

**LLB**  
**FIFTH SEMESTER**  
**LABOUR & INDUSTRIAL LAWS**  
**LLB - 501**  
(USE OMR FOR OBJECTIVE PART)

**SET**  
**B**

Duration : 3 hrs.

Full Marks : 80

Time : 30 min.

( Objective )

Marks :30

*Choose the correct answer from the following:*

*1×10=10*

1. In India, the following types of agreements are prevalent for collective bargaining
  - a. Bipartite agreement
  - b. Settlements
  - c. Consent awards
  - d. All of the above
2. 'Labour Welfare' was sought to achieve by introducing the following-
  - a. Increasing the minimum age of children eligible to work from 12 to 14
  - b. Reducing the hours of work for children from 5 to 4 and a half
  - c. Prohibiting children from working after 7 PM and before 6 AM
  - d. All of the above
3. Provisions for Safety, Welfare and Health under the Factories Act, 1946 includes-
  - a. Disposal of Wastes & Effluents
  - b. Ventilations & Temperature
  - c. Drinking Water
  - d. All of the above
4. Trade Unions are also known as-
  - a. Labour Unions
  - b. Workers Union
  - c. Workmen Union
  - d. Employees Union
5. The Factories Act, 1946 was enacted to provide-
  - a. Provide protection to the exploited workers and improve the working conditions in the industries and factories.
  - b. Wages
  - c. Higher salary
  - d. None of the above
6. What are the legislations under Indian Labour Laws?
  - a. Industrial Disputes Act, 1947
  - b. Minimum Wages Act, 1948
  - c. Factories Act, 1948
  - d. All of the above
7. Labour law entails within its ambit:
  - a. Industrial relations
  - b. Workplace safety
  - c. Employment standards
  - d. All of the above
8. "Industrial Dispute" as per the law means dispute between\_\_\_\_\_
  - a. Employee and Employee
  - b. Employer and Employer
  - c. None of the above
  - d. All of the above
9. Which of the following is a type of strike under the Industrial Disputes Act
  - a. General Strike
  - b. Sympathetic Strike
  - c. Sit-Down Strike
  - d. All of the above

10. Lock-Out is the opposite to \_\_\_\_\_
- a. Lay Off
  - b. Retrenchment
  - c. Strike
  - d. None of the above

*Answer the following: (Use descriptive answer sheet)*

2×10=20

1. Define 'Industry' as per the Industrial Disputes Act.
2. State the main objectives behind Industrial Disputes Act
3. Define 'Factory' as per the Factories Act, 1948
4. Define 'Collective Bargain.'
5. Explain the importance of trade unions in brief.
6. What are the duties of an 'occupier' as per the Factories Act, 1946?
7. How is the Factories Act, 1946 different from Industrial Disputes Act, 1948?
8. Why was the need for 'Minimum Wages' felt in India?
9. What are the exceptions to payment of compensation by employer under the Employees Compensation Act?
10. Differentiate between 'wage' and 'salary'

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**( Descriptive )**

Time : 2 hrs. 30 min.

Marks : 50

*[ Answer the following questions ]*

1. Trace the historical evolution of labour laws in India from the British Raj to the post independent era. 10  
Or  
Trace the historical evolution of labour laws globally and the impact of the United Nations in strengthening labour laws. 10
2. Explain in detail, the salient features of the Industrial Disputes Act. 10  
Or  
Briefly explain the procedure for the various Authorities under Industrial Disputes Act. 10
3. Explain in detail, the salient features of the Factories Act. 10  
Or  
What do you understand by labour welfare? What are provisions enshrined in the Factories Act, 1948 to realise the objective of labour welfare? 10
4. Elucidate the procedure for Registration and Cancellation of Trade Unions under the Trade Unions Act, 1966 5+5=10  
Or  
Explain 'collective bargain' and its relevance in the Trade Union Act. 10
5. Write a short note on the employer's liability to pay compensation under the Employee's Compensation Act, 1923. What is the prescribed method of computing the compensation under the legislation? 5+5=10  
Or  
Elucidate the difference between 'Minimum Wages', 'Fair Wages' and 'Living Wages' 10

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