

**BA LLB**  
**SEVENTH SEMESTER**  
**LABOUR & INDUSTRIAL LAW-I**  
**BLB-705**  
**[USE OMR FOR OBJECTIVE PART]**

**Duration: 3 hrs.**

**Full Marks: 70**

Time: 30 min.

**Marks: 20**

### (Objective)

**Choose the correct answer from the following:**

$$1 \times 20 = 20$$

1. The Industrial Revolution began in which country?
  - France
  - Germany
  - United Kingdom
  - United State
2. The rise of welfare states in the 20<sup>th</sup> century was largely influenced by which of the following?
  - Decline in International trade
  - Growth of industrialization and labour movements
  - Fall of the global economy
  - Increase in agricultural product
3. Which International organisation is primarily responsible for promoting labour rights globally?
  - United Nations
  - International Labour Organisation(ILO)
  - World Trade Organisation (WTO)
  - World Health Organisation (WHO)
4. Unorganised Labour refers to workers who
  - Are employed in large corporation
  - Do not have formal work contracts or legal protection
  - Are covered by comprehensive labour law
  - Work in international organisation
5. Industrial Dispute Act, 1947 came into operation on
  - 11<sup>th</sup> April 1947
  - 1<sup>st</sup> April 1947
  - 15<sup>th</sup> March 1947
  - 1<sup>st</sup> May 1947
6. Under the Industrial Dispute Act, 1947 who is defined as a "workman"
  - Any person employed in any capacity under the employer
  - Only Persons in managerial positions
  - Any Person doing manual, skilled, or technical work.
  - A person employed on a temporary basis
7. Which of the following is Not considered an "industrial dispute" under the Act?
  - Disagreement over wages
  - Conflicts over working hours
  - Disputes between two employers
  - Dispute related to retrenchment

8. What is the role of a "conciliation Officer" under the Industrial Dispute Act?

- a. To impose fines on workers
- b. To mediate disputes between employers and employees
- c. To prevent strikes from happening
- d. To impose fines on workers
- d. To terminate employment contracts

9. Under the Industrial Dispute Act, What is the minimum notice period required for a strike in public utility services?

- a. 7 days
- b. 10 days
- c. 14 days
- d. 21 days

10. What is the compensation payable to a worker in the event of retrenchment under the industrial dispute Act?

- a. 10 days wages for every years of service
- b. 15 days wages for every year of service
- c. 30 days wages for every years of service
- d. 45 days wages for every year of service

11. The Factories Act 1948 came into force from

- a. 1<sup>st</sup> April, 1948
- b. 28<sup>th</sup> August 1948
- c. 23<sup>rd</sup> September 1948
- d. 1<sup>st</sup> April, 1949

12. How many days in advance does the occupier of a factory premises gives notice to the Chief inspector?

- a. 15 days
- b. 7 days
- c. 30 days
- d. 60 days

13. According to section 8(4) of the Factories Act, 1948, every District Magistrate is an \_\_\_\_\_ for his district for the purpose of the Factories Act

- a. Occupier
- b. Inspector
- c. Arbitration
- d. Manager

14. Which of the following is true regarding the employment of young person under the Factories Act, 1948

- a. Young persons can work in hazardous industries without restriction
- b. Young person can work unlimited hours
- c. Young person are prohibited from working night shift
- d. Young persons are allowed to work without any supervision

15. The right to form association or union is a \_\_\_\_\_ right.

- a. constitutional
- b. Legal
- c. fundamental
- d. Statutory

16. Which of the following is necessary for the registration of a trade Union Act, 1926?

- a. Submission of annual account
- b. Establishment of a welfare fund for workers
- c. Approval from the Central Government
- d. Minimum 10% or 100 workers as member, whichever is less

17. Who is the father of Indian Trade Union movement

- a. Mahatma Gandhi
- b. B.P. Wadia
- c. V.V. Giri
- d. N.M. Lokhande

18. An employer is not liable to pay any compensation under the Employee's Compensation Act, 1923 as amended through EC(Amendment) Act, 2017 in case of any injury which does not result in total or permanent of a workman for a period exceeding \_\_\_\_\_

- a. Three days
- b. Seven days
- c. Fifteen days
- d. One month

19. The Employee's Compensation Act, 1923 as amended through EC (Amendment) Act, 2017 was enacted to help workmen face the \_\_\_\_\_ resulting from accidents.

- a. Harships
- b. Unemployment
- c. Civil society
- d. Emotional trauma

20. In case of accidental death of an employee arising out of and in the course of employment the employer is responsible for \_\_\_\_\_

- a. Paying full salary to the family of the deceased employee for one year
- b. Covering funeral expenses
- c. Providing a pension to the spouse of the deceased employee.
- d. Compensating the employee's family for lost future earnings

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**( Descriptive )**

Time : 2 hrs. 30 min.

Marks : 50

*[ Answer question no.1 & any four (4) from the rest ]*

1. Examine how perspectives on labour issues have evolved from the industrial revolution to the contemporary world. Highlight the key changes in labour Rights and protections over time.  $5+5=10$
2. What are the essential components of 'Industrial dispute" under Section 2(k) of the Industrial Dispute Act 1947? Distinguish between strike and lay-off and Lockout.  $5+5=10$
3. Explain in detail the salient features of the Industrial Dispute Act 1947? 10
4. Discuss briefly the procedure for registration of a Trade Union. Mention the ground for cancelation of registration of a Trade Union Under section 10. Of the Trade Union Act, 1926.  $7+3=10$
5. Enumerate the various measures given under the Factories Act 1948 regarding protection of health of workers? 10
6. What are the Provisions relating to hours of work, periodic rest and overtime of a worker under the Factories Act, 1948? Are there any special provision for women in a factory? Discuss. 10
7. What do you means by the term 'immunity' under the Trade Union Act 1926? Discuss the concept of Civil immunity to the workers under section 18 of the Trade Unions Act, 1926  $4+6=10$
8. If a personal injury is caused to a workman by accident arising out of and in the course of his employment, his employer shall be liable to pay compensation in accordance with the provision of Employee's compensation Act. Is there any exception to this provision? Explain with the help of case laws. 10

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