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DIPLOMA IN LABOUR LAWS AND LABOUR WELFARE

EXAMINATION, 2018

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. Enumerate the various authorities constituted under the Industrial Disputes Act, 1947 for prevention and settlement of industrial disputes and briefly explain the powers and duties of these authorities under the Act.
2. State and explain the provisions relating to 'Reference of disputes to boards, courts or tribunals' under the Industrial Disputes Act.
3. What are the rights and liabilities of 'Registered Trade Unions' under the Trade Union Act, 1926 ?
4. State and explain the provisions relating to 'Court of Industrial Arbitration' under the Bombay Industrial Relations Act, 1946.

P.T.O.

5. Explain the procedure laid down for filing complaints under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
6. Examine the procedure laid down under the Industrial Employment (Standing Orders) Act, 1946 for Certification and Modification of Standing Orders.
7. Explain the provisions relating to Constitution, procedure and powers of the Labour Court under the Bombay Industrial Relations Act, 1946.
8. Write short notes on any *two* of the following :
 - (i) What are the unfair labour practices on the part of employer under schedule II of the MRTU and PULP Act, 1971 ?
 - (ii) Powers and Duties of Labour Office.
 - (iii) Distinguish between 'Lay off' and 'Retrenchment'.

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Diploma in Labour Laws and Labour Welfare

EXAMINATION, 2018

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. Discuss the mode and manner of distribution of compensation. Also describe the conditions for the same under the Workmen's Compensation Act, 1923.
2. Explain the concept of Social Security. Explain the various statutory and non-statutory measures of social security prevalent in India.
3. What are the payments to which a woman is entitled under the Maternity Benefit Act, 1961.
4. Describe the composition, jurisdiction and procedure before Employees' Insurance Court under the Employees' State Insurance Act, 1948.
5. Discuss how gratuity is recovered. When is an employer exempted from liability towards gratuity under the Payment of Gratuity Act, 1972 ?

P.T.O.

6. Describe different schemes under Employees Provident Funds and Miscellaneous Provisions Act, 1952. Elaborate on the provisions related to Provident Fund scheme.
7. Discuss the provisions related to appointment and powers of Welfare Commissioner and Inspector under The Bombay Labour Welfare Fund Act, 1953.
8. Write short notes on (any *two*) :
 - (a) Employees' Provident Funds Appellate Tribunal
 - (b) Social security officers, their functions and duties
 - (c) Notice of claim for maternity benefit and payment thereof.

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**DIPLOMA IN LABOUR LAWS AND LABOUR WELFARE
EXAMINATION, 2018**

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) Each question carries **20** marks.

1. Write in detail the definition of 'Wages' and 'industrial and other establishment' under the Payment of Wages Act, 1936.
2. State the relevant provisions of 'Authorized Deductions from the wages' under the Payment of Wages Act, 1936.
3. Define the Concept of 'Minimum Rate of Wages' and state the relevant provisions for 'payment rate of wages, fixing hours for normal working day and overtime' under the Minimum Wages Act, 1948.
4. Write short notes from the Minimum Wages Act, 1948 :
 - (a) Contracting Out
 - (b) Bar of Suit
 - (c) Definition of Employer
 - (d) Definition of Employee

P.T.O.

5. Discuss the concept of 'Bonus' from the Payment of Bonus Act, 1965. State the scope, object and applicability of payment of Bonus Act, 1965 in detail.
6. State the role, powers and duties of 'Inspectors' under the Payment of Bonus Act, 1965.
7. State the various provisions mentioned under the Equal Remuneration Act, 1976 for 'Penalties and Offences'.
8. Comment upon the scope and object of the Equal Remuneration Act, 1976 and the concept 'same work or work of a similar nature' under the Equal Remuneration Act, 1976.

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**DIPLOMA IN LABOUR LAWS AND LABOUR WELFARE
EXAMINATION, 2018**

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. What is the procedure for getting an establishment registered under the Bombay Shops and Establishment Act, 1948.
3. Explain the provisions relating to 'Hours of work and Limitation of Employment' under the Mines Act, 1952.
4. State and explain the provisions relating to 'Welfare and Health' under the Motor Transport Workers Act, 1961.
5. Explain the following with reference to the Contract Labour (Regulation and Abolition) Act, 1970 :
 - (a) Registration of Establishments
 - (b) Provisions relating to Welfare of Contract Labour.

P.T.O.

6. Discuss the provisions of the Child Labour (Prohibition and Regulation) Act, 1986 regarding 'Regulation of Conditions of Work of Children'.
7. Examine the salient features of the Bonded Labour System (Abolition) Act, 1976.
8. Explain the following with reference to the Factories Act, 1948 :
 - (a) Certifying Surgeons
 - (b) Working Hours of Adults.