

Diploma in Labour Law (D.L.L. & L.W.) (2015 Course) : SUMMER - 2019

SUBJECT : LAW OF WAGES & PRINCIPLES OF WAGE FIXATION

Day : Thursday
Date : 09/05/2019

S-2019-1921

Time : 02.00 PM TO 05.00 PM
Max. Marks :100

N.B.:

- 1) Attempt **ANY SIX** questions including **Q. No 1** which is **COMPULSORY**
 - 2) **Q. No 1** carry **20** marks and all other questions carry **16** marks each.
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- Q.1** Write short notes on **ANY FOUR** of the following
- a) 'Claims' under The Minimum Wages Act, 1948.
 - b) 'Employer' under The Minimum Wages Act, 1948.
 - c) Powers of Inspectors under The Payment of Wages Act, 1936.
 - d) 'Concept of Bonus' under The Payment of Bonus Act, 1965.
 - e) Set on & Set off allocable surplus.
 - f) Penalties under The Equal Remuneration Act, 1976.
- Q.2** What is meant by "Minimum Wages"? Who is authorized fix minimum wages and in what manner?
- Q.3** "Inspector has powers to examine records and not to judge the accuracy there of" Elucidate this statement with reference to The Minimum Wages Act, 1948.
- Q.4** What is eligibility limit for payment of bonus? When is an employee disqualified from receiving bonus under The Payment of Bonus Act, 1965?
- Q.5** Explain the Object and salient features of The Payment of Bonus Act, 1965.
- Q.6** "The scheme of Payment of Wages Act 1936 is to ensure payment of wages without any deduction". Explain when various deductions can be made under The Payment of Wages Act, 1936.
- Q.7** State the offences under The Payment of Wages Act, 1936 and what is the penalty prescribed for them? Describe the procedure to be followed in the trial of such offences.
- Q.8** Explain the provisions of The Payment of Wages Act, 1936 relating to time of payment of wages and responsibility of payment of wages.
- Q.9** Explain the provisions relating to payment of remuneration at equal rates to men and women workers and other matters under The Equal Remuneration Act, 1976
- Q.10** Discuss the duties of the employer and penalties provided under The Equal Remuneration Act, 1976.

Diploma in Labour Law (D.L.L.) (Old Course) : SUMMER - 2019
SUBJECT: LAW OF WAGES AND PRINCIPLES OF WAGE FIXATION

Day : Thursday
Date : 09/05/2019

S-2019-1913

Time: 02.00 PM TO 05.00 PM
Max. Marks: 100

N.B.:

- 1) Attempt any **SIX** questions including **Q. No. 1** which is **COMPULSORY**.
 - 2) **Q. No. 1** carries **20** marks and all other questions carry **16** marks each.
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Q.1 Write Short Notes (**ANY FOUR**)

- a) Powers of Inspector under the Payment of Wages Act, 1936
- b) 'Wage Period' under the Payment of Wages Act, 1936
- c) 'Scheduled Employment' under the Minimum Wages Act, 1948
- d) Penalties under the Minimum Wages Act, 1948
- e) Minimum Bonus under the Payment of Bonus Act, 1965
- f) Time limit for payment of bonus under the Payment of Bonus Act, 1965

Q.2 Define 'Wages' and 'Industrial Establishment' under the Payment of Wages Act, 1936.

Q.3 'The scheme of the Payment of Wages Act, 1936 is to ensure payment of wages without any deductions.' Explain when can various deductions be made under the Act?

Q.4 What are the offences under the Payment of Wages Act, 1936 and what is the penalty prescribed for them? Describe the procedure to be followed in the trial of such offences.

Q.5 Explain briefly the scope and objectives of the Minimum Wages Act, 1948.

Q.6 What is the object of fixing of minimum wages? State the procedure laid down under Minimum Wages Act, 1948 for fixing and revising the minimum wages.

Q.7 'Inspector has power to examine records and not to judge the accuracy thereof.' Elucidate this statement with reference to the provisions of the Minimum Wages Act, 1948 regarding accuracy, audit and maintenance of records.

Q.8 Describe the scope and object of the Payment of Bonus Act, 1965.

Q.9 What are the rules for determination and distribution of bonus? How can bonus be recovered by the employer?

Q.10 Explain the concept of 'available surplus' and 'allocable surplus' under the Payment of Bonus Act' 1965.

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Diploma in Labour Law (D.L.L. & L.W.) (2015 Course) : SUMMER - 2019

SUBJECT: LAW RELATING TO INDUSTRIAL RELATIONS AND ADJUDICATION

Day : Friday
Date : 03/05/2019

Time : 02.00 PM TO 05.00 PM
Max. Marks : 100

S-2019-1919

N.B.:

- 1) Attempt **ANY SIX** questions including **Q. No.1** which is **COMPULSORY**.
- 2) **Q. No. 1** carries **20** marks and all questions carry **16** marks each.

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- Q.1** Write short notes on **ANY FOUR** of the following:
- a) Certification of standing orders
 - b) Lay off
 - c) Dissolution of Trade Union
 - d) Political Fund of registered Trade Union
 - e) Industrial Dispute
 - f) Power of Labour Officer under the Bombay Industrial Relations Act, 1946
- Q.2** Elaborate the powers and functions of various authorities enacted for the investigation and settlement of industrial dispute under the Industrial Dispute Act, 1947.
- Q.3** Define the term 'lock-out' and 'retrenchment' as used in the Industrial Dispute Act, 1947 and state the restriction imposed on lock-outs by the said Act.
- Q.4** Elucidate the important provisions relating to the 'recognition of union' under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.
- Q.5** Discuss the various unfair labour practices on the part of trade union under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.
- Q.6** Who can apply for the modification of standing orders under the Industrial Employment (Standing Orders) Act, 1946? Elaborate the procedure for the modification of standing orders mentioned under the said Act.
- Q.7** "The Bombay Industrial Relations Act, 1946 is based on the principle of one union for one industry in any local area." Explain the above statement with the help of appropriate provisions of the Bombay Industrial Relations Act, 1946.
- Q.8** "Strike means a cessation of work by body of persons employed in any industry acting in combination or a concerted refusal or a refusal under a common understanding if any number of persons who are or have been so employed to work or to accept employment." Comment.
- Q.9** "The registration of trade union provides certain advantages to the trade union under the Trade Union Act, 1926." Explain the modes of registration of trade union under the Trade Union Act, 1926.
- Q.10** Elaborate the privileges and immunities available to a registered trade union. Can a unregistered trade union claim those privileges and immunities under the Trade Union Act, 1926.

Diploma in Labour Law (D.L.L. & L.W.) (2015 Course) : SUMMER - 2019

SUBJECT: LEGISLATION AFFECTING CONDITIONS OF WORK

Day: Tuesday
Date: 07/05/2019

Time: 02.00 PM TO 05.00 PM
Max. Marks: 100

S-2019-1922

N.B:

- 1) Attempt **ANY SIX** questions in all including with Q. No.1 which is **COMPULSORY**.
- 2) Q. No.1 carries **20** marks and all other questions carry **16**marks each.

Q.1 Write short notes on (**ANY FOUR**):

- a) Define Factory & Manufacturing process under the Factories Act, 1948
- b) Provisions of Leave for Mine workers
- c) Registration under Plantation Labour Act, 1951
- d) Maintenance of Register & Display of Notice by Advisory Board, under Dock Workers Act, 1948
- e) Principal employer and contractor under Contract Labour Act, 1970
- f) Grant of prospective Mine Licenses with its restrictions

Q.2 Explain briefly the powers & function of Inspector where the employment of Dock Workers are dangerous nature.

Q.3 Describe – “Labour legislation affecting conditions of work”- Emergence from Art- 42 of Indian constitution.

Q.4 State briefly the scheme for ensuring Regular Employment for Dock Workers.

Q.5 Discuss in brief- ‘Conditions of work in Mine to protect Health and Safety of workers is the Responsibilities of Owner’.

Q.6 Explain the procedure for Registration, Suspension, Amendment, Cancellation and Surrender of License of Shop or Establishment under Bombay Shop and Establishment Act, 1948.

Q.7 Define child and explain in brief- Prohibition of Child-Labour with its penal provisions.

Q.8 State in brief the Hours of work for Employment under Motor Transport Workers Act, 1988.

Q.9 Explain- The Contract Labour Act, 1970- Seeks to protect the interest of workers Health and Welfare.

Q.10 Discuss salient features of Factories Act, 1948.

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Diploma in Labour Law (D.L.L.) (Old Course) : SUMMER - 2019
SUBJECT: LEGISLATION AFFECTING CONDITIONS OF WORK

Day : Tuesday
Date : 07/05/2019

Time: 02.00 PM TO 05.00 PM
Max. Marks: 100

S-2019-1914

N.B.:

- 1) Attempt any **SIX** questions including **Q. No. 1** which is **COPMULSORY**
- 2) **Q. No. 1** carries **20** marks and all other questions carry **16** marks

- Q.1** Write short notes on **ANY FOUR** of the following.
- a) Define worker under the Factories Act 1948.
 - b) Define Cargo under the Dock Workers (Regulation of Employment) Act 1948
 - c) Functions of Chief Inspector under the Mines Act 1952.
 - d) Principle employer under the Contract Labour (Regulation and Abolition) Act 1970.
 - e) Registration of Plantations under the Plantations Labour Act 1952.
 - f) Define Child under the Child Labour (Prohibition & Regulation) Act 1986
- Q.2** Briefly enumerate the provisions of the Factories Act 1948 ensuring health and safety of the workers in the Factories Act 1948.
- Q.3** Define Factory. Discuss the provisions relating to annual leave with wages under the Factories Act 1948.
- Q.4** Explain the provisions of the Plantations Labour Act 1951 regarding hours of work and leave with pay.
- Q.5** Elaborate the different provisions of the Mines Act 1952 for the welfare of the workers in the mines.
- Q.6** Enumerate the powers of the Inspector appointed under the Dock Workers (Regulation of Employment) Act 1948
- Q.7** Describe the procedures for the registration of an establishment employing contract labour and state the effects of its non registration under the Contract Labour (Regulation and Abolition) Act 1970.
- Q.8** Evaluate the salient features of the Beedi and Cigar Workers (Conditions of Employment) Act 1966.
- Q.9** Explain the provisions regarding registration of 'motor transport undertakings' under the Motor Transport Workers Act 1988.
- Q.10** Define Commercial Establishment. Discuss the provisions under the Bombay Shop and Establishments Act 1948 regarding hours of work, opening and closing hours in shop and commercial establishments.

SUBJECT: SOCIAL SECURITY LEGISLATION

Day : Saturday
Date : 04/05/2019

S-2019-1920

Time: 02.00 PM TO 05.00 PM
Max. Marks: 100

N.B.:

- 1) Attempt any **SIX** questions including **Q. No. 1** which is **COMPULSORY**.
- 2) Question **No. 1** carries **20** marks and all other questions carry **16** marks each

- Q.1** Write short notes on **ANY FOUR** of the following.
- a) Employee under the Employee's Compensation Act 2010.
 - b) Basic Wages under the Employee's Provident Fund Act 1952.
 - c) Disqualification for medical bonus
 - d) Controlling authority under the payment of Gratuity Act, 1972
 - e) Labour Welfare Board under the Bombay Labour Welfare Fund Act 1953.
 - f) Notional extension
- Q.2** Critically examine the scope of the term 'accident arising out of and in the course of employment in regards to employer's liability to pay compensation to his employee under the Employee's Compensation Act 2010.
- Q.3** Elucidate the powers and functions of the Commissioner under the Employee's Compensation Act 2010.
- Q.4** Elaborate the general provisions of the Corporation, Standing Committee and Medical Benefit Council under the Employee's State Insurance Act 1948.
- Q.5** Enumerate the benefits which an insured employee is entitled to get under the Employee's State Insurance Act 1948 and explain whether such benefits are assignable or attachable or not.
- Q.6** "The Maternity Benefit Act 1961 has been enacted to regulate the employment of women certain establishment for a certain periods before and after child birth and to provide for maternity benefits." Explain the benefits available for women under the Maternity Benefit Act 1961.
- Q.7** Discuss in detail the concept of unpaid accumulation under the Bombay Labour Welfare Fund Act 1953.
- Q.8** State the penalties given under the Employee's Provident Fund Act 1952 for avoiding any payment to be made by an employer under the Employee's Provident Fund Act 1952.
- Q.9** Elaborate the schemes provided under the Employee's Provident Fund Act 1952 with the relevant provisions of the said Act.
- Q.10** Explain the term gratuity and state the conditions on which gratuity becomes payable under the payment of Gratuity Act, 1972 and when can gratuity forfeited?

Diploma in Labour Law (D.L.L.) (Old Course) : SUMMER - 2019

SUBJECT : SOCIAL SECURITY LEGISLATIONS

Day : Saturday
Date : 04/05/2019

S-2019-1912

Time : 02.00 PM TO 05.00 PM
Max. Marks : 100

N.B.:

- 1) Attempt **ANY SIX** questions including **Q. No. 1** which is **COMPULSORY**.
 - 2) **Q. No. 1** carries **20** marks and remaining questions carry **16** marks each.
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- Q.1** Write short note on **ANY FOUR** of the following:
- a) Powers and duties of Inspector under the Maternity Benefits Act, 1961
 - b) Occupational diseases under the Workmen's Compensation Act, 1923
 - c) Bombay Labour Welfare Fund
 - d) Basic Wages under the Employee's Provident Fund Act, 1952
 - e) Corporation under the Employee's State Insurance Act, 1948
 - f) Continues service under the Payment of Gratuity Act, 1972
- Q. 2** Critically examine the concept of Accident arising out of and in the course of employment with the help of relevant case under the Workmen's Compensation Act, 1923.
- Q. 3** Discuss the provisions relating to Employee Provident Fund Scheme and authorities to administer it under the Employee's Provident Fund Act, 1952.
- Q. 4** Enumerate the powers and functions of Inspector appointed under the Employee Provident Fund Act, 1952.
- Q. 5** "The Employee State Insurance Act, 1948 is considered as the umbrella of social justice." Discuss the salient feature of the Employee's State Insurance Act, 1948.
- Q. 6** What is Employee State Insurance Fund? Enumerate the purpose for which the funds may be expended under the Employee's State Insurance Act, 1948.
- Q. 7** Examine the nature and scope of the Maternity Benefits Act, 1961. What are the rights of employed women under the Maternity Benefits Act, 1961?
- Q. 8** Discuss the provisions relating to appointment and functions of the Commissioners under the Workmen's Compensation Act, 1923.
- Q. 9** Elaborate the provision relating to unpaid accumulations under the Bombay Labour Welfare Fund Act, 1953.
- Q. 10** State the provisions relating to the payment of gratuity and determination of amount of gratuity under the Payment of Gratuity Act, 1972.

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