

**LL 03**

MMS-III  
(H.R.)

22-10-2012

Roll No. Labour Legislation

Total No. of Questions : 7

Total No. of Printed Pages: 1

Duration (hrs) : 3

Maximum Marks : 60

**Note : Solve any FIVE questions.  
Each question is of 12 marks.**

1. 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.
2. Enumerate in detail salient features of Payment of Gratuity Act, 1972. How gratuity amount is calculated?
3. Explain in detail the provisions regarding calculation of available and allocable surplus and set on and set off by giving details and example under the Payment of Bonus Act.
4. Discuss the welfare provisions provided under the factories Act, 1948 and the rules there under.
5. 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
6. State the provisions of Factories Act, 1948 regarding overtime and leave with wages.
7. 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

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