Act, 1966
 - f) Child Labour Technical Advisory Committee under Child Labour (Prohibition and Regulation) Act, 1986
- Q.2** Welfare of the workers has been made a statutory duty of the employer under the Factories Act, 1948. Explain with the help of relevant provisions of the Act.
- Q.3** Explain the provisions of Plantations Labour Act, 1951 regarding hours of work and leave with pay.
- Q.4** Discuss briefly the establishment, constitution and functions of Advisory committee and Dock Labour Board under the Dock Worker (Regulation of Employment) Act, 1948.
- Q.5** Elucidate the rules relating to hours and limitations of employment under the Mines Act, 1952.
- Q.6** In what type of process, operation or other work in an establishment may the government prohibit the employment of contract labour under the Contract Labour (Regulation and Abolition) Act, 1970?
- Q.7** Explain the offences and penalties under the Bombay Shop and Establishment Act, 1948.
- Q.8** Discuss in brief the provisions of Child Labour (Prohibition and Regulation) Act, 1986 regarding the following:
- a) Weekly holidays
 - b) Hours and period of work
 - c) Maintenance of registers and display of notice
- Q.9** What are the provisions of the Motor Transport Act, 1961 about the annual bank and wages for overtime work to motor transport workers?
- Q.10** Critically evaluate the salient features of Beedi and Cigar Workers (Condition of Employment) Act, 1966.

Subject : Law of Wages and Principles of Wage Fixation

Day : Wednesday

Date : 20/11/2013



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** carry **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) 'Employer' under the Minimum Wages Act, 1948
 - b) Powers of Inspector under the Payment of Wages Act, 1936
 - c) Available surplus under the Bonus Act, 1965
 - d) 'Employer' under the Payment of Wages Act, 1936
 - e) Living wages
 - f) 'Contracting out' under the Minimum Wages Act, 1948
- Q.2** Discuss the provisions of Minimum Wages Act, 1948 relating to the payment of
- a) Wages of worker who works for less than normal working hour
 - b) Wages of two or more classes of work
- Q.3** What registers and records are required to be maintained under the Minimum Wages Act, 1948?
- Q.4** Critically examine the provisions relating to 'Claims' under the Minimum Wages Act, 1948.
- Q.5** What is meant by 'Minimum Wages'? State the components of minimum wages in the context of the Minimum Wages Act, 1948.
- Q.6** Define 'Wages' and 'Industrial Establishment' under the Payment of Wages Act, 1936.
- Q.7** Discuss the object and purpose of the Payment of Wages Act, 1936. Enumerate the various deductions under this Act.
- Q.8** Explain the employer's obligation to pay Minimum Bonus. What is meant by Maximum Bonus?
- Q.9** Explain the object and features of the Payment of Bonus Act, 1965.
- Q.10** Explain the principle of set-on and set-off of allocable surplus under the Payment of Bonus Act, 1965.

Subject : Law Relating to Industrial Relations and Adjudication

Day : Monday

Date : 18/11/2013



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
 - b) Industrial Dispute
 - c) Amalgamation of Trade Union
 - d) Retrenchment
 - e) Primary Union
 - f) Lay-off
- Q.2** State and explain the machinery established for settlement of dispute under the Industrial Disputes Act, 1947.
- Q.3** Define the term 'Strike' and state the provisions relating to prohibition of strikes and lock-outs under the Industrial Disputes Act, 1947.
- Q.4** Define the Trade Union and discuss the provisions relating to Registration of Trade Unions under the Trade Union Act, 1926.
- Q.5** Enumerate the objects for which the general funds of a trade can be spent under the Trade Union Act, 1926.
- Q.6** Outline the process for submitting draft Standing Orders for certification.
- Q.7** 'Certified Standing Orders constitute statutory conditions of Employment'. Comment.
- Q.8** State the provisions of the Bombay Industrial Relation Act, 1946 relating to constitution of the authority under the Act.
- Q.9** Under what circumstances can a strike be declared an illegal under the Bombay Industrial Relation Act, 1946?
- Q.10** Explain with reference to Maharashtra Recognition of Trade Union and Prevention of unfair Labour Practice Act, 1971.
- i) Strike
 - ii) Powers of investigative officer

Subject : Law of Wages and Principles of Wage Fixation

Day : Wednesday

Date : 20/11/2013

S.D.E.



Time : 10.00 AM TO 01.00 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 carry 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) 'Claims' Minimum Wages Act, 1948
 - b) Responsibility for Payment of Wages Act, 1936
 - c) Wages in kind and overtime
 - d) Powers of Inspector under the Minimum Wages Act, 1948
 - e) Recovery of bonus due from an Employer
 - f) Living wages
- Q.2** Define 'Wages' and explain 'Time for Wages' under the Payment of Wages Act, 1936.
- Q.3** Explain the term 'Employee' and discuss the provisions relating to 'Fines' under the Payment of Wages Act, 1936.
- Q.4** What is the procedure for adjudication of claims and appeals as prescribed under the Payment of Wages Act, 1936?
- Q.5** Discuss the scope and objectives of Minimum Wages Act, 1948.
- Q.6** Examine the procedure for fixing and revising the minimum rates of wages in schedule employment under Minimum Wages Act, 1948.
- Q.7** Discuss the remedy available to a worker who has been paid less than the minimum rate of wage.
- 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 the Payment of Bonus Act, 1965.
- Q.10** Explain under what circumstances an employee is qualified and not qualified to receive bonus under the Payment of Bonus Act, 1965.