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**Diploma in Labour Laws And Labour Welfare Examination, 2010**  
**Paper – I : LAW RELATING TO LABOUR MANAGEMENT**  
**RELATIONS**

Time : 3 Hours

Max. Marks : 100

*N.B. : a) Answer **any five** questions.*

*b) **All** questions carry **equal** marks.*

1. State and explain powers and duties of the various authorities for the investigation and settlement of industrial disputes under the Industrial Disputes Act, 1947.
2. Define the term 'Strike' and state the provisions relating to Prohibition of Strikes and Lock-outs in Public Utility Service under the Industrial Disputes Act, 1947.
3. Define the term 'Trade Union' and discuss the provisions regarding Registration and cancellation of registration of Trade Unions under the Trade Unions Act, 1926.
4. "Certified Standing Orders Constitute Statutory Conditions of Employment." Comment with reference to the Industrial Employment (Standing Orders) Act, 1946.
5. Enumerate the various Unfair Labour Practices on the part of 'Employers' and 'Trade Unions' under the Maharashtra Recognition of Trade Unions and prevention of Unfair Labour Practices Act, 1971.

P.T.O.



6. “The Bombay Industrial Relations Act, 1946 is based on the principle of one union for one industry in any local area.” Comment with reference to different types of Unions under the Bombay Industrial Relations Act, 1946.
7. What is ‘Submission’ ? What are the provisions under the Bombay Industrial Relations Act, 1946 regarding Arbitration Proceedings ?
8. Write notes **one** the following :
  - a) Rights and privileges of a registered Trade Union under the Trade Unions Act, 1926.
  - b) ‘Notice of change’ under the Bombay Industrial Relations Act, 1946 and the Industrial Disputes Act, 1947.

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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2010**  
**Paper – I : LAW RELATING TO LABOUR MANAGEMENT**  
**RELATIONS – I**

Time : 3 Hours

Max. Marks : 100

*N.B. : 1) Answer **any five** questions.  
2) **All** questions carry **equal** marks.*

1. Explain the concept of 'Industrial Relations and examine the nature and scope of Industrial Relations in India in the light of Liberalisation and Globalisation of the economy.
2. Discuss the concept of workers' participation in management and explain merits and demerits of the worker's participation in management in India.
3. Examine the powers and jurisdiction of the Labour Court under the Industrial Disputes Act, 1947.
4. Define the term 'strike' and examine the provisions relating to prohibition of strikes and lock-outs under the Industrial Disputes Act, 1947.
5. Discuss the provisions of the Bombay Industrial Relations Act, 1946 regarding conciliation proceedings. Are there any restrictions on the commencement of such proceedings ?
6. Discuss the procedure for certification and modification of standing orders under the Industrial Employment (Standing Orders) Act, 1946.
7. Analyse the provisions relating to 'Lay-off and retrenchment' under the Industrial Disputes Act, 1947.
8. Write notes on the following :
  - a) Definition of Industry under the I.D. Act, 1947.
  - b) Powers and duties of Labour Officers under the B.I.R. Act, 1946.



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**Master of Labour Laws And Labour Welfare (Part – I) Examination, 2010**  
**Paper – II : LAW RELATING TO LABOUR MANAGEMENT**  
**RELATIONS – II**

Time : 3 Hours

Max. Marks : 100

*N.B. : a) Answer **any five** questions.*

*b) **All** questions carry **equal** marks.*

1. Examine the scope and significance of workers organization in the context of Modern Industrialization.
2. Discuss the following :
  - a) Trade Unions role in Labour Welfare and Productivity.
  - b) Problems of Trade Unions.
3. Define Collective Bargaining. Explain the characteristics of Collective Bargaining.
4. Define the term 'Trade Union' and discuss the provisions relating of Mode of Registration of Trade Unions under the Trade Unions Act, 1926.
5. Enumerate the various Unfair Labour Practices on the part of Employers and Trade Unions under the Maharashtra Recognition of Trade Unions and preventions of Unfair Labour Practices Act, 1971.
6. State and explain the conditions under which a Trade Union can be entered and removed from the approved list under the Bombay Industrial Relations Act, 1946. Examine the rights that are available to the officers of Approved Unions under the B.I.R. Act, 1946.

**P.T.O.**



7. Discuss the following :

- a) Objects on which general funds of Trade Union may be spent.
- b) Recognition of Union under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act.

8. Write notes on the following :

- a) New Technology Trade Unionism and Social Justice.
- b) Amalgamation of Trade Union.

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**Master of Labour Laws And Labour Welfare (Part – I) Examination, 2010  
(Paper – III) PRINCIPLES OF WAGES FIXATION, LAW OF  
WAGES AND SOCIAL SECURITY LEGISLATION**

Time : 3 Hours

Max. Marks : 100

**N.B. :** 1) Answer *any five* questions.  
2) *All* questions carry *equal* marks.

1. “Bonus is a dynamic concept .” Elaborate the statement referring to the objects of the Payment of Bonus Act, 1965.
2. Examine the powers and jurisdiction of the authority under the Payment of Wages Act, 1936.
3. “The passing of the Minimum Wages Act, 1948 is a landmark in the history of Labour Legislation in our Country.”  
Discuss this statement and enumerate various provisions of the Act.
4. Define the term ‘Employee’ and state the provisions relating ‘Contribution’ under the Employees State Insurance Act, 1948.
5. Discuss the object, scope and application of the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952.
6. Critically examine the powers of the Commissioner’ under The Workmen’s Compensation Act, 1923.

**P.T.O.**



7. “The Payment of Gratuity Act provides for determination of the amount of gratuity and resolving the disputes.” Critically examine the various provisions of the Act in this regard.
8. Explain the following :
  - a) Notice of claim and right to Payment of Maternity Benefit.
  - b) Duty of Employer to pay equal remuneration to men and women workers for same work or work of a similar nature under the Equal Remuneration Act, 1976.
9. Write notes on the following :
  - a) Distinguish between Minimum Wage, Fair Wage and Living wage.
  - b) Set on and set off of allocable surplus.

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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2010**  
**Paper – VI : LAW RELATING TO LABOUR WELFARE**

Time : 3 Hours

Max. Marks : 100

**N.B.** : a) Answer *any five* questions.  
b) *All* questions carry *equal* marks.

1. Examine the concept, nature and scope of labour welfare in the context of improvement of the standards of living.
2. “The keystone of the Factories Act, 1948 is safety first and safety last”. Comment.
3. Define the term mine and discuss the powers and functions of Chief Inspectors of mines under the Mines Act, 1952.
4. Explain the following :
  - a) Prospecting licences and mining leases under the Mines and Minerals.(Regulation and Development) Act .
  - b) Main Provisions of the Bombay Labour Welfare Fund Act, 1953.
5. State and explain the provisions relating to ‘Health and Welfare’ under the Plantations Labour Act, 1951.
6. Examine the salient features of the Dock Workers (Safety, Health and Welfare) Act, 1986.
7. Define the term Dock-Worker and discuss the scheme for ensuring regular employment of workers under the Dock-Workers (Regulation of Employment) Act, 1948.
8. Define the term ‘Establishments’ and state the provisions relating to ‘Registration of Establishments’ under the Bombay Shops and Establishments Act, 1948.
9. Write notes on the following :
  - a) Fixation or revision of rates of wages under the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.
  - b) Licensing of contractors under the Contract Labour (Regulation and Abolition) Act, 1970.





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**Master of Labour Laws And Labour Welfare (Part – II) Examination, 2010**  
**Paper – VII : PERSONNEL MANAGEMENT AND CASE STUDIES IN**  
**PERSONNEL MANAGEMENT**

Time : 3 Hours

Max. Marks : 100

*N.B. : a) Answer **any five** questions.*

*b) All questions carry **equal** marks.*

1. Define Human Resource Management and discuss the scope and objectives of Human Resource Management.
2. Distinguish between promotion and transfer. State the various types of promotions and transfers and examine the main elements of a good promotion and transfer policy.
3. What are the factors that have contributed to the importance and wider adoption of Training and Development programmes in Industry in recent years ?
4. “Communication plays an important role in maintaining harmonious and cordial industrial relations”. Elucidate .
5. Examine the following Managerial Functions (**any two**) :
  - a) Planning
  - b) Co-ordination and control
  - c) Decision making.
6. Examine the health and safety problems of industrial workers with special reference to India. Assess the recent attempts to improve the health and safety of industrial workers in the country.
7. Examine the personnel management practices in Textiles industries.

P.T.O.



8. Define 'Performance Appraisal' and discuss the importance and modern methods used in Industry.
  9. Write notes on the following :
    - a) Functions of the Labour Welfare Board.
    - b) Grievance Handling Counselling.
    - c) Utility of case studies in Personnel Management.
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**Master of Labour Laws And Labour Welfare (Part – II) Examination, 2010**  
**Paper – IX : LABOUR ECONOMICS AND INDIAN LABOUR**  
**PROBLEMS**

Time : 3 Hours

Max. Marks : 100

*N.B. : 1) Answer **any five** questions.  
2) **All** questions carry **equal** marks.*

1. Define Labour Economics and discuss the nature, scope and importance of Labour Economics.
2. State and explain the various Theories of Wages.
3. Examine the recent National Labour Policy of the Government of India and discuss the effect of Liberalisation and Globalisation on the economy and the Labour Market.
4. Critically examine the problems of Child and Women Labour in India and suggest measures to solve them.
5. Explain the following :
  - a) “Wage differentials are both inevitable and desirable.”
  - b) Fringe Benefits.
6. Examine the nature of the Payment of Bonus and explain the justification, evolution and present position of payment of bonus to industrial workers in India.
7. Distinguish between minimum wage, fair wage and living wage.
8. Discuss the following :
  - a) Causes of Absenteeism.
  - b) Role and function of Employment Exchange in India.
9. Write a note on the problem of Agricultural Labour in India.



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**Diploma in Labour Laws and Labour Welfare Examination, 2010**  
**Paper – III : PRINCIPLES OF WAGES FIXATION AND**  
**THE LAW OF WAGES**

Time : 3 Hours

Max. Marks : 100

*N.B : a) Attempt **any five** questions.  
b) All questions carry **equal** marks.*

1. Enumerate the authorised deductions from the wages of the employed person under the Payment of Wages Act, 1936.
2. Define the term 'wages' and discuss the provisions relating to 'Time of payment of wages and mode of the payment of wages' under the Payment of Wages Act, 1936.
3. Examine the procedure for fixing and revising the minimum rates of wages under the Minimum Wages Act, 1948.
4. Define the term 'Scheduled Employment' and discuss the provisions relating to 'Exemptions and exceptions' under the Minimum Wages Act, 1948.
5. State the provisions relating to 'Eligibility and disqualification for bonus, payment of minimum and maximum bonus under the Payment of Bonus Act, 1965.
6. Explain the application and non-application of the Payment of Bonus Act, 1965.
7. Examine the provisions relating to appointment of authorities for hearing and deciding claims and complaints under the Equal Remuneration Act, 1976.
8. Write notes on the following :
  - a) Set on and set off all allowable surplus under the Payment of Bonus Act 1965.
  - b) Powers and functions of Inspectors under the Minimum Wages Act, 1948.



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**Diploma in Labour Laws and Labour Welfare Examination, 2010**  
**Paper – IV : LEGISLATION AFFECTING CONDITIONS OF WORK**

Time: 3 Hours

Max. Marks: 100

*N.B. : a) Attempt **any five** questions.*

*b) All questions carry **equal** marks.*

1. Define the term ‘Worker’ and discuss the provisions relating to ‘Working Hours of Adults’ and ‘Employment of young persons’ under the Factories Act, 1948.
2. Define the term Commercial Establishment and discuss the provisions under the Bombay Shops and Establishments Act, 1948 regarding hours of work, opening and closing hours and spread over in shops and commercial establishments.
3. Define the term ‘mine’ and state the provisions of the Mines Act, 1952 with regard to ‘Health and Safety’.
4. State and explain the provisions relating to ‘welfare and health’ under the Motor Transport Workers Act, 1961.
5. Define the term ‘Contractor’ and state provisions relating to ‘Licensing of contractors’ under the Contract Labour (Regulation and Abolition) Act, 1970.
6. Explain the following with reference to the Child Labour (Prohibition and Regulation) Act, 1986 :
  - a) Prohibition of employment of children in certain occupations and processes.
  - b) Notice to Inspector.
7. Examine the salient features of the Bonded Labour System (Abolition) Act, 1976.
8. Discuss the following :
  - a) Welfare provisions under the Factories Act, 1948.
  - b) Annual Leave with wages under the Mines Act, 1952.



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**Master of Labour Laws And Labour Welfare (Part – I) Examination, 2010**  
**Paper – IV : RESEARCH METHODOLOGY AND CASE STUDIES IN**  
**INDUSTRIAL RELATIONS**

Time : 3 Hours

Max. Marks : 100

*N.B. : a) Attempt **any five** questions.  
b) **All** questions carry **equal** marks.*

1. Examine the role of Hypothesis and explain the criteria of a workable hypothesis.
2. “The planning of a Social survey is a combination of technical and organization decisions”. Comment.
3. Discuss the utility and limitation of a case study method of Social research.
4. Discuss the advantages and limitations of questionnaire and observation methods.
5. a) What is tabulation ? Discuss various methods of Tabulation.  
b) Kinds of scale.
6. Define sampling method and explain advantages and disadvantages of sampling method in research.
7. State and explain various techniques of report-writing.
8. Discuss the following.
  - a) Major steps in the preparation of research design.
  - b) Merits of experimental method.
9. Write notes on the following.
  - a) Content analysis
  - b) Concepts of mean, median and mode.



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**Diploma in Labour Laws and Labour Welfare Examination, 2010**  
**Paper – II : SOCIAL SECURITY LEGISLATION**

Time : 3 Hours

Max. Marks : 100

*N.B. : a) Answer **any five** questions.  
b) All questions carry **equal** marks.*

1. “The Employer is liable to pay compensation under the Workmen’s Compensation Act, 1923, if personal injury is caused to a workman by accident arising out of and in the course of employment”. Comment in the light of leading cases.
2. Examine the powers and functions of the Employees’ State Insurance Corporation under the Employees’ State Insurance Act, 1948.
3. Critically examine the ‘Employees’ Provident Fund Scheme’ under the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952.
4. Explain the salient features of the Bombay Labour Welfare Funds Act, 1953.
5. Critically examine the nature and scope of maternity benefits. What are the rights of employed women under the Maternity Benefit Act, 1961 ?
6. “Gratuity is paid not for the long and continuous period of service but for the long continuous and meritorious service rendered by the Employee”.  
Examine the above statement in the light of various provisions of the payment of Gratuity Act, 1972.
7. Explain the following :
  - a) Types of disablements
  - b) Matters to be decided by the Employees’ Insurance Court under the Employees’ State Insurance Act, 1948.
8. Write notes on the following :
  - a) Contracting and contracting out under the Workmen’s Compensation Act, 1923.
  - b) Powers of Inspectors under the Employees Provident Funds and Misc. Provisions Act, 1952.