



- Notes :
1. Attempt **Eight** questions in all including Q. No. **1** which is compulsory.
 2. All questions carry equal marks.
 3. Indicate appropriate question number while answering.

1. Choose the appropriate alternative.

- i) Appointment of welfare officer under factories Act, 1948 is compulsory where ----- employees are employed.
 - a) 50
 - b) 500
 - c) 1000
 - d) 100
- ii) Under the maternity benefit Act, a women worker is Elible for ----- weeks leave with wages.
 - a) 6
 - b) 24
 - c) 15
 - d) 12
- iii) Under the payment of wages Act, 1936 payment of wages of establishments employing not more than 1000 employees shall be paid within ----- of the wage month.
 - a) 10th day
 - b) 7th day
 - c) 2nd day
 - d) 15th day.
- iv) An employee is eligible to get bonus under the payment of Bonus Act, 1965, if he had worked for not less than ----- days in the preceding year.
 - a) 30
 - b) 240
 - c) 160
 - d) 190
- v) The statutory minimum bonus is
 - a) 8.33%
 - b) 10%
 - c) 24%
 - d) 20%
- vi) Employee's share of provident fund under the Act.
 - a) Rs. 10,000
 - b) Rs. 7,500
 - c) Rs. 6,500
 - d) Rs. 5,000
- vii) Under the payment of Gratuity Act, the rate of gratuity if he has ----- years continuous year of service
 - a) 10
 - b) 5
 - c) 7
 - d) 3
- viii) Employees share of contribution under the ESI Act is
 - a) 12%
 - b) 8.33%
 - c) 1.75%
 - d) 4.75%

ix) Repainting or re-varnishing under the factories Act is required to be carried out in every ----- years.

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| a) 5 | b) 10 |
| c) 20 | d) 14 |

x) In case of miscarriage, a women worker shall be allowed ----- weeks leave with wages.

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| a) 12 | b) 6 |
| c) 4 | d) 24 |

2. Explain the procedure for fixation and revision of minimum rates of wages.
3. A woman employee was removed from service when she was under maternity leave stating that her services were no more required to the company. Discuss.
4. A Government employee served 10 years and resigned from service after 10 years. Discuss legal frame work with regard to payment of gratuity and pension.
5. State and explain the provisions relating to 'Health and welfare of workers under the factories Act, 1948.
6. Define the term 'Worker' and discuss the provisions relating to 'working Hours of Adults' under the factories Act, 1948.
7. Explain the powers and jurisdiction of the Authority under the payment of wages Act, 1936.
8. Explain the definition of 'wages' and time of payment of wages under the payment of wages Act, 1936.
9. Discuss the provisions relating to appointment and powers of Inspectors under the minimum wages Act, 1948.
10. What are the circumstances in which an employer is liable to pay compensation under the workmen's compensation Act, 1923?
11. Explain the following with reference to the workmen's compensation Act 1923-
 - a) Types of disablement.
 - b) Occupational Diseases.
12. Examine the power and duties of the Employees State Insurance Corporation under the E.S.I. Act, 1948.
