

H.P.BOARD OF DEPARTMENTAL EXAMINATION

DEPARTMENTAL EXAMINATION OF OTHER GAZETTED OFFICERS/OFFICIALS OF HIMACHAL PRADESH SESSION APRIL, 2017

**PAPER-3: LABOUR OFFICERS**

**Time Allowed: 3 HOURS**

**Maximum Marks: 100**

Note: 1. Attempt any five questions. All question carry equal marks.  
2. Only Bare Acts are allowed.

Q.No.1 Define the following: as per Factories Act, 1948

- |                           |                      |
|---------------------------|----------------------|
| (a) Adult                 | (b) Adolescent       |
| (c) Child                 | (d) Competent Person |
| (e) Week                  | (f) Power            |
| (g) Manufacturing process | (h) Worker           |

**(8 \* 2.5 Marks)**

Q.No. 2 What are the main provisions of Factories Act, 1948 ?

**(20 Marks)**

Q.No. 3 Which Employers are legally required to pay bonus to which class of employees. How is bonus calculated and by when should it-be paid?

**(20 Marks)**

Q.No.4 Define wages under the payment of wages Act, 1936. Which deductions are allowed to be made from wages?

**(20 Marks)**

Q.No.5 When does an employee become eligible for being paid gratuity. How is the amount of gratuity determined and in case gratuity is not paid, what course of action is available to the aggrieved employee or his nominee are legal heirs ?

**(20 Marks)**

Q.No.6 What are the duties and responsibilities of inspectors under the payment of Gratuity Act, 1972 and what penalties are prescribed under this Act for violations of the various provisions of this Act ?

**(20 Marks)**

Q.No.7 What are the main provisions the payment of wages Act, 1936 ?

**(20Marks)**

Q.No.8 In the context of payment of Bonus Act, 1965, define:

- Salary or Wages
- Accounting year
- Employees
- Employer
- Establishment in public sector

**(5\*4 Marks)**

XXXX