

GOA UNIVERSITY

G.R. Kare College of Law, Margao, Goa

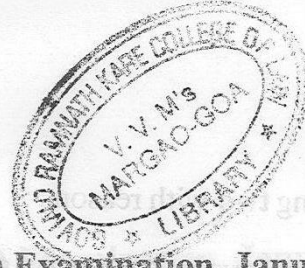
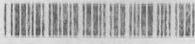
Diploma in Labour Law and Labour Welfare

Law of Wages and Principles of Wage Fixation

January 2011,

July/August 2010

JANUARY 2010



BSM – 33

D.L.L.W. (Semester – I) Examination, January 2011
Paper – III : LAW OF WAGES AND PRINCIPLES OF
WAGE FIXATION

Duration : 3 Hours

Total Marks : 100

Instructions: 1) Answer any six questions from 1 to 9.

2) Q. No. 10 is compulsory.

(15×6=90)

1. State the procedure for fixing and revising of minimum wages.
2. Explain the various norms for the fixing of minimum wage.
3. Enumerate the deductions which are permissible under Payment of Wages Act.
4. State the various offences and penalties for the offences under Payment of Wages Act.
5. What is the minimum and maximum bonus payable by an employer and how it is calculated ?
6. State with reasons the classes of employees to whom the Payment of Bonus Act is not applicable.
7. When an employee is eligible to receive gratuity ?
8. Discuss the following under Minimum Wages Act.
 - a) Scheduled employment
 - b) Cost of living index number.
9. Explain :
 - a) Deduction for absence from duty under the Payment of Wages Act.
 - b) Deductions for recovery of advance under Payment of Wages Act.

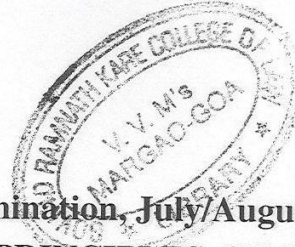
P.T.O.



(5×2=10)

10. Answer the following two with reasons :

- a) A government employee working in a scheduled employment and has getting more than minimum wages was also allowed the overtime wages under Section 20(2) of the Minimum Wages Act, 1948 by the prescribed authority. Decide.
- b) An employee was paid Puja or customary bonus before he is found guilty of mis conduct. Can the employer recover the bonus ? Decide.
- c) 'A' was working in 'X' company from 1965 to 1973. On retirement management denied gratuity as he has not worked 5 years after the commencement of Payment of Gratuity Act 1972. Decide.



BSM – 123

DLLW (Semester – I) Examination, July/August 2010
Paper – III : LAW OF WAGES AND PRINCIPLES OF WAGE FIXATION

Duration: 3 Hours

Total Marks: 100

Instructions: 1) Answer any six questions from 1 to 9.

2) Q. No. 10 is compulsory.

(15×6=90)

1. Discuss the salient features of Gratuity Act.
2. Discuss the law relating to determination and recovery of gratuity.
3. What is bonus ? Discuss different kinds of offences committed under the Bonus Act.
4. Dispute relating to bonus are not always industrial dispute. Explain.
5. Explain :
 - a) Living wage
 - b) Fair wage.
6. Discuss the roles and powers of authorities under Minimum Wages Act.
7. What are the penalties imposed for violating Payment of Wages Act ?
8. Define following concepts as under Payment of Wages Act :
 - a) Fine
 - b) Absence from duty
 - c) Damage or losts.
9. Discuss :
 - a) Inspectors under Payment of Wages Act.
 - b) Authority to hear claims under Payment of Wages Act.

P.T.O.



10. Answer **any two** : (2×5=10)

- a) Bank employee came to work but left workplace after half an hour, next day again he worked for 4.5 hours and left. However, employee had signed muster-roll for both days. Bank deducted two days salary. Is deduction authorised ?
- b) An employee dismissed from the job on account of misconduct. After dismissal he applies for payment of bonus for the earlier 3 years before dismissal. Employer denied payment. Citing the cause as misconduct was continuous. Decide.
- c) A person was carrying raw materials from employer to his house and make them into finished products (bidis) and deliver back to employer. He demanded payment of gratuity. Decide whether he is an 'employee' under Payment of Gratuity Act.



08/01/2010
(Friday)

**DIPLOMA IN LABOUR LAW & LABOUR WELFARE
JANUARY 2010 EXAMINATION**

SUBJECT - Paper III – Law of Wages & Principles of Wage Fixation

Duration : 3 Hrs.

Maxm. Marks: 100

Instructions :

- 1) Answer any six questions from 1 to 9
- 2) Q. No. 10 is compulsory and carries 10 marks
- 3) Q. No. 1 to 9 carries equal marks.

(15x6=90)

- Q. 1 Discuss the powers of Inspector under payment of Wages Act.
- Q. 2 What are the authorised deductions under the payment of Wages Act?
- Q. 3 Discuss the eligibility criteria to receive bonus in an Industry. Explain the grounds on which an employee can be disqualified.
- Q. 4 Discuss salient features of Bonus Act.
- Q. 5 Discuss different concepts of wages under the law.
- Q. 6 Explain the role of advisory committee in fixation of Minimum Wage.
- Q. 7 Discuss the process of recovery of gratuity with special reference to mode of payment and penalty for non payment.
- Q. 8 Discuss the powers of controlling authority under the Gratuity Act.
- Q. 9 Discuss
 - a. Calculation of bonus
 - b. Recovery of bonus
 - c. Offences by companies under Bonus Act.

Q.10 Answer any two:

a. Bank employees demanded wage revision and pending acceptance of the demand they went on four hours strike daily. Bank deducted salary for whole day. Is deduction authorized?

b. A company was running three establishments (Engineering, sugar and cement production) at different places of India. Engineering establishment was making losses, but other two were making profit. Employees of Engineering unit are demanding bonus. Decide?

c. An employee was retrenched from the job. Later he was called to perform certain duties whenever work was available and for broken period. He is demanding payment of gratuity. Decide.
