

**Note:**

1. All questions are compulsory with internal choice.
2. Draw neat diagrams wherever necessary.
3. Figures to the right indicate full marks.

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**Q.1 (A) Fill in the blanks with the correct answer from the alternatives given below. (08)**  
**(Attempt any 8)**

- i) Lockout is the weapon in the hands of \_\_\_\_\_.
  - a) Employee
  - b) Employer
  - c) Manager
  - d) Owner
- ii) In case of amalgamation, \_\_\_\_ of the votes recorded shall be in favour of proposal.
  - a) 50 %
  - b) 60 %
  - c) 70 %
  - d) 80 %
- iii) The maximum gratuity payable under the act is \_\_\_\_\_.
  - a) Rs. 10 lakhs
  - b) Rs. 20 lakhs
  - c) Rs. 30 lakhs
  - d) Rs. 40 lakhs
- iv) The factories act requires the appointment of safety officer in the factory employing at least \_\_\_\_\_ workers.
  - a) 500
  - b) 1000
  - c) 1500
  - d) 2000
- v) The bonus should be paid in cash within \_\_\_\_\_ from the close of accounting year.
  - a) 5 months
  - b) 6 months
  - c) 7 months
  - d) 8 months
- vi) Which of the following is not a defence is available to the employer?
  - a) Doctrine of common employment
  - b) Doctrine of contributory negligence
  - c) Doctrine of assumed risk
  - d) Doctrine of indoor management
- vii) Payment of gratuity act was introduced in the year \_\_\_\_\_.
  - a) 1970
  - b) 1971

- c) 1972
- d) 1973

viii) The employer is required to contribute \_\_\_\_\_ of the wages.

- a) 1.25 %
- b) 1.55 %
- c) 4.75 %
- d) 5.25 %

ix) Fine should not be imposed on any employee who is under the age of \_\_\_\_\_.

- a) 12 years
- b) 13 years
- c) 14 years
- d) 15 years

x) The employer shall submit accident report to the local office within \_\_\_\_\_ of its occurrence.

- a) 12 hours
- b) 24 hours
- c) 36 hours
- d) 48 hours

**Q.1 (B) State whether the following statements are true or false. ( Attempt any 7) (07)**

- i) Notice of strike is not mandatory by the employees.
- ii) Bonus can be paid by cheque.
- iii) Section 25 of payment of bonus act deals with recovery of bonus due from an employer.
- iv) The registrar has the power to validate amalgamation of trade union.
- v) Gratuity is the reward for good, efficient and faithful services rendered for a considerable period.
- vi) The international labour organisation was set up in the year 1919.
- vii) Failure to pay contribution by the employer will make him liable to pay interest at the rate of 15 %.
- viii) Lay off is permanent in nature.
- ix) Wages does not include any amount payable on account of termination of employment.
- x) The adjudication is done by the commissioner in calculation of the amount of compensation.

**Q.2 (a) Define strike and lockout and state its provisions. (07)**

**(b) Explain the process of registration of trade union. (08)**

**OR**

**Q.2 (p) Explain the authorities under industrial disputes act. (07)**

**(q) Explain the amalgamation of trade union. (08)**

**Q.3 (a) Explain the welfare provisions under factories act. (07)**

**(b) Explain the employer's liability for compensation. (08)**

OR

- Q.3 (p) State the responsibility for payment of wages. (07)  
(q) Explain the contribution under employee state insurance act. (08)

- Q.4 (a) State the deductions from wages under payment of wages act. (07)  
(b) Explain the rules for payment of gratuity. (08)

OR

- Q.4 (p) Explain available and allocable surplus under payment of bonus act. (07)  
(q) State the benefits under employee state insurance act. (08)

- Q.5 (a) Explain the safety provisions under the factories act. (07)  
(b) Explain the rules of lay off. (08)

OR

- Q.5 Write a short note on : (Attempt any 3) (15)  
i) Retrenchment  
ii) Funds of trade union  
iii) Determination of amount of gratuity  
iv) Minimum and maximum bonus  
v) Employee deposit linked insurance scheme

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