Skillshort

Self-Study Preparation Pack

CS EXECUTIVE

Paper 3: Setting up of Business, Industrial and Labour Laws (SBILL)

Past Papers – Trend Analysis, Question Patterns & Official Links

Based on the ICSI Executive Programme papers of Dec 2024, June 2025, Dec 2025 and June 2026 (Syllabus 2022, subject code 523). Questions are summarised, not reproduced

Official papers only | Paper structure | Case-study trends | Answer patterns

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This subject pack has 6 parts

1 Chapter-wise notes
2 Important topics & weightage
3 Past papers: trends & links
4 Mock tests + solutions
5 Chapter practice questions
6 Last-week plan & strategy

Prepared by Skillshort for self-study. Original explanations and questions; not an official ICSI publication. Items marked VERIFY should be checked against the latest official material.

1. Structure of the paper (same in all four papers)

Part	Question	Format	Marks
I	Q1	Case study – five parts of 3 marks	15
I	Q2	Five fact-based parts of 3 marks	15
I	Q3	Five short parts of 3 marks ("explain", "differentiate")	15
I	Q4 or Q4A	Short parts of 3 marks (choose one set)	15
II	Q5	Case study – parts of 5 marks	20
II	Q6 or Q6A	Four parts of 5 marks (choose one set)	20

There is no OMR or MCQ section; every part is written.

2. Question-by-question trends

Paper	Q1 case (Part I)	Q2–Q4 highlights	Q5 case (Part II)	Q6 / Q6A highlights
Dec 2024	XYZ Appliances Pvt. Ltd. – three promoters choosing structure and registrations VERIFY	Dairy farmers in two States (multi-State co-operative / producer company), ARC, LLP partner's fraud, micro enterprise, US branch, name with "National", public trust, chit fund, s.8 with commercial activity, JV types, start-up life cycle, IDF-NBFC, Nidhi, NOF	Government company workforce; maternity benefit in a hospital; employee issues at a software firm; delayed salaries; contract labour VERIFY	POSH s.14, apprentice novation, minimum and maximum bonus, Standing Orders matters
June 2025	Partnership firm and retiring partner VERIFY	Home baker FSSAI, UK project office, HFC, housing society, LLP, new JV company, OPC promoter, US branch closure, NBFC deregistration, angel-tax exemption, Nidhi names, SPV, SC-ST Hub, PAN-Aadhaar, SISFS vs CGSS, SBO in LLP, multi-State co-operative, pollution NOC	Contract labour for coal transport; restaurant ICC with no women; 25-worker unit returns	EPF withdrawal, ESI after growth, set-on / set-off, apprenticeship contract, nursing breaks and creche, begar
Dec 2025	Ananya and Ritu – clean-water venture (entity choice, funding) VERIFY	Hong Kong company, MOA restriction, marketing collaboration, NGO abroad, LLP with 21 branches, farmers' society, lawyer's firm, 1943 company, defence collaboration, chit fund in a slum, entity factors, S&E Act, payments banks, multidisciplinary firm, MSMED Act; five "differentiate" parts	Small finance NBFC; trade union demands; PF trust; gratuity; graduate apprentice	Local Committee, occupier's duties, E.I. Court, simplification definitions
June 2026	Arjun, Raghav and Karan – development-sector venture VERIFY	Delayed payment to a micro unit, NBFC capital, slum housing, branch remittance, LLP partner's fraud, unrecognised start-up, MOA/AOA errors, DIN, ODI, 50-50 test, MFI, AOA precautions, trust income, foreign collaborations, HFC, private-to-public conversion, LLP liability, project office, trade licence	Biotech factory (OSH); trainee's EPF; 740-worker factory; engineer's gratuity; adolescent in a shop	Need for Labour Codes, apprentices, POSH interim measures, Code on Wages records

Placement of questions between Q2–Q6 is reconstructed from the question list and may differ from the printed paper VERIFY.

TREND How the paper is changing

1. **Part I has shifted to short answers** – Dec 2025 had five "differentiate" parts in one question.
2. **Labour Codes from June 2026** – questions name the Codes (OSH, Wages) and use new thresholds; expect this in December 2026.
3. **RBI and FEMA updates** (NBFC capital, Press Note 3 for land-border countries, branch remittance) are asked within a year of change.
4. **Case studies on entity choice** (Q1) every time – compare proprietorship, partnership, LLP, private company, OPC, s.8 and producer company.

3. Answer pattern that scores

1. **Identify** the entity or establishment and its size (capital, turnover, workers).
2. **Quote** the law – section, regulation, rule or RBI / FEMA direction.
3. **Apply** each number to the facts – "20 or more employees → EPF applies".
4. **Conclude** with the registration, form or authority and the time limit.

4. How to use these papers

1. Attempt the June 2026 paper in 3 hours – it is the first paper set under the Labour Codes.
2. List every "differentiate" question asked and prepare a 4-row table for each.
3. Keep a thresholds sheet (see Quick Revision in the chapter notes).

5. Official ICSI papers (Paper 3, code 523)

On each session page, open "Executive Programme" and choose Paper 3 (code 523).

Resource (ICSI official)	Link
Question papers – June 2026 session	https://www.icsi.edu/examination/previous-sessions-qps/june-2026
Question papers – December 2025 session	https://www.icsi.edu/examination/previous-sessions-qps/december-2025
Question papers – June 2025 session	https://www.icsi.edu/examination/previous-sessions-qps/june-2025
Question papers – December 2024 session	https://www.icsi.edu/examination/previous-sessions-qps/december-2024
Time table – CS examinations, December 2026	https://www.icsi.edu/media/webmodules/Examination/CS_Main_Exam_Time_Table_Dec_26.pdf
Study material – Executive Programme (Syllabus 2022)	https://www.icsi.edu/academic-portal/new-syllabus-2022/executive-programme/
Supplements for the December 2026 examination	https://www.icsi.edu/academic-portal/new-syllabus-2022/supplements2024/supplements_dec2026/
ICSI supplements page	https://www.icsi.edu/supplements

NOTE Checked on 31 October 2026. The ICSI website loads its pages and PDFs through the browser, so open these links in a normal browser; older direct PDF links on icsi.edu may no longer work after the site move VERIFY.