

LLM Semester-3 Examination**505-E-BL****Labour Laws****May-2024****Time : 2-30 Hours]****[Max. Marks :100****Instructions : Figures to the right side indicate full marks.**

1. "The terms of employment and other disputes between employer and employees can effectively be harmonized with the help of Collective Bargaining." Discuss this statement with the relevant cases. (25)

or

Discuss various techniques of pressurization (Strikes, Lock-outs, go-slow etc) adopted by the labourers and the related provisions thereof under the Industrial Disputes Act, 1947.

2. How International Labour Organization has facilitated the framing of Labour Welfare Laws in India ? Explain by giving illustrations of various Labour Welfare Legislations. (25)

or

Discuss about the impacts of Globalization and privatization on indigenous Labour in the recent scenario taking into consideration contract labour and other issues.

3. "Punishment inflicted by the employers shall not be ex-parte or perverse." Discuss this statement in the light of Disciplinary Proceedings under the Industrial Employment (Standing Orders) Act, 1946 and relevant case laws. (25)

or

Discuss in detail the protective provisions for women workers laid down under the Factories Act, 1946.

4. (a) Write note on any two from the following : (15)

1. Unfair labour practice
2. Legal Provisions relating to Provident Fund and Family Pension
3. Salient features of the Maternity Benefits under the Factories Act, 1948
4. Method for fixation of wages under the Minimum Wages Act, 1948

- (b) Explain with reasons whether the following statements are true or false. (10)

1. By Workman Compensation (Amendment) Act, 2013, the Workman Compensation Act, 1923 is renamed as Employees' Compensation Act, 1923.
2. Making of Salt from sea water through different processes, aided by human agency and also natural forces falls within the definition of 'Manufacturing Process' under the Factories Act, 1948.
3. As per the provisions of the Trade Unions Act, 1926, no Trade Union of workmen shall be registered unless at least 15 % or 150 of the workmen, whichever is less, engaged or employed in the establishment or industry with which it is connected are the members of such Trade Union on the date of making of application for registration.
4. The wages of every person employed in a factory shall be paid before the expiry of the tenth day after the last day of the wage period, if the number of persons in a factory is less than one thousand as per the provisions of Payment of Wages Act.