

**LL 03**

30/10/19

Roll No.

Labor Legislation.

Total No. of Questions : 7

Total No. of Printed Pages: 1

Duration (hrs) : 3

Maximum Marks : 60

Note : 1. Question No.1 is compulsory and carries 20 marks.

2. From Question No. 2 to 7, solve any 4 questions.

3. From Question No.2 to 7, in each question, any two sub questions may be solved, each carries sub-question carries 5 marks each.

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1. Discuss in detail the applicability of Payment of Bonus Act regarding class of establishments, category of employees and the minimum eligibility of an individual employee to get bonus and calculate bonus payable for an individual employee drawing salary of Rs.9000/- per month present for all the days at the rate of 20%. (20 MARKS)  
What are the main provisions under the Payment of Bonus Act regarding set on and set off?
  2. (a) Enumerate main provisions regarding applicability to establishments and employees of Payment of Gratuity Act, 1972.  
(b) What components are considered for the purpose of considering "salary" or "wages" for the payment of gratuity under Gratuity Act?  
(c) How gratuity amount is calculated? (10 MARKS)
  3. (a) State the provisions relating to contributions and applicability of Employees State Insurance Act, 1948.  
(b) What are the main benefits provided under the Scheme?  
(c) State the provisions of Factories Act, 1948 regarding leave with wages. (10 MARKS)
  4. (a) Describe the main provisions under the Payment of Wages Act.  
(b) Which deductions are allowed under the Payment of Wages Act?  
(c) Who is a "Dependent" under the Workmen's Compensation Act, 1923? (10 MARKS)
  5. (a) Enumerate the provisions under Chapter VII of the Bombay Shops and Establishments Act, 1948 regarding leaves to be granted for employees working in Shops and Establishments.  
(b) Which other labour laws are made specifically applicable under Chapter VII to Shops and Establishments? (10 MARKS)  
(c) Explain the mode of calculation of minimum and maximum Bonus for an individual employee.
  6. (a) What is the definition of 'workman' under the Industrial Disputes Act, 1947  
(b) What are the provisions regarding conciliation and adjudication under the Industrial Disputes Act, 1947? (10 MARKS)  
(c) What is retrenchment and what are the exceptions for retrenchment as per Sec.2 (oo)?
  7. a) What are standing orders?  
b) What are the important provisions of Model Standing Orders made applicable by the Maharashtra State Government to the Establishments?  
c) What are the provisions regarding payment of subsistence Allowance as per the Industrial Employment (Standing Orders) Act. (10 MARKS)
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