REV-01
BLB/61/66

2025/12

SET A

BA LLB
SEVENTH SEMESTER
LABOUR AND INDUSTRIAL LAW-I
BLB – 705

[USE OMR FOR OBJECTIVE PART]

Duration: 3 hrs. **Marks: 70**

Objective

Time: 30 min. **Marks: 20**

Choose the correct answer from the following: ***1×20=20***

1. The main goal of International Labour Organization is-
   a. To promote International Trade Agreements
   b. To advance human rights and social justice for workers
   c. To provide aid to developing countries
   d. To set global standard for minimum wages

2. Labour Law covers-
   a. Industrial Relations
   b. Workplace health and safety
   c. Employment Standards
   d. All the above

3. Workers enjoy job security in-
   a. Organized Sector
   b. Unorganized sector
   c. Private Sector
   d. Agriculture Sector

4. Which of the following is a machinery for settlement of Industrial disputes?
   a. Joint Management Council
   b. Indian Labour Council
   c. Industrial Tribunal
   d. Standing Labour Committee

5. The temporary closing of a place of employment or the suspension of work by an employer is called-
   a. Retrenchment
   b. Lay off
   c. Lock out
   d. None of above

6. Where do the labour court, tribunal and industrial tribunals submit their awards of the dispute?
   a. Central Government
   b. Employer
   c. Appropriate Government
   d. Conciliation officer

7. According to Factories Act, what constitutes a factory?
   a. Any commercial building with more than 50 employees
   b. Any premises where a manufacturing process is carried out with at least 10 workers using power
   c. A site where only administrative work is performed
   d. None of the above

8. What is one of the responsibilities of the occupier under the Factories Act?
   a. To manage employees' salary
   b. To handle customer complaints
   c. To recruit new workers
   d. To ensure compliance with safety regulation

9. The number of persons required for forming and registration of a Trade Union is-
   a. 6
   b. 7
   c. 5
   d. 8

10. The process by which a third party persuades disputants to come to an amicable adjustment of claims is called-
   a. Collective Bargaining
   b. Conciliation
   c. Arbitration
   d. All the above

11. An interim or final order pertaining to industrial Dispute passed by an Industrial Tribunal or Labour Court is called-
   a. Award
   b. Judgement
   c. Order
   d. None of the Above

12. Which Act provides for the health , welfare and safety of workers?
   a. The Industrial Dispute Act
   b. The Factories Act
   c. The Minimum Wages Act
   d. The Trade Union Act

13. When was the Minimum Wages Act enacted?
   a. 1947
   b. 1948
   c. 1946
   d. 1949

14. The responsibility of fixing minimum wages lies with-
   a. State Government
   b. District Magistrate
   c. Appropriate Government
   d. Local Authority

15. The trade Union Act confers what kind of status on a registered trade union?
   a. A moral status
   b. A financial status
   c. An Official Status
   d. A legal and corporate status

16. Who is known as the father of Indian Trade Union Movement?
   a. N. M Lokhande
   b. Mahatma Gandhi
   c. V.V Giri
   d. B.P Wadia

17. Creation of a political fund by trade union under the Trade Union Act is
   a. Compulsory
   b. Optional
   c. Statutory
   d. None

18. What is the required minimum age of the person to be appointed as a Presiding Officer of a labour court?
   a. 65 years
   b. 35 years
   c. 60 years
   d. 45 years

19. Who among the following is not entitled to lay off compensation?
   a. A permanent worker
   b. An irregular worker
   c. A casual worker
   d. All of the above

20. Which of the following is an illegal industrial action as per law?
    a. Gherao
    b. Collective Bargaining
    c. Mutual Insurance
    d. Lock out

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Descriptive

Time : 2 hrs. 30 min. **Marks : 50**

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

1. Who are unorganized workers? How does government support workers in unorganized sector? **3+7=10**

2. Explain the role of International Labour Organization to develop policies for workers. **10**

3. Enumerate different dispute settlement authorities constituted under the Industrial Dispute Act. **10**

4. 'Certain types of Strikes are prohibited under the Industrial Dispute Act'- Discuss. **10**

5. Explain salient features of the Factories Act, 1948. **10**

6. Write notes on: **5+5=10**
    a. Legal protection to trade union against civil and criminal actions.
    b. History of trade union movement in India.

7. Discuss employer's liability for compensation under the Employees' Compensation Act, 1923 **10**

8. What is minimum wage ? Write the concept and object of Minimum Wages Act, 1948. **2+8=10**

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