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Diploma in Labour Laws & Labour Welfare Examination, 2011
PRINCIPLES OF WAGES 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. Explain with reference to Minimum Wages Act, 1948
 - a) Exemption of Employer from liability
 - b) Bar of suits and contracting out
2. Examine the provisions relating to the fixing the minimum wages under the Minimum Wages Act, 1948.
3. Distinguish between Minimum Wage, Fair Wage and Living Wage with reference to decisions of courts.
4. Explain the sums deductible from gross profits and payment of minimum and maximum bonus with reference to the Payment of Bonus Act, 1965.
5. Explain Eligibility and Disqualification for bonus and Customary Bonus.
6. Discuss the following relating to Payment of Bonus Act, 1965.
 - i) Employee
 - ii) 'Set on' and 'Set off' of allocable surplus.
7. State the object, application and non-application of the Equal Remuneration Act, 1976.
8. Explain the claims arising out of deductions from wages or delay in payment of wages and provision of appeal under the Payment of Wages Act, 1936.
9. Write short notes on **any two** :
 - a) Work of similar nature under the Equal Remuneration Act, 1976
 - b) Non-application of the Payment of Bonus Act, 1965
 - c) Power of Inspector under the Payment of Wages Act.



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Diploma in Labour Laws and Labour Welfare Examination, 2011
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. Critically examine the rights and liabilities of Registered Trade Unions under the Trade Unions Act, 1926. **16**
2. Examine the powers and duties of the Labour Officers under the Bombay Industrial Relations Act, 1946. **16**
3. Explain the provisions laid down under the Bombay Industrial Relations Act, 1946 for entering and removing a Trade Union from the Approved List. **16**
4. What is the object of the Industrial Employment (Standing Orders) Act, 1946 ? What are the matters on which the Standing Orders are to be framed ? **16**
5. 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. **16**
6. Explain the provisions regarding Awards and Settlements under the Industrial Disputes Act, 1947. How can we ensure that the settlements signed with the Unions are legally binding on the employees ? **16**
7. Examine the rights of the Recognised Unions under Section 20, 21 and 23 of the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971. **16**

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8. Explain the provisions relating to filing of complaints of unfair labour practices under the MRTU and PULP Act, 1971 and examine the powers of the Courts while dealing with such complaints. **16**
9. Write notes on **any two** of the following : **20**
- a) Political Fund and General Fund.
 - b) Notice of Change under Section 9A of the Industrial Disputes Act, 1947.
 - c) Grounds on which the recognition of trade union can be cancelled under MRTU and PULP Act, 1971.
 - d) Definition of 'Industry' under the Industrial Disputes Act, 1947.



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Diploma in Labour Laws and Labour Welfare Examination, 2011
Paper – II : SOCIAL SECURITY LEGISLATION

Time : 3 Hours

Max. Marks : 100

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

1. Examine the powers and functions of ‘Commissioner’ under the Workmen’s Compensation Act, 1923.
2. Explain the various benefits and the conditions under which these benefits are available to the employees under the Employees’ State Insurance Act, 1948.
3. Define ‘Basic Wages’ and state the provisions relating to ‘Contribution’ under the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952.
4. “All unpaid accumulations shall be deemed to be abandoned property”. Comment with reference to the Bombay Labour Welfare Fund Act, 1953.
5. Discuss the salient features of RP maternity Benefit Act, 1961.
6. Examine the provisions of the payment of Gratuity Act, 1972 regarding payment of Gratuity and nomination in favour of family member.
7. Distinguish between the Workmen’s Compensation Act, 1923 and the Employees State Insurance Act, 1948.
8. Write short notes on the following :
 - a) Contribution under the E.S.I. Act, 1948.
 - b) Employees Pension Scheme.

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Diploma in Labour Laws and Labour Welfare Examination, 2011
Paper – IV : LEGISLATION AFFECTING CONDITIONS OF WORK

Time : 3 Hours

Max. Marks : 100

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

1. Discuss the provisions relating to ‘Working Hours of Adults’ under the Factories Act, 1948.
2. Define the term ‘Establishments’ and discuss the provisions relating to Registration of establishments under the Bombay Shops and Establishments Act, 1948.
3. Define the term ‘mine’ and state the provisions relating to Health and safety under the Mines Act, 1952.
4. Examine the salient features of the Motor Transport Workers Act, 1961.
5. Explain the provisions relating to ‘penalties and prosecution’ under the contract Labour (Regulation and Abolition) Act, 1970.
6. Examine the main provisions of the child Labour (Prohibition and Regulation) Act, 1986.
7. Explain the concept of ‘Bonded Labour System’ and discuss the provisions relating to ‘Extinguishment of liability to repay bonded debt’ under the Bonded Labour System (Abolition) Act, 1976.
8. Write short notes on the following :
 - a) Definitions of ‘Factory’ and ‘Worker’ Under the Factories Act, 1948.
 - b) Annual Leave with Wages under the Factories Act, 1948.