

**DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (2015 COURSE)**

**D.L.L. & L.W. :SUMMER : 2023**

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

Day : Thursday

Time : 10:00 AM-01:00 PM

Date : 1/6/2023

**S-22504-2023**

Max. Marks : **100**

**N. B. :**

- 1) Attempt **ANY SIX** questions out of which **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) ILO
- b) Awards
- c) Workman under the Industrial Dispute Act, 1947
- d) Primary Union
- e) Amalgamation
- f) Office bearer under the Trade Union Act, 1926

**Q. 2** 'The Industrial Disputes Act, 1947 gives discretionary powers to the adjudication authority to give relief to a discharged and dismissed employee.' Explain the power of the adjudicating authorities under the said Act.

**Q. 3** "Registration of trade union is mandatory to enjoy the benefits given under the Trade Union Act, 1926." State the procedure for registration of Trade Union.

**Q. 4** Define Trade Dispute. Discuss the rights and immunities available to the trade union under the Trade Union Act, 1926.

**Q. 5** Under what circumstances Registrar can cancel or withdrawn the certificate of registration of trade union?

**Q. 6** Define Collective Bargaining. Mention the merits and demerits of the collective bargaining.

**Q. 7** Discuss the procedure given under the Bombay Industrial Relations Act, 1946 regarding registration of trade union.

**Q. 8** Define Standing Orders. State the offences and the corresponding penalties under the Industrial Employment (Standing Orders) Act, 1946.

**Q. 9** Elaborate the powers of Certifying Officer and Appellate Authority under the Industrial Employment (Standing Orders) Act, 1946.

**Q.10** Explain the powers and duties of the authorities under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practice Act, 1991

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**DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (2015 COURSE)**  
**D.L.L. & L.W. :SUMMER : 2023**  
**SUBJECT : SOCIAL SECURITY LEGISLATION**

Day : Friday

Date : 2/6/2023

**S-22505-2023**

Time : 10:00 AM-01:00 PM

Max. Marks : 80

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**N.B.:**

- 1) Attempt **ANY SIX** questions and **Q.No.1** is **COMPULSORY**.
  - 2) **Q.No.1** carries **20** marks and all other questions carry **12** marks each.
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**Q.1** Write short notes on **ANY FOUR** of the following:

- a) Funeral Benefits under the Employee State Insurance Act, 1948
- b) Unpaid accumulation
- c) Notional Extension
- d) Crèches under the Factories Act, 1948
- e) Contracting in and contracting out
- f) Disablement under Employee's Compensation Act, 2010

**Q.2** State the provisions relating to payment of gratuity under the Payment of Gratuity Act, 1972.

**Q.3** Discuss the role of Inspector under the Maternity Benefit Act, 1961.

**Q.4** Discuss the salient features of Employee's State Insurance Act, 1948.

**Q.5** Explain circumstance in which an employer not liable to pay compensation under Employee Compensation Act, 2010.

**Q.6** What are the eligibility requirements for maternity benefit under the Maternity Benefit Act, 1961?

**Q.7** The Employee Provident Fund Act, 1952 is considered to be social security legislation for the workers. What are the benefit provided under the Act?

**Q.8** How fund under Employee's State Insurance Act, 1948 be created? Describe the purposes for which the Employee's State Insurance fund may be expended.

**Q.9** State the salient features of Bombay Labour Welfare Fund Act, 1953.

**Q.10** How the amount of compensation payable to an injured person calculated under Employee's Compensation Act, 2010?

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DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (2015 COURSE)  
D.L.L. & L.W. :SUMMER : 2023  
SUBJECT : LAW OF WAGES & PRINCIPLES OF WAGE FIXATION

Day : Saturday

Time : 10:00 AM-01:00 PM

Date : 3/6/2023

S-22506-2023

Max. Marks : 80

**N.B.**

- 1) Attempt **ANY SIX** including **Q. No. 1** which is **COMPULSORY**.
- 2) **Q. No 1** carries **20** marks and other carries **12** marks each.

- Q.1** Write short notes of the following: (**ANY FOUR**)
- a) Fair Wages
  - b) 'Wage period' under the Payment of wage Act, 1936
  - c) Objectives of Minimum Wages of Act, 1948.
  - d) 'Wages' under the Minimum Wages Act, 1948.
  - e) Salient feature of The Equal Remuneration Act, 1976
  - f) Eligibility for bonus
- Q.2** Who is responsible for Payment of wages under the Payment of wage Act, 1936? Explain 'Time of payment of wages' under this Act,
- Q.3** Discuss the provisions relating to duties of employer under the Payment of wage Act, 1936.
- Q.4** Define the terms 'Wages' and discuss the provisions relating to 'Fines' under the Payment of Wages Act, 1936.
- Q.5** What is meant by 'Minimum Wages'? Who is authorized to fix minimum wages and in what manner?
- Q.6** Critically examine the provisions relating to 'Claims' under the Minimum Wages Act, 1948.
- Q.7** Who is an authority under the Minimum Wages Act, 1948? State the powers of their authorities under the Act.
- Q.8** State the rules relating to payment of minimum and maximum bonus under the Payment of Bonus Act, 1965.
- Q.9** What are the provisions Payment of Bonus Act, 1965 with regards to determination and distribution of Bonus?
- Q.10** What is the time limit for payment of bonus under Payment of Bonus Act, 1965? Is it permissible to deduct any amount form bonus payable under the Act?

**DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (2015 COURSE)**  
**D.L.L. & L.W. :SUMMER : 2023**  
**SUBJECT : LEGISLATION AFFECTING CONDITIONS OF WORK**

Day : Monday

Time : 10:00 AM-01:00 PM

Date : 5/6/2023

**S-22507-2023**

Max. Marks : 80

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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 carries **16** marks.
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- Q. 1** Write short notes on **ANY FOUR** of the following:
- a) Young Person under the Plantation Labour Act, 1951.
  - b) Define Factory under the Factories Act, 1948.
  - c) Manufacturing Process under the Factories Act, 1948.
  - d) List of the process which child labour is prohibited.
  - e) Definition of contractor under the Contract Labour (Regulation and Abolition ) Act, 1948.
  - f) Powers of Inspector under the Dock Workers (Regulation of Employment) Act, 1948
- Q. 2** "The Factories Act, 1948 is an act of social welfare legislation". Comment with the special reference to the provisions relating to the health and welfare of workers.
- Q. 3** What are the functions and powers of chief Inspector under the Mines Act, 1952?
- Q. 4** Discuss the provisions regarding hours of work and leave with pay under the Plantation Act, 1951.
- Q. 5** Discuss the provisions under the Bombay Shops and Establishment Act, 1948 relating to hours of work, opening and closing hours in the shops and commercial establishments.
- Q. 6** Explain in detail the salient features of the Child Labour (Prohibition and Regulation) Act, 1986.
- Q. 7** Outline the provisions relating to Registration of Motor Transport undertaking under the Motor Transport Workers Act, 1961.
- Q. 8** State briefly the procedure for the establishment and constitution of Advisory Committee under the Dock Workers Act, 1948.
- Q. 9** Evaluate the salient features of the Bombay Shops and Establishment Act, 1948.
- Q.10** Explain the procedure for obtaining prospective licenses and mining leases in respect of land under the Mines and Minerals (Regulation and Development) Act, 1957.