

- Instructions:** 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. The industrial peace is settled through voluntary.....
2. means an interim relief granted by labour court
3. number of members are required for the formation of trade union.
4. Any person who has attained the age of can become the member of the trade union
5. Canteens are compulsory in a factory when there are numbers of employees are working
6. The person who has ultimate control over the affairs of the factory is called.....
7. benefit is paid to the eldest surviving member of the family of the insured person.
8. According to payment of wages Act the wages cannot be paid in
9. Sum realized as shall be used for the benefit of the employees.
10. Maximum amount of gratuity payable is Rupees.....

b. State whether the following statement is true or false

(7)

1. Latrines & Urinals for male & female shall be separate
2. Living wage is the minimum income necessary for a worker to meet their basic needs.
3. Wages includes bonus paid by the employer
4. Payment of wages Act was passed in the year 1936.
5. Medical council under Employees State Insurance Act is formed by state Government.
6. Welfare officer is appointed when there are 1000 or more workmen is employed
7. Employer's contribution under ESI Act is 1.75% of the employee's wages
8. Closure means temporary closing down of an establishment
9. General funds in a trade union is optional
10. Providing adequate ventilation is safety measure under factories Act, 1948.

Q.2 Answer the following

a. What is strike? What are the procedures for strike? State when a strike is illegal? (8)

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

OR

a. Explain the term retrenchment? What are the conditions for retrenchment of workmen under Industrial Dispute Act? (8)

b. What are the rights & liabilities of a registered trade union? (7)

Q.3 Answer the following

a. Explain the term factory. What are the procedures for registration of a factory? (8)

b. Explain the doctrine of 'Assumed Risk' under workmen's Compensation Act 1924? (7)

OR

a. What are the health measures under Factories Act, 1948? (8)

b. Explain the doctrine of Contributory Negligence under workmen's Compensation Act 1924? (7)

Q.4 Answer the following

- a. What are the obligations of employer under Employees State Insurance Act, 1948? (8)
- b. State & explain Employees' Pension Scheme 1995 under Employees Provident Fund Act? (7)

OR

- a. What are the procedures for registration of an establishment under Employees' State Insurance Act? (8)
- b. Give an overview of laws relating to contribution under Provident Fund Act, 1952? (7)

Q.5 Answer the following

- a. State the rules for fixation of wage period under Payment of Wages Act, 1936 (8)
- b. Give an overview on payment of bonus under Payment of Bonus Act? (7)

OR

Q.5 Write Short Notes on any Three

- a. Nomination under Gratuity Act
- b. Difference between individual & industrial dispute
- c. Political fund under Trade Union
- d. Certifying Surgeon
- e. Employees Deposit Linked Insurance (15)
