

Diploma in Labour Law (D.L.L.) (Old Course) : SUMMER - 2019
SUBJECT: LAW OF WAGES AND PRINCIPLES OF WAGE FIXATION

Day : Thursday
Date : 09/05/2019

S-2019-1913

Time: 02.00 PM TO 05.00 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.
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Q.1 Write Short Notes (**ANY FOUR**)

- a) Powers of Inspector under the Payment of Wages Act, 1936
- b) 'Wage Period' under the Payment of Wages Act, 1936
- c) 'Scheduled Employment' under the Minimum Wages Act, 1948
- d) Penalties under the Minimum Wages Act, 1948
- e) Minimum Bonus under the Payment of Bonus Act, 1965
- f) Time limit for payment of bonus under the Payment of Bonus Act, 1965

Q.2 Define 'Wages' and 'Industrial Establishment' under the Payment of Wages Act, 1936.

Q.3 'The scheme of the Payment of Wages Act, 1936 is to ensure payment of wages without any deductions.' Explain when can various deductions be made under the Act?

Q.4 What are the offences under the Payment of Wages Act, 1936 and what is the penalty prescribed for them? Describe the procedure to be followed in the trial of such offences.

Q.5 Explain briefly the scope and objectives of the Minimum Wages Act, 1948.

Q.6 What is the object of fixing of minimum wages? State the procedure laid down under Minimum Wages Act, 1948 for fixing and revising the minimum wages.

Q.7 'Inspector has power to examine records and not to judge the accuracy thereof.' Elucidate this statement with reference to the provisions of the Minimum Wages Act, 1948 regarding accuracy, audit and maintenance of records.

Q.8 Describe the scope and object of the 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 Explain the concept of 'available surplus' and 'allocable surplus' under the Payment of Bonus Act' 1965.

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