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Diploma in Labour Laws and Labour Welfare EXAMINATION, 2019
LAW RELATING TO LABOUR MANAGEMENT RELATIONS
PAPER-I

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks.

1. Discuss in detail provisions relating to reference of Disputes to Boards, Courts or Tribunals under the Industrial Disputes Act, 1947.
2. Explain the scope, object and main features of Industrial Disputes Act, 1947.
3. Elaborate the provisions relating to recognition of Trade Union under the Trade Union Act, 1926.
4. Discuss the powers and functions of Registrar under The Trade Union Act, 1926 with the help of case laws.
5. What is Approved Union ? What conditions the Union has to fulfill for being enter its name in the approved list under The Bombay Industrial Relations Act, 1946.
6. Expolain in detail powers and duties of Labour Officers under The Bombay Industrial Relations Act, 1946.

P.T.O.

7. When strike is illegal under The Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971 ? Discuss the provisions relating to illegal strike under the MRTU and PULP Act, 1971.
8. Write short notes on any *two* of the following :
- (a) Payment of subsistence allowance under the Industrial Employment (Standing Orders) Act, 1946.
 - (b) Powers of Investigating officer under The Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.
 - (c) Constitution and composition of Joint Committee under The Bombay Industrial Relations Act, 1946.

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**DIPLOMA IN LABOUR LAWS AND LABOUR WELFARE
EXAMINATION, 2019**

SOCIAL SECURITY LEGISLATION

Paper II

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks.

1. State the salient features and applicability and non-applicability of the Workmen Compensation Act, 1923.
2. Explain the concept of Social Security and explain the various statutory and non-statutory measures of social security prevalent in India.
3. Write a detailed note on objectives, scope and applicability of the Maternity Benefits Act, 1961.
4. State the various benefits available to the insured persons under the Employees State Insurance Act, 1948.
5. Discuss how gratuity will be recovered and when employer is exempted from liabilities towards gratuity under the Payment of Gratuity Act, 1972 ?

P.T.O.

6. Define term 'Employer' and 'Basic Wages' and state the provisions relating to 'Contribution' under the Employees Provident Funds and Miscellaneous Provisions Act, 1952.
7. Discuss the provisions related to appointment and powers of Welfare Commissioner and Inspector under Bombay Labour Welfare Funds Act, 1953.
8. Write short notes on (any *two*) :
- (a) Labour Welfare Fund under the Bombay Labour Welfare Fund Act, 1953
 - (b) Types of Disablement under the Workmen's Compensation Act, 1923
 - (c) Jurisdiction of Employee's State Insurance Court
 - (d) Powers of Inspector under the Payment of Gratuity Act, 1972.

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**Diploma in Labour Laws and Labour Welfare EXAMINATION, 2019
PRINCIPLES OF WAGE FIXATION AND THE LAW OF WAGES
PAPER-III**

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Attempt any *five* questions.

(ii) All questions carry equal marks i.e. **20** marks each.

1. Explain the concepts of 'Minimum Wage, Fair Wage and Living Wage' and the definition of 'Employer' and 'Employee' in detail under the Minimum Wages Act, 1948.
2. State the provisions relating to 'Exemption of employer from liability in certain cases' and 'Exemptions and Exceptions' under sections 23 and 26 respectively from the Minimum Wages Act, 1948.
3. The wages of an employed person shall be paid to him without deductions of any kind except those authorized by or under the Payment of Wages Act, 1936. Comment.
4. Write short notes from the Payment of Wages Act, 1936 :
 - (a) Applicability of the Payment of Wages Act, 1936
 - (b) Definition of Wages
 - (c) Contracting Out
 - (d) Provisions for Penalty for offences.
5. What are the provisions of the Payment of Bonus Act, 1965 with regard to determination and distribution of bonus ?

P.T.O.

6. Write short notes from the Payment of Bonus Act, 1965 :
- (a) Allocable surplus
 - (b) Accounting year
 - (c) Provision for recovery of bonus due from an employer
 - (d) Non-applicability of the Payment of Bonus Act, 1965 to certain classes of employees.
7. State the object, application and non-application of the Equal Remuneration Act, 1976.
8. State the various duties of Employer and Inspectors under the Equal Remuneration Act, 1976.

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**Diploma in Labour Laws and Labour Welfare EXAMINATION, 2019
LEGISLATION AFFECTING CONDITIONS OF WORK**

Paper-IV

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) All questions carry equal marks i.e. **20** each.

1. Discuss the role of Inspector under the Factories Act, 1948.
2. Define the term Commercial Establishment and discuss the provisions under the Bombay Shops and Establishment Act, 1948 regarding hours of work, opening and closing hours and spread over in shops and commercial establishments.
3. Define the term 'Mine' and discuss the provisions relating to Leave with wages under the Mines Act, 1952.
4. Explain the salient features of the Motor Transport Workers Act, 1961.
5. What is the procedure for obtaining a License 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 process.
 - (b) Notice to Inspector.

P.T.O.

7. Examine the salient features of the Bonded Labour System (Abolition) Act, 1976.
8. Write notes on the following :
- (a) Certifying Surgeons under the Factories Act, 1948.
 - (b) Welfare Provisions under the Factories Act, 1948.