

LLB
THIRD SEMESTER
LABOUR AND INDUSTRIAL LAWS I
LLB - 305

[USE OMR SHEET FOR OBJECTIVE PART]

**SET
B**

Duration: 3 hrs.

Full Marks: 70

Time: 30 min.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. Which of the following is not an industrial act in India?
 - a. Strike
 - b. Lockout
 - c. Picketing
 - d. Retrenchment
2. Which of the following is a machinery for the settlement of industrial disputes in India?
 - a. National Commission on Labour
 - b. Wages Board
 - c. Industrial Tribunal
 - d. Standing Labour Committee
3. Which of the following Articles of the Indian Constitution encapsules the spirit of labour laws?
 - a. Art. 14
 - b. Art. 19 (1) (c)
 - c. Art. 23
 - d. All of the above
4. There are certain occupations which expose employees to particular diseases that are inherent-
 - a. Infra-red radiations
 - b. Skin diseases due to chemical or leather processing units
 - c. Hearing impairment caused by noise
 - d. All of the above
5. Who will be receiving the compensation on behalf of the deceased?
 - a. A minor who is a legitimate son or unmarried daughter or a widowed mother is entitled to compensation.
 - b. If the family of the deceased is wholly dependent on the earnings of the employee at the time of his death or a son or daughter who has attained the age of eighteen years
 - c. A widower
 - d. All of the above
6. List of unfair labour practices on the part of the trade unions and employers was included in:
 - a. Factories Act
 - b. Industrial Disputes Act
 - c. Trade Union Act
 - d. None of the above

7. Choose the correct objective of the Industrial Disputes Act
 - a. To prevent illegal strikes
 - b. To promote measures for securing and preserving good relations between employees
 - c. To provide relief to workmen in the matters of lay-offs, retrenchments and wrongful dismissals
 - d. All of the above
8. Which of the following is a type of 'wages' under the labour laws of India?
 - a. Minimum wage
 - b. Unfair wage
 - c. Maximum wage
 - d. None of the above
9. The "Employees Compensation Act, 1923" is an Act to provide_____
 - a. Payment in the form of compensation by the employers to the employees for any injuries they have suffered during an accident.
 - b. Compensation for the death of a loved one.
 - c. Compensation for Covid 19 cases
 - d. Compensation for lay-offs
10. 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
11. 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
12. "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
13. Which of the following IS an Authority under the Industrial Disputes Act?
 - a. Vigilance Committee
 - b. Disciplinary Committee
 - c. Court Of Inquiry
 - d. Inter-Departmental Committee
14. 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
15. Lock-Out is the opposite to _____
 - a. Lay Off
 - b. Retrenchment
 - c. Strike
 - d. None of the above
16. Trade Unions are also known as-
 - a. Labour Union
 - b. Workers Union
 - c. Workmen Union
 - d. Employees Union

17. 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
18. Labour law entails within its ambit:
- a. Industrial relations
 - b. Workplace safety
 - c. Employment standards
 - d. All of the above
19. 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
20. '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

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C (Descriptive)

Time : 2 hrs. 30 min.

Marks : 50

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

1. Trace the historical evolution of labour laws in India from the British Raj to the post independent era. 10
2. Trace the historical evolution of labour laws globally and the impact of the United Nations in strengthening labour laws. 5+5=10
3. Explain in detail, the salient features of the Industrial Disputes Act. 10
4. What is a 'Strike'? Are strikes legal in India? Write a note on the different types of strike. 4+1+5
=10
5. What do you understand by labour welfare? What are provisions enshrined in the Factories Act, 1948 to realise the objective of labour welfare? 5+5=10
6. Define 'Factory' as per the Factories Act. State the salient features of the Factories Act. 4+6=10
7. Elucidate the procedure for Registration and Cancellation of Trade Unions under the Trade Unions Act, 1966 10
8. 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

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