



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

POST GRADUATE DIPLOMA IN LABOUR LAW

MODEL QUESTION PAPER

INDUSTRIAL RELATIONS & LABOUR POLICY

Time: 2 Hrs

Total Marks: 100

Answer ANY TEN questions

10 x 10 = 100

1. Critically examine the concept, scope, and interdisciplinary nature of Industrial Relations.
2. Analyse Dunlop's Systems Model and its relevance in contemporary industrial relations.
3. Compare Unitary, Pluralist, and Marxist approaches to industrial relations.
4. Discuss the evolution of labour policy in India from pre-independence to post-liberalization era.
5. Evaluate the role of judiciary in shaping labour policy in India with reference to landmark judgments.
6. Examine the structure, politics, and challenges of trade unionism in India.
7. Analyse the impact of political affiliation and multi-unionism on trade union effectiveness.
8. Explain the process, strategies, and challenges of collective bargaining.
9. Discuss worker participation in management with reference to Indian and international models.
10. Critically analyse the Code on Industrial Relations, 2020.
11. Evaluate the impact of globalization, gig economy, and contractualization on industrial relations.
12. Discuss emerging trends and future challenges in industrial relations in India



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MODEL QUESTION PAPER

WAGE, EMPLOYMENT & LABOUR MARKET REGULATION

Time: 2 Hrs

Total Marks: 100

Answer ANY TEN questions

10 x 10 = 100

1. Explain classical and modern wage theories and their relevance in wage determination.
2. Critically analyse the structure and components of wages in India.
3. Discuss the role of the State in wage policy and wage fixation mechanisms.
4. Examine judicial approaches and doctrines relating to wage determination.
5. Analyse the Payment of Wages Act, 1936 and Minimum Wages Act, 1948.
6. Discuss the Payment of Bonus Act, 1965 and issues in bonus disputes.
7. Examine gender justice in employment under the Equal Remuneration Act, 1976.
8. Critically evaluate the Code on Wages, 2019 and its reforms.
9. Explain the legal tests for determining employer–employee relationship.
10. Analyse the regulation of contract labour under the Contract Labour Act, 1970.
11. Discuss labour market dynamics including informal sector and labour mobility.
12. Evaluate global labour market trends including gig economy, AI, and digital labour platforms.



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MODEL QUESTION PAPER

SOCIAL SECURITY LAW – SYSTEMS AND REFORMS

Time: 2 Hrs

Total Marks: 100

Answer ANY TEN questions

10 x 10 = 100

1. Explain the concept of social security and its theoretical foundations.
2. Compare Beveridge and Bismarck models of social security.
3. Discuss the constitutional and human rights perspective of social security in India.
4. Analyse the Employees' State Insurance Act, 1948 and its benefits.
5. Examine the Employees' Provident Fund Act, 1952 and its schemes.
6. Discuss the Payment of Gratuity Act, 1972 and related legal issues.
7. Analyse the Employees' Compensation Act, 1923 and employer liability.
8. Critically evaluate the Code on Social Security, 2020.
9. Discuss social security measures for unorganized and migrant workers.
10. Analyse gender-sensitive social security policies and maternity benefits.
11. Examine global social security models and best practices.
12. Evaluate emerging challenges such as digital economy, aging population, and informalization.



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MODEL QUESTION PAPER

OCCUPATIONAL SAFETY, HEALTH & ENVIRONMENTAL LABOUR LAW

Time: 2 Hrs

Total Marks: 100

Answer ANY TEN questions

10 x 10 = 100

1. Explain the concept and importance of Occupational Safety and Health (OSH).
2. Analyse the development of factory legislation and safety laws in India.
3. Discuss various types of occupational hazards and their control measures.
4. Examine the provisions of the Factories Act, 1948 with case law analysis.
5. Critically evaluate the Occupational Safety, Health and Working Conditions Code, 2020.
6. Discuss industrial hygiene and occupational health management practices.
7. Analyse the interface between environmental laws and labour laws.
8. Explain ESG (Environmental, Social, Governance) framework in labour regulation.
9. Discuss industrial safety management systems and risk assessment techniques.
10. Analyse principles of strict liability and absolute liability with case studies.
11. Evaluate the impact of industrial disasters such as Bhopal Gas Tragedy.
12. Discuss emerging issues like automation, AI, and mental health in workplace safety.



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MODEL QUESTION PAPER

LABOUR ADJUDICATION, LITIGATION & ADR

Time: 2 Hrs

Total Marks: 100

Answer ANY TEN questions

10 x 10 = 100

1. Explain the structure and jurisdiction of labour judiciary in India.
2. Discuss principles governing labour adjudication including natural justice.
3. Analyse judicial review and writ jurisdiction in labour matters.
4. Examine the concept and classification of industrial disputes.
5. Discuss machinery for settlement of industrial disputes under law.
6. Analyse legal provisions relating to strikes, lockouts, layoff, and retrenchment.
7. Critically evaluate the Industrial Disputes Act, 1947 with case laws.
8. Explain the role and significance of Alternative Dispute Resolution (ADR) in labour law.
9. Discuss conciliation, mediation, and arbitration in labour disputes.
10. Analyse litigation procedures including pleadings, evidence, and burden of proof.
11. Explain drafting of legal documents in labour law practice.
12. Evaluate dispute resolution under the Industrial Relations Code, 2020 and emerging trends.



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MODEL QUESTION PAPER

LABOUR LAW COMPLIANCE, AUDIT & CORPORATE GOVERNANCE

Time: 2 Hrs

Total Marks: 100

Answer ANY TEN questions

10 x 10 = 100

1. Define labour law compliance and explain its importance in modern organizations.
2. Discuss the evolution from traditional compliance to digital compliance systems.
3. Analyse compliance requirements under major labour laws in India.
4. Explain compliance under the four Labour Codes (2019–2020 reforms).
5. Discuss the concept, objectives, and process of labour audit.
6. Analyse due diligence and risk management in labour law compliance.
7. Examine corporate governance principles and their relevance to labour standards.
8. Discuss CSR and its role in labour welfare and community development.
9. Explain ESG framework and integration of labour standards.
10. Analyse POSH Act and the functioning of Internal Complaints Committee (ICC).
11. Discuss compliance challenges in multinational corporations and global labour standards.
12. Evaluate emerging issues such as gig economy compliance, remote work, and data protection.