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SEAT No. :

P1251

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D.L.L. & L.W

**Law Relating to Labour Management Relations**

**(Paper - I)**

*Time : 3 Hours]*

*[Max. Marks : 100*

*Instructions to the candidates:*

- 1) *Answer any FIVE questions.*
- 2) *All questions carry equal marks.*

**Q1)** Explain as to how unions can be registered under the Trade Unions Act, 1926.

**Q2)** With reference to the Trade Unions Act, 1926 explain the difference between

- a) General Fund and Political Fund and
- b) Amalgamations and Dissolutions of trade unions.

**Q3)** Define 'Strikes and Lockouts' under the Industrial Disputes Act, 1947 and explain as to when strikes and lockouts become illegal in public utility services.

**Q4)** With reference to the Bombay Industrial Relations Act, 1946 explain:

- a) Legal-aid to Approved Unions under the Act.
- b) Powers and duties of Labour Officers under the Act.

**Q5)** Explain the procedure laid down for filing complaints under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.

**P.T.O.**

**Q6)** What is the object of the Industrial Employment (Standing Orders) Act, 1946? Enumerate any eight misconducts under the standing orders and explain the various punishments that can be inflicted on an employee who has indulged in acts of misconducts.

**Q7)** Define 'Industrial Dispute'. Examine the causes of Industrial Disputes and explain as to when an individual dispute becomes an industrial dispute.

**Q8)** Write notes on any TWO of the following:

- a) Difference between strikes, lockouts and closure.
- b) Rights of Recognized Unions under MRTU & PULP, Act, 1971.
- c) Definition of 'Industry' under the Industrial Disputes Act, 1947.



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D.LL. & L.W.

**SOCIAL SECURITY LEGISLATION**

**(Paper - II)**

*Time : 3 Hours]*

*[Max. Marks : 100*

*Instructions to the candidates:*

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks.*

**Q1)** Defines partial and total disablement under the workmen's compensation Act, 1923. Clarify and distinguishes between them.

**Q2)** Examine the Powers and Duties of the Inspector under The Maternity Benefits Act, 1961.

**Q3)** Discuss the provisions relating to "Constitution of Employees Insurance Court" and matters to be decided by the Employees' Insurance Court under the Employees' State Insurance Act, 1948.

**Q4)** Examine the provisions of the Payment of Gratuity Act, 1972, regarding payment of gratuity and nomination in favor of family member.

**Q5)** What are the penalties under the Employees Provident Funds and Miscellaneous Provisions Act, 1952. Discuss in detail.

**Q6)** Discuss the salient features and examine the objectives of the Bombay Labour Welfare Funds Act, 1953.

**P.T.O.**

**Q7)** What are the circumstances in which an employer is not liable to pay compensation under the Workmen's Compensation Act, 1923.

**Q8)** Write short note (ANY TWO):

- a) Various Benefits under the ESI Act 1948.
- b) Concept of Social Security.
- c) Employees Pension Scheme.



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D.LL. & L.W

**Principles of Wages Fixation and the Law of Wages  
(Paper - III)**

*Time : 3 Hours]*

*[Max. Marks : 100*

*Instructions to the candidates:*

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks i.e 20 each.*

**Q1)** State and explain the provisions relating to authorities providing remedial measures under the Payment of Wages Act, 1936.

**Q2)** Discuss in detail the definition of “Wages” under the Payment of Wages Act, 1936. Also state the powers and functions of Inspectors under this Act.

**Q3)** State and explain the objects of the Minimum Wages Act, 1948. Also discuss the procedure for fixation and revision of minimum wages.

**Q4)** State and explain the provisions relating to “Penalties” and “Exemptions and Exceptions” under the Minimum Wages Act, 1948.

**Q5)** Who is entitled to bonus under the Payment of Bonus Act, 1965? Does this Act prescribe any disqualifications also for claiming bonus. What is the time limit for payment of bonus?

**Q6)** Discuss in detail the concepts of “Available Surplus”, “Allocable Surplus” “Set On” and “Set Off” provided under the Payment of Bonus Act, 1965.

**P.T.O.**

**Q7)** State and explain the salient features of the Equal Remuneration Act, 1976.

**Q8)** Write notes on:

- a) Authorised deductions under the Payment of Wages Act, 1936.
- b) Offences and Penalties under the Payment of Bonus Act, 1965.



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D.LL. & L.W.

**LEGISLATION AFFECTING CONDITIONS OF WORK**

**(Paper - IV) (New)**

*Time : 3 Hours]*

*[Max. Marks : 100*

*Instructions to the candidates:*

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks i.e 20 each.*

- Q1)** Discuss the provision relating to Employment of 'Young Persons' and "Working hours of Children" under the Factories Act, 1948.
- Q2)** Explain in detail the provisions relating to "Shops and Commercial Establishments" under the Bombay Shops & Establishment Act, 1948.
- Q3)** Examine the provisions regarding "Hours and Limitation of Employment" and "Leave with Wages" under the Mines Act, 1952.
- Q4)** Critically examine the salient features of the Motor Transport Workers Act, 1961.
- Q5)** Discuss the provisions regarding the "Advisory Boards" and "Welfare and Health of Contract Labour" under the Contract Labour (Regulation and Abolition) Act 1971.
- Q6)** Explain the provisions regarding "Employment of children in certain occupations and processes" and "Conditions of Work of Children" under the Child Labour (Prohibition and Regulation) Act, 1986.

**P.T.O.**

**Q7)** Write a detailed note on “Vigilance Committees” and “Offences and Procedure for Trial” under Bonded Labour System (Abolition) Act, 1976.

**Q8)** Define the term “Factory”. State and explain the provisions relating to ‘Health’ and ‘Welfare’ of workers under the Factories Act, 1948.

