

[Time: 3 Hours]

[ Marks:100]

Please check whether you have got the right question paper.

N.B: 1. All questions are compulsory.

2. Figures to the right indicate full marks.

1. Answer in not more than two sentences. 20
- 1) Write any two duties of "Works Committee".
  - 2) Define Industrial Tribunal.
  - 3) Write two objects of I.D. Act, 1947.
  - 4) "Award" under Industrial Disputes Act, 1947.
  - 5) Write any one difference between Lock Out and Lay Off.
  - 6) Duties of Investigating Officers under M.R.T.U. and P.U.L.P. Act, 1971.
  - 7) Who is a "Member" under M.R.T.U. and P.U.L.P. Act, 1971?
  - 8) "Model standing order" means?
  - 9) Which court shall try offences under I.E. (SO) Act, 1946?
  - 10) What is the minimum compensation payable in case of Permanent Total Disablement under E.C. Act, 1923?
2. Write Short notes (any four) 20
- 1) Retrenchment
  - 2) Occupational Diseases
  - 3) Workman under Workman Compensation Act, 1923.
  - 4) Employer's Liability for compensation under E.C. Act, 1923.
  - 5) Rights and obligations of recognized union.
  - 6) Industrial Establishment' under I.E. (SO) Act.
3. Solve (any two) 12
- a. Rajesh Patil was employed as a lorry driver by Sodhi Transport Co. Pvt. Ltd. While driving a lorry of said transport company the lorry meets with an accident and Rajesh's right leg is amputated below the knee.
- i. What is nature of disablement by Rajesh Patil? Give reasons.
  - ii. How is compensation calculated in case of injuries resulting in permanent disablement?

b. 'A' union has got 30% membership of total workman employed in the establishment and it applied for grant of recognition. Another union 'B' objects on the ground that it has got 35% membership of the total amount of workman that establishment.

- i. To which authority the application for grant of recognition has to be made?
- ii. Give any two duties of unrecognized union.

c. An employer makes an application for amendments to model standing orders to the certifying officer. The certifying officer after hearing the employer and workmen passes an order. The employer is not satisfied with the order of the Certified Officer.

- i. What is the remedy available to the employer?
- ii. Within how many days that remedy should be availed by the employer?

4. Attempt (any four)

48

- 1) Define industry under the I.D. Act, 1947. Discuss the role of Judiciary in redefining the term Industry?
- 2) State and explain the concept of 'Injury arising out of and in the course of employment' as contemplated in the E.C. Act, 1923.
- 3) What is Standing Order? How it is certified under the I.E.S.O. Act?
- 4) What are 'Unfair Labour Practices'? What is the procedure for filing complaint against an Unfair Labour Practice?
- 5) Discuss the provisions of I.D. Act, 1947 relating to lay-off and retrenchment? Also discuss the difference between these two legal terms?
- 6) What is Collective Bargaining? Discuss its advantages and disadvantages.

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