Seat 1	No:		Enrollment No:PARUL UNIVERSITY			
			FACULTY OF LAW			
Semester: 7 Subject Code: 17300403 Subject Name: Labour & Industrial Law II			A-LL.B, Winter 2019 – 20 Examination Date: 29/11/2019 Time: 10:30am to 1:00pm Total Marks: 60			
Instr	ucti	1. All questions are computed. Figures to the right indi 3. Make suitable assumpti 4. Start new question on n	cate full marks. ons wherever necessary.			
Q.1		o as directed. ICQ, True or False, Definitions	(15), Explain terms) (1 marks each. All Compulsory)			
	1.	What is the definition of 'Em	ployee' under the Payment of Bonus Act?			
	2.	The Minimum Bonus payable	is and Maximum Bonus payable is			
	3.4.	 The eligibility of Rs is fixed as maximum monthly salary of an employee under the Payment of Bonus Act. The actual presence of days is required for eligibility to avail Privilege Leave. 				
		[a] 200 days	[b] 240 days			
		[c] 300 days	[d] 180 days			
	5.	•	nt of Safety Officers is statutory when the total strength [b] 500 employees			
		[c] 750 employees	[d] 1000 employees			
	6.	•	employee is minimum attendance of days in a			
		[a] 150 days	[b] 100 days			
		[c] 50 days	[d] 300 days			
	7.	The set-off and set-on under t Section of the Paymen	he Payment of Bonus Act is to be calculated as per of Bonus Act.			
		[a] Section 7	[b] Section 8			
		[c] Section 9	[d] Section 10			
	8.	payment of Bonus Act.	Bonus Act is decided under Section of the			
		[a] Section 10	[b] Section 12			
		[c] Section 19	[d] Section 15			
	9. Discuss the concept of Non-statutory Bonus.					
	10. What is the formula for calculating Bonus under the Payment of Bonus Act?					
	11		an employee is as per the Factories Act.			
		[a] 35 hours	[b] 42 hours			
	1.0	[c] 48 hours	[d] 40 hours			
	12	as per the Factories Act.	ty Hours) limit per quarter of an employee is hours			

	[a] 25 hours	[b] 50 hours				
	[c] 75 hours	[d] 100 hours				
13.	. What is the formula for calculating Gratuity	under the Payment of Gratuity Act?				
	What is the rate of contribution of an employee and of an employer under the provisions of Employees State Insurance Act, 1948? Who is empowered to appoint qualified medical practitioners as certifying surgeons?					
	[a] Central Government	[b] State Government				
	[c] Labour Court	[d] Labour Commissioner				
A)	Write short notes on. (Each of three mark	k)	(15)			
1.	Define 'Wage' under the Payment of Wage	s Act.				
2.	Define 'Workman' under the provisions of Payment of Bonus Act.					
3.	Explain the object of Bonus payable to employees under the Payment of Bonus Act.					
4.	Disqualification of bonus as per provisions of Payment of Bonus Act.					
5.	Recovery of gratuity payment as per provis	ions of Payment of Gratuity Act.				
A)	Discuss the various benefits available under O	R	(08)			
	Discuss the duties and responsibilities of W	reflare Officers under the Factories Act.				
A)	Discuss the powers and authorities of Factor Act.	ory Inspector under the provisions of Factory	(07)			
	What are the penalties prescribed for contra State Insurance Act, 1948?	R avention of the provisions of the Employees				
	Whether a reinstated employee is entitled to cause of his illegal termination from services	_	(07)			
B)	Answer any four of the following (short question of Concept and Object of Payment of Gratuity	• , ,	(08)			
2.	Forfeiture of Gratuity					
3.	Difference between Overtime Wages and In	ncentive Payments.				
4.	Annual Leave with Wages	•				
5.		Factories Act.				
	J 1					

Q.2

Q.3

Q.4