

**B.B.A LL.B. SEM. – VIII (Five Year Law) (CBCS – 2015 COURSE):** *Winter 2021*  
**SUBJECT : LABOUR LAWS**

Day : Thursday  
Date : 16-12-2021

**W-12560-2021**

Time : 10:00 AM-12:30 PM  
Max. Marks : 60

*W-2021-12560*

**N.B.:**

- 1) All questions are **COMPULSORY**.
- 2) All questions carry **EQUAL** marks.

**Q.1 a)** “The term industry has undergone a dynamic change because of judicial decisions in the recent past in India”. Analyse the term with the help of recent judicial pronouncement.

**OR**

**b)** Define the term ‘Trade Union’. Discuss the provisions in relation to the Registration and Cancellation of registration of trade union under the Trade Union Act, 1926.

**Q.2 a)** “The employer is liable to pay compensation under the Employee’s Compensation Act, 2010 if personal injures is caused to a workman by accident arising out of and in the course of employment”. Comment with the help of relevant case laws.

**OR**

**b)** Define Industrial Dispute. Explain the power and duties of various authorities constituted under the Industrial Dispute Act, 1947 for prevention and settlement of industrial dispute.

**Q.3 a)** Define ‘Occupier’ and summaries the different provisions of the Factories Act, 1948 regarding health and welfare of the worker.

**OR**

**b)** Explain the provisions relating to filing of complaints of unfair labour practices and the powers of courts which dealing with such complaints with reference to the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices, Act, 1971.

**Q.4 a)** “Passing of the Minimum Wages Act, 1948 is a landmark in the history of labour legislation in our country”. Explain the salient features of the Minimum Wages Act, 1948.

**OR**

**b)** “The Payment of Wages Act, 1936 provides that the wages are to paid in a particular form at regular intervals and without any unauthorized deductions”. Explain the above statement with the help of relevant illustrations.

**Q.5 a) i)** Mohan, a fitter in a factory, was knocked down by a lorry when he was returning from the canteen. He dies within 2 hours of the accident. The factory refused to pay him compensation on the ground that accident arose when he was not working on the machine. Discuss the factory’s contention.

**ii)** Discuss the function of International Labour Organisation.

**OR**

**b) i)** A boy returning to the factory canteen after having served tea in his usual round to certain person in the factory premises was struck by a bullet and died the following day. Is the employer liable to pay compensation?

**ii)** Define the term ‘Disablement’ under the Employees Compensation Act, 2010.

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