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**[4946]-101**

**Diploma in Labour Laws and Labour Welfare EXAMINATION, 2016  
LAW RELATING TO LABOUR-MANAGEMENT RELATIONS**

**Paper I**

**Time : 3 Hours**

**Maximum Marks : 100**

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

(ii) *All* questions carry equal marks.

1. Define 'lay-off and Retrenchment' and examine the conditions precedent for valid retrenchment. Mention the circumstances as to when lay-off compensation can be denied to the workmen.
2. Define 'Strikes and Lockouts' under the Industrial Disputes Act, 1947 and explain as to when strikes and lockouts become illegal in public utility services.
3. Examine the powers and duties of the Industrial Courts under the Bombay Industrial Relations Act, 1946.
4. Examine the conditions that are to be fulfilled by a union which wants its name to be entered in the Approved List of Unions under the Bombay Industrial Relations Act, 1946.
5. Examine the procedure that is to be followed by a union for obtaining recognition under the provisions of the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.

P.T.O.

6. Examine the procedure laid down under the Industrial Employment (Standing Orders) Act, 1946 for Certification and Modification of Standing Orders.
  
7. Explain the following :
  - (a) Difference between Amalgamation and Dissolution of Trade Unions.
  - (b) Notice of change under Section 9A of the Industrial Disputes Act, 1947.
  
8. Write short notes on any *two* of the following :
  - (i) Submissions under the Bombay Industrial Relations Act, 1946.
  - (ii) Powers and duties of Labour Officers under the Bombay Industrial Relations Act, 1946.
  - (iii) Obligations of Recognized Unions under MRTU & PULP Act, 1971.

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[4946]-102

**Diploma in Labour Laws and Labour Welfare**

**EXAMINATION, 2016**

**SOCIAL SECURITY LEGISLATION**

**Paper II**

**Time : 3 Hours**

**Maximum Marks : 100**

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

(ii) *All* questions carry equal marks.

1. What are the different kinds of disablements and compensation payable for each ?
2. Examine the powers and duties of the Inspector under The Maternity Benefits Act, 1961
3. How does the ESI Act, 1948 provide for adjudication of disputes and claims ?
4. What is the procedure the employee has to follow for claiming Gratuity from the employer ?
5. What are the penalties under the Employees Provident Funds and Miscellaneous Provisions Act, 1952. Discuss in detail.

P.T.O.

6. Discuss the salient features and examine the objectives of the Bombay Labour Welfare Funds Act, 1953.
7. “The employer is liable to pay compensation under the Workmen’s Compensation Act, 1923, if personal injury caused to a workman by accident arising out of and in the course of employment”. Comment.
8. Write short notes on (any *two*) :
  - (a) Purpose for which the Employee’s State Insurance Funds may be expended
  - (b) Concept of Social Security
  - (c) Write a note on compulsory insurance of employer for payment of Gratuity.

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**[4946]-103**

**Diploma in Labour Laws and Labour Welfare**

**EXAMINATION, 2016**

**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 i.e. **20** marks each.

1. Discuss in detail the definition of “Wages” under the Payment of Wages Act, 1936. Also state the powers and functions of Inspectors under this Act.
2. Define ‘Wages’. Explain the provisions relating to responsibility to pay, fixation of wage period and time of payment of wages under the Payment of Wages Act, 1936.
3. Explain the provisions relating to fixation, revision and payment of the Minimum Wages under the Minimum Wages Act, 1948.
4. State and explain the provisions relating to “Penalties” and “Exemptions and Exceptions” under the Minimum Wages Act, 1948.
5. Discuss the concept of “Bonus” under the Payment of Bonus Act, 1965. Also state the objectives and applicability of this Act.

P.T.O.

6. Explain the “Deductions from Bonus Payable” and “Special provisions with respect to newly set up Establishments” under the Payment of Bonus Act, 1965.
7. Explain the provisions relating to “Authorities”, “Inspectors” and “Offences and Penalties” under the Equal Remuneration Act, 1976.
8. Write notes on :
  - (1) Authorised deductions under the Payment of Wages Act, 1936
  - (2) Offences and Penalties under the Payment of Bonus Act, 1965.

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[4946]-104

**Diploma in Labour Laws and  
Labour Welfare EXAMINATION, 2016  
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** marks each.

1. State and explain the provisions relating to 'Health' and 'Welfare' of workers under the Factories Act, 1948.
2. "Safety first and safety last is the fundamental principle of the Factories Act 1948." Comment.
3. Explain the provisions relating to "Employment of Children, Young Persons and Women" and "Leave with Pay and Payment of Wages" under the Bombay Shops and Establishment Act, 1948.
4. Examine the provisions regarding "Hours and Limitation of Employment" and "Leave with Wages" under the Mines Act, 1952.

P.T.O.

5. Critically examine the salient features of the Motor Transport Workers Act, 1961.
6. Examine the provisions relating to “Advisory Boards” and “Registration of Establishments Employing Contract Labour” under the Contract Labour (Regulation and Abolition) Act, 1971.
7. Discuss the objectives of the Child Labour (Prohibition and Regulation) Act, 1986. Also state the provisions relating to “Conditions of Work of Children” under this Act.
8. Explain the salient features of Bonded Labour System (Abolition) Act, 1976.