

Seat No: .....

**T.Y.B.B.A**

**April-2017**

**Human resource Legislation**

**Time: 03:00 hors Paper No: 307 Subject Code: 8290 Marks: 100**

**Q.1** Explain following under The Contract Labour (Regulation and Abolition) Act, 1970 in detail. (2 Marks for each) **20**

- |                                       |  |                    |
|---------------------------------------|--|--------------------|
| 1. Central Advisory Board             | 2. State Advisory Board                        | 3. Contract Labour |
| 4. Appointment of registering officer | 5. Revocation of registration in certain cases |                    |
| 6. Contractor                         | 7. Appointment of licensing officers           |                    |
| 8. Grant of licenses                  | 9. Canteens                                    | 10. Rest-rooms     |

**OR**

**Q.1** Explain following under Apprentices Act, 1961 in detail. (2 Marks for each) **20**

- |  |                                     |                   |
|--|-------------------------------------|-------------------|
| 1. Contract of apprentices.<br>apprentices' contract | 2. Period of training               | 3. Termination of |
|  | 4. Obligation of employers          |                   |
| 5. Obligation of apprentices                         | 6. Health and safety of apprentices |                   |
| 7. Payment to apprentices                            | 8. Conduct and discipline           |                   |
| 9. Offences by companies                             | 10. Authorities                     |                   |

**Q.2** Discuss provisions under ESI Act, 1948 in detail. **20**

**OR**

**Q.2** Explain wage, deduction from wages and inspector under payment of wages act, 1936 in detail. **20**

**Q.3** Explain following provisions under minimum wages act, 1948 in detail. (2 Marks for each) **20**

- |                 |                                     |
|-----------------|-------------------------------------|
| 1. minimum wage | 2. Fixing of minimum rates of wages |
|-----------------|-------------------------------------|

3. Minimum rate of wages.
4. Procedure for fixing and revising minimum wages
5. Correction of errors
6. Payment of minimum rates of wages
7. Fixing hours for a normal working day
8. Overtime
9. Wages of worker who works for less than normal working day
10. Inspectors

**OR**

**Q.3** Discuss various provisions under Workmen compensation Act, 1923. **20**

**Q.4** Explain various provisions under payment of gratuity act, 1972 in detail. **20**

**OR**

**Q.4** Discuss Employees' provident fund and miscellaneous provisions act, 1952 in detail. **20**

**Q.5** Explain following under trade union act, 1926 in detail. (5 Marks for each) **20**

1. Registration Process
2. Rights of registered Trade Unions
3. Liabilities of registered Trade Unions
4. Penalties

**OR**

**Q.5** Explain Health related provisions under factories act, 1948 in detail. **20**