

2053

P.G. Diploma in Personnel Management and Labour Welfare  
Second Semester  
DPM-306: Labour Legislation

Time allowed: 3 Hours

Max. Marks: 70

**NOTE:** Attempt five questions in all, selecting atleast one question from each Unit.  
x-x-x

**UNIT - I**

- I. Throw light on the legal regulation of employment conditions in India. (14)
- II. 'Social justice promotes fairness and equity across many aspects of society.' Elaborate. (14)
- III. What is 'industrial dispute'? State the guiding principles of industrial adjudication. (4+10)

**UNIT - II**

- IV. Define "Trade Union". Also, state the rights and liabilities of registered trade unions. (4+10)
- V. Define "Contractor" as per the Contract Labour (Regulation and Abolition) Act, 1970. Also, state the law relating to the registration of establishments employing contract labour, (4+10)

**UNIT - III**

- VI. Discuss the law relating to:
  - a) Fixing of minimum rates of wages as per the Minimum Wages Act, 1948.
  - b) Deductions which may be made from wages under the Payment of Wages Act, 1936. (2x7)
- VII. Explain the law relating to payment of minimum and maximum bonus as per the provisions of the Payment of Bonus Act, 1965. (14)

**UNIT - IV**

- VIII. Define "factory" and "hazardous process" as per the Factories Act, 1948. State the specific responsibility of the occupier in relation to hazardous processes. (7,7)

P.T.O.

IX. Discuss the following:

- a) Duties and responsibilities of owners, agents and managers under the Mines Act, 1952
- b) Powers and functions of inspector under the Plantations Labour Act, 1951 (2x7)

X. a) What is Contract of Apprenticeship?

- b) State the provisions regarding prohibition of employment of children in certain occupations and processes as per the Child Labour (Prohibition and Regulation) Act, 1986. (4+10)

x-x-x

G Diploma  
2nd