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Seat No.	
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Diploma in Labour Laws and Labour Welfare Examination, 2013
Paper – III : PRINCIPLES OF WAGES FIXATION AND THE LAW OF WAGES

Time : 3 Hours

Max. Marks : 100

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

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

1. State and explain the authorised deductions from the wages of the employed persons under the Payment of Wages Act, 1936.
2. Explain the powers and Jurisdiction of the authority under the Payment of Wages Act, 1936.
3. Discuss the procedure for fixing and revising the minimum rates of wages under the Minimum Wages Act, 1948.
4. What are the powers of 'Inspectors' under the Minimum Wages Act, 1948 ?
5. Discuss the following with reference to the Payment of Bonus Act, 1965.
 - a) Rule of set on and set off of Allocable Surplus
 - b) Eligibility for Bonus and disqualification of Bonus.
6. State the provisions relating to Time-limit for Payment of Bonus and non-application of the Payment of Bonus Act, 1965.
7. Discuss the main provisions of the Equal Remuneration Act, 1976.
8. Write short notes on the following :
 - a) Definition of wages under the Payment of Wages Act.
 - b) Bonus linked with production or productivity.



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Diploma in Labour Laws and Labour Welfare Examination, 2013
LAW RELATING TO LABOUR MANAGEMENT RELATIONS
(Paper – I) (New Course)

Time : 3 Hours

Max. Marks : 100

Instructions : 1) Answer **any five** questions.
2) Figures to the **right** indicate **full** marks.

1. a) Critically examine the rights and liabilities of registered trade unions under the Trade Unions Act, 1926. **15**
b) Examine the provisions relating to rights of Approved Unions under the Bombay Industrial Relations Act, 1946. **5**
2. a) Examine the powers and duties of Industrial Courts under the Bombay Industrial Relations Act, 1946. **14**
b) Examine the powers and duties of Labour Officers under the Bombay Industrial Relations Act, 1946. **6**
3. Examine the provisions relating to 'Lay-off and Retrenchment' with the help of decided cases and examine the conditions precedent to valid retrenchment. **20**
4. Define 'Strikes and Lockouts'. When does strikes and lockouts become illegal under the Industrial Disputes Act, 1947 ? What are the punishments provided under the Act for illegal strikes and lockouts ? **20**
5. Critically examine the provisions relating to the procedure laid down under the Industrial Employment (Standing Orders) Act, 1946 for Certification and Modification of standing orders. What are the matters on which the standing orders are to be framed ? **20**

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6. Examine the procedure laid down under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices for recognition of unions. **20**
7. a) Define 'Industrial Dispute' under the Industrial Disputes Act, 1947. Explain when an 'Individual Dispute' becomes an industrial dispute under the Act. **10**
- b) Enumerate the Authorities constituted under the Industrial Disputes Act, 1947 for prevention and settlement of industrial disputes. **10**
8. Write notes on the following **(any two)** :
- a) Distinction between General Fund and Political Fund of the Union.
- b) Rights of Recognized Unions under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
- c) Submission under the Bombay Industrial Relations Act, 1946. **20**
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Diploma in Labour Laws and Labour Welfare Examination, 2013
Paper – II : SOCIAL SECURITY LEGISLATION

Time : 3 Hours

Max. Marks : 100

Instructions: a) Answer **any five** questions.

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

1. State and examine the powers of the E.S.I. Corporation, Standing Committee and the Medical Benefit Council under the E.S.I. Act, 1948.
2. Discuss the salient features and examine the objectives of the Bombay Labor Welfare Funds Act, 1953.
3. Examine the provisions in respect of compensation for personal injury arising out of and in course of employment in the context of the Workmen's Compensation Act, 1923.
4. Evaluate the nature and scope of the Maternity Benefits Act, 1961. Discuss the main provisions of the Act.
5. Define the term "Employee" and discuss the powers of Inspectors under the Payment of Gratuity Act, 1972.
6. Discuss the "Employees Provident Scheme" under the Employees' Provident Funds and (Miscellaneous Provisions) Act, 1952.
7. Explain the provisions relating to 'Payment of gratuity' under the Payment of Gratuity Act, 1972.
8. State and explain the various benefits assured to the insured employees and their dependents under the Employees' State Insurance Act, 1948.



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**Diploma in Labour Laws and Labour Welfare Examination, 2013
Paper – IV : LEGISLATION AFFECTING CONDITIONS OF WORK**

Time : 3 Hours

Max. Marks : 100

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

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

1. “The keystone of the Factories Act is safety first and safety last.” Comment.
2. Define the term ‘Mine’ and discuss the provisions relating to ‘Leave with Wages’ under the Mines Act, 1952.
3. Define the term ‘Motor Transport Worker’ and explain the provisions relating to Welfare and Health’ under the Motor Transport Workers Act, 1961.
4. What are the provisions relating to ‘Registration of Establishments Employing Contract Labour’ under the Contract Labour (Regulation and Abolition) Act, 1970 ?
5. Summarize the provisions of the Child Labour (Prohibition and Regulation) Act, 1986 with regard to ‘Regulation of Conditions of Work Children’.
6. Explain the concept of ‘Bonded Labour System’ and discuss the functions of ‘Vigilance Committee’ under the Bonded Labour System (Abolition) Act, 1976.
7. Examine the main provisions of the Bombay Shops and Establishments Act, 1948.
8. Write short notes on the following :
 - a) Welfare provisions under the Factories Act, 1948.
 - b) Liability of Owner of Premises in Certain Circumstances under the Factories Act, 1948.