

Total No. of Questions : 8]

SEAT No. :

**P1226**

**[4846] - 101**

[Total No. of Pages : 2

**DIPLOMA IN LABOUR LAWS AND LABOUR WELFARE**

**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)** Define 'Strikes and Lockouts' under the Industrial Disputes Act, 1947 and explain as to when strikes and lockouts become illegal in public utility services.

**Q2)** Examine the provisions relating to registration of unions under the Trade Unions Act, 1926.

**Q3)** With reference to the Bombay Industrial Relations Act, 1946 explain the following :

- a) Legal-aid to Approved Unions under the Act.
- b) Powers and duties of Labour Officers under the Act.

**Q4)** 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.

**Q5)** What is the object of the Industrial Employment (Standing Orders) Act, 1946? Enumerate any eight misconducts under the Standing orders and explain the various punishments that can be inflicted on an employee who has indulged in acts of misconducts.

**Q6)** 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.

***P.T.O.***

**Q7)** Explain the procedure mentioned in the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 for filing complaints relating the unfair labour practices.

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

- a) Submissions under the Bombay Industrial Relations Act, 1946.
- b) Difference between Amalgamation and Dissolution of Trade Unions.
- c) Rights of Recognized Unions under MRTU & PULP, Act, 1971



Total No. of Questions : 8]

SEAT No. :

**P1227**

**[4846] - 102**

[Total No. of Pages : 2

**DIPLOMA IN LABOUR LAWS AND LABOUR WELFARE**

**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)** Explain the theory of notional extension of employer's premises discuss with relevant cases under the Workmen's Compensation Act, 1923.
- Q2)** State the provisions of maternity benefits Act, 1961, in respect of 'right to payment of maternity benefits and forfeiture of maternity benefits'.
- Q3)** Explain the payment of contribution and recovery of unpaid contribution under the Employees' State Insurance Act, 1948
- Q4)** Discuss the concept of 'Wages' under the Payment of Gratuity Act, 1972, and the powers of the inspectors under the Act.
- Q5)** Discuss the 'Employees Provident Fund Scheme' under the Employees Provident Funds and Miscellaneous Provisions Act, 1952
- Q6)** "All unpaid accumulations shall be deemed to be abandoned property". Comment with reference to the Bombay Labour welfare Fund Act, 1953
- Q7)** Distinguish between the Workmen's Compensation Act, 1923 and Employees State Insurance Act, 1948.

***P.T.O.***

**Q8)** Write short note (any two)

- a) Constitution & Powers Employees Provident Fund Appellate Tribunal
- b) Contracting and Contracting Out under the Workmen's Compensation Act. 1923
- c) Matters to be decided by the Employees Insurance Court under the E.S.I. Act, 1948



Total No. of Questions : 8]

SEAT No. :

**P1228**

**[4846] - 103**

[Total No. of Pages : 2

**DIPLOMA IN LABOUR LAWS AND LABOUR WELFARE**

**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 i.e 20 each.*

**Q1)** Explain the Authorised deductions under the Payment of Wages Act, 1936.

**Q2)** State and explain the provisions relating to authorities providing remedial measures under the Payment of Wages Act, 1936.

**Q3)** State and explain the objects of the Minimum Wages Act, 1948. Also discuss the procedure for fixation and revision of minimum wages.

**Q4)** Discuss the concept of Wages and different categories of wages under the Minimum Wages Act, 1948. Also state the provisions relating to appointment of Committees and Advisory Board established for ensuring minimum wages.

**Q5)** 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.

**Q6)** Discuss in detail the concepts of "Available Surplus", "Allocable Surplus" "Set On" and "Set Off" provided under the Payment of Bonus Act, 1965.

**Q7)** Discuss the provisions relating to "Payment of Remuneration at Equal Rates" and "No Discrimination while Recruiting" the men and women under the Equal Remuneration Act, 1976.

***P.T.O.***

**Q8)** Write notes on :

- a) Powers and functions of inspectors under the Payment of Wages Act, 1936.
- b) Offences and penalties under the Payment of Bonus Act, 1965.



Total No. of Questions : 8]

SEAT No. :

**P1229**

**[4846] - 104**

[Total No. of Pages : 1

**DIPLOMA IN LABOUR LAWS AND LABOUR WELFARE**

**Legislation Affecting Conditions of Work (Paper - IV)**

*[Time : 3 Hours]*

*[Max. Marks : 100*

*Instructions to the candidates:*

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks i.e. 20 each.*

- Q1)** Define “Factory”. Explain the provisions relating to “working hours of adults” under the Factories Act, 1948.
- Q2)** Discuss the provisions relating to ‘Inspecting Staff’ and ‘Certifying Surgeons’ under the Factories Act, 1984.
- Q3)** Define Shop and Commercial Establishment. Discuss the provisions regarding Registration of Establishment and opening and closing hours of Shops and establishments under Bombay Shops & Establishment Act, 1948.
- Q4)** Explain the provisions regarding health and safety under the Mines Act, 1952.
- Q5)** State and explain the provisions relating to “Inspecting Staff” and “Welfare and Health” under the Motor Transport Workers Act, 1961.
- Q6)** What are the objectives of the Contract Labour (Regulation and Abolition) Act 1971? Discuss the provisions relating to Licensing of Contractors and Registration of Establishments under this Act.
- Q7)** Explain the provisions regarding “Employment of children in certain occupations and processes” and “Conditions of Work of Children” under the Child Labour (Prohibition and Regulation) Act, 1986.
- Q8)** Write a detailed note on “Extinguishments of liability to repay bonded debt” and “Implementing authorities” under the Bonded Labour System (Abolition) Act, 1976.

