

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

1. Discuss in detail the provisions relating to Collective Bargaining under various labour laws as an effective tool to solve labour issues with the case laws. (25)
or
"Every termination of service of workman is a retrenchment." Critically examine this statement in the light of relevant cases of the Apex Court.
2. Explain briefly about the contribution of ILO in framing labour welfare legislations in India. (25)
or
Discuss the provisions of Maternity Benefits under the Factories Act, 1948, ESI Act as well as Maternity Benefits Act alongwith the latest amendments in the aforesaid acts.
3. Explain the following in detail under the Factories Act, 1948 (25)
 - (a) All necessary protective provisions for young workers and women workers
 - (b) "Factory" and "Manufacturing Process" with illustrations as well as the decided cases of the Supreme Court.
 or
Explain the various stages of the Departmental Inquiry under the Industrial Employment (Standing Orders) Act, 1946 along with the application of Principles of Natural Justice and appropriate decisions of the Apex Court.
4. (a) Write note on any two from the following : (15)
 - (1) Compulsory Insurance under the Payment of Gratuity Act, 1972
 - (2) Allocable Surplus and Available Surplus under the Payment of Bonus Act, 1965
 - (3) Application and coverage of Employees' State Insurance Act, 1948
 - (4) Method of fixation of wages under the Minimum Wages Act
 (b) State with reasons whether the following statements are true or false. (10)
 - (1) As per the provisions of the Factories Act, 1948, no adult worker shall be required or allowed to work in a factory for more than 54 hours in any week.
 - (2) Inability of an employer on account of natural calamity to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched amounts to lay-off.
 - (3) The Central Government has after an amendment of the year 2018 in the Payment of Gratuities Act, 1972 increased the maximum amount of gratuity payable to an employee from 10 lakhs to Rs. 25 lakhs.
 - (4) The employer shall not be liable to pay compensation in respect of any injury which does not result in the total or partial disablement of the employee for a period exceeding 20 days.