

Time: 2½ hrs.

Marks:75

- Note:**
1. All questions are compulsory with internal options.
 2. Figures to the right indicate full marks.
 3. Draw neat diagram wherever necessary.

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

- (1) Lock-out is the weapon in the hands of _____
 - a) employer
 - b) employee
 - c) occupier
 - d) safety officer
- (2) According to the factories act a child is anyone below the age of _____.
 - a) 10
 - b) 15
 - c) 12
 - d) 13
- (3) The employer should contribute _____ to the ESI fund.
 - a) 1.75%
 - b) 4.75%
 - c) 5.70%
 - d) 6.05%
- (4) _____ refers to a person who manages the factory.
 - a) Manager
 - b) Occupier
 - c) Owner
 - d) Director
- (5) The payment of Wages act was passed in the year _____.
 - a) 1936
 - b) 1965
 - c) 1980
 - d) 1897
- (6) Safety officers are to be employed in factories with more than _____ employees.
 - a) 200
 - b) 1000
 - c) 500
 - d) 2000
- (7) _____ means an interim or final determination of any industrial dispute.
 - a) Verdict
 - b) Judgement
 - c) Decision
 - d) Award
- (8) Maximum bonus to be given to the employees is _____%.
 - a) 3.33
 - b) 8.33
 - c) 20
 - d) 7.2
- (9) The trade union act was passed in the year _____.
 - a) 1926
 - b) 1947
 - c) 1980
 - d) 1897

(10) According to the trade union, there are two funds: General fund and _____

- a) special
- b) political fund
- c) fund for political purpose
- d) tax free fund

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

- (1) Retrenchment means termination of the employee other than disciplinary action.
- (2) The industrial disputes act is only applicable to the State of Maharashtra.
- (3) The bonus is to be paid out of the allocable surplus.
- (4) The objective Industrial Disputes Act is to promote industrial peace.
- (5) Providing crèche facilities is a safety provision.
- (6) The payment of gratuity act was passed in 1972.
- (7) Strike is the weapon in the hands of the employee.
- (8) Crèche facilities are to be provided for children below the age of 6.
- (9) Role of a trade union is to secure fair wages for workers.
- (10) Notice of lockout is mandatory by the employers.

Q.2 A Explain Lockout under Industrial Disputes Act. (07)

B Difference between strike and Lock out. (08)

OR

Q.2 P Legal status & role of trade union according to Industrial Disputes Act. (07)

Q What are the purposes for which the general fund of a registered trade union can be spent? (08)

Q.3 A Distinguish between Partial & Total Disablement. (07)

B Explain Disablement. Types of Disablement. (08)

OR

Q.3 P Provisions of Safety under Factories Act(Safety Measures). (07)

Q Provisions of health under Factories Act (Health Measures). (08)

Q.4 A Explain the employees Provident fund Scheme. (07)

B Explain Standing Committee (08)

OR

Q.4 P Explain the Employees Pension Scheme. (07)

Q Summarise the different types of benefit under the ESI Act. (08)

Q.5 A Explain Available Surplus and Allocable Surplus. (07)

Mr. John is an employee of AXIS Ltd. Company earning a basic salary of Rs. 4000 and Dearness allowance (DA) of Rs.1000.

The bonus declared by the company for 2023-24 is 10%.

Following are the financial details of the company for 2023-24 :

Sales: Rs. 60000/-

Purchase: Rs. 20000/-

Depreciation: Rs.1000/-

Income tax: Rs.2000/-

Answer the following questions considering the above data:

Calculate the Available Surplus and Allocable Surplus

Calculate the Minimum and Maximum Bonus amount.

B What is the maximum amount of gratuity as per the gratuity act. (08)

ABC Limited was incorporated in the year 1998 with 5 employees namely: Ram, Shyam, Ghanshyam, Radheshyam & Shivam.

In 2024, Ram, Ghanshyam and Shivam decide to resign from their organisation. their service has been interrupted from the date of joining. Shyam turns 65 years old in March 2024.

Salary drawn in the month of March by all five of them is Rs. 120000/- each.

Sharan, a new employee who joins in the year 2022, is also planning to leave the organisation in March 2024.

Answer the following questions considering the above data:

1. Out of the above mentioned employees who all are eligible to get gratuity and Why?
2. Calculate the gratuity amount to be received by each employee.

OR

Q.5 Write short notes on (Attempt any 3) (15)

- (1) Points of difference between Individual dispute and Industrial dispute.
- (2) Minimum and Maximum Bonus
- (3) Retrenchment
- (4) Explain the Rules of payment of wages.
- (5) Manufacturing process under Factories Act.

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