

Date: 18-3-2011
Time: 9.30 AM to 12.30 PM

GOVERNMENT OF PUDUCHERRY
LABOUR TEST
PART-I

Maximum Marks : 100
Time : 3 Hours

INSTRUCTIONS

- (i) Answer Question No.9 and any SIX of other questions.
(ii) Question No.9 carries 16 marks and others carry 14 marks each
(iii) Answers should be specific by quoting relevant provisions of the Acts/Rules wherever necessary.
(iv) Mere reproduction of the provisions of the Acts/Rules should be strictly avoided.

- 1) Explain the meaning assigned to the term 'Wages', as per the provisions contained in the Payment of wages Act, 1936. Name at least five kinds of deductions authorized by the Act to be made from the wages of an employed person.
- 2) Enumerate not less than five occupations and five other processes carried on in work shops, in which a child shall not be employed or permitted to work. What is the exception to this rule? What is the penalty provided for employing a child or permitting a child to work in contravention of the above provision.
- 3) Explain briefly the provisions made in the Factories Act, 1948 in order to safeguard the Welfare of the workers employed in a factory.
- 4) Explain the term 'Maternity benefit'. When does a woman employee become eligible to claim maternity benefit from her employer? What is the maximum period for which such benefit can be claimed? When does a woman employee forfeit her claim to the maternity benefit.
- 5) Narrate the Obligations of the employers and the Obligations of the Apprentices, as envisaged under the Apprentices Act, 1961.
- 6) Explain the kinds of vacancies to which the provisions of the Employment Exchanges (compulsory notification of vacancies) Act, 1959 shall not apply. What is the penalty provided under the Act for a contravention of the provisions contained in section 4 of the said Act?
- 7) What are the establishments to which the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 shall not apply? Explain briefly the powers of the appropriate Government to exempt an establishment from the provisions of the Employees' Provident Funds Scheme under section 5 of the said act.
- 8) Explain briefly the different kinds of benefits to which the insured persons and their dependants are entitled under the provisions of the Employees' State Insurance Act, 1948.
- 9) What is meant by selective placement of persons with disabilities? What are the points to be borne in mind by the Employment officers in order to carry out effectively the selective placement of the disabled persons?

GOVERNMENT OF PUDUCHERRY
LABOUR TEST
PART-II

Date: 12-3-2011
Time: 2.30 to 5.30 PM

Maximum Marks : 100
Time : 3 Hours

INSTRUCTIONS

93

- (i) Answer Question No.9 and any SIX of other questions.
- (ii) Question No.9 carries 16 marks and others carry 14 marks each
- (iii) Answers should be specific by quoting relevant provisions of the Acts/Rules wherever necessary.
- (iv) Mere reproduction of the provisions of the Acts/Rules should be strictly avoided.

- 1) When does an employer become liable to pay compensation in accordance with the provisions of the Workmen's Compensation Act, 1923. Name the relatives of a deceased workman who could be considered as his dependants entitled to receive the compensation payable under the said Act.
- 2) Define the term 'Trade Union'. Explain briefly the matters to be provided in the rules of a trade union in order to make it eligible for registration under the Trade Unions Act, 1926.
- 3) Explain the procedure to be followed by the Certifying Officer in certifying the draft Standing Orders submitted by an employer for adoption in his industrial establishment.
- 4) Who is a 'Motor Transport Worker'? Explain the hours of work and other limitations of employment that should be followed while employing an adolescent to work as a motor transport worker in any motor transport undertaking.
- 5) How are the Inspectors for the proposes of the Pondicherry Shops and Establishments Act, 1964 appointed? Explain the powers and duties of such Inspectors. What is the penalty prescribed for obstructing an Inspector from exercising his powers and for failing to comply with his lawful directions.
- 6) Distinguish between 'Allocable Surplus' and 'Available Surplus'. What is the minimum bonus that should be paid by an employer under the Payment of Bonus Act, 1965, in an accounting year in which he has no allocable surplus.
- 7) Explain briefly the circumstances under which the gratuity of an employee may be forfeited under the provisions of the Payment of Gratuity Act, 1972. Name the relatives of an employee in whose favour a valid nomination can be made by him under the said Act.
- 8) What is meant by the term 'bonded debt'. Explain how can any debt claimed to be a 'bonded debt' be proved to be a debt other than a bonded debt. What are the functions of the Vigilance Committees constituted under the provisions of the Bonded Labour System (Abolition) Act, 1976?
- 9) Write short notes on the following:
 - (a) Industrial dispute
 - (b) Settlement
 - (c) Retrenchment
 - (d) Strike