

**DIPLOMA IN LABOUR LAW (D.L.L. & L.W.) (2015 COURSE) :  
SUMMER - 2018**

**SUBJECT: LAW OF WAGES & PRINCIPLES OF WAGE FIXATION**

Day: **Monday**  
Date: **07/05/2018**

**S-2018-1555**

Time: **02.30 PM TO 05.30 PM**  
Max Marks: 100

**N.B:**

- 1) Attempt any **SIX** questions including No1. Which is **COMPULSORY**.
- 2) **Q.No.1** carries **20** marks & all other question carry **16** marks each.

- Q.1** Write Short notes on any **FOUR** of the following:
- a) Responsibility of payment of wages under the Payment of Wages Act, 1936
  - b) Deductions for absence from duty under the Payment of Bonus Act, 1965
  - c) Living Wages
  - d) 'Employee' under the Minimum Wages Act, 1948
  - e) Eligibility of Bonus
  - f) Features of Equal Remuneration Act, 1976
- Q.2** Explain the deductions which an employer is authorized to make from the wages of worker under the Payment of Wages Act, 1936.
- Q.3** What is wage period? By what time the wages should be paid under the Payment of Wages Act, 1936.
- Q.4** Define the term 'Wages' and discuss the provisions relating to 'Fines' under the Payment of Wages Act, 1936
- Q.5** What is the object of fixing 'Minimum Wages'? State the procedure laid down under the Wages Act, 1948 for fixing and revising minimum wages.
- Q.6** What remedy is available to a worker who has been paid less than the minimum rate of wages?
- Q.7** What are the checks against evasion of payment of minimum wages to the employee in a scheduled employment in which minimum rate of wages have been fixed by employer?
- Q.8** State the rules relating to payment of minimum bonus and maximum bonus under Payment of Bonus Act, 1965.
- Q.9** What are the provisions of the Payment of Bonus Act, 1965 with regard to determination and distribution of Bonus?
- Q.10** Describe the scope and object of the Payment of Bonus Act, 1965. Enlist the institutions or employers to which this act does not apply.

**DIPLOMA IN LABOUR LAW (D.L.L.) (OLD COURSE) :**  
**SUMMER - 2018**  
**SUBJECT : LAW OF WAGES AND PRINCIPLES OF WAGE FIXATION**

Day : <b>Monday</b>	Time : <b>02.30 PM TO 05.30 PM</b>
Date : <b>07/05/2018</b>	Max. Marks : 100

**S-2018-1547**

**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.

- Q. 1** Write short note on **ANY FOUR** of the following:
- a) Wages under Payment of Wages Act, 1936
  - b) Absence from duty under Payment of Wages Act, 1936
  - c) Contracting out under Minimum Wages Act, 1948
  - d) Admissible deduction from Bonus
  - e) Offences and penalties under Minimum Wages
  - f) Minimum Bonus
- Q. 2** Explain the powers and functions of Inspectors appointed under Payment of Wages Act, 1936.
- Q. 3** Discuss the object and purpose of Payment of Wages Act, 1936 and enumerate the various deductions.
- Q. 4** Discuss 'Time and mode of Payment of Wages' under Payment of Wages Act, 1936.
- Q. 5** Who is an authority under Minimum Wages Act? Who can present an application to authority? When such application shall be presented?
- Q. 6** State the provisions of Minimum Wages Act, 1948 relating to fixation of Minimum rates of wages.
- Q. 7** Discuss the objectives of Minimum Wages Act.
- Q. 8** Write with reference to Payment of Bonus Act, 1965 relating to:
- a) Eligibility for Bonus
  - b) Disqualification for Bonus
- Q. 9** Write a detailed note on 'Bonus Formula' given in Payment of Bonus Act, 1965.
- Q. 10** Inspector has power to examine records and not to judge the accuracy there of. Explain with reference to Payment of Bonus Act, 1965.

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**DIPLOMA IN LABOUR LAW (D.L.L. & L.W.) (2015 COURSE) :**

**SUMMER - 2018**

**SUBJECT : LAW RELATING TO INDUSTRIAL RELATIONS & ADJUDICATION**

Day : **Friday**

Date : **04/05/2018**

**S-2018-1553**

Time : **02.30 PM TO 05.30 PM**

Max. Marks : 100

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**N.B.**

- 1) Attempt any **SIX** questions including Q.1 which is **COMPULSORY**.
  - 2) Q.1 carries 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) Lock out under Industrial Dispute Act 1947
  - b) Political Fund under Trade Unions Act, 1926
  - c) Misconducts under Standing Orders Act 1946
  - d) Industrial Dispute under Industrial Dispute Act, 1947
  - e) Powers and duties of Labour Officers under Bombay Industrial Relations Act 1926
  - f) Unfair labour practices under Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971
- Q.2** Define Retrenchment under Industrial Dispute Act, 1947 with the help of case decided cases and explain the principle of "last come first go".
- Q.3** Define lay off. Examine the circumstances under which lay off compensation is not payable to workman under Industrial Dispute Act, 1947.
- Q.4** Explain the procedure laid down under the Industrial Employment (Standing Orders) Act, 1946 for certification and modification of Standing Orders.
- Q.5** Describe the procedure relating to registration of Trade Unions under the Trade Unions Act, 1926.
- Q.6** Elucidate the characteristic features of the Representative union, Qualified union and Primary union under the Bombay Industrial Relations Act, 1946.
- Q.7** Enumerate the powers of the Industrial Court under the Bombay Industrial Relations Act, 1946.
- Q.8** Explain the rights that are available to Recognised Trade Unions under Section 20, 21, and 23 of Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
- Q.9** Enumerate the various unfair labour practices on the part of Trade Unions under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
- Q.10** Write down the object and scope of the Industrial Employment (Standing Orders) Act, 1946

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**DIPLOMA IN LABOUR LAW (D.L.L.) (OLD COURSE) :**  
**SUMMER - 2018**  
**SUBJECT: LAW RELATING TO INDUSTRIAL RELATIONS AND ADJUDICATION**

Day: **Friday**  
Date: **04/05/2018**

**S-2018-1545**

Time: **02.30 PM TO 05.30 PM**  
Max Marks. 100

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**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 on any **FOUR** of the following
- a) Strike under Industrial Dispute Act 1947.
  - b) Closure under Industrial dispute Act 1947.
  - c) Trade dispute under Trade Unions Act 1926
  - d) Qualified Union under the Bombay Industrial Relations Act 1946
  - e) Industrial establishments under the Industrial Employment (Standing Orders) Act 1946.
  - f) Powers of Industrial Court under the Maharashtra recognition of Trade Unions & Prevention of Unfair Labour Practices Act 1971.
- Q.2** Enumerate the various authorities under the Industrial Disputes Act 1947 which help to settle industrial disputes & explain their functions.
- Q.3** Define retrenchment. State the conditions precedent as well as the procedure for retrenchment of the workmen under the Industrial Dispute Act 1947.
- Q.4** Enumerate the objects for which the general funds of trade union can be spent under the Trade Unions Act 1926. Can registered trade union spent the general funds for political purposes?
- Q.5** State the provisions of the Trade Unions Act 1926, for the registrations & amalgamations of trade unions under the Trade Unions Act 1926.
- Q.6** State the constitution of joint committees under the Bombay Industrial Relations Act 1946 & their functions.
- Q.7** What is submission? Elaborate the provisions relating to arbitration proceedings under Bombay Industrial Relations Act 1946.
- Q.8** State the salient features of the Industrial Employment (Standing Orders) Act 1947.
- Q.9** Discuss the provisions relating to rights & obligations of recognized union under the Maharashtra Recognition of Trade Unions & Prevention of Unfair Labour Practices Act 1971.
- Q.10** Enumerate the various unfair labour Practices on the part of trade unions under the Maharashtra Recognition of Trade Unions & Prevention of Unfair Labour Practices Act 1971.

**DIPLOMA IN LABOUR LAW (D.L.L. & L.W.) (2015 COURSE) :**

**SUMMER - 2018**

**SUBJECT: LEGISLATION AFFECTING CONDITIONS OF WORK**

**Day: Tuesday**  
**Date: 08/05/2018**

**S-2018-1556**

**Time: 02.30 PM TO 05.30 PM**  
**Max. Marks: 100**

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

- a) Explain Child Labour and it's prohibition by law
- b) Registration and Licensing under Contract Labour Act, 1970
- c) Worker's safety provided by factories Act, 1948
- d) Procedure for Registration of commercial Establishment or shop
- e) Employers Liability towards the workers working in Hazardous factory
- f) Inspector appointed under Dock worker scheme

**Q.2** State the Health and Welfare provisions for workers under Plantation Labour Act, 1951.

**Q.3** Explain the conditions of Employment in respect to work below and above the ground under Mines Act, 1952.

**Q.4** State in brief what facilities and welfare measures are provided under Motor Transport Workers Act, 1988.

**Q.5** State how the contractor is granted with Licenses with its Revocation, Renewal, Suspension and Cancellation, under the Contract Labour Act, 1970.

**Q.6** Explain the scheme for ensuring regular employment under Dock Workers Act, 1948.

**Q.7** State the provisions for working hours and condition of work in Commercial Establishment according to Bombay shop and Establishment Act, 1948.

**Q.8** Discuss in Briefly- Inspector and certifying surgeon appointed under The Mines Act, 1952.

**Q.9** Explain the Hours of work for employment under The Factories Act, 1948.

**Q.10** Explain in Brief-Prohibition of employment of children in certain Occupations and processes.

**DIPLOMA IN LABOUR LAW (D.L.L.) (OLD COURSE) :**

**SUMMER - 2018**

**SUBJECT : LEGISLATION AFFECTING CONDITIONS OF WORK**

Day : **Tuesday**  
Date : **08/05/2018**

**S-2018-1548**

Time : **02.30 PM TO 05.30 PM**  
Max. Marks : 100.

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**N.B.:**

- 1) Attempt any **SIX** questions including Q. No. 1 which is **COMPULSORY**.
  - 2) Q. No. 1 carry 20 marks and all other carries 16 mark each.
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**Q.1** Write short note on any **FOUR** of the following:

- a) Application and scope of Bombay Shop and Establishment Act, 1948
- b) Health facilities under Plantations Labour Act, 1951
- c) Registration of Factories under Factories Act, 1948
- d) Licensing of contractors under the Contract Labour (Regulation and Abolition) Act, 1970
- e) Functions of Dock Labour Board under the Dock Workers (Regulation of Employment) Act, 1948
- f) Provisions relating to leave with wages under Mines Act, 1952.

**Q.2** State and explain the provisions relating to 'Health and Welfare of workers' under Factories Act, 1948.

**Q.3** Discuss the main provisions of the Motor Transport Workers Act, 1988..

**Q.4** Elaborate the object, scope and application of Contract Labour (Regulation and Abolition) Act, 1970.

**Q.5** Describe the provisions relating to 'Hours of Work and Limitation of employment' under Mines Act, 1952.

**Q.6** State and explain the provisions relating to 'regulation of conditions of work of children' under the Child Labour (Prohibition and Regulation) Act, 1986.

**Q.7** Examine the provisions regarding registration of establishment under the Bombay Shops and Establishment Act, 1948.

**Q.8** Write down the object and scope of the Beedi and Cigar Workers (Condition of Employment) Act 1966

**Q.9** What are the weekly and daily hours for which an adult worker may be required to work in plantation under Plantations Labour Act, 1951?

**Q.10** What is Dock worker scheme? What are the purposes for which the scheme can be formulated under Dock workers (Regulation of Employment) Act, 1948.

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**DIPLOMA IN LABOUR LAW (D.L.L. & L.W.) (2015 COURSE) :**

**SUMMER - 2018**

**SUBJECT : SOCIAL SECURITY LEGISLATION**

Day : **Saturday**  
Date : **05/05/2018**

**S-2018-1554**

Time : **02.30 PM TO 05.30 PM**  
Max. Marks : 100

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**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 on **ANY FOUR** of the following:
- a) Functions of Standing Committee under The Employee's State Insurance Act, 1948
  - b) Medical Bonus under The Maternity Benefits Act, 1961
  - c) Sickness benefit under The Employee's State Insurance Act, 1948
  - d) Forfeiture of Gratuity under The Payment of Gratuity Act, 1972
  - e) Object of The Bombay Labour Welfare Fund Act, 1953
  - f) Applicability of Employees Provident Funds Act, 1952
- Q.2** Elaborate the circumstances in which employer is and is not liable to pay compensation under The Employee's Compensation Act, 2010.
- Q.3** Examine the various types of disablement mentioned under the Employee's Compensation Act, 2010 and explain the provisions relating to contracting and contracting out.
- Q.4** Describe the provisions relating to Employee's State Insurance Fund and explain the purpose for which fund may be expended under Employee's State Insurance Act, 1948.
- Q.5** Enumerate the provisions relating to constitution of Employee's State Insurance Court and matters to be decided by the said court under Employee's State Insurance Act, 1948.
- Q.6** Discuss the provisions relating to Employees Family Pension Scheme and Deposit – Linked Insurance Scheme under The Employee's Provident Funds Act, 1952.
- Q.7** Enumerate the appointment, powers and functions of the Inspector under The Employees Provident Funds Act, 1952.
- Q.8** Define Gratuity. Explain the provisions of Payment of Gratuity Act, 1972 relating to Nomination by an employee.
- Q.9** Discuss the powers of state Government under The Bombay Labour Welfare Fund Act, 1953.
- Q.10** Define Maternity Benefits. Enumerate the powers and functions of the Inspector under Maternity Benefit Act, 1961.

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**DIPLOMA IN LABOUR LAW (D.L.L.) (OLD COURSE) :**  
**SUMMER - 2018**

**SUBJECT: SOCIAL SECURITY LEGISLATIONS**

Day : **Saturday**  
Date : **05/05/2018**

**S-2018-1546**

Time: **02.30 PM TO 05.30 PM**  
Max. Marks: 100.

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**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 on any **FOUR** of the following:

- a) Medical Bonus under the Maternity Benefit Act, 1961
- b) Eligibility for gratuity under the Payment of Gratuity Act, 1972
- c) Bombay Labour Welfare Fund under the Bombay Labour Welfare Act, 1953
- d) Employee under the Employees Provident Fund Act, 1952
- e) Employee State Insurance Corporation under the Employee State Insurance Act, 1948
- f) Fatal accident under the Workmen's Compensation Act, 1923

**Q.2** Elaborate the powers and functions of the Commissioner with the help of relevant provisions of the Workmen's Compensation Act, 1923.

**Q.3** Critically examine the concept of 'National extension' of employer's premises under the workmen's Compensation Act, 1923.

**Q.4** State and explain the various benefits assured to the insured persons and their dependants under the Employees State Insurance Act, 1948.

**Q.5** "Adjudicative mechanism of disputes and claims provided under the Employees State Insurance Act, 1948 is adequate." Give reasons and critically analyses the provisions of Employees State Insurance Act, 1948.

**Q.6** Describe the provisions relating to the penalty for avoiding any payment to be made by an employer with reference to the Employees Provident Fund Act, 1952.

**Q.7** Enumerate the conditions for the payment of maternity benefits under the Maternity Benefits Act, 1961 and when is the benefit forfeited.

**Q.8** Elaborate the powers of State Government under Bombay Labour Welfare Fund Act, 1953.

**Q.9** Elaborate the concept of 'Unpaid accumulations' with reference to the Bombay Labour Welfare Fund Act, 1953.

**Q.10** What is the rate of gratuity payable to an employee under the Payment of Gratuity Act, 1972? What is the maximum gratuity payable under the Act? When does the employee's forfeit it?

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