

Ans/mg/daw/135

Q. P. Code: 31025

Duration: 2 ½ hrs

Marks: 75

Note: All questions are compulsory

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

1. The central government may constitute one or more _____ Tribunal for the adjudication of industrial dispute involving questions of national importance. (8)
2. Lay off compensation is to be paid @ _____ of the average wages.
3. Every registered Trade Union has a _____ succession.
4. Artificial humidification is a _____ provision under the factories act.
5. A workman under workmen's compensation act is not liable for compensation, if at the time of accident he was under influence of _____.
6. _____ Benefit is paid to the eldest surviving member of the family of insured person under the ESI Act.
7. The employees Provident Fund money is invested in _____ bonds.
8. Fine should not be imposed on any employee who is under the age of _____ years.
9. In case of death of an employee his _____ is entitled to get the bonus due to the employee.
10. Employee in a seasonal establishment will get gratuity at the @ of _____ days wages for each season.

Q.1.b. True or False: (Any 7)

1. Extraction of salt from sea water is a factory. (7)
2. A police officer is a workman under Industrial disputes act.
3. Closure means temporary closing down of the place of employment.
4. Role of a trade union is to secure fair wages to for workers.
5. If there are 100 numbers of employees, then employer has to provide a canteen.
6. Partial disablement means where disablement is of a permanent nature.
7. Marriage is a precondition for maternity benefit.
8. The provident Fund contribution as a % of wages is 12% of salary.
9. Wages does not include any bonus payable under the terms of employment.
10. Spitting outside spittoons is offence punishable with fine up to rs.5/-.

Q.2. a. State the difference between Individual Dispute and Industrial Dispute under IDA. (7)

b. What are the purposes for which general fund of a registered trade union can be spent? (8)

OR

a. Bring out the difference between strike and lockout. (8)

b. What is the legal status and role of trade union? (7)

Q3.a. Write in brief on rules of medical examination of Workmen under workmen's compensation Act.

b. Explain the provisions of health under Factories act. (8)

OR

a. Distinguish between Partial and total Disablement. (8)

b. Enumerate the term Worker and Manufacturing process under Factories act. (7)

Q4.a. Summarise the different types of Benefit under the ESI Act. (8)

b. Explain in detail the provisions relating to employees pension scheme. (7)

OR

a. Explain the constitution of Medical Benefit Council under ESI Act. (8)

b. What are the obligations of the employer under the ESI Act? (7)

Q5.a Define Wages. Explain the rules of payment of wages under payment of wages ACT. (8)

b. What do you mean by 'Allocable surplus' and 'Available Surplus' under payment of Bonus Act? (7)

OR

Q.5.Short Notes (Any 3) (15)

- a. AWARD
- b. Calculation of gratuity and payment of gratuity
- c. Employees deposit linked insurance scheme
- d. Employees Insurance Court.
- e. Doctrine of assumed Risk.
