



# **TAMILNADU COUNCIL FOR OPEN AND DISTANCE LEARNING**

*Approved by International Council for Open & Distance Education (ICDE), Oslo, Norway*

*Internationally Accredited Institution Registered under Tamilnadu Govt Act*

## **DIPLOMA IN LABOUR LAW**

### **MODEL QUESTION PAPER**

#### **INDUSTRIAL RELATIONS & LABOUR MANAGEMENT**

**Time: 2 Hrs**

**Total Marks: 100**

**Answer ANY TEN questions**

**10 x 10 = 100**

1. Define Industrial Relations and explain its scope, importance, and evolution in India.
2. Discuss the role of employers, employees, and the State in maintaining industrial relations.
3. Trace the growth and development of the Trade Union Movement in India.
4. Explain the structure, functions, and problems of trade unions with reference to the Trade Unions Act, 1926.
5. Analyse the causes and types of industrial disputes and their impact on industry.
6. Explain the provisions and mechanisms under the Industrial Disputes Act, 1947.
7. Discuss collective bargaining and its role in dispute settlement.
8. Describe grievance handling procedures and redressal machinery in organizations.
9. Explain the concept and importance of Standing Orders and their certification process.
10. Discuss principles of natural justice and their application in disciplinary proceedings.
11. Examine the impact of globalization, privatization, and liberalization on industrial relations.
12. Evaluate modern trends such as gig economy, employee participation, and technology in industrial relations.



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#### **WAGES, EMPLOYMENT AND LABOUR CODES**

**Time: 2 Hrs**

**Total Marks: 100**

**Answer ANY TEN questions**

**10 x 10 = 100**

1. Define wages and explain the concepts of minimum wage, fair wage, and living wage.
2. Discuss the principles and factors influencing wage determination.
3. Explain the employer–employee relationship and different types of employment.
4. Describe the constitutional provisions relating to labour welfare and wages.
5. Analyse the Payment of Wages Act, 1936 – objectives, scope, and provisions.
6. Explain the Minimum Wages Act, 1948 and its enforcement mechanisms.
7. Discuss the Payment of Bonus Act, 1965 and its calculation procedures.
8. Examine the Equal Remuneration Act, 1976 and gender equality in wages.
9. Explain the key features and significance of the Code on Wages, 2019.
10. Compare traditional wage laws with the Code on Wages, 2019.
11. Discuss the Contract Labour (Regulation and Abolition) Act, 1970.
12. Analyse emerging trends such as gig workers, labour audits, and digital employment systems.



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### MODEL QUESTION PAPER

#### SOCIAL SECURITY AND LABOUR WELFARE

**Time: 2 Hrs**

**Total Marks: 100**

**Answer ANY TEN questions**

**10 x 10 = 100**

1. Define social security and explain its objectives and importance in industrial society.
2. Discuss the role of the Government and ILO in promoting social security.
3. Explain the Employees' State Insurance Act, 1948 and benefits provided under it.
4. Describe the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.
5. Analyse the Employees' Compensation Act, 1923 and employer liability.
6. Explain the Maternity Benefit Act, 1961 and protection of women workers.
7. Discuss occupational safety, health, and welfare measures under the Factories Act, 1948.
8. Examine the Occupational Safety, Health and Working Conditions Code, 2020.
9. Explain the Code on Social Security, 2020 and its coverage.
10. Discuss social security measures for unorganized, gig, and migrant workers.
11. Analyse labour welfare measures and their significance in employee productivity.
12. Evaluate emerging challenges in social security such as digitalization and informal sector coverage.



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### **MODEL QUESTION PAPER**

#### **FACTORIES, SAFETY AND WORKING CONDITIONS**

**Time: 2 Hrs**

**Total Marks: 100**

**Answer ANY TEN questions**

**10 x 10 = 100**

1. Define industrial safety and explain its importance in modern industries.
2. Trace the evolution of factory legislation in India.
3. Explain the provisions relating to licensing, registration, and inspection of factories.
4. Discuss the duties and responsibilities of occupiers and managers under the Factories Act, 1948.
5. Explain health provisions under the Factories Act (ventilation, sanitation, lighting, etc.).
6. Describe safety provisions including hazardous processes and machinery safeguards.
7. Discuss welfare provisions such as canteens, restrooms, and crèches.
8. Explain working hours, overtime, and leave provisions under the Factories Act.
9. Analyse provisions relating to employment of women and young persons.
10. Explain the Occupational Safety, Health and Working Conditions Code, 2020.
11. Discuss hazard identification, risk assessment, and accident prevention techniques.
12. Evaluate modern issues such as automation, environmental safety, and disaster management.



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### **MODEL QUESTION PAPER**

#### **LABOUR LAW PRACTICE AND DISPUTE RESOLUTION**

**Time: 2 Hrs**

**Total Marks: 100**

**Answer ANY TEN questions**

**10 x 10 = 100**

1. Define labour law practice and explain its scope and importance.
2. Discuss the role of labour law practitioners, HR professionals, and legal advisors.
3. Explain the structure and functioning of labour courts and tribunals in India.
4. Discuss principles of natural justice in labour adjudication.
5. Explain industrial dispute resolution mechanisms under labour laws.
6. Analyse the role of conciliation, arbitration, and adjudication in dispute settlement.
7. Discuss Alternative Dispute Resolution (ADR) methods in labour law.
8. Explain the process and advantages of mediation and arbitration.
9. Discuss labour law compliance, registers, and documentation requirements.
10. Explain legal drafting in labour law (contracts, charge sheets, enquiry reports).
11. Analyse the role of POSH Act and Internal Complaints Committee (ICC).
12. Evaluate the impact of globalization, technology, and gig economy on labour dispute resolution.