

HR

# LL 03

Labour Legislation

19-10-2008

Roll No.

Total No. of Questions : 8

Total No. of Printed Pages: 1

Duration (hrs) : 3

Maximum Marks : 60

**Note : Solve any FIVE questions.**

**Each question is of 12 marks.**

1. Enumerate in detail salient features of Payment of Gratuity Act, 1972. How gratuity amount is calculated?
2. Enumerate the provisions under Chapter VII of the Bombay Shops and Establishments Act, 1948.
3. Discuss the welfare provisions provided under the factories Act, 1948 and the rules there under.
4. a) Who is a "Dependent" under the Workmen's Compensation Act, 1923?  
b) What is
  - i) Employer and Employee
  - ii) partial disablement and total dis-ablement
5. State the provisions of Factories Act, 1948 regarding overtime and leave with wages.
6. Discuss in detail the applicability of Payment of Bonus Act regarding class of establishments and employees and calculate bonus payable for an individual employee drawing salary of Rs.5000/- per month present for all the days at the rate of 20%.
7. Write a comprehensive note on the provisions relating to recognition of Union and Recognised Union's rights and duties under Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
8. Write short notes on any two with reference to Industrial Disputes Act, 1947:
  - a) Definition of 'workman' under the Industrial Disputes Act, 1947
  - b) Provisions regarding conciliation and adjudication
  - c) Provisions regarding voluntary arbitration