

Anjuman Islam Janjira Degree College of Science	
Murud-Janjira, Raigad-402401	
Affiliated to University of Mumbai	
Class: -F.Y. BMS	Subject: - Industrial Law
Semester: - II	Course code: -
exam Event: - (FH) Summer 2024	Marks: 75
Date: - 24-04-2024	Duration: - 2 Hours 30 Mins

1. All questions are compulsory.
2. **Figures** to the right indicate full marks.
3. Use of log-table/nonprogrammable calculator is allowed.
4. Answer for the same question as far as possible should be written together.

Q1. A) Fill in the blanks. (Any 8)

08

1. When the collective bargaining process does not result in resolution then it then it may lead to _____.
2. Disputes settlement by _____ or arbitrations is the features of a reasonable dispute
3. _____ is an important organization in relation to Labour Law.
4. _____ was the amendment under Factories Act, 1948 in the year 1954.
5. _____ category of employees is not covered under the Factories Act of 1948.
6. According to factories act _____ hours shall be rest intervals per day.
7. Provision of section 2(cc) discuss _____.
8. Based on the _____ Recommendations the payment of Wages Act 1936 was passed.
9. As per ESI Act, 1948 _____ is discussed under provisions of section 2(20)
10. Maximum amount of gratuity payable to an employee is _____.

B) State whether following sentences are True or False. (any7)

07

- 1) Ministry of labour is very important in relation to Labour Law
- 2) Seasonal factory workers are covered under the Factories Act. 1948.
- 3) Certified surgeon is a diploma holder in public health.
- 4) Reasonable wages mean living wages.
- 5) Compensations for lay-off is not a salient feature of minimum wage.
- 6) Direct & third-party settlement is the two types machinery evolved in India that deals with the Industrial disputes procedure.
- 7) Wages include bonus paid the employer.
- 8) Occupier of a Factory means employee of the factory.
- 9) Safety Officer is employed when there are 500 or more workers are employed.
- 10) The number of hours any adult worker is required to work is 48 hours in a week without A break.

Q.2 A. Attempt any one of the following.

15

1. Write an explanatory note on "Authorities "under the Industrial Disputes Act, 1947.
2. Define & Explain strike add note on types of strike?

08

07

OR

- B.** 1. What is a trade union? What are the rights & liabilities of registered trade union?
2. State the difference between Individual Dispute and Industrial Dispute?

08

07

- Q.3 A. Attempt any one of the following.** **15**
1. Explain the various provision relating to welfare measures? **08**
 2. Discuss the employer's liability to pay compensation under the employee's compensation act. **07**

OR

- B.** 1 Explain the provision relating to safety measures under factories act? **08**
2. State and explain the objective of workmen's compensations act 1923. **07**

Q.4.A. Attempt any one of the following.

1. What are the different types of benefits provided by the ESI act?
2. Explain the objects of the Provident Fund ACT.

OR

- B.** 1. Write an explanatory note on Power and Duties of ESI Act 1948? **08**
2. State the rules as to contributions as provided in the ESI Act? **07**

Q.5 A. Attempt any one of the following. **15**

- 1.Explain the applicability and non-applicability of the payment of wages act 1936. **08**
2. Discuss the concept of bonus under the payment of bonus act 1936? **07**

OR

- B. Write Short Notes (Any 3)** **15**
1. Role of Trade Union.
 2. Industrial Tribunal
 3. Lock out
 4. Medical Benefit Council(S-10)
 5. ESI Corporation.