

xv) Define penalties under the payment of bonus Act, 1965.

### SECTION-C

**Note:** Long answer type questions. Attempt any three questions. 3x10=30

- Q.3 Discuss the provisions of factories Act, regarding safety and welfare of workers.
- Q.4 What are the circumstances in which gratuity becomes payable to an employee under the payment of gratuity Act, 1972?
- Q.5 Discuss the provisions relating to submission of draft standing orders.
- Q.6 What are the provisions of apprentices Act, 1961 as regards practical and basic training of apprentices and related instructions?
- Q.7 How is 'available surplus' determined under the payment of bonus Act? What part of it can be distributed amongst the employees as bonus?

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**5th Sem. / IPM**

**Subject : Labour Legislation**

Time : 3 Hrs.

M.M. : 100

### SECTION-A

**Note:** Very Short Answer type questions. Attempt any 15 parts. (15x2=30)

- Q.1 a) When the First factories act was passed in India?
- b) Define young person under factories act.
- c) What do you mean by factory under section 2(m)?
- d) Define health under factories act.
- e) Define daily hours of work under section 54.
- f) What are the main objectives of apprentice act?
- g) What is the stipend given to engineering graduates and diploma holder?
- h) What is the applicability of the contract labour act?

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- i) Define industrial disputes Act, 1947.
- j) Define infancy benefit for new establishment.
- k) Define accounting year in case of company.
- l) Define Bonus on commission.
- m) Define Gratuity.
- n) What is the time limit for claiming gratuity?
- o) Define employer under industrial employment (standing) orders.
- p) Define appellate authority.
- q) When is an employee disqualified from receiving bonus.
- r) Define direct tax under payment of bonus act.

### SECTION-B

**Note:** Short answer type questions. Attempt any ten parts 10x4=40

- Q.2
- i) Discuss the term 'manufacturing process' used in factories act.
  - ii) Explain the term 'Worker as defined under the factories Act.

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- iii) Who is an occupier of a factory, How he is so called?
- iv) Who is controlling authority under payment of gratuity Act?
- v) When does an employee forfeit his right to gratuity?
- vi) What is maximum gratuity payable under the Act?
- vii) What is the object of industrial employment Act 1946?
- viii) What is the scope of industrial employment Act 1946?
- ix) Explain extraordinary leave under the apprentices Act. 1961?
- x) Define holding of test under apprentices Act.
- xi) Explain health, welfare and safety of apprentices.
- xii) Define maximum bonus under payment of bonus Act.
- xiii) Who is eligible for bonus under bonus Act?
- xiv) Define state apprenticeship adviser under apprentices Act.

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