

**Diploma in Labour Law (D.L.L.) (Old Course) : WINTER - 2018**

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

Day : Wednesday  
Date : 31/10/2018

**W-2018-1688**

Time: 02.30 PM TO 05.30 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.
- 

**Q.1** Write Short Notes (**ANY FOUR**)

- a) Object of Payment of Wages Act, 1936
- b) 'Wages' under the Payment of Wages Act, 1936
- c) 'Employer' under the Minimum Wages Act, 1948
- d) Fair wages and Living wages
- e) 'Available surplus' and 'Allocable surplus'
- f) Disqualification for bonus

**Q.2** Explain the provisions of the Payment of Wages Act, 1936 relating to time and mode of payment of wages and responsibility of employer.

**Q.3** 'The wages of employed person shall be paid to him without deductions of any kind except those authorized by or under the Payment of Wages Act, 1936.'  
Comment.

**Q.4** What is the procedure for adjudication of claims and appeals as prescribed under the Payment of Wages Act, 1936?

**Q.5** Discuss the scope and objectives of the Minimum Wages Act, 1948.

**Q.6** What are the checks against evasion of payment of minimum wages to employee in scheduled employment in which minimum rates of wages have been fixed by the employer?

**Q.7** State how the Inspectors are appointed under the Minimum Wages Act, 1948. What are their powers?

**Q.8** Explain the object, scope and applicability of 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** State the rules relating to payment of minimum bonus and maximum bonus under the Payment of Bonus Act, 1965.

\* \* \* \*

**Diploma in Labour Law (D.L.L.) (Old Course) : WINTER - 2018**

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

Day : Monday  
Date : 29/10/2018

**W-2018-1686**

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

**N.B.:**

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

- Q.1** Write short notes on **ANY FOUR** of the following:
- a) Industrial Dispute under Industrial Dispute Act 1947
  - b) Amalgamation of the Trade Unions under Trade Unions Act 1926.
  - c) Retrenchment
  - d) Primary Union under Bombay Industrial Relations Act 1946
  - e) Unfair Labour Practices under Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act 1971.
  - f) Certifying Officer under Industrial Employment (Standing Orders) Act 1946.
- Q.2** Discuss strike and lock out. Write down the provisions relating to strikes and lock outs in public utility services.
- Q.3** Elaborate the provision relating to lay off under Industrial Dispute Act 1947.
- Q.4** Explain the procedure for registration of Trade Unions under the Trade Union Act 1926.
- Q.5** Enumerate the rights and liabilities of the registered Trade Unions under Trade Unions Act 1926.
- Q.6** Elaborate the object and scope of the Industrial Employment (Standing Orders) Act 1946.
- Q.7** Examine the conditions under which union can be entered in the approved list under the Bombay Industrial Relations Act 1946. What are the rights that are available to the officers of approved Union?
- Q.8** Examine the duties and powers of various authorities under Bombay Industrial relations Act 1946
- Q.9** Explain the procedure for filing complaint of unfair labour practices under Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act 1971.
- Q.10** Describe the rights that are available to recognized trade unions under sec. 20, 21 & 23 of the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act 1971.

**Diploma in Labour Law (D.L.L.) (Old Course) : WINTER - 2018**

**SUBJECT: LEGISLATION AFFECTING CONDITIONS OF WORK**

Day : Thursday  
Date : 01/11/2018

**W-2018-1689**

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

---

**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) Employment of Young Person under Factories Act, 1948.
  - b) Define "Contractor" under the Contract Labour (Reregulation and Abolition) Act, 1970.
  - c) Duties of Certifying Surgeon under the Mines Act, 1952.
  - d) Define Establishment under the Bombay Shops and Establishment Act, 1948.
  - e) "Cargo" under the Dock Workers (Regulation of Employment ) Act 1948
  - f) Employer under The Beedi and Cigar Workers (Conditions of Employment) Act, 1966.
- Q.2** Explain the provisions of health and welfare of the Workers under the Factories Act, 1948.
- Q.3** Explain the compositions and functions the Advisory Board constituted under the Contract Labour (Regulation and Abolition) Act, 1970.
- Q.4** What is Dock Workers Scheme? What are the purposes for which the scheme can be formulated under Dock Workers (Regulation of Employment) Act 1948?
- Q.5** "There is a prohibition of employment of children in certain occupations processes under the Child Labour (Prohibition and Regulation) Act, 1986". State the occupations and Processes.
- Q.6** What are the functions and powers of Chief Inspector under The Mines Act 1952?
- Q.7** Discuss the provisions of Motor Transport Workers Act, 1988 relating to welfare and health of workers.
- Q.8** Discuss the important provision of the Beedi and Cigar Workers (Conditions of Employment) Act, 1966.
- Q.9** Describe the procedure of registration of shops and commercial establishment under the Bombay Shops and Establishment Act, 1948.
- Q.10** State the Provision of the Plantation Labour Act, 1951 regarding hours of work and leave with pay.

**Diploma in Labour Law (D.L.L.) (Old Course) : WINTER - 2018**

**SUBJECT : SOCIAL SECURITY LEGISLATIONS**

Day : Tuesday  
Date : 30/10/2018

**W-2018-1687**

Time : 02.30 PM TO 05.30 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.
- 

- Q.1** Write short note on **ANY FOUR** of the following:
- a) Object of Employee's State Insurance Act, 1948
  - b) Powers of the State Government under Bombay Labour Welfare Fund Act, 1953
  - c) Powers of Inspector under the Payment of Gratuity Act, 1972
  - d) Types of disablement
  - e) Contribution under the Employee's Provident Fund Act, 1952
  - f) Medical bonus under the Maternity Benefit Act, 1961
- Q. 2** What is the penalty for avoiding any payment to be made by employer under the Employee's Provident Fund Act, 1952?
- Q. 3** Examine the important provisions relating to Employee's Provident Fund Schemes and employees deposit linked with insurance schemes under the Employee's Provident Fund Act, 1952.
- Q. 4** Define employment injury. State the powers and duties of Employee's State Insurance Corporate and Standing Committee under the Employee's State Insurance Act, 1948.
- Q. 5** Enumerate the provisions relating to adjudication of dispute and claims under the Employee's State Insurance Act, 1948.
- Q. 6** Elaborate the provisions relating to Maternity Benefit Act, 1961 regarding right to payment of maternity benefit and forfeiture of maternity benefit.
- Q. 7** Examine the important provisions of the Bombay Labour Welfare Fund Act, 1953.
- Q. 8** Discuss in detail the employer's liability to pay compensation to their workmen and how the amount of compensation shall be calculated?
- Q. 9** Explain the following with reference to the Workmen's Compensation Act, 1923:
- a) Notional extension of employers premises
  - b) Contracting and Contracting out
- Q. 10** Define employee and discuss the provisions relating to payment of gratuity and when gratuity can be forfeited under the Payment of Gratuity Act, 1972

\* \* \* \*

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

Day : Wednesday  
Date : 31/10/2018

**W-2018-1696**

Time : 02.30 PM TO 05.30 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.
- 

- Q.1** Write short notes on **ANY FOUR** of the following
- a) 'Wages' under The Payment of Wages Act, 1936.
  - b) Offences under The Payment of Wages Act, 1936.
  - c) Set - on and Set - off.
  - d) Eligibility of Bonus.
  - e) Penalties under The Equal Remuneration Act, 1976
  - f) Wages in kind under The Minimum Wages Act. 1948.
- Q.2** Explain briefly the objects and features of The Minimum Wages Act. 1948.
- Q.3** State how the inspectors are appointed for the purpose of The Minimum Wages Act. 1948? Explain their powers.
- Q.4** What claims are entertained under The Minimum Wages Act, 1948 and who are authorized to adjudicate upon them? Explain briefly?
- Q.5** Explain the provisions of The Payment of Wages Act, 1936 relating to time of payment of wages and responsibility of payment of wages.
- Q.6** "The wages of an employed shall be paid to him without deduction of any kind except those authorized by under The Payment of Wages Act, 1936. Comment.
- Q.7** Discuss the provision relating to duties of employer under The Payment of Wages Act, 1936.
- Q.8** Explain the concept of 'available surplus' and 'allocable surplus' under The Payment of Bonus Act, 1965.
- Q.9** Explain the scope and object of The Payment of Bonus Act, 1965. Whether an employer is liable to pay bonus even if he does not earn profit?
- Q.10** Discuss the duties of the employer and penalties provided under The Equal Remuneration Act, 1976.

**Diploma in Labour Law (D.L.L. & L.W.) (2015 Course) : WINTER - 2018**

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

Day : Monday  
Date : 29/10/2018

**W-2018-1694**

Time : 02.30 PM TO 05.30 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 questions carry **16** marks each.
- 

- Q.1** Write short notes on **ANY FOUR** of the following:
- a) Trade dispute
  - b) Lay-off
  - c) Political Fund of Trade Union
  - d) Modification of Standing Orders
  - e) Award
  - f) Object of the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971
- Q.2** Define and distinguish 'strike and 'lock-out'. Discuss in detail the provisions of illegal strike and lock-outs under the Industrial Dispute Act, 1947.
- Q.3** Explain the term 'retrenchment' and the conditions precedent to retrenchment of workmen mentioned under the Industrial Dispute Act, 1947 in the light of relevant case law.
- Q.4** Discuss the modes of registration of a trade union. What are the main provisions contained in the rules of a trade union under the Trade Union Act, 1926.
- Q.5** Elaborate the term trade union and state the rights, privileges and immunities available to registered trade union under the Trade Union Act, 1926.
- Q.6** The appropriate government conferred certain rights on approved union under the Bombay Industrial Relations Act, 1946. Enumerate those rights with the help of relevant provisions of the said Act.
- Q.7** What is approved union? What conditions should be fulfilled to become approved union according to the Bombay Industrial Relations Act, 1946?
- Q.8** Who is certifying officer and state the duties of certifying officer under the Industrial Employment (Standing Orders) Act, 1946.
- Q.9** Mention the unfair labour practices and various unfair labour practices on the part of employers under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.
- Q.10** Elucidate the provisions relating to recognition of unions with reference to the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.

**Diploma in Labour Law (D.L.L. & L.W.) (2015 Course) : WINTER -  
2018**

**SUBJECT: LEGISLATION AFFECTING CONDITIONS OF WORK**

Day: Thursday  
Date: 01/11/2018

**W-2018-1697**

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

---

**N.B.:**

- 1) Attempt any **SIX** questions including Q. No. 1 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** of the following:
- a) Define Minerals under Mines Act, 1952
  - b) Dock Labour Board.
  - c) Define Child under The Child Labour (Prohibition and Regulation) Act, 1986.
  - d) Registration of Establishment under The Bombay Shops and Establishment Act, 1948.
  - e) Define Worker under The Factories Act, 1948.
  - f) Leave with wages under Plantation Labour Act, 1951.
- Q.2** How the safety of workers can be provided by employer under Factories Act, 1948?
- Q.3** Elaborate the provisions relating to the prohibition of employment of children in certain occupation process under the Child Labour (Prohibition Regulation) Act, 1986.
- Q.4** What is Dock Workers Scheme? State in brief for which purpose this scheme can be formulated?
- Q.5** Explain the important features of the Bombay Shops and Establishment Act, 1948 regarding to the time and condition for payment of wages under The Bombay Shops and Establishment Act, 1948.
- Q.6** State briefly the provision relating to the welfare and health under The Contract Labour (Regulation and Abolition) Act, 1970.
- Q.7** Define 'Motor Transport Worker' and explain the provisions regarding to Registration of Motor Transport under the Motor Transport Worker's Act, 1988.
- Q.8** What are the weekly and daily hours of which an adult worker may be required to work in Mine under The Mines Act, 1952?
- Q.9** Explain the procedure for obtaining prospective licenses and mining lease in respect of land under The Mines and Minerals (Regulations and Development) Act, 1957.
- Q.10** What are the provision regarding to the working hours and limitation of employment under The Plantation Labour Act, 1951?

**SUBJECT: SOCIAL SECURITY LEGISLATION**

Day : Tuesday  
Date : 30/10/2018

**W-2018-1695**

Time: 02.30 PM TO 05.30 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) Principle employer under the Employee's State Insurance Act 1948
  - b) Notional Extension under the Employee's Compensation Act 2010
  - c) Unpaid accumulation under the Bombay Labour Welfare Fund Act 1953
  - d) Recovery of gratuity
  - e) Disablement under the Employee's Compensation Act 2010
  - f) Basic wages under The Employee's Provident Fund Act 1952
- Q.2** "The employer is liable to pay compensation to his workmen under the Employee's Compensation Act 2010 if personal injury cause to an employee by accident arising out of and in the course of employment." Elaborate the above statement with the help of relevant cases.
- Q.3** Elaborate the provision relating to determination of amount of compensation in case of personal injury sustained by the employee 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 is intended to achieve the object of doing social justice to women workers." Explain the important provisions of the Maternity Benefit Act 1961.
- Q.7** Define the term 'employee' and state the provisions relating to contribution under the Bombay Labour Welfare Fund Act 1953.
- Q.8** "The Employee's Provident Fund Act 1952 is considered to be social security legislation for the workers." Mention the benefits available under the Employee's Provident Fund Act 1952.
- Q.9** Enumerate the powers of Central Provident Fund Commissioner for determining the money due from employers under the Employee's Provident Fund Act 1952 with the relevant provisions of the said Act.
- Q.10** Write a note on the following with reference to the payment of Gratuity Act, 1972:
- a) Appropriate Government
  - b) Eligibility for payment of gratuity

\* \* \* \*