

**LL.B. (3 Year Degree Course) SEM-IV (2009 Course) : WINTER -  
2018**

**SUBJECT : LABOUR LAWS**

Day : Wednesday  
Date : 24/10/2018

**W-2018-1561**

Time : 10.00 AM TO 01.00 PM  
Max. Marks : 80

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**N.B.:**

- 1) Attempt **ANY SIX** questions including **Q. No.1** which is **COMPULSORY**.
  - 2) **Q. No. 1** carries **20** marks and all questions carry **12** marks each.
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**Q.1** Write short notes on **ANY FOUR** of the following:

- a) Occupier
- b) Conciliation Board
- c) Objectives of ILO
- d) Partial disablement
- e) Welfare Officer under the Factories Act, 1948
- f) Lay-off

**Q.2** Elaborate the privileges and immunities available to a registered trade union. Can a unregistered trade union claim those privileges and immunities under the Trade Union Act, 1926.

**Q.3** "The basic idea underlying the provisions of the Industrial Disputes Act, 1947 is the settlement of industrial disputes and promotion of industrial peace, so that production may not be interrupted and the community in general may be benefited." State the authorities provided under the Industrial Disputes Act, 1947 for the settlement of industrial dispute with the help of relevant provisions of the Act.

**Q.4** "The employer is liable to pay compensation under the Workmen's Compensation Act, 1923 if personal injury arising out of and in the course of employment." Discuss the provisions relating to employers liability to pay compensation in the light of relevant case laws.

**Q.5** Enumerate the object of fixing of minimum rate of wages and the procedure for fixing and revision of minimum rates of wages with reference to the Minimum Wages Act, 1948.

**Q.6** "The key stone of the Factories Act, 1948 is to safety first and safety last." Mention the various statutory measures to be followed for the safety of workers in the Factories Act, 1948.

**Q.7** Discuss the claims arising out of deduction from wages or delay in payment of wages and provisions of appeal under the Payment of Wages Act, 1936.

**Q.8** Who is eligible to claim maternity benefits according to the Maternity Benefits Act, 1961 and list the benefits available for women workers under the said Act..

**Q.9** "Collective bargaining assumes collective wisdom of both labour and management." Describe the concept of collective bargaining and merits and demerits of the collective bargaining.

**Q.10** Enumerate the unfair labour practices on the part of employers and unions under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971 for recognition of unions.