

GOA UNIVERSITY
G.R.KARE COLLEGE OF LAW
LL.B.(HONS) SEM VII

LABOUR LAW

APRIL 2013,

APRIL 2012,

OCT 2011,

APRIL 2011,

April 2010,

OCT 2009,

APRIL 2009,

OCT 2008,

OCT 2007,

APRIL 2007,

OCT 2006,

APRIL 2006,

OCT 2005,

OCT 2004,

APRIL 2004,



TNY – 117

LL.B. (Hons.) (Semester – VII) Examination, October 2013
LABOUR LAW

Duration : 3 Hours

Total Marks : 75

Instructions : 1) Answer **any eight** questions between 1 to 12.
2) Q. No. 13 and 14 are **compulsory**.

1. What is deduction ? Discuss different kinds of deductions under Payment of Wages Act. (8×8=64)
 2. Who is dependent under Employee's Compensation Act ? Discuss with the help of case laws.
 3. Discuss the extent and importance of 'Arising out of and in the course of employment'.
 4. Discuss powers and functions of authorities under Industrial Disputes Act.
 5. Enumerate impact of Rajappa case on definition of industry.
 6. Who is a workman ? Discuss the evolution of opinion of court on definition of workmen.
 7. What is Industrial Dispute ? When individual dispute becomes an industrial dispute ?
 8. What is Lay off ? Discuss law relating to lay off.
 9. What is Trade Union ? Discuss its procedure of registration.
 10. What is Lockout ? Discuss restrictions on right to Lockout.
 11. Discuss different theories of wages.
 12. What is collective bargaining ? Discuss its importance.
 13. Answer **any two** of the following : (2×2.5=5)
 - a) Protected workmen
 - b) Unfair labour practice
 - c) Award.
 14. Answer **any two** : (2×3=6)
 - a) Nature of standing order
 - b) Recognition of Trade Union
 - c) First come last go.
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TNY – 115

LL.B. (Hons.) (Semester – VII) Examination, April 2013
LABOUR LAW

Duration : 3 Hours

Total Marks : 75

- Instructions :** 1) Question No. 1 and 2 are **compulsory**.
2) Answer **any 8** questions of the remaining 12.
3) Please write the question number **correctly and legibly**.
4) **Each new answer** should begin on a **fresh page**.

- 1 Write a short note on : 6
a) Lay off
b) Retrenchment
2. Explain the following : 5
a) Living wage
b) Fair wage.
3. Briefly explain Award and Settlement when and what circumstances does an award made under Industrial Disputes Act commence to be enforceable. 8
4. What are the matters should be contained in the standing orders of an Industry as per the Industrial Employment (standing orders) Act, 1946 ? How are they certified ? 8
5. Explain the definition of Industrial Dispute. Is a dispute between an individual workman and employer amount to Industrial Dispute ? 8
6. What is a Disablement ? Explain types of Disablement as per Workmen's Compensation Act. 8
7. What is the procedure prescribed under Minimum Wages Act for fixing and revising minimum wages ? 8
8. Explain the authorized deductions under Payment of Wages Act. 8
9. Discuss with help of cases the kind and nature of immunities enjoyed by trade union officials under the Trade Union Act. 8

P.T.O.



- 10. Explain the concept of collective bargaining and scope for settlement of disputes by collective bargaining. **8**
 - 11. Define Disablement and explain its kinds under Workmen’s Compensation Act. **8**
 - 12. Explain who are the responsible persons to pay wages regarding payment of wages and time and manner of payment under Payment of Wages Act. **8**
 - 13. Explain the political and General fund and purpose for which these funds can be spend under Trade Union Act. **8**
 - 14. Explain the concept of arising out of and in the course of employment under Workmen’s Compensation Act. **8**
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LL.B.(Hons.) (Semester – VII) Examination, April 2012

LABOUR LAW

18/04/12

Duration : 3 Hours

Total Marks : 75

Instructions : 1) Question No. 1 and 2 are **compulsory**.

2) Answer **any 8** questions of the **remaining 12**.

3) **Please** write the question number **correctly and legibly**.

4) **Each** new answer should begin on a **fresh** page.

1. Write short notes on **any two** : 6
 - a) Court of inquiry
 - b) Political fund
 - c) Notice of change.
2. Write short notes on **any two** : 5
 - a) National Tribunal
 - b) Fine as deduction
 - c) Dependents under Compensation Act.
3. Explain the definition of Industrial Dispute. Is a dispute between an individual workman and Employer an Industrial Dispute. 8
4. Define the term 'Lay off' and compare the procedure for Lay off under chapter VA and chapter VB of the Industrial Disputes Act 1947. 8
5. Explain the concept of "Arising out of and in the course of employment" under Workmen's Compensation Act. 8
6. Explain the concept of collective bargaining and scope for settlement of disputes by collective bargaining. 8
7. Discuss with the help of cases the kind and the nature of immunities enjoyed by trade union officials under the Trade Union Act 1926. 8
8. Explain living wage, fair wage and minimum wage as concept of the wages. Explain wage structuring. 8

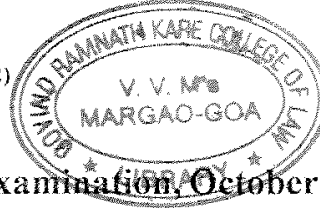


9. Examine who are the responsible to pay wages regarding payment of wages, time and manner of payment under Payment of Wages Act. 8
 10. What is Disablement ? Explain types of Disablement as per Workmen's Compensation Act 1923. 8
 11. "Voluntary Arbitration is an alternative remedy to settle an Industrial Dispute" – explain the importance of Arbitration and validity of arbitral award. 8
 12. Explain Workmen and Employer under Industrial Disputes Act. 8
 13. What are the matters should be contained in the standing orders of an industry as per the Industrial Employment (Standing Orders) Act 1946 ? How are they certified ? 8
 14. Define Trade Union and explain the procedure for registration of Trade Union. 8
-

B - 470

22/10/11
(Saturday)

(Pages : 02)



TNY - 115

[Total No. of Questions : 14]

LL.B. (Hons.) (Semester - VII) Examination, October - 2011
LABOUR LAW

Duration : 3 Hours

Total Marks : 75

- Instructions :*
- 1) *Question No. 1 and 2 are compulsory.*
 - 2) *Answer any 8 questions of the remaining 12.*
 - 3) *Please write the question number correctly and legibly.*
 - 4) *Each new answer should begin on a fresh page.*

- Q1)** Write short notes on any two: **[6]**
- a) Political Fund.
 - b) Closure.
 - c) Public Utility Services.
- Q2)** Write short notes on any two: **[5]**
- a) Fair Wage.
 - b) Award.
 - c) Immunity against Criminal Conspiracy.
- Q3)** Define Industry under Industrial Disputes Act and examine the definition of Industry as in Rajappa's case. **[8]**
- Q4)** Explain the powers, functions and procedures of the Adjudicating Authority under the Industrial Disputes Act. **[8]**
- Q5)** What is Collective Bargaining? Explain its importance in Industrial Jurisprudence. **[8]**
- Q6)** Explain the procedure and method of registration of Trade Union. **[8]**
- Q7)** Examine the powers and functions of the commissioner under Workmen's Compensation act 1923. **[8]**

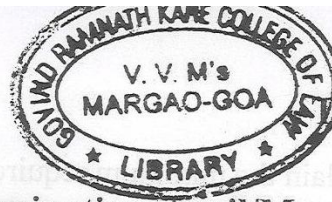
P.T.O.

- Q8)** What is the procedure prescribed under Minimum Wages Act for fixing and revising of minimum wages? [8]
- Q9)** Examine the powers of inspectors under Payment of Wages Act. [8]
- Q10)** Explain the Employer's liability under Workmen's Compensation Act and what are the defences for employer under the Act? [8]
- Q11)** Strike is an economic coercion by workmen. Discuss the provisions regulating strike in Industrial Disputes Act. [8]
- Q12)** Define the term 'Lay off' and distinguish it with retrenchment. [8]
- Q13)** What are the authorized deductions under Payment of Wages Act 1936? [8]
- Q14)** What are 'Standing Orders'? What is the procedure for certification of Standing Orders? [8]



G - 213

(Pages : 02)



NY - 115

[Total No. of Questions : 14]

LL.B. (Hons.) (Semester - VII) Examination, April/May 2011
LABOUR LAW

Duration : 3 Hours

Total Marks : 75

- Instructions :**
- 1) *Question No. 1 and 2 are compulsory.*
 - 2) *Answer any 8 questions of the remaining 12.*
 - 3) *Please write the question number correctly and legibly.*
 - 4) *Each new answer should begin on a fresh page.*

- Q1)** Write short notes on any two : [6]
- a) Award.
 - b) Unfair labour practice.
 - c) Court of inquiry.
- Q2)** Write short notes on any two : [5]
- a) Living wage.
 - b) Political fund.
 - c) Occupational disease.
- Q3)** Explain the principles laid down in A.Rajappa v.BWSSB and enumerate the exceptions and inclusions in the new definition of industry. [8]
- Q4)** Define Retrenchment and explain the procedure for retrenchment. [8]
- Q5)** Explain the powers, functions of the Commissioner under The Workmen's Compensation Act. [8]
- Q6)** Enumerate and explain the protections available to workmen during the pendency of a dispute under the Industrial Disputes Act. [8]
- Q7)** Explain the definition of wages according to the payment of Wages Act. [8]

P.T.O.

- Q8)** Explain the minimum requirements for the registration of a trade union and the procedure for amalgamation. [8]
- Q9)** Examine the various situations when an employer becomes liable for injury suffered by the workmen during the course of his employment with suitable cases. [8]
- Q10)** Explain the powers, functions and procedures of the labour court under the Industrial Disputes Act. [8]
- Q11)** Critically examine the procedure and extent of deductions allowed under the categories of fine and absence from duty under the Payment of Wages Act. [8]
- Q12)** Explain the matters that should be contained in a Standing Order submitted for certification by the employer. [8]
- Q13)** Examine the purpose and the procedure for fixation of minimum wages. [8]
- Q14)** Examine the scope for settlement of a dispute by collective bargaining. [8]



08/04/2010



TNY- 115

LL.B (Hons.) (Semester - VII) Examination, April 2010
LABOUR LAW

Duration : 3 Hours

Total Marks : 75

- Instructions :** 1) Answer any 4 questions from Q. No. 1 to Q. 6 in Section - I
2) Answer any 4 from Q. No. 8 to 13 in Section - II.
3) Q. No. 7 and Q. 14 are compulsory.

SECTION - I

(4×8=32)

1. The Existence of Dispute or Difference is the key to the expression industrial Dispute. Explain industrial Dispute. Is a Dispute between an individual workman and Employer an Industrial Dispute ?
2. Explain the powers and functions of adjudicating authorities in Industrial Disputes Act.
3. What is a Strike ? What are the procedures and prohibitions on strike under I. D. Act ?
4. Every retrenchment is a termination of service but every termination of service is not a retrenchment. Discuss.
5. Who are protected workmen ? What are the protections provided during dispute to protected workmen under I. D. Act and explain remedies for an aggrieved workman in I.D. Act ?
6. What are standing orders ? How are they certified ?
7. Write short notes on any two :

(2×3=6)

- a) Lay off
- b) Notice of change
- c) Mis conduct

P.T.O.



SECTION - II

(4×8=32)

8. Explain the procedure and Method of registration of trade union.
9. Explain Disablement, and kinds of Disablement as per Workmens Compensation Act. 1923.
10. Explain employers liability in Workmens Compensation Act. and when employer exempted from payment of compensation.
11. Examine what are the responsibilities of an Employer regarding payment of wages, time and manner of payment, under Payment of Wages Act.
12. What are the powers of Inspectors and explain the manner of claiming wages when there is non payment of wages or unauthorized deductions under Payment of Wages Act ?
13. What are the various concepts of wages ?
14. Write short notes on **any two** : (2×2.5=5)
 - a) Amalgamation of trade union.
 - b) General Fund of T. U.
 - c) Fine as deduction under Payment of Wages Act.



LL.B. (Hons.) Semester – VII Examination, October 2009
LABOUR LAW

Duration: 3 Hours

Total Marks: 75

- Instructions :** 1) Answer any 4 from Q. No. 1 to 6 in Section I.
2) Answer any 4 from Q. No. 8 to 13 in Section II.
3) Q. No. 7 and Q. No. 14 are compulsory.

SECTION – I

(4×8=32)

1. Define industry under I. D. Act and examine the definition of industry as in Rajappa's case.
2. Lock out is an economic coercion by Employer. Discuss the provisions regulating lock out in I. D. Act.
3. What is lay off ? What is the procedure to be followed while laying off workmen in an industry employing more than 100 persons ?
4. What is award ? Explain the procedure for publication and when award is binding, enforceable and effective.
5. Explain unfair labour practices on the part of workmen and employer under I. D. Act.
6. What are the matters that should be contained in the standing orders of an industry as per the Industrial Employment (Standing Orders) Act 1946 ? Explain procedure for certification of standing orders.
7. Write short notes on any two : (2×3=6)
 - a) Retrenchment
 - b) Compensation for closure
 - c) Labour court.



SECTION - II

(4×8=32)

8. Explain the immunities and privileges of a registered trade union.
 9. Explain the meaning of the term work man, accident and personal injury under Workmens Compensation Act 1923.
 10. Examine the powers and functions of the commissioner under Workmens Compensation Act 1923.
 11. What are the permissible deductions under Payment of Wages Act 1936 ?
 12. Examine the responsibilities of employer regarding Payment of Wages, time and manner of payment.
 13. What is the procedure prescribed under Minimum Wages Act for fixing and revising of minimum wages ?
 14. Answer any two : (2×2.5=5)
 - a) Political fund under T. U. Act.
 - b) Dependents under Workmens Compensation Act.
 - c) Living wage.
-



9/4/09

TNY - 115

LL.B. (Hons.) (Semester – VII) Examination, April 2009**LABOUR LAW**

Duration : 3 Hours

Total Marks : 75

Instructions: 1) Answer any 4 questions from Question No. 1 to Q. No. 6 in Section I.

2) Answer any 4 questions from Question No. 8 to Q. No. 13 in Section 2.

3) Question No. 7 and Q. No. 14 are compulsory.

SECTION – I

1. Define the term 'Industrial Dispute'. Explain each component of the definition. 8
2. Examine the meaning of retrenchment and compare the procedure for retrenchment under Chapter 5 A and 5 B of the Industrial Disputes Act 1947. 8
3. Discuss in detail the powers, functions and the role of Conciliation Officer in the settlement of Industrial Disputes. 8
4. What are the protections available to trade union officials and workmen during the pendency of a dispute under the Industrial Dispute Act 1947? 8
5. Define the term 'public utility undertaking' and explain what are the restrictions and regulations on strike in a public utility undertaking under the Industrial Dispute Act 1947. 8
6. Explain the various stages that have to be followed while conducting domestic enquiry. 8
7. Write short notes on any two : 6
 - a) Grievance Settlement Authority
 - b) Lay Off
 - c) Unfair Labour Practice.

P.T.O.



SECTION - II

8. Explain what are the deductions allowed under the Payment of Wages 1936. 8
9. Explain the term 'National Extension' of the course of employment under the Workmen's Compensation Act, 1923. With suitable cases. 8
10. Examine the minimum requirements and the procedure for registration of a trade union under the Trade Union Act, 1926. 8
11. Examine the meaning of the terms 'Disablement', 'Partial Disablement' and 'Total Disablement' under the Workmen's Compensation Act, 1923. With suitable cases. 8
12. What is Minimum Wages? Explain the procedure for fixation of minimum wages under the Minimum Wages Act, 1940. 8
13. Explain in detail what are the matters that should be contained in a Standing Orders, submitted for certification to the Certifying Officer under the Industrial Employment (Standing Orders) Act 1946. 8
14. Write short notes on **any two** : 5
 - a) Fines and its Levy.
 - b) Amalgamation and Dissolution of Trade Union.
 - c) Definition of Workman.



LL.B. (Hons.) (Semester - VII) Examination, November 2008
LABOUR LAW

Duration : 3 Hours

Total Marks : 75

Instructions : 1) Answer any 4 questions from Question No. 1 to Q. No. 6 in Section I.

2) Answer any 4 questions from Question No. 8 to Q. No. 13 in Section II.

3) Question No. 7 and Q. No. 14 are compulsory.

SECTION - I

1. Explain the definition of industry as propounded in Bangalore Water supply v. A. Rajappa and the new definition as per Industrial Disputes (Amendment) Act, 1982. 8
2. Define and explain the term 'Lay off' and compare the procedure for 'Lay off' under Chapter V A and Chapter V B of the Industrial Dispute Act, 1947. 8
3. Discuss the meaning of the term 'Strike' and explain the different kinds of strike. 8
4. Discuss the nature of power of the appropriate government to refer disputes to various authorities under the Industrial Dispute Act, 1947. 8
5. Define the term 'Award'. Explain when an award is binding, enforceable and effective. 8
6. What are 'Standing Orders' ? What is the procedure for certification of standing orders ? 8
7. Write short notes on any two : 6
 - a) Retrenchment
 - b) Public utility service
 - c) Notice of change.



SECTION – II

8. Explain with the help of decided cases the meaning of the term 'wages' under the Payment of Wages Act, 1936. 8
9. Discuss with the help of cases the kind and the nature of immunities enjoyed by trade union officials under the Trade Union Act, 1926. 8
10. Examine the nature and extent of the liability of the employer to pay compensation to the injured workmen under the Workmen's Compensation Act, 1923. 8
11. How is the General Fund and Political Fund of the trade union constituted ?
What are the purposes for which the general funds of a trade union can be used ? 8
12. Examine the terms 'Dependants' and the various categories of dependants specified under the Workmen's Compensation Act, 1924. 8
13. Discuss the meaning of the terms 'Minimum Wages', 'Living Wages' and 'Fair Wages'. Explain wage structuring. 8
14. Write short notes on **any two** : 5
 - a) Functions of the Workmen's Compensation Commissioner
 - b) Amalgamation of trade union.
 - c) Major and minor misconducts.

LL.B. (Hons.) (Sem. -- VII) Examination, October 2007

LABOUR LAW

Duration : 3 Hours

Total Marks : 75

Instructions : 1) Answer any four from Q. No. 1 to Q. No. 6.

2) Answer any four from Q. No. 8 to Q. No. 13.

3) Q. No. 7 and Q. No. 14 are compulsory.

SECTION - I

(8×4=32)

1. Explain concept of Industrial Dispute.
2. Who is a Workmen ? Explain the importance of definition under ID Act.
3. ID Act prescribes Conciliation, Adjudication and Arbitration as different modes of settlement of disputes. Elucidate the statement.
4. 'Lockout is a weapon in the hands of employer'. Discuss the provisions regulating use of such weapon.
5. What is Lay off ? Explain provisions relating to Lay off.
6. Discuss appointment and power of inspector under Payment of Wages Act.
7. Answer any two of the following : (2×3=6)
 - a) Recognised Trade Union
 - b) Certification of Standing Order
 - c) Withdrawal of recognition of Trade Union.

SECTION - II

(8×4=32)

8. Discuss power of employer to deduct from wages.
9. Explain the definition of 'wage' under Minimum Wages Act. Discuss different kinds of wages recognised by law.
10. Discuss proceedings before commissioner under Workmen's Compensation Act.
11. Discuss the impact of 'Doctrine of notional extension of employer's premises' on payment of compensation to injured/ deceased workmen.
12. Discuss the procedure for fixing of minimum wage.
13. Explain the objects and importance of General Fund and Political Fund maintained by Trade Union.
14. Write short notes on **any two** : (2×2½=5)
 - a) Rights of registered Trade Union
 - b) Certifying authority under Standing Orders
 - c) Amalgamation of Trade Union.

LL.B. (Hons.) (Semester - VII) Examination, 2007
LABOUR LAW

Duration : 3 Hours

Total Marks : 75

Instruction: Figures to the **right** indicate **full** marks.

SECTION - I

1) Answer **any four** from Q. 1 to Q. 6.

2) Q. 7 is **compulsory**.

1. Explain the concept of industry under the Industrial Disputes Act with help of case laws. 8
2. State the various authorities under the Industrial Disputes Act and briefly state their functions. 8
3. Define 'strike'. When will a strike be declared illegal ? 8
4. What is Retrenchment ? Explain the conditions to be followed by an employer before a workman is retrenched. 8
5. Explain the provisions of voluntary reference under the Industrial Disputes Act. 8
6. What are 'Standing Orders' ? How are they certified ? 8
7. Write short notes on **any two** : (2×3=6)
 - a) Continuous service
 - b) Notice of change
 - c) Public Utility Service.

SECTION - II

1) Answer **any four** questions from Q. 8 to Q. 13.

2) Q. 14 is **compulsory**.

8. "Payment of Wages Act 1936 regulates the payment of wages to certain classes of persons employed in an industry." Explain. 8

9. Enumerate the various deductions permissible under the Payment of Wages Act. 8
10. What is "Accident arising out of and in the course of employment" ? 8
11. Briefly explain the powers of commissioner under the Workmen's Compensation Act. 8
12. What are the objects on which general funds can be spent under the Trade Unions Act ? 8
13. Explain the procedure for fixing minimum wages under the Minimum Wages Act. 8
14. Write short notes on **any two** of the following : (2×2½=5)
- a) Occupational disease
 - b) Same unpaid group
 - c) Doctrine of added peril

LL.B. (Hons.) (Semester - VII) Examination, October 2006

LABOUR LAW

Duration : 3 Hours

Total Marks: 75

SECTION - I

- Instructions:** 1) Answer any four questions from Q. 1 to Q. 6.
2) Question No. 7 is compulsory.
3) Figures to the right indicate full marks.

1. "There has to be a systematic organisation for an undertaking to be termed as Industry". Explain. 8
2. What is 'closure' ? Explain briefly the provision for closure under the Industrial Disputes Act. 8
3. State the authorities constituted for the purpose of adjudication under the Industrial Disputes Act. Briefly state their powers and duties. 8
4. Explain the provisions under the Industrial Disputes Act for recovery of dues from an employer. 8
5. What is voluntary Reference of a dispute ? Explain the procedure to involve the provisions for voluntary reference under the Industrial Disputes Act. 8
6. Explain the powers of a certifying officer under the Industrial Employment (standing Orders) Act. 8
7. Write short notes on any two of the following: (2×3=6)
 - a) Court of Enquiry.
 - b) Lock-out.
 - c) Works committee.

SECTION - II

Instructions: 1) Answer any four questions from Q. 8 to Q. 13.
 2) Q. 14 is compulsory.

8. "Wages shall be paid at proper time and in proper form to an employed person".
 Explain the relevant provisions under the Payment of Wages Act. 8
9. Explain the provisions for deduction of 'fines' and 'absence from duty' from wages of an employed person under the Payment of Wages Act. 8
10. Explain the doctrine of "National Extension" under the Workmen's Compensation Act. 8
11. When will an employer be made liable to pay compensation under the Workmen's Compensation Act? 8
12. Discuss the civil and criminal immunities available to a registered Trade Union under the Trade Union Act. 8
13. Explain the terms 'Fair Wages' and 'Minimum Wages' under the Minimum Wages Act. 8
14. Write short notes on any two of the following: (2 × 2 1/2 = 5)
- a) Contracting Out.
 - b) Partial disablement.
 - c) Occupation disease.

Payment of wages
 - *Rate of w*
 - *in time*
 - *Grant deo*
Reh,

12/4/06
ASM - 129

LL.B. (Hons.) (Sem. - VII) Examination, 2006
LABOUR LAW

Duration : 3 Hours

Max. Marks : 75

- Instruction :*
- Figures to the right indicate full marks.
 - Each answer should begin on a fresh page.
 - Question No. should be entered correctly before the beginning of each answer.

SECTION - I

- Instructions:*
- Five questions should be answered from this Section.
 - Answer any four from Q. No. 1 to Q. No. 6.
 - Q. No. 7 is compulsory.

(4×8=32)

- ✓ 1. What do you understand by an Industrial Dispute as defined in the Industrial Disputes Act, 1947. When does an individual dispute become an Industrial Dispute ? 8
- ✓ 2. Enumerate different adjudicating authorities constituted under Industrial Disputes Act. 8
- ✓ 3. Explain the concept of Industry. 8
- ✓ 4. Define the terms of strike and lock-out. What are the restrictions imposed on strikes and lock-outs under Industrial Disputes Act 1947 ? 8
- ✓ 5. Explain the provisions of Industrial Disputes Act relating to lay off. 8
- ✓ 6. What are the matters to be provided for in the standing orders under Industrial Employment (standing orders) Act 1946 ? Explain certification of standing orders. 8

7. Write short notes on any two :

(2×3=6)

- ✓ a) Settlement
 - ✓ b) Works committee
- 35

SECTION - II

- Instructions: 1) Five questions should be answered from this Section.
 2) Answer any four from Q. No. 8 to Q. No. 13.
 3) Q. No. 14 is compulsory.

8. What is meant by accident and personal injury under Workmens Compensation Act ? (4×8=32)
9. Explain the Doctrine of Notional Extension of Master's Premises with the help of recognised cases. 8
10. Explain the procedure for registration of trade unions. 8
11. Discuss the provisions of Trade Union Act relating to amalgamation of trade unions. What are the effects of amalgamation ? 8
12. Discuss the provisions of Payment of Wages Act regarding deductions from wages for (a) fine (b) absence from duty (c) deductions for damage or loss. 8
13. What is minimum wage ? Explain the procedure and method of fixation of minimum wages. 8
14. Write short notes on any two : (2×2¹/₂=5)
- a) Dependent
 - b) Political fund
 - c) Total and partial disablement.

(3) (6)

Max. marks : 75

Time : 3 Hrs.

INSTRUCTIONS :

1. Figures to the right indicate full marks.
2. Each answer should begin on a fresh page.
3. Question no. should be entered correctly before the beginning of each answer.

SECTION - I

INSTRUCTIONS :

1. Five questions should be answered from this section.
2. Answer any four from Q.No. 1 to Q.No. 5.
3. Q.No. 7 is compulsory.

(4x8 = 32)

- ✓ Q.1. What is an industrial dispute? When industrial dispute becomes an industrial dispute. (8)
- ✓ Q.2. Explain the Powers and functions of Labour Court. (8)
- ✓ Q.3. Define strike, when strike prohibited under industrial disputes Act. (8)
- ✓ Q.4. "Every retrenchment is a termination of service but every termination of service is not a retrenchment" - Discuss. (8)
- ✓ Q.5. What is collective bargaining? Discuss its recognition under Labour Laws. (8)
- ✓ Q.6. Explain the matters that should be contained in the standing orders and the procedure for certification of standing orders. (8)
- Q.7. Write short notes on any two :
✓ (a) Workman
✓ (b) Works Committee
✓ (c) Award

(2x3 = 6)

SECTION - II

INSTRUCTIONS :

1. Five questions should be answered from this section.
2. Answer any four questions from Q.No. 8 to 13.
3. Q.No. 14 is compulsory.

(4 x 8 = 32)
(8)

- ✓ Q.8. Explain the procedure for registration of trade union. (8)
- ✓ Q.9. What are the immunities provided under Trade Union Act. (8)
- ✓ Q.10. What is meant by deductions? Explain the authorized deductions under payment of wages act. (8)
- ✓ Q.11. Who is responsible for payment of wages under payment of wages Act? How are wages paid. (8)
- ✓ Q.12. Discuss the provisions for fixation and revision of minimum wages under minimum wages act. (8)
- ✓ Q.13. Explain the powers of Commissioner under the workmen's Compensation Act. (8)

(2x2 1/2 = 5)

LL.B. (Hons.) (Semester - VII) Examination, October 2004
LABOUR LAW

Duration : 3 Hours

Max. Marks : 75

- Instructions :
- 1) Answer Section I and II separately.
 - 2) Each answer should begin on a fresh page.
 - 3) Question No. should be entered correctly before the beginning of each answer.

SECTION - I

- Instructions :
- 1) Five questions should be answered from this Section.
 - 2) ~~Answer~~ questions from Question No. 1 to 6.
 - 3) Question No. 7 is compulsory.

1. What is an 'Award' ? When does an award become enforceable and who are the parties bound by an 'Award' of an Industrial Tribunal ? 8
 2. Explain the procedure to be followed by the employer while punishing an employee for a major misconduct. 8
 3. Explain the concept of Retrenchment. What are the rights available to a workman if employer decides to retrench him ? 8
 4. Examine the scope of reference power of the government. When is it mandatory and what are the authorities to whom a reference can be made by the appropriate government ? 8
 5. What is strike according to the Industrial Disputes Act ? What are the prohibitions on strike ? 8
 6. What are the protections available to the workmen during pendency of an industrial dispute ? 8
- Write short notes on any two :
- a) Appropriate Government 8
 - b) Works Committee 8
 - c) Continuous service. 8

SECTION - II

Instructions : 1) Five questions should be answered from this Section.

2) Answer any four questions from Question No. 8 to 13.

3) Question No. 14 is compulsory.

8. Explain the doctrine of "added peril" and "National Extension" of the course of employment. 8
9. Explain the restrictions and requirements, the employer has to follow while deducting wages for 'fine' and 'absence from duty'. 8
10. What is 'minimum wages'? Explain the procedure for fixation of minimum wages under the Minimum Wages Act. 8
11. Explain the various immunities available to Trade Union officials under the Indian Trade Union Act. 8
12. Explain the following terms under the Workmen's Compensation Act. 8
 - a) Dependents
 - b) Disability.
13. What are the matters that should be contained in the Standing Orders? 8
14. Write short notes on any two : 5
 - a) Occupational disease
 - b) Political fund.
 - c) Amalgamation.

(a)

GM

17/4/04

LL.B. (Hon) Semester VII Examination. April 2004.

(3)

LABOUR LAW

Duration : 3 Hours.

Maximum Marks : 75

Instructions :

1. Answers to the two Sections must be written in separate Answer books.
2. All questions are compulsory.
3. Figures to the right indicate full marks.

SECTION I

Define Retrenchment and the Procedure for Retrenchment.

OR

Define Lay off and the procedure for Layoff

Explain the powers and functions of the Labour Court

8

Compare the functions and powers of a Conciliatory Officer and the Board of Conciliation.

OR

Define strike. When is strike prohibited under the Industrial Disputes Act?

8

Define lock out. When is lockout illegal under the Industrial Disputes Act?

8

Explain the protections available to a workman during the Pendency of an Industrial Dispute.

OR

Evaluate how far Industrial Disputes Act encourages Collective Bargaining.

8

5. Write short notes on any two :

- a. Unfair labor practice
- b. Notice of change
- c. Award

6

P.T.O.

SECTION II

6. Explain the procedure for registration of a Trade Union and the matters to be contained in the Byelaws of a Trade Union.

OR

Explain the purpose for which the General Fund and the Political Fund of a Trade Union can be utilized.

8

7. Examine the concept of Wages under Payment of Wages and the Minimum Wages Act

OR

What is meant by deductions? Which are the deductions permitted under the Payment of Wages Act?

8

8. Explain the terms 'Disability' and 'Dependent' under the Workmen's Compensation Act.

OR

Explain the circumstances when an employer is not liable to compensate an injured workman under the Workmen's Compensation Act.

8

9. Explain the matters that should be contained in the Standing Orders and the Procedure for Certification of Standing Orders.

OR

Explain the salient features of the Minimum Wages Act.

8

10. Write short notes on any two :

a. Occupational Disease

b. Fines

c. Amalgamation of Trade Unions.

5
