

**H.P.BOARD OF DEPARTMENTAL EXAMINATION  
DEPARTMENTAL EXAMINATION OF OTHER GAZETTED OFFICERS/  
OFFICIALS OF HIMACHAL PRADESH SESSION NOVEMBER, 2009**

**PAPER-3            (LABOUR OFFICER)**

**Time Allowed: 3 Hours.**

**Maximum Marks: 100**

**Note:- Attempt any five questions. All questions carry equal marks.**

- Q.No.1 Define the following, as per provisions of factories Act, 1948:
- a) Manufacturing Process **(5 Marks)**
  - b) Competent person **(5 Marks)**
  - c) Hazardous process **(5 Marks)**
  - d) Transmission machinery and machinery **(5 Marks)**
- Q.No.2 What provisions are there for the welfare of Female and Child labour in the Factories Act? **(20 Marks)**
- Q.No.3 What are the powers of the Chief Inspector of factories, Additional Chief Inspector of factories and Assistant Director of Factories. What penalties are Prescribed for occupiers? Who are running Factories without obtaining Licence? **(20 Marks)**
- Q.No.4 What are the Minimum and Maximum percentage for payment of bonus and What is the time limit laid down for payment of bonus? **(20 Marks)**
- Q.No.5 What are the conditions required to be fulfilled for workers to become eligible For getting bonus in a particular year. In what circumstances are employees Not eligible for bonus? **(20 Marks)**
- Q.No.6 What are the previsions related to deduction of wages under the Payment of Wages Act, 1936? **(20 Marks)**
- Q.No.7 What are the penalties for offences under the Payment of Wages Act, specially After the Amendment in 2005? **(20 Marks)**
- Q.No.8 Write short notes on any five of the following under provisions of Payment of Gratuity Act:
- a) Family **(4 Marks)**
  - b) Continuous Authority **(4 Marks)**
  - c) Controlling Authority **(4 Marks)**
  - d) Penalty **(4 Marks)**
  - e) Limits to payment of Gratuity **(4 Marks)**
  - f) Forfeiture of Gratuity **(4 Marks)**

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