

VCD 15th 23rd FYBMS SEMESTER II INDUSTRIAL LAW 2.5 HRS 75 MKS

Note: All questions are compulsory

Q.1 a. Fill in the blanks (any 8)

(8)

1. Court means _____.
a. court of inquiry b. court of void c. conciliation d. arbitration
2. _____ means an interim belief governed by labor court.
a. award b. strike c. layoff d. closure
3. The provident fund act is invested in _____ bonds.
a. government b. mutual c. non-refundable d. correlated
4. Disablement may be permanent or _____.
a. temporary b. casual c. non casual d. none
5. Adult means a person who has completed _____ years of age.
a. 18 b. 22 c. 24 d. 31
6. _____ is a health provision under Factories Act.
a. Cleanliness b. creches c. washing facility d. none
7. Wages should be paid on a working day and not on a _____.
a. holiday b. casual c. temporary d. none
8. The ESI Act is applicable to employees drawing wages not exceeding _____ per month.
a. 15000 b. 12000 c. 14000 d. 20000
9. Minimum amount of bonus payable is _____ % under payment of bonus act.
a. 8.33 b. 6.76 c. 5.66 d. 9.33
10. Gratuity is paid to the eligible employee or _____.
a. nominee b. adult c. child d. adolescent

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

(7)

1. Appropriate Government means a State Government or the Central Government.
2. It is compulsory for a member of a Trade Union to contribute to the political fund.
3. Cleanliness comes under the Welfare provisions of the Factories Act.
4. The works committee is one of the authorities under Industrial Dispute Act
5. Funeral Benefits is a benefit provided under ESI Act.
6. The employer is liable in payment of compensation
7. A Fine can be imposed on an employed person irrespective of his age.
8. The Bonus shall be paid within a period of 8 months from the close of the Accounting Year.
9. Gratuity entitlement arises only if the period of continuous service is at least 2 years,
10. Individual dispute may become an industrial dispute.

- Q.2.a. What are the welfare provisions of Factories Act? (8)
b. What are the procedures for registration of Trade Union? (7)

OR

- c. Explain the health provisions of Factories Act. (8)
d. What are the purposes for which political Fund of a registered Trade union can be spent? (7)

- Q.3.a Enumerate the safety provisions under Factory Act. (8)
b. Explain the doctrine of 'Assumed Risk' under Workmen's Act. (7)

OR

- c. Explain the term manufacturing process and hazardous process under Factories Act. (8)
d. Explain the employer's liability for compensation under Workmen's Compensation Act. (7)

- Q.4. a Explain the Funeral Benefit and disablement Benefit under ESI Act. (8)
b. Define the term Wages under payment of Wages Act? Who is responsible for payment of wages? (7)

OR

- c. Describe the Provisions of Employees pension scheme 1995. (8)
d. What is gratuity? Explain the object and scope of payment of gratuity. (7)

- Q.5. a. State the rules for authorized deductions regarding fines under payment of wages (8)
b. Give an overview on object and scope of payment of Bonus Act. (7)

OR

- Q.5. Short Notes: (Any 3) (15)
a. Duties of Occupier
b. Fixation of Wage period under Payment of Wages Act.
c. Total Disablement under Workmen's Compensation Act
d. Definition of Factory under Factories Act
e. Lay off under Industrial Dispute Act.