

Please check whether you have got the right question paper.

- N.B: 1. Figures to the right indicates the marks assigned.  
2. All questions are compulsory.

- Q.1 a) Fill in the Blanks (any 8) 08
1. \_\_\_\_\_ has ultimate control over the affairs of the factory
  2. Permanent closing down of an establishment is called \_\_\_\_\_
  3. Safety officers shall be employed when there are \_\_\_\_\_ or more workers employed.
  4. Any person who has attained the age of \_\_\_\_\_ years may be a member of a registered trade union.
  5. An appeal shall lie to the \_\_\_\_\_ from the order of a commissioner under Workmen's Compensation Act, 1923.
  6. Employer is required to contribute \_\_\_\_\_ % of the wages of an employee as contribution to the \_\_\_\_\_ under the Employees State Insurance Act.
  7. When an employee is incapacitated of doing any work which he was performing at the time of accident, it is known as \_\_\_\_\_ disablement.
  8. Fine cannot be recovered in \_\_\_\_\_ under Payment of Wages Act, 1936.
  9. Maximum amount of bonus payable is \_\_\_\_\_ under Payment of Bonus Act, 1965.
  10. An employee is entitled to gratuity after continuous service of \_\_\_\_\_ years.
- b) State True or False (any 7) 07
1. Retrenchment means termination of the employee other than disciplinary action.
  2. Temporary closing down of the establishment means Lockout.
  3. In a trade union contribution towards political fund is compulsory.
  4. Providing crèches facility is a welfare provision
  5. Accident means some expected & planned event happening.
  6. The Employee's Compensation Act 1923 does not apply to persons employed in plantations
  7. Employer's contribution is 15% of the wages of the employee under Provident Fund Act
  8. Maximum fine that can be imposed is 5% of the wages of an employee.
  9. The bonus is to be paid out of the available surplus.
  10. Gratuity is not required to be paid to employees working in seasonal establishment.
- Q.2 Answer the following
- a) What are the various methods for settlement of industrial disputes under industrial disputes Act 08
  - b) What are the rights & liabilities of registered trade union under Trade Union Act? 07
- OR**
- a) State & explain the procedures for retrenchment of the workers under Industrial Dispute Act, 1947? 08
  - b) What are the objects on which general funds of a trade union may be spent? 07

- Q.3 **Answer the following**
- a) Explain the provisions relating to Health measures? 08
  - b) Bring out the difference between Partial & Total disablement? 07
- OR**
- a) Explain the provisions relating to welfare measures? 08
  - b) Explain the nature of Employer's liability under Workmen's Compensation Act, 1923? 07
- Q.4 **Answer the following**
- a) Explain the Employees Deposit Linked Insurance Scheme? 08
  - b) Enumerate the different benefits under Employees State Insurance Act, 1948? 07
- OR**
- a) Explain the laws relating to contribution under Provident Fund Act, 1952? 08
  - b) What are the obligations of employer under Employees State Insurance Act? 07
- Q.5 **Answer the following**
- a) Explain the deductions under Payment of Wages Act, 1936? 07
  - b) Explain the concept of available surplus & allocable surplus? 07
- OR**
- Q.5 **Write Short Note (any 3)** 15
- a. Nomination under Gratuity Act, 1972
  - b. Strike under Industrial Dispute Act, 1947
  - c. Manufacturing Process
  - d. Calculation & Amount of compensation under Workmen Compensation Act
  - e. Employee Pension Scheme

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