

QP CODE : 22167

Duration: 2 ½ Hrs

Marks: 75 Marks

1 a) **Choose the best answer. Answer any Eight questions**

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i. Which permanent settlement machinery has been mentioned in the act accountable for the speedy and amicable settlement of industrial disputes?

- a. Adjudication
- b. Conciliation
- c. Arbitration
- d. Appropriate government.

ii. _____ means an interim or a final determination of any industrial dispute or of any question relating thereto by any labour court.

- a. Banking Company
- b. Closure
- c. Award
- d. Conciliation Proceeding

iii. What is the minimum number of trade union members requires in registering themselves as a union?

- a. 7
- b. 10
- c. 5
- d. 15

iv. Trade union means any combination formed primarily for the purpose of regulating the relations between

- a. Workmen and employers permanently
- b. Workmen and workmen permanently
- c. Workmen and employers, workmen and workmen, employers and employers, temporary or permanent
- d. Workmen and employers, workmen and workmen, employers and employers, permanently.

[TURN OVER]

v. As per the factories act, after how many years should the factory premises be painted and refurbished?

- a. 5 years
- b. 2 years
- c. 10 years
- d. Annually

vi. Under this Act, employer shall not be liable to pay compensation in respect of any injury which does not result in the total or partial disablement of the workman for a period exceeding _____ days.

- a. 7
- b. 3
- c. 5
- d. 2

vii. Which of the following benefits have not been provided under the Employee's State Insurance Act, 1948?

- a. Sickness Benefit
- b. Unemployment Allowance
- c. Children's Allowance
- d. Disablement Benefit

viii. What is the maximum wage period for the payment of wages?

- a. 1 month
- b. 40 days
- c. 45 days
- d. 60 days

xi. What is the minimum amount of bonus paid to an employee?

- a. 8.33%
- b. 8.5%
- c. 8%
- d. 8.3%

x. What is the qualifying service to claim gratuity?

- a. 15 years
- b. 10 years
- c. 5 years
- d. No such prescription.

[TURN OVER]

1.b) **State true or false for the following.** Answer any SEVEN questions.

- i. The industrial disputes act bill empowers the Conciliation to declare emergency if required, by notification in the official Gazette. 07
- ii. no settlement arrived at in the course of a conciliation proceeding shall be invalid by reason only of the fact that such settlement was arrived at after the expiry of the period referred in sub-section (6) of section 12 or sub-section (5) of 13.
- iii. The act was enacted with the objective of providing for the registration of trade unions and verification of the membership of trade unions registered so that they may acquire a legal and corporate status.
- iv. The registrar has the right to cancel the registration of the union if he is satisfied that the certificate has been obtained by fraud or mistake.
- v. A young person between 15 to 18 years of age is not allowed to work on any dangerous machine. –
- vi. If a company has 1000 number of employees, then the appointment of safety officer is mandatory under the factories act.
- vii. As per the latest amendment under the ESI Act, 1948 medical treatment is now available to persons under voluntary retirement scheme also.
- viii. Where the salary or wages of an employee exceeds 2500 rupees per month the bonus payable as per section 10 of the act shall be calculated on 2500 rupees per month only.
- ix. Under the payment of Gratuity Act, 1972 the maximum gratuity payable is Rs. 5 lakhs.
- x. The present wage ceiling per month for the purpose of the Payment of Wages Act, 1936 is Rs. 18,000.

2. a) i. Discuss the object and scope of Industrial Dispute Act. (7)
- ii. What is trade union? Explain the mode of registration of Trade Union. (8)

OR

[TURN OVER

- b) i. Difference between strike and lockout. (8)
ii. What are the object of the Trade Union Act.(7)
3. a) Explain the provision of safety and health under Factories Act. (15)

OR

- b) i. Define Occupier and duties of the occupier (7)
ii. Define Factory under Factories Act, 1948 (4)
iii. Define Hazardous processes under Factories Act, 1948.(4)
4. a) i. Difference between Partial Disablement and Total Disablement under Workmen Compensation Act, 1923. (8)
ii. What are the features of Payment of Wages Act? (7)

OR

- b) i. What are the provisions of the fixation of wages under the Payment of Wages Act, 1936?(15)

5. (A) Write a short note on any **three** of the following (5*3=15)

- a. Retrenchment
b. Public Utility of Services
c. Sickness Benefit under Employee State Insurance Act
d. Allocable Surplus
e. Set Off and Set On under Payment of Bonus Act.

OR

5. (B) (I) Explain circumstances in which Gratuity is payable. (8)
(II) Explain remedy for unauthorised deduction under the Payment of Wages Act, 1936. (7)
