

Day : Wednesday

Time : 10:00 AM-01:00 PM

Date : 6/12/2023

W-20208-2023

Max. Marks : 80

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 **12** marks each.

- Q. 1** Write short notes on **ANY FOUR** of the following:
- a) Unpaid Accumulations under the Bombay Labour Welfare Fund Act, 1953
 - b) Notional Extension
 - c) Recovery of gratuity
 - d) Employees' State Insurance Fund
 - e) Contracting out
 - f) Role of Inspector under the Maternity Benefit Act, 1961
- Q. 2** Discuss the concept of "arising out of and in the course of employment" stipulated in the Employee's Compensation Act, 2010 with the help of appropriate case laws.
- Q. 3** State the powers and functions of the Commissioners under the Employee's Compensation Act, 2010.
- Q. 4** Explain the 'Employees' Provident Fund Scheme' given under the Employee's Provident Fund Act, 1952.
- Q. 5** Elaborate the procedure for registration and seeking exemption from the provisions of the Employees' State Insurance Act, 1948.
- Q. 6** Define the object of Employees' State Insurance Act. State the establishment who are covered under the Employee's State Insurance Act.
- Q. 7** Enumerate the conditions mentioned under the Maternity Benefit Act, 1961 for the payment of maternity benefits. When is the benefit forfeited?
- Q. 8** Discuss in detail the salient features and examine the objectives of the Bombay Labour Welfare Fund Act, 1953.
- Q. 9** Critically examine the power of State Government under the Bombay Labour Welfare Fund Act, 1953.
- Q. 10** Write a note with reference to the Payment of Gratuity Act, 1972:
- a) When is gratuity payable?
 - b) When gratuity be forfeited?

DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (CBCS-2018 COURSE)
D.L.L.& L.W. : WINTER : 2023
SUBJECT : LAW OF WAGES & PRINCIPLES OF WAGE FIXATION

Day : Thursday
Date : 7/12/2023

W-20209-2023

Time : 10:00 AM-01:00 PM
Max. Marks : 80

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- 1) Attempt any **SIX** questions including Q. No. 1 which is **COMPULSORY**.
2) **Q. No. 1** carries **20** marks and all other questions carry **12** marks.
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- Q. 1** Write short notes on any **FOUR** of the following:
a) Wages under Payment of Wages Act, 1948.
b) Duties of the Employer under the Equal Remuneration Act, 1976.
c) Advisory Board under the Minimum Wages Act, 1948.
d) Eligibility for bonus.
e) Time of payment of wages under Payment of Wages Act, 1936.
f) Disqualification for receiving bonus.
- Q. 2** Define wages and explain provision for fixation of minimum rate of wages.
- Q. 3** Explain the deductions which an employer is authorized to make from the wages of a worker under the Payment of Wages Act, 1936.
- Q. 4** 'Bonus is a dynamic concept'. Comment
- Q. 5** Explain the authority appointed and power of authority under Minimum Wages Act, 1948.
- Q. 6** State the provisions for 'set on' and 'set off of allocable surplus' under Payment of Bonus Act, 1965.
- Q. 7** What remedy is available to a worker who has been paid less than minimum rate of wages?
- Q. 8** Examine the provisions of Minimum Wages Act, 1948 relating to procedure for making claims for recovering of Minimum wages.
- Q. 9** State the rules relating to payment of bonus. Describe 'Minimum Bonus' and 'Maximum Bonus'.
- Q. 10** Explain briefly the concept of Minimum Wages Act, 1948.

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DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (CBCS-2018 COURSE)

D.L.L.& L.W. :

SUBJECT : LEGISLATION AFFECTING CONDITIONS OF WORK

Day : Friday

Time : 10:00 AM-01:00 PM

Date : 8/12/2023

W-20210-2023

Max. Marks : 80

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) Object and scope of Mines Act, 1952.
 - b) Powers of Inspector under Dock workers Act, 1948.
 - c) Hours and period of work under The Child Labour (Prohibition and Regulation) Act, 1986
 - d) Welfare facilities under The Plantation Labour Act, 1951
 - e) Define Factory under The Factories Act, 1948.
 - f) Restriction on grant of prospective licenses under The Mines and Minerals (Regulations and Development) Act, 1957.
- Q.2** Explain in brief “The Employers Liability is the liability for protection of workers working under hazardous and dangerous industries” under The Factories Act, 1948.
- Q.3** State briefly the provisions of the Plantations Labour Act, 1951 regarding hours of work and leave with pay.
- Q.4** Explain in briefly the object and scope of The Child Labour (Prohibition and Regulation) Act, 1986
- Q.5** State in brief about the establishment, condition and function of “The Advisory Committee” and “Dock Labour Board”.
- Q.6** Describe the procedure for the registration of an establishment employing under contract labor and state the effects of non-registration under The Contract Labour (Regulation and Abolition) Act, 1970.
- Q.7** Describe the procedure of registration of shops and commercial establishment under The Bombay Shops and Establishment Act, 1948.
- Q.8** Evaluate the salient features of Mine Act, 1952.
- Q.9** Briefly enumerate provisions of the act ensuring safety and welfare of the workers in factory under The Factories Act. 1948.
- Q.10** State the object, scope and application of the Motor Transport workers Act, 1988.

DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (2015 COURSE)

D.L.L. & L.W. : WINTER : 2023

SUBJECT : LAW RELATING TO INDUSTRIAL RELATIONS & ADJUDICATION

Day : Tuesday

Time : 10:00 AM-01:00 PM

Date : 5/12/2023

W-22504-2023

Max. Marks : 80

N.B.:

- 1) Attempt any **SIX** questions out of which **Q. No. 1** is **COMPULSORY**.
- 2) **Q. 1** carries **20** marks and all other questions carry **12** marks each.

- Q.1** Write short notes on any **FOUR** of the following:
- a) Unfair labour practices
 - b) Political Fund
 - c) Lay off
 - d) Award
 - e) Office Bearer under the Trade Union Act
 - f) Duties of Board of Conciliation
- Q.2** Define the terms 'Strike and Lockout'. When does a Strike and Lockout becomes illegal?
- Q.3** Elaborate the powers and functions of the authorities constituted for the prevention and settlement of industrial dispute under the Industrial Dispute Act, 1947.
- Q.4** Critically examine the rights and liabilities of registered trade union with reference to the Trade Union Act.
- Q.5** Elaborate the process of registration and cancellation of registration of unions under the Bombay Industrial Relations Act.
- Q.6** Discuss the concept and process of Collective Bargaining. State the merits and demerits of Collective Bargaining.
- Q.7** State the authorities and discuss their powers and duties mentioned under the Bombay Industrial Relations Act.
- Q.8** Enumerate the powers of Certifying Officer and Appellate Authority under Industrial Employment (Standing Order) Act.
- Q.9** Explain the procedure for certification of standing orders framed by an Industrial establishment under the Industrial Employment (Standing Order) Act.
- Q.10** State the provisions relating to 'Recognition of Union' under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.

DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (2015 COURSE)

D.L.L. & L.W. : WINTER : 2023

SUBJECT : SOCIAL SECURITY LEGISLATION

Day : Wednesday

Time : 10:00 AM-01:00 PM

Date : 6/12/2023

W-22505-2023

Max. Marks : 80

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 **12** marks each.

- Q. 1** Write short notes on **ANY FOUR** of the following:
- a) Unpaid Accumulations under the Bombay Labour Welfare Fund Act, 1953
 - b) Notional Extension
 - c) Recovery of gratuity
 - d) Employees' State Insurance Fund
 - e) Contracting out
 - f) Role of Inspector under the Maternity Benefit Act, 1961
- Q. 2** Discuss the concept of "arising out of and in the course of employment" stipulated in the Employee's Compensation Act, 2010 with the help of appropriate case laws.
- Q. 3** State the powers and functions of the Commissioners under the Employee's Compensation Act, 2010.
- Q. 4** Explain the 'Employees' Provident Fund Scheme' given under the Employee's Provident Fund Act, 1952.
- Q. 5** Elaborate the procedure for registration and seeking exemption from the provisions of the Employees' State Insurance Act, 1948.
- Q. 6** Define the object of Employees' State Insurance Act. State the establishment who are covered under the Employee's State Insurance Act.
- Q. 7** Enumerate the conditions mentioned under the Maternity Benefit Act, 1961 for the payment of maternity benefits. When is the benefit forfeited?
- Q. 8** Discuss in detail the salient features and examine the objectives of the Bombay Labour Welfare Fund Act, 1953.
- Q. 9** Critically examine the power of State Government under the Bombay Labour Welfare Fund Act, 1953.
- Q. 10** Write a note with reference to the Payment of Gratuity Act, 1972:
- a) When is gratuity payable?
 - b) When gratuity be forfeited?

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

Day : Thursday
Date : 7/12/2023

W-22506-2023

Time : 10:00 AM-01:00 PM
Max. Marks : 80

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 **12** marks.

- Q. 1** Write short notes on any **FOUR** of the following:
- a) Wages under Payment of Wages Act, 1948.
 - b) Duties of the Employer under the Equal Remuneration Act, 1976.
 - c) Advisory Board under the Minimum Wages Act, 1948.
 - d) Eligibility for bonus.
 - e) Time of payment of wages under Payment of Wages Act, 1936.
 - f) Disqualification for receiving bonus.
- Q. 2** Define wages and explain provision for fixation of minimum rate of wages.
- Q. 3** Explain the deductions which an employer is authorized to make from the wages of a worker under the Payment of Wages Act, 1936.
- Q. 4** 'Bonus is a dynamic concept'. Comment
- Q. 5** Explain the authority appointed and power of authority under Minimum Wages Act, 1948.
- Q. 6** State the provisions for 'set on' and 'set off of allocable surplus' under Payment of Bonus Act, 1965.
- Q. 7** What remedy is available to a worker who has been paid less than minimum rate of wages?
- Q. 8** Examine the provisions of Minimum Wages Act, 1948 relating to procedure for making claims for recovering of Minimum wages.
- Q. 9** State the rules relating to payment of bonus. Describe 'Minimum Bonus' and 'Maximum Bonus'.
- Q. 10** Explain briefly the concept of Minimum Wages Act, 1948.

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

Day : Friday

Time : 10:00 AM-01:00 PM

Date : 08-12-2023

W-22507-2023

Max. Marks : 80

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) Object and scope of Mines Act, 1952.
 - b) Powers of Inspector under Dock workers Act, 1948.
 - c) Hours and period of work under The Child Labour (Prohibition and Regulation) Act, 1986
 - d) Welfare facilities under The Plantation Labour Act, 1951
 - e) Define Factory under The Factories Act, 1948.
 - f) Restriction on grant of prospective licenses under The Mines and Minerals (Regulations and Development) Act, 1957.
- Q.2** Explain in brief “The Employers Liability is the liability for protection of workers working under hazardous and dangerous industries” under The Factories Act, 1948.
- Q.3** State briefly the provisions of the Plantations Labour Act, 1951 regarding hours of work and leave with pay.
- Q.4** Explain in briefly the object and scope of The Child Labour (Prohibition and Regulation) Act, 1986
- Q.5** State in brief about the establishment, condition and function of “The Advisory Committee” and “Dock Labour Board”.
- Q.6** Describe the procedure for the registration of an establishment employing under contract labor and state the effects of non-registration under The Contract Labour (Regulation and Abolition) Act, 1970.
- Q.7** Describe the procedure of registration of shops and commercial establishment under The Bombay Shops and Establishment Act, 1948.
- Q.8** Evaluate the salient features of Mine Act, 1952.
- Q.9** Briefly enumerate provisions of the act ensuring safety and welfare of the workers in factory under The Factories Act. 1948.
- Q.10** State the object, scope and application of the Motor Transport workers Act, 1988.

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DIPLOMA IN LABOUR LAWS & LABOUR WELFARE (CBCS-2018 COURSE)
D.L.L.& L.W. : WINTER : 2023
SUBJECT : LAW RELATING TO INDUSTRIAL RELATIONS & ADJUDICATION

Day : Tuesday

Time : 10:00 AM-01:00 PM

Date : 5/12/2023

W-20207-2023

Max. Marks : 80

N.B.:

- 1) Attempt any **SIX** questions out of which **Q. No. 1** is **COMPULSORY**.
- 2) **Q. 1** carries **20** marks and all other questions carry **12** marks each.

- Q.1** Write short notes on any **FOUR** of the following:
- a) Unfair labour practices
 - b) Political Fund
 - c) Lay off
 - d) Award
 - e) Office Bearer under the Trade Union Act
 - f) Duties of Board of Conciliation
- Q.2** Define the terms 'Strike and Lockout'. When does a Strike and Lockout becomes illegal?
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- Q.4** Critically examine the rights and liabilities of registered trade union with reference to the Trade Union Act.
- Q.5** Elaborate the process of registration and cancellation of registration of unions under the Bombay Industrial Relations Act.
- Q.6** Discuss the concept and process of Collective Bargaining. State the merits and demerits of Collective Bargaining.
- Q.7** State the authorities and discuss their powers and duties mentioned under the Bombay Industrial Relations Act.
- Q.8** Enumerate the powers of Certifying Officer and Appellate Authority under Industrial Employment (Standing Order) Act.
- Q.9** Explain the procedure for certification of standing orders framed by an Industrial establishment under the Industrial Employment (Standing Order) Act.
- Q.10** State the provisions relating to 'Recognition of Union' under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.