

Test held on 28-02-2025  
(F.N.)

GOVERNMENT OF PUDUCHERRY  
LABOUR TEST  
(With Books)

PART – I

Time : 3 Hours

Maximum Marks : 100

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) Answer should be specified by quoting relevant provision of the Acts/Rules wherever necessary.
- (iv) Mere reproduction of the provisions of the Acts/Rules should be strictly avoided.

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1. Describe the procedure in trial of offences as per Payment of Wages Act, 1936. What is the procedure to be followed for Record of Proceedings under the Payment of Wages (Procedure) Rules, 1937?

**(14 marks)**

2. (a) Write a note on:

(i) Prohibition of employment of children in any occupation and process.  
**(3.5 marks)**

(ii) Child and Adolescent Labour Rehabilitation Fund  
**(3.5 marks)**

(b) Write a note on 'Penalties' under Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.

**(7 marks)**

3. (a) Write a note on 'Welfare' as applicable to Factories Act, 1948?

(b) Write a note on the 'Inspecting Staff'

**(each answer carries 7 marks)**

4. Write a note on:

(i) Maternity Benefit

(ii) Medical Termination of Pregnancy

(iii) Nursing breaks

(iv) Dismissal during absence or pregnancy

(v) Leave for illness arising out of pregnancy, delivery, pre-mature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation

(vi) Appointment of Inspectors

(vii) Powers and duties of Inspectors

**(each answer carries 2 marks)**

5. Write a note on **any Four** of the following :

- (i) Reservation of training places for the Scheduled Castes and the Scheduled Tribes in designated trades
- (ii) Reservation of training places for Other Backward Classes in designated trades
- (iii) Contract of apprenticeship
- (iv) Novation of Contracts of apprenticeship
- (v) Termination of apprenticeship contract

**(each answer carries 3.5 marks)**

6. Write a note on:

- (i) 'Grant of National and Festival Holidays'.
- (ii) What are the powers of Inspectors under the Puducherry Industrial Establishments (National and Festival Holidays) Act, 1964?
- (iii) What are the penalties prescribed under the Puducherry Industrial Establishments (National and Festival Holidays) Act, 1964?
- (iv) 'Wages' under the Puducherry Industrial Establishments (National and Festival Holidays) Act, 1964?

**(each answer carries 3.5 marks)**

7. (a) What is the procedure for Notification of Vacancies to the Employment Exchange and what are the Vacancies to which the Act shall not apply?

**(3.5 marks)**

(b) Write a note on 'Placements and Admissions' to be made by Employment Exchanges.

**(3.5 marks)**

(c) Write a short note on Statistical Reports/ Returns Online system of submitting and receiving.

**(7 marks)**

8. Write a note on benefits available to insured person under the ESI Act, 1948.

**(14 marks)**

9. Write a note on **any Three** of the following:

- (i) Employees Provident Fund Schemes
- (ii) Mode of recovery of moneys due from Employers
- (iii) Protection against attachment
- (iv) Cognizance and trial of offences

**(each answer carries 6 marks)**

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Test held on 28-02-2025  
(A.N.)

GOVERNMENT OF PUDUCHERRY  
LABOUR TEST  
(With Books)

PART – II

Time : 3 Hours

Maximum Marks : 100

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) Answer should be specified by quoting relevant provision of the Acts/Rules wherever necessary.
- (iv) Mere reproduction of the provisions of the Acts/Rules should be strictly avoided.

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1. Under Employee's Compensation Act, 1923, what is the role of Commissioners? How are they appointed? What is their power and what procedures are to be followed by them?  
**(14 marks)**
2. What is the procedure to be followed for Registration of a Trade Union as per the Trade Union's Act, 1926? Can a Registrar cancel the Registration of a Trade Union? If Yes, what is the procedure to be followed and what is the remedy available to the Trade Union?  
**(14 marks)**
3. With reference to the Industrial Employment (Standing Orders) Act, 1946, write a note on:
  - (i) Appeals
  - (ii) Penalties and Procedure
  - (iii) Payment of Subsistence Allowance
  - (iv) Delegation of Powers**(each answer carries 3.5 marks)**
4. Write a brief note on strikes, lockouts, layoff and retrenchment.  
**(14 marks)**
5. (a) What are the Hours of work and Limitations of Employment provided under the Motor Transport Workers Act, 1961?  
(b) Write a note on Employment of Young Persons.  
**(each answer carries 7 marks)**



6. (a) Write a note on 'Shops' and 'Establishments other than Shops' as available under the Pondicherry Shops and Establishments Act, 1964.  
(b) Write a note on 'Inspector' and their powers as enumerated in the Beedi and Cigar Workers (Conditions of Employment) Act, 1966.

**(each answer carries 7 marks)**

7. (a) What is the eligibility for bonus and what is the disqualification for bonus and what is the time limit for payment of bonus.  
(b) How is the minimum rates of wage fixed? What is the role of Advisory Board?

**(each answer carries 7 marks)**

8. (a) Write a brief note on Welfare and Health of Contract Labour  
(b) Write a brief note on determination of the amount of gratuity and the exemption of employer from his liability in certain cases.

**(each answer carries 7 marks)**

9. Write short note on **any Four** of the following:

- (i) Vigilance Committee and its function under the Bonded Labour System (Abolition) Act, 1976
- (ii) Abolition of Bonded Labour System and Extinguishment of Liability to repay bonded staff.
- (iii) Payment of remuneration at equal rates to men and women workers and other matters and the power of appropriate Government to appoint Authorities for hearing and deciding claims and complaints under the Equal Remuneration Act, 1976.
- (iv) What are the penalties under the Equal Remuneration Act, 1976.
- (v) Inspectors, Penalty and Offences by Companies under the Sales Promotion Employees (Conditions of Service) Act, 1976.

**(each answer carries 4 marks)**

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