

**H.P.BOARD OF DEPARTMENTAL EXAMINATION  
DEPARTMENTAL EXAMINATION OF OTHER GAZETTED OFFICERS /  
OFFICIALS (NON- TECHNICAL) OF HIMACHAL PRADESH SESSION, MAY-  
JUNE, 2009**

**PAPER-3**

**(LABOUR OFFICER)**

**Time Allowed: 3 Hours.**

**Maximum Marks: 100**

**Note:- 1. Attempt any five questions. All questions carry equal marks.**

**2. Only bare Acts are allowed.**

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- Q.No.1 As per factories Act, 1948, what are:  
a) The general duties of the occupier;  
b) The general duties of manufactures? **(10 + 10= 20 marks)**
- Q.No.II With regard to the Payment of Gratuity Act, 1972, Write short notes on:  
a) Employer  
b) Appropriate Government  
c) Nomination  
d) Wages  
e) Family  
f) Employee  
g) Compulsory insurance  
h) Continuous service. **(8 x 2.5= 20 marks)**
- Q.No.III In the Factories Act, 1948, what are the provisions for the health of workers?  
**(20 marks)**
- Q.No.IV a) The Payment of Bonus Act, 1965 does not apply to which classes of  
Employees? **(10 marks)**  
b) What are the duties of Inspectors under the Payment of Bonus Act, 1965?  
**(10 marks)**
- Q.No.V What are the main provisions of the Payment of wages Act, 1936? **(20 marks)**
- Q.No.VI What are the powers of Inspectors under the Payment of Gratuity Act, 1972  
And what penalties can be imposed on employers for non- implementation of  
The provisions of this Act? **(20 marks)**
- Q.No.VII Give details of the deductions which can be made from wages under the  
Payment of wages Act, 1936. **(20 marks)**
- Q.No.VIII In the context of payment of Bonus Act, 1965, 1965:  
Salary or wage **(5 marks)**  
Accounting year **(5 marks)**  
Employer **(5 marks)**  
Allocable surplus **(2.5 marks)**  
Establishment in public sector **(2.5 marks)**

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