

DURATION: - 2½ hrs.

62206424

SEAT NO. _____

MARKS:- 75

Note: - (1) All questions are compulsory.

(2) Figures to the right indicate full marks

(3) Answer to each question must be on a new page

- Q.1.A) State whether the following statement is True or False (Any 08)** 08M
- 1) Retrenchment means termination of the employee other than disciplinary action
 - 2) Temporary close and down establishment means lock out
 - 3) In a trade Union contribution towards political fund is compulsory
 - 4) Providing creches facility is a welfare provision under factory Act
 - 5) Accident means some expected and explained event happening.
 - 6) WCA 1920 doesn't apply to person employed in plantations.
 - 7) Employer contribution is 15% of wages of employees under PF act.
 - 8) Maximum fine that can be imposed is 5% of wages.
 - 9) The bonus is to be paid out of available surplus.
 - 10) Gratuity is not required to be paid to employ in seasonal establishments.
- Q.1.B) Fill in the blanks (Any 07)** CO1-U/R 07M
- 1) _____ 1949 the factory act came into force.
 - 2) _____ Work man compensation act came into force.
 - 3) Strike or mainly of _____ types.
 - 4) Toilets under factories act should be clean and _____
 - 5) Employer and Employee dispute are settled by _____ court
 - 6) An employee is entitled to gratuity after continuous service of _____ years
 - 7) Safety officer shall be employed when there are _____ Workers employed in a factory
 - 8) Permanent closing down of an establishment is called _____
 - 9) Before imposing find the employed person shall be given an opportunity of _____
 - 10) Delay in non-payment of wages in prescribed Time limit penalty imposed shall be _____
- Q.2 A) Enumerate role and function of conciliation officer.** CO1-Ap,R 15M
- OR**
- Q.2 A) List down different logos and registration Process of trade union.** CO1-U 08M
- Q.2 B) Discuss section 15 related to the general fund of the trade union.** CO1-U/R 07M
- Q.3 A) Write a Explanatory note on welfare activities under Factory act** CO2-U,R 15M
- OR**
- Q.3 A) Interpret site appraisal committee in detail.** CO2-Ap/R 08M
- Q.3 B) Describe partial and total assembly disablement undu WCA 1923.** CO2-U/R 07M

- Q.4 A) List down offences and penalties under ESIC act. CO3-U 15M
- OR**
- Q.4 A) Examine power and duties of inspector under employee's provident fund. CO3-An 08M
- Q.4 B) Define and explain wage and dearness allowance as per PF act 1952. CO3-R/U 07M
- Q.5) **Write Short Note on (Any 3)** CO1,2 15M
- a) Offence & penalty under Gratuity Act
 - b) Payment of Bonus Act
 - c) Remedies for unauthorised deduction of wages.
 - d) Lay off
 - e) Safety aspects under factory act.
