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Roll No: \_\_\_\_\_

**Labour Officer/ Labour Inspector Departmental Examination**

**Paper - I**

**[01]**

**Time Allowed - 3 Hours**

**Maximum Marks - 100**

**INSTRUCTIONS**

*Please read each of the following instructions carefully before attempting the paper.*

- i) *Attempt all the questions. Each question has a choice.*
- ii) *The answer to each question or part thereof should begin on a fresh page.*
- iii) *Your answer should be precise and coherent.*
- iv) *The part/parts of the same questions must be answered together and should not be interposed between answers to other questions.*
- v) *If you encounter any typographical error, please read it as it appears in the text book.*
- vi) *Candidates are in their own interest advised to go through the General Instructions on the back side of the title page of the Answer Script for strict adherence.*
- vii) *No continuation sheets shall be provided to any candidate under any circumstances.*
- viii) *Candidates shall put a cross ( × ) on blank pages of answer script.*
- ix) *No blank page be left in between answer to various questions.*

1. State the objective of the payment of Wages Act. 1936. Explain the meaning as assigned to the term 'wages' as per the provisions contained in the Payment of Wages Act. 1936.

(OR)

Name at least five kinds of deductions authorized by the Act to be made from wages of an employed person. Describe the purpose behind this authorization.

2. Explain the responsibility of the employer with regard to the mode and manner of wage payments to the workers under the Minimum Wages Act. 1948.

(OR)

How is Minimum Wage rate fixed in India? State the coverage and scope of the Act.

3. Differentiate between the "Cost of living Index Number" and "Wages" as per the Minimum Wages Act. 1948. State the procedure of fixing and revising minimum rate of wages?

(OR)

Who is the competent Authority to decide a claim and state manner to do so under the Minimum Wages Act. 1948.

4. Define "Motor Transport Undertaking" What are the power of Inspectors under the Motor Transport Act 1961. Examine briefly the salient features of the Motor Transport Worker Act 1961.

(OR)

Explain the hours of work and other limitations of employment that should be followed while engaging an adolescent to work as a Motor Transport Worker in any undertaking. Who is a "Motor Transport Worker"?

5. State the object, application and non-application of the Equal Remuneration Act 1976.

(OR)

Write short notes on any **Two**:

- a) An employer is to pay equal remuneration to men and women workers for same work or work of similar nature under the Equal Remuneration Act. 1976. Discuss.
  - b) Work of similar nature under the Equal Remuneration Act. 1976.
6. Explain the salient features of the J & K Shop and Establishment Act. 1966.

(OR)

Explain the provisions relating to registration of an establishments and State the formats which are issued to the shops and establishments as a token of the Registration.



7. Define the meaning of the following under the J&K Shops and Establishment Act, 1966.

- i. Holiday
- ii. Shop
- iii. Employer
- iv. Period of work

(OR)

Section 8 of the J&K Shops and Establishment Act, 1966, pertains to closing of establishment to be communicated to the Inspector. Explain the responsibilities of the employer and the Inspector under this section.

8. Section 46 of the J&K Shops and Establishment Act, 1966 pertains to composition of offences by the Labour Commissioner or any officer not below the rank of Assistant Labour Commissioner; write down the sections of the Act that can be compounded by the authority.

(OR)

Fill up the blanks under J&K Shops Establishment Rules, 1968:

- i. Every employer shall maintain a register of leave in form \_\_\_\_\_ in respect of each employee which called leave with wages register.
- ii. The employer shall provide each employee with a book called leave book in form \_\_\_\_\_.
- iii. Every employer shall furnish service card to each of his employee in form \_\_\_\_\_.
- iv. Every employer shall exhibit in his establishment a notice in form \_\_\_\_\_. Specify the day or days on which his employee shall be given holiday.
- v. Registration certificate issued under sub-section (3) of Section 6 of the J&K Shops & Establishment Act, 1966 shall be in form \_\_\_\_\_.

9. Fill in the blanks:-

the Payment of Wages Act, 1936

- i. Every employer shall maintain registers and records of the employed person under sub-section \_\_\_\_\_ of section \_\_\_\_\_ of the Payment of Wages Act, 1936.
- ii. Every register and record required to be maintained under the Payment of Wages Act, 1936, shall be preserved for a period of \_\_\_\_\_ after the date of last entry made therein.
- iii. Every employer shall afford an Inspector all reasonable facilities for making any entry, inspection, supervision, examinations on inquiry under section \_\_\_\_\_ of the Payment of Wages Act, 1936.
- iv. Conditional attachment of property of employers or other persons responsible for payment of wages to workers / employees, has been prescribed under sections \_\_\_\_\_ of the Payment of Wages Act, 1936.
- v. Deduction for recovery of advances, has been prescribed under section \_\_\_\_\_ of the Payment of Wages Act, 1936.

(OR)

Explain the provisions of payment of wages to workers who works for less than normal working day, which is prescribed under section 15 of the Minimum Wages Act, 1948.

10. Write down the rates of wages to be paid to motor transport worker for over-time work. Explain in detail.

(OR)

Write down the entitlement of annual leave with wages for adult motor transport worker.

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**Labour Officer/ Labour Inspector Departmental Examination**

**Paper - II**

**[02]**

**Time Allowed - 3 Hours**

**Maximum Marks-100**

**INSTRUCTIONS**

*Please read each of the following instructions carefully before attempting the paper.*

- i) Attempt all the questions. Each question has a choice.*
- ii) Your Answer should be precise and coherent. Each question has 10 marks.*
- iii) The answer to each question or part there of should begin on a fresh page.*
- iv) The part/parts of the same questions must be answered together and should not be interposed between answers to other questions.*
- v) If you encounter any typographical error, please read it as it appears in the text book.*
- vi) Candidates are in their own interest, advised to go through the General Instructions on the back side of the title page of the Answer Script for strict adherence.*
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- ix) No blank page be left in between answer to various questions.*



1. Examine the provision relating to registration of establishments. Explain the mode of licencing of contractor under the Contract Labour (Regulation and Abolition) Act. 1970.

(OR)

Explain the provisions relating to 'penalties and prosecution' under the Contract Labour (Regulation and Abolition) Act. 1970.

2. Narrate the modus operandi to ensure the protection of migrant labours, in the wake of COVID 19 pandemic, under the provisions of the Inter-State Migrant Workmen Act of 1979.

(OR)

Is the Inter-State Migrant Workmen Act 1979, a dead letter? Give your comments.

3. What is the Employer's duty in the engagement of Inter-State migrant workers under the Act. State the rights of an Inter-State worker.

(OR)

Elaborate the key provisions of the Inter-State Migrant Workmen Act, 1979 which safeguard their rights.

4. Explain the sums deductible from gross profits and payment of minimum and maximum bonus with reference to the Payment of Bonus Act, 1965.

(OR)

Discuss the following in the light of Payment of Bonus Act, 1965:

- i) Employee
  - ii) 'Set on' and 'Set off' of allocable surplus.
  - iii) Non-application of the Payment of Bonus Act, 1965
5. Examine the procedure laid down under the Trade Unions Act, 1926 for registration of Unions.

(OR)

The registration of Trade Union under the Trade Unions Act 1926 provides multiple benefits. Discuss.

6. Critically examine the rights and liabilities of Registered Trade Unions under the Trade Unions Act, 1926.

(OR)

Can a Trade Union collect contributions for political purposes? What is the procedure to be followed for amalgamation of two Trade Unions?

7. Explain the provision relating to time limit for payment of bonus and payment of bonus linked with production or productivity under the Payment of Bonus Act, 1965.

(OR)

Does the weaker section of the society get any advantages under the provisions of Contract Labour (Regulation & Abolition ) Act, 1970. If so explain the welfare indicators.

8. What are the duties and obligation of contractors as defined under section 12 of the Inter-State Migrant Workmen (RECS) Act, 1979.

(OR)

Explain the requirements for amalgamation of trade unions.

9. Describe on which establishment the payment of Bonus Act, 1965 is applicable.

(OR)

Explain which employee can be disqualified from receiving bonus.

10. In which establishment of the principal employer and contractor, the contract Labour (Regulation and Abolition) Act, 1970, is applicable also describe in which establishment this act is not applicable.

(OR)

Describe the definition of the following under the Contract Labour (Regulation and Abolition) Act, 1970.

- i. Controlled Industry
- ii. Principal Employer
- iii. Establishment
- iv. Appropriate Government

