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Seat No.	
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Diploma in Labour Laws and Labour Welfare Examination, 2012
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 the constitution 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 objectives and outline the salient features of the Bombay Labour Welfare Funds Act, 1953.
3. State the provisions of the Maternity Benefits Act, 1961, in respect of 'Right to payment of maternity benefit and forfeiture of maternity benefits'.
4. Explain the following with reference to the Workman's Compensation Act, 1923 :
 - a) Notional extension of employer's premises.
 - b) Types of disablement.
5. Discuss the concept of 'wages' under the Payment of Gratuity Act, and the powers of the Authority under the Act.
6. Discuss the 'Employees Provident Fund Scheme' under the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
7. Explain the following :
 - a) Jurisdiction of Employee's State Insurance Court.
 - b) Forfeiture of Gratuity.
8. Write short notes on the following :
 - a) Concept of Social Security
 - b) Contributions under E.P.F. Act, 1952.



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Diploma in Labour Laws and Labour Welfare Examination, 2012
Paper – I : LAW RELATING TO LABOUR MANAGEMENT RELATIONS

Time : 3 Hours

Max. Marks : 100

Note : 1) *Attempt any five questions.*
2) *All questions carry equal marks.*

1. Define 'Trade Union' under the Trade Unions Act, 1926 and explain the procedure relating to registration of unions under the Act.
2. Which are the Establishments that are to be covered under the industrial Employment (Standing Orders) Act, 1946 ? Enumerate the matters on which standing orders are to be framed.
3. Examine the characteristic features of a Representative, qualified and primary union under the Bombay Industrial Relations Act, 1946.
4. Enumerate the various authorities constituted under the industrial Disputes Act, 1947 and examine their role and functions.
5. Define 'Strikes and Lockouts' under the Industrial Disputes Act, 1947 and explain when the strikes and lockout becomes illegal under the Act.
6. Explain the procedure laid down under the Maharashtra Recognition of Trade Unions and prevention of Unfair Labour Practices Act, 1971 for recognition of unions.
7. Examine the rights of Recognised Unions under Sections 20, 21 and 23 of the MRTU and PULP Act, 1971.
8. Explain the procedure laid down under the Bombay Industrial Relations Act, 1946 for settlement of standing orders.
9. Write notes on **any two** of the following :
 - a) Enumerate any five unfair labour practices on the part of Employers and Unions.
 - b) General Fund and Political Fund under the Trade Unions Act, 1926.
 - c) Enumerate any ten misconducts under the standing orders.
 - d) Retrenchment and Lay-off.



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Seat No.	
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Diploma in Labour Laws and Labour Welfare Examination, 2012
PRINCIPLES OF WAGE FIXATION AND THE LAW OF WAGES
(Paper – III)

Time : 3 Hours

Max. Marks : 100

Instructions : 1) Q.No. 9 is **compulsory**. Out of the **remaining** attempt **any five** questions.
2) Figures to the **right** indicate **full** marks.

1. Discuss the powers and jurisdiction of the authority under the Payment of Wages Act, 1936. **16**
2. Explain the following with reference to the payment of Wages Act, 1936 **16**
 - a) Deductions in respect of Fines and for absence from duty.
 - b) Definition of wages.
3. Who is authorized to fix minimum wages and in what manner ? Discuss. **16**
4. "Passing of the Minimum Wages Act, 1948 is a landmark in the history of Labour Legislation in our country". Comment. **16**
5. What is the scope and object of the Payment of Bonus Act, 1965 ? Who are exempted from the application of Bonus Act ? **16**
6. State the various provisions of the Payment of Bonus Act, 1965 for the determination and distribution of Bonus. **16**
7. Discuss the important role played by the Equal Remuneration Act, 1976. **16**
8. Explain allocable surplus and discuss the provisions regarding 'set-on' and 'set-off' of allocable surplus under the Payment of Bonus Act, 1965. **16**
9. Write short notes on **any two** : **20**
 - a) Bonus linked with the production of Productivity.
 - b) 'Central Advisory Board' under the Minimum Wages Act, 1948.
 - c) 'Offences and Penalties' under the Payment of Bonus Act, 1965.
 - d) Eligibility for bonus and disqualification for Bonus.



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**Diploma in Labour Laws and Labour Welfare Examination, 2012
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. State and explain the provisions relating to 'Health and Welfare of the workers' under the Factories Act, 1948.
2. Define the term 'shop' and discuss the provisions regarding 'Registration of establishment' under the Bombay Shops and Establishments Act, 1948.
3. Summarize the provisions of the Mines Act, 1952 with regard to 'Hours and Limitation of Employment'.
4. State and explain the provisions regarding 'penalties' under the Motor Transport Workers Act, 1951.
5. Define the term contractor and discuss the provisions relating to 'Licensing of contractors' under the contract Labour (Regulation and Abolition) Act, 1970.
6. Critically examine the provisions relating to 'Prohibition of employment of children in certain occupations and processes' under the Child Labour (Prohibition and Regulation) Act, 1986.
7. Discuss the main provisions of the Bonded Labour System (Abolition) Act, 1976.
8. Write short notes on the following :
 - a) Definitions of Worker and Factory
 - b) Annual leave with wages under the Factories Act, 1948.