

**Q.P. Code: 12106****[Time: 2  $\frac{1}{2}$  Hours]****[ Marks:75]**

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)****(8)**

- 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, As per the factories act of 1948 manufacturing means any process for -----.
5. The state governments are required to appoint workmen's compensation commissioners for -----.
6. Employees' provident fund act is administered by -----.
7. The fine cannot be covered after the expiry of ----- days from the day on which it was imposed.
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. Gratuity shall be payable to an employee only if he has rendered continuous service for not less than-----.

**Q.1 b. State whether true or false (Any 7)****(7)**

1. Seasonal factory workers are covered under the factories act 1948.
2. Wages include bonus paid by the employer.
3. Final as well as interim determination of the industrial dispute act 1947 is recognized as award.
4. Registered trade union can sue and be sued in its own nature.
5. The term factory under the factories act 1948 includes a mine and a railway running shed.
6. An employee who is injured by an accident need not give a notice of it in writing.
7. Gratuity is payment made in installments to the employee when he retires.
8. Superannuation means retirement of an employee on attainment of certain age.
9. Establishment where more than 20 employees are working, employer is liable to pay bonus to his employees.
10. An employer cannot impose on an employed person the fine.

**Q.2 Answer the following****(a) When is strike said to be legal & illegal****(8)****(b) What are the rights & liabilities of registered trade union?****(7)****OR**

**Q.P. Code: 12106**

- (a) Explain the procedure for retrenchment under Industrial Dispute Act? (8)  
 (b) Explain the procedure for amalgamation and Dissolution of a Trade union. (7)

**Q.3 Answer the following**

- (a) Explain the provisions relating to welfare measures? (8)  
 (b) Explain the nature of Employer's liability under Workmen's Compensation Act? (7)

**OR**

- (a) Explain the provisions relating to safety measures under Factories act. (8)  
 (b) Explain rules regarding amount of compensation for permanent disablement. (7)

**Q.4 Answer the following**

- (a) Explain the pension Scheme 1995 under Provident Fund Act > (8)  
 (b) Summarize benefits under Employees State Insurance Act, 1948? (7)

**OR**

- (a) Explain the laws relating to contribution under Provident Fund Act, 1952? (8)  
 (b) What are the obligations of employer under Employees State Insurance Act? (7)

**Q.5 Answer the following**

- (a) Explain the deductions under Payment of Wages Act, 1936? (8)  
 (b) Explain the concept of available surplus & allocable surplus? (7)

**OR****Q.5 Write Short Note (any 3)**

- a. Nomination under Gratuity Act, 1972  
 b. Strike under Industrial Dispute Act, 1947  
 c. Health Measure  
 d. Employees Deposit linked Insurance  
 e. Allocable surplus under Bonus Act

**(15)**