

F4 BMS (11) / Law / 132

Q.P. Code :03485

[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. Only internal choice per questions are given

Q.1 (a) Fill in the blanks: (ANY 8)

(08)

1. A person shall not be qualified for appointment as the presiding officer of the national tribunal unless he is or has been a judge of \_\_\_\_\_.
2. The decision of an authority in an industrial dispute is known as \_\_\_\_\_.
3. Any person who has attained an age of \_\_\_\_\_ years may be a member of a registered trade union.
4. Statutory canteen facilities are to be provided if there are more than \_\_\_\_\_ workers in a factory.
5. \_\_\_\_\_ means cessation of work by a body of persons in any industry.
6. Crèches should be provided in a factory where more than \_\_\_\_\_ women workers are employed.
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. The employee's state insurance act is applicable to employees drawing wages not exceeding \_\_\_\_\_.
9. Minimum \_\_\_\_\_ years of contributory services is required for entitlement to employee's pension scheme.
10. The amount of gratuity payable to an employee shall not exceed rupees \_\_\_\_\_.

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

(07)

1. University is an industry and carpenter employed in such university is a workman.
2. The expression trade union under the trade union act includes both employers and workers organization.
3. Providing sitting facilities for workers for workers is a safety provision.
4. In case of temporary disablement, a half monthly payment of the sum equivalent to 25% of monthly wages of the workman has to be paid.
5. The employee's compensation act 1923 does not apply to persons employed in plantations.
6. Dependent benefits is payment to the dependent of an insured person who dies as a result of employment injury.
7. The legal representative of a deceased owner is an employer under employees provident fund act.
8. No fine can be imposed on any employed person who is under the age of 15 years.
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 the settlement of industrial disputes under the industrial disputes act? (08)
- b. What are the rules of a trade union under the Trade Union act? (07)

OR

Q.2

- a. What is the difference between strike and lockout? Explain the various provisions regarding strike and lockout under the Industrial Disputes Act? (08)
- b. What are the objects on which general funds of a trade union may be spent? (07)



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**Q.3** Answer the following:

- a. State the provision of the factories act, 1948 with regard to health provisions. (08)
- b. Explain the rules regarding amount of compensation under the Workmen's Compensation act? (07)

**OR**

**Q.3**

- a. Define Factory. What are the general duties of occupier? (08)
- b. Explain the rules regarding employer's liability for compensation under Workmen's Compensation Act. (07)

**Q.4** Answer the following:

- a. What is the different benefits payable under the employee's state insurance act? (08)
- b. Discuss provision for non refundable withdrawals from PF account as per PF Act. (07)

**OR**

**Q.4**

- a. What is contribution? Explain different provisions for dependent as per ESI Act? (08)
- b. Explain Employee Deposit Linked Insurance Schemes. (07)

**Q.5** Answer the following:

- a. Discuss the provision of the payment of wages act, 1936 with regards to deductions which are permissible under payment of Wages Act? (08)
- b. Explain rules for the computation of available surplus and what is the minimum and maximum bonus allowed under the act. (07)

**OR**

**Write Short Notes on (Any 3)**

- a. Forfeiture of Gratuity
- b. Retrenchment
- c. Manufacturing process
- d. Employees State Insurance corporation
- e. Employee's Pension Scheme

**(15)**