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Seat No.	
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**Diploma in Labour Laws and Labour Welfare Examination, 2012
Paper – IV : LEGISLATION AFFECTING CONDITIONS OF WORK**

Time : 3 Hours

Max. Marks : 100

N.B.: a) Answer **any five** questions.
b) **All** questions carry **equal** marks.

1. Define the term 'worker' and discuss the provisions relating to 'Annual Leave with Wages' under the Factories Act, 1948.
2. Explain the provisions relating to 'Hours of work and limitation of Employment' under the Mines Act, 1952.
3. Explain the provisions relating to 'working hours of shops and commercial establishments' under the Bombay Shops and Establishments Act, 1948.
4. Explain the salient features of the Motor Transport Workers Act, 1961.
5. Examine the provisions relating to 'Health and Safety' under the Child Labour (Prohibition and Regulation) Act, 1986.
6. Explain the following with reference to the Contract Labour (Regulation and Abolition) Act, 1970 :
 - a) Licensing of contractors
 - b) Provisions relating to Welfare of Contract Labour.
7. Explain the following with reference to the Bonded Labour System (Abolition) Act, 1976 :
 - a) Abolition of Bonded Labour System.
 - b) Punishment for enforcement of Bonded Labour.
8. Write short notes on the following :
 - a) Provisions relating to safety under the Factories Act, 1948.
 - b) Definition of 'Factory'.



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Diploma in Labour Laws and Labour Welfare Examination, 2012
LAW RELATING TO LABOUR – MANAGEMENT RELATIONS
(Paper – I)

Time : 3 Hours

Max. Marks : 100

Instructions : 1) Question No. 9 is **compulsory**. Out of the remaining attempt **any five** questions.

2) Figures to the **right** indicate **full** marks.

1. With reference to the Trade Unions Act, 1926, explain.
 - a) The difference between Political Fund and General Fund. **8**
 - b) Amalgamation and dissolution of unions. **8**
2. Examine the characteristic features of a Representative, Qualified and Primary Union under the Bombay Industrial Relations Act, 1946. **16**
3. Explain the procedure laid down under the Industrial Employment (Standing Orders) Act, 1946 for certification and modification of standing orders. **16**
4. Define 'Lay-off' under the Industrial Disputes Act, 1947 and examine the circumstances under which lay-off compensation is not payable to workmen. **16**
5. Examine the provisions regarding alteration of conditions of service and dismissal or discharge of workmen during pendency of proceedings before authorities under the Industrial Disputes Act, 1947. **16**
6. Define 'Strikes' and 'Lockouts' under the Industrial Disputes Act, 1947. Explain as to when strikes and lockouts become illegal under the Act. **16**
7. With reference to the Bombay Industrial Relations Act, 1946 explain the following :
 - a) Legal Aid to Approved Unions.
 - b) Powers and duties of Labour Officers. **16**
8. Critically examine the Obligations and Rights of Recognised Unions under the MRTU and PULP Act, 1971. **16**

P.T.O.



9. Write notes on **any two** of the following :

- a) Unfair Labour Practices under MRTU and PULP Act, 1971.
- b) Triple Test as laid down by the decision of the Supreme Court in the case of Bangalore Water Supply and Sewerage Board Vs. I A Rajappa and others.
- c) Provisions regarding cancellation of Registration of Unions and Appeals under the Trade Unions Act, 1926.
- d) Definition of Industrial Disputes under the Industrial Disputes Act, 1947. **20**



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Diploma in Labour Laws and Labour Welfare Examination, 2012
Paper – II : SOCIAL SECURITY LEGISLATION

Time : 3 Hours

Max. Marks : 100

N.B. : 1) Answer **any five** questions.
2) **All** questions carry **equal** marks.

1. Examine the provisions relating to appointment, powers, duties and functions of 'commissioner' under the Workmen's Compensation Act, 1923.
2. Discuss the object, scope and application of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
3. State and explain the various benefits assured to the insured employees under the Employees State Insurance Act, 1948.
4. Examine the main provisions of the Bombay Labour Welfare Fund Act, 1953.
5. Examine the powers and duties of the inspectors under the Maternity Benefit Act, 1961.
6. Define the term 'Employee' and state the provisions relating to payment of gratuity under the Payment of Gratuity Act, 1972.
7. Distinguish between the Workmen's Compensation Act, 1923 and the Employees State Insurance Act, 1948.
8. Write short notes on the following :
 - a) Contracting and contracting out.
 - b) Matters to be decided by the Employees' Insurance Court under the E.S.I. Act, 1948.



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D.LL. & L.W. Examination, 2012
PRINCIPLES OF WAGE FIXATION AND THE LAW OF WAGES
(Paper – III)

Time : 3 Hours

Max. Marks : 100

Instructions : a) Answer **any five** questions.
b) **All** questions carry **equal** marks.

1. Discuss the powers and functions of 'Inspectors' under the Payment of Wages Act, 1936.
2. "Passing of the Minimum Wages Act, 1948 is a landmark in the history of Labour Legislation in our country". Comment.
3. Explain with reference to Minimum Wages Act, 1948
 - a) Procedure for fixing minimum wages
 - b) Bar of suits and contracting out
4. What is the scope and object of the Payment of Bonus Act, 1965 ? Who are exempted from the application of the Payment of Bonus Act, 1965.
5. Explain allocable surplus and discuss the provisions regarding 'set-on' and 'set-off' of allocable surplus under the Payment of Bonus Act, 1965.
6. Discuss the main provisions of the Equal Remuneration Act, 1976.
7. Explain the claims arising out of deduction from wages or delay in payment of wages and provision of appeal under the Payment of Wages Act, 1936.
8. Write short notes on the following :
 - a) 'Employer' and 'Employee' under the M.W.Act, 1948.
 - b) Bonus linked with the production of productivity.
 - c) 'Offences and Penalties' under the Payment of Bonus Act, 1965.