



[3842] – 24

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

1. Examine the nature and scope of Labour Economics.
2. State and explain the various theories of unemployment and suggest the measures to reduce the problem of unemployment.
3. Examine the importance of the study of labour problems under the present economic and social conditions of our country.
4. “Incentive schemes are widely regarded as beneficial both to the employers as well as the workers”. Comment.
5. Critically examine the problems of child and women labour in India and suggest measures to solve them.
6. “Labour is not a commodity”. Comment and state the socio-economic characteristics of industrial labour force in India.
7. “Bonus is a dynamic concept” Comment. Explain the evolution and the present position of bonus payable to industrial workers in India.
8. Examine the following :
 - a) Problems of Agricultural labour in India.
 - b) Various types of Dearness allowance.
9. Examine the impact of ‘Rationalisation’ and ‘Automation’ on employment of labour in the context of Indian conditions. How far they are capable of raising the efficiency and productivity of workers ?

B/II/10/170



[3842] – 14

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. Define 'Scientific method' and explain the characteristics of the scientific method.
2. Define 'Hypothesis'. Discuss sources and importance of hypothesis in scientific research.
3. Discuss the following :
 - a) Types of research design
 - b) Planning of a social survey.
4. State and explain the various types of sampling method.
5. Examine the purpose and essentials of a good schedule in Labour research.
6. Discuss the following :
 - a) Case study method
 - b) Content analysis.
7. Compare observation, questionnaire and interview as tools of data collection with reference to their merits and demerits.
8. Examine the significance and contents of a Research Report.
9. Write notes on the following :
 - a) Use of Graphs in Labour Research
 - b) Problem of Scaling.



[3842] – 12

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. Trace the history and development of Trade Union Movement in India.
2. Define Collective Bargaining. Examine its characteristics and the essential conditions for successful collective bargaining.
3. Discuss the following :
 - a) Problems of Trade Unions
 - b) Participation Trade Unions and Economic Development.
4. Critically examine the rights and liabilities of registered Trade Unions under the Trade Unions Act, 1926.
5. Examine the provisions relating to 'Registration of Unions and Cancellation of Registration, under the Bombay Industrial Relations Act, 1946.
6. Discuss obligation and rights of Recognized Unions under the Maharashtra Recognition of Trade Unions and prevention of Unfair Labour Practices Act, 1971.
7. Define Trade Union and discuss the provisions to be contained in the rules of Trade Unions under the Trade Unions Act, 1926.
8. Write notes on the following :
 - a) Procedure for dealing with complaints relating to unfair labour practices.
 - b) Conditions for Approved Union.



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

Time : 3 Hours

Max. Marks : 100

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

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

1. Critically examine the various theories of wages.
2. “The employer is liable to pay compensation under the Workmen’s Compensation Act, 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.
3. “The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form and at regular intervals and without any unauthorised deductions”. Explain.
4. Critically examine the procedure for fixing and revising minimum rates of wages in respect of any scheduled employment under the Minimum Wages Act, 1948.
5. State and explain the various benefits assured to the insured persons and their dependenes under the Employees’ State Insurance Act, 1948.
6. “The Employees’ Provident Funds and Miscellaneous Provisions Act, 1952 is a beneficial legislation enacted as a measure of social justice”. Discuss.
7. Critically examine the nature and scope of maternity benefits. What are the rights of employed women under the Maternity Benefits Act, 1961 ?
8. a) Examine the nature of ‘Bonus’ and discuss the provisions relating to ‘payment of bonus linked with production or productivity’ under the Payment of Bonus Act, 1965.
b) Discuss the main provisions of the Equal Remuneration Act, 1976.
9. Define the term ‘Employee’ and discuss the provisions relating to payment of gratuity and determination of amount of gratuity under the Payment of Gratuity Act, 1972.



[3842] – 1

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. Examine the rights and liabilities of registered trade unions under the Trade Unions Act, 1926.
2. Define the term 'Standing Order' and discuss the procedure for certification and modification of standing orders under the Industrial Employment (standing orders) Act, 1946.
3. Examine the powers and duties of Industrial court under the Bombay Industrial Relations Act, 1946.
4. Analyse the provisions relating to Lay-off Retrenchment and closure under the Industrial Disputes Act, 1947.
5. Define the term 'Lock-out' and discuss the provisions relating to Illegal Strikes and Lock-outs under the Industrial Disputes Act, 1947.
6. Distinguish between the Bombay Industrial Relations Act, 1946 and The Industrial Disputes Act, 1947.
7. Discuss the provisions relating to 'Rights and Obligations of Recognized Union' under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
8. a) Discuss the definition of 'Industry' under the Industrial Disputes Act, 1947 and the Bombay Industrial Relations Act, 1946.
b) Explain the powers and duties of Labour Officers under the Bombay Industrial Relations Act, 1946.



[3842] – 11

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 workers participation in management and discuss the various levels and forms of workers participation in management in India.
2. Discuss the following :
 - a) Code of discipline in Industry.
 - b) New Economic Policy and Industrial Relations.
3. State and explain the powers and duties of the various authorities for the investigation and settlement of disputes under the Industrial Disputes Act, 1947.
4. Define the following :
 - a) Industry.
 - b) Workman.
5. Distinguish between the Bombay Industrial Relations Act, 1947 and the Industrial Disputes Act, 1947.
6. What is Submission ? What are the provisions under the Bombay Industrial Relations Act, 1946 regarding arbitration proceedings ?
7. Define the term Lock-out and discuss the provisions relating to Illegal strikes and Lock-outs under the Industrial Disputes Act, 1947.
8. Write notes on the following :
 - a) Salient features of the Industrial Employment (Standing Orders) Act, 1946.
 - b) Retrenchment.



[3842] – 2

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. State the provisions of the Workmen's Compensation Act, 1923, relating to appointment, powers, duties and functions of the commissioner.
2. State and explain the various benefits available to an insured persons under the Employees' State Insurance Act, 1948.
3. Define 'Basic Wages' and state the provisions relating to Contributions and mode of recovery of moneys due from the employer under the Employees Provident Funds and Miscellaneous Provisions Act, 1952.
4. Examine the provisions relating to constitution of Labour Welfare Fund and Utilization of the Fund under the Bombay Labour Welfare Fund Act, 1953.
5. Define the term 'Wages' and state the provisions relating to right to payment of maternity benefit under the maternity Benefit Act, 1961.
6. Discuss the provisions relating to 'payment of gratuity' and determination of amount of gratuity' under the payment of Gratuity Act, 1972.
7. Explain the following with reference to the Employees' State Insurance Act, 1948.
 - a) Purposes for which Employees' Insurance Fund may be expended.
 - b) Matters to be decided by the Employees' Insurance Court.
8. Write notes on the following :
 - a) Employees' pension scheme
 - b) Amount of Compensation under the Workmen's Compensation Act, 1923.



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 duties and functions of Labour welfare officer in the organisation.
2. Define the term 'Factory' and discuss the provisions relating to 'Annual leave with wages' under the Factories Act, 1948.
3. What are the provisions relating to 'Health and Safety' under the Mines Act, 1952 ?
4. Discuss the provisions relating to working hours and limitation employment under the Plantations Labour Act, 1951.
5. Define the term 'Commercial establishment and state the provisions relating to working hours of shops and commercial establishments' under the Bombay Shops and Establishments Act, 1948.
6. a) Discuss the main provisions of the Dock Workers (Safety, Health and Welfare) Act, 1986.
b) Examine the scheme for ensuring regular employment of workers under the Dock Workers (Regulation of Employment) Act, 1948.
7. What are the general restrictions on undertaking prospecting and mining operations under the Mines and Minerals (Regulation and Development) Act, 1957 ?
8. Define the term 'Employee' and state the provisions relating to constitution of Labour Welfare Fund and utilization of the fund under the Bombay Labour Welfare Fund Act, 1953.
9. Write notes on the following :
 - a) Penalties and Prosecution under the Contractee Labour (Regulation and Abolition) Act, 1970.
 - b) Functions of Inspectors under the Working Journalists Act.



[3842] – 23

Master of Labour Laws and Labour Welfare (Part – II) Examination, 2010
Paper-VIII : INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY

Time : 3 Hours

Max. Marks : 100

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

1. Examine the nature and scope of Industrial Sociology.
2. Examine the merits and demerits of line and staff organisation.
3. Define ‘communication’ and discuss the various modes of employer-employee communication in an Industry.
4. Evaluate the role and functions of Supervisor in Indian Industry.
5. Explain the concept of Industrial fatigue. Examine the causes of fatigue and suggest measures to reduce Industrial fatigue.
6. Examine the field and scope of Industrial psychology.
7. “Training plays an important role in increasing performance, productivity and profitability of the company”. Elucidate this statement.
8. What is job satisfaction ? Discuss the various factors involved in job satisfaction.
9. Write notes on the following :
 - a) Characteristics of the Guild System of Industry.
 - b) Use of Psychological Tests in an Industry.



Diploma in Labour Laws and Labour Welfare Examination, 2010
Paper – III : PRINCIPLES OF WAGE 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. “The wages of an employed person shall be paid to him without deduction of any kind except those authorised by or under the Payment of Wages Act, 1936”.
Comment.
2. Discuss the following with reference to the Payment of Wages Act, 1936 :
 - a) Time and mode of payment of wages
 - b) Responsibility for payment of wages.
3. Define the term ‘Employee’ and state the provisions relating to fixing hours for a normal working day and overtime under the Minimum Wages Act, 1948.
4. Examine the provisions relating to ‘claims’ under the Minimum Wages Act, 1948.
5. What are the provisions of the payment of Bonus Act, 1965 with regard to determination and distribution of bonus ?
6. “Bonus is a dynamic concept”. Comment.
7. State the salient features of the Equal Remuneration Act, 1976.
8. Write notes on the following :
 - a) Application and non-application of the Payment of Bonus Act, 1965.
 - b) Payment of bonus linked with production of productivity.



[3842] – 4

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 'Factory' and discuss the provisions relating to 'safety of the workers' under the Factories Act, 1948.
2. Define the term 'Establishment' and discuss the provisions relating to 'Registration of establishments' under the Bombay Shops and Establishments Act, 1948.
3. State the provisions relating to 'Hours of work and limitation of employment' under the Mines Act, 1932.
4. Examine the salient features of the Motor Transport Workers Act, 1961.
5. Describe the procedure for registration of an establishment employing contract labour and state the effect of its non-registration under the Contract Labour (Regulation and Abolition) Act, 1970.
6. Explain the following with reference to the Bonded Labour System (Abolition) Act, 1976.
 - a) Functions of Vigilance Committee.
 - b) Punishment for enforcement of Bonded Labour.
7. Examine the main provisions of the Child Labour (Prohibition and Regulation) Act, 1986.
8. Write notes on the following :
 - a) Annual Leave with wages under the Factories Act, 1948.
 - b) Provisions as to Health and Safety under the Mines Act, 1948.