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Diploma in Labour Laws and Labour Welfare

EXAMINATION, 2017

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. Examine the rights and liabilities of registered Trade Unions under the Trade Unions Act, 1926.
2. Examine the procedure laid down under the Industrial Employment (Standing Orders) Act, 1946 for certification and modification of standing orders.
3. Examine the constitution and powers of the various authorities constituted under the Bombay Industrial Relations Act, 1946.
4. Explain the procedure mentioned under the Maharashtra Recognition of Trade unions and Prevention of Unfair labour Practices Act, 1971 for filing complaints of unfair labour practices.
5. Define 'Lay-off and Retrenchment' under the Industrial Disputes Act, 1947 with the help of decided cases and examine the conditions precedent for valid retrenchment.

P.T.O.

6. Examine the conditions that are to be followed by a union for being entered in the Approved List under the Bombay Industrial Relations Act, 1946.
7. Define 'Strikes and Lockouts' under the Industrial Disputes Act, 1947 and explain when strikes and lockouts become illegal under the Act.
8. Write notes on any *two* of the following :
 - (a) Difference between General Fund and Political Fund under the Trade Unions Act, 1926
 - (b) Rights of Recognized Unions under the MRTU and PULP Act, 1971
 - (c) Powers and duties of Labour Officers under the Bombay Industrial Relations Act, 1946.

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Diploma in Labour Laws and Labour Welfare

EXAMINATION, 2017

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. What are the circumstances under which the employer is liable to pay compensation to a workman under the Workmen Compensation Act, 1923 ?
2. What are the benefits available under Maternity Benefits Act, 1961 ?
3. Explain the payment of contribution and recovery of unpaid contribution under the Employees' State Insurance Act, 1948.
4. Discuss the provision available for recovery of gratuity from the employer under the Act, and the powers of the inspectors under the payment of gratuity Act, 1972.
5. Discuss the 'Employees' Provident Fund Scheme' the Employees Provident's Funds and Miscellaneous Provisions Act, 1952.

P.T.O.

6. “All unpaid accumulations shall be deemed to be abandoned property”. Comment with reference to the Bombay Labour Welfare Fund Act, 1953.
7. Distinguish between the Workmen’s Compensation Act, 1923 and Employees State Insurance Act, 1948.
8. Write short notes on (any *two*) :
 - (a) When does an employee forfeit his right to gratuity ?
 - (b) Types of Disablement under the Workmen’s Compensation Act, 1923.
 - (c) Jurisdiction of Employee’s State Insurance Court.

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Diploma in Labour Laws and Labour Welfare

EXAMINATION, 2017

PRINCIPLES OF WAGE FIXATION AND THE LAW OF WAGES

Paper III

Time : Three Hours

Maximum Marks : 100

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

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

1. Explain the objects of the Minimum Wages Act, 1948 with the procedure for fixation and revision of Minimum Wages.
2. State the provisions relating to 'Claims' under the Minimum Wages Act.
3. Examine the powers of 'Inspectors' under the Payment of Wages Act, 1936.
4. Set-on and Set-off of all allocable surplus under the Payment of Bonus Act, 1965.
5. Explain the provisions relating to time limit for payment of bonus and payment of bonus linked with production or productivity under the Payment of Bonus Act, 1965.

P.T.O.

- 6.** Discuss the provisions relating to 'payment of remuneration at equal rates to men and women workers' under The Equal Remuneration Act, 1976.
- 7.** Explain the provisions of 'Penalty' and 'Offences by Companies' under The Equal Remuneration Act, 1976.
- 8.** Enumerate the various authorized deductions under 'The Payment of Wages Act, 1936'.

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**Diploma in Labour Laws and Labour Welfare
EXAMINATION, 2017
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—**20** marks each.

1. Define the term “Factory”. Discuss the provisions relating to inspecting staff and certifying surgeons under the Factories Act, 1948.
2. Define ‘Commercial establishment and state the opening and closing hours of shops and commercial establishments’, under the Bombay Shops and Establishments Act, 1948.
3. Explain the provisions relating to “Registration of Motor Transport Undertaking” and “Hours and Limitations of Employment” under the Motor Transport Act, 1961.
4. Discuss the provisions relating to ‘health and safety’ under the Mines Act, 1952.
5. Define the term ‘contractor’ and state provisions relating to ‘Licensing of contractors’ under the Contract Labour (Regulation and Abolition) Act, 1970.

P.T.O.

6. State and explain the provisions relating to 'regulation of conditions of children' under the Child Labour (Prohibition and Regulation) Act, 1986.
7. Discuss with reference to the Bonded Labour System (Abolition) Act, 1976 :
 - (a) Concept of bonded labour system
 - (b) Functions of Vigilance Committee.
8. Explain the provisions regarding 'Penalties and Procedure' under The Building and other Construction workers (Regulation of Employment and Conditions of Service) Act, 1996.