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**Diploma in Labour Laws and Labour Welfare**

**101 : LAW RELATING TO LABOUR MANAGEMENT  
RELATIONS (Paper - I)**

*Time : 3 Hours]*

*[Max. Marks : 100*

*Instructions to the candidates:*

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks.*

*Q1)* What are the various authorities provided under the Industrial Disputes Act, 1947 for the purpose of resolution of Industrial Disputes? Discuss their powers and functions.

*Q2)* What is lay off ? Explain in detail conditions for valid lay off under the Industrial Disputes Act, 1947.

*Q3)* How the absence of Standing Orders in Industrial Establishments frequent causes of dispute between management and workers? Why it is obligatory on the part of the employer to frame and enforce Standing orders of the conditions of employment under the Industrial Employment (Standing Orders) Act, 1946?

*Q4)* Discuss the provisions relating to representatives of employers and employees, and appearance on their behalf under the Bombay Industrial Relations Act, 1946.

*Q5)* Discuss in detail the powers of the Industrial Tribunal and Labour Courts in matters of unfair labour practises under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.

**P.T.O.**

**Q6)** Why the passing of the Trade Unions Act, 1926 is known as an important landmark in the history of the Trade Union Movement in the country? Discuss the salient features of Trade Unions Act, 1926.

**Q7)** Discuss the provisions relating to illegal strikes and lock out under The Maharashtra Recognition of Trade Unions and Prevention Of Unfair Labour Practices Act, 1971.

**Q8)** Write short notes on any two of the following :

- a) Definition of 'Continuous service' under the Industrial Disputes Act.
- b) Rights of Officers of approved unions under the Bombay Industrial Relations Act.
- c) Duties of investigating officer under the Bombay Industrial Relations Act.
- d) Protection of action taken in good faith under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.



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**Diploma in Labour Laws and Labour Welfare**  
**(102) SOCIAL SECURITY LEGISLATION (Paper - II)**

*Time : 3 Hours]*

*[Max. Marks : 100*

*Instructions to the candidates:*

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks.*

**Q1)** Discuss the Powers of Commissioner under the Employees' Compensation Act, 1923.

**Q2)** Explain the concept of Social Security & discuss the various statutory and non-statutory Measures of social security prevalent in India.

**Q3)** Explain the provisions related to Right to Payment of Maternity Benefits and other benefit under the Maternity Benefits Act, 1961.

**Q4)** Examine the Powers and Functions of the Employees' State Insurance Corporation and Medical Benefit Council under the Employees' State Insurance Act, 1948.

**Q5)** Discuss the provisions relating to application of the Act & what are the obligation of the employment in respect of the employees claim for Payment Of Gratuity under the Payment of Gratuity Act, 1972?

**Q6)** Define term 'Employer' & discuss the modes of recovery of money due from Employer and Contractor under the Employees Provident Funds and Miscellaneous Provisions Act, 1952.

**Q7)** Discuss salient features of the Bombay Labour Welfare Fund Act, 1953.

**Q8)** Write short note (ANY TWO) :

- a) Labour Welfare Fund
- b) Types of Disablement under the Workmen's Compensation Act, 1923.
- c) Employees Provident Funds Appellate Tribunal.



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**Diploma in Labour Laws and Labour welfare**

**103 : PRINCIPLES OF WAGE FIXATION AND THE LAW  
OF WAGES (Paper - III)**

*Time : 3 Hours]*

*[Max. Marks : 100*

*Instructions to the candidates:*

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks.*

**Q1)** Explain the authorised deductions from the wages of the employed person under the payment of Wages Act, 1936.

**Q2)** Discuss the powers and functions of 'Inspectors' under the payment of wages Act, 1936.

**Q3)** State the procedure for fixing and revising the minimum rates of wages under the Minimum Wages Act, 1948.

**Q4)** Examine the provisions relating to claims under the Minimum Wages Act, 1948.

**Q5)** Explain the object, application and non-application of the payment of Bonus Act, 1965.

**Q6)** Discuss the provisions regarding 'set-on' and 'set -off' of allocable surplus under the payment of Bonus Act, 1965.

**Q7)** Examine the Salient features of the Equal Remuneration Act, 1976.

**Q8)** Explain the provisions regarding appointment of authorities for hearing and deciding claims and complaints under the Equal Remuneration Act, 1976.



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**Diploma in Labour Laws and Labour welfare**  
**104 : Legislation Affecting Conditions of Work**  
**(Paper - IV) (New)**

*Time : 3 Hours]*

*[Max. Marks : 100*

*Instructions to the candidates:*

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks.*

- Q1)** Define the term 'Factory' and state the provisions relating to 'Annual Leave with Wages' under the Factories Act, 1948.
- Q2)** State the provisions of the Mimes Act with regard to health and safety.
- Q3)** Explain the provisions of the Contract Labour Act, 1970 relating to welfare and health of contract labour.
- Q4)** Discuss in brief following provisions of Child Labour (Prohibition and Regulation Act, 1986.
- a) Child Labour Tribunal Advisory Committee.
  - b) Weekly Holidays.
- Q5)** What are the authorities who may be specified for implementing the provisions of Bonded Labour (Abolition) Act, 1976?
- Q6)** Describe the procedure for the Registrations of shops and other commercial establishment under the Bombay Shops and Establishment Act 1948.
- Q7)** Explain the concept of 'Manufacturing Process' and state the provisions relating Approval, licensing and registration of Factories under the Factories Act, 1948.
- Q8)** What are the weekly and daily hours of which an adult worker may be required to work in a mine?