

LABOUR LAW

JUNE / JULY 2014

UNIT – I

1. (a) Discuss the importance of industrial disputes legislation and a brief note on its history of industrial disputes legislations in India. **(Refer Page No.)**

OR

Define 'award'. Explain the law relating to commencement and enforceability of an award. **(Refer Page No.)**

(b) In Rathan Steel Industrial Unit all the 15 employees for the purpose of pressing their demands for additional allowance do not take the free food served in the canteen and decided to fast unto death without abstaining from work Is their act unlawful? Decide. **(Refer Labour Law – Volume – II Separate Book)**

OR

Write a note on: Individual Dispute Vs Industrial Dispute. **(Refer Page No.)**

UNIT – II

2. (a) Describe how Labour Court, Industrial Tribunal and National Tribunal adjudicate the Industrial dispute referred to by the government. **(Refer Page No.)**

OR

Explain the procedure for Lay-off and retrenchment. State the provisions regarding compensation in case of lay-off and retrenchment. **(Refer Page No.)**

(b) Workers and management of Ravi Enterprises could not arrive at a settlement regarding their bonus issue for the year 2012-13. They prefer to go to Labour Court in order to solve their differences of opinion. Are they justified in their dispute? Decide. **(Refer Labour Law – Volume – II Separate Book)**

OR

Write a note on: Unfair Labour Practices. **(Refer Page No.)**

UNIT – III

3. (a) Trade Union enjoy immunities under civil and criminal law – Discuss. **(Refer Page No.)**

OR

‘Accident arising out of employment is deemed to have occurred in the course of employment’. – Discuss with reference to decided cases. **(Refer Page No.)**

(b) Jayaram, an employee in Jaideep industries died in a fatal fire accident. The employer through their Manager paid to the widow of Jayaram a compensation of Rs. 1 Lakh directly. Is it a valid payment? Decide. **(Refer Labour Law – Volume – II Separate Book)**

OR

Write note on: Collective Bargaining. **(Refer Page No.)**

UNIT – IV

4. (a) Explain the types of benefit provided under Employees’ State Insurance Act, 1948 and state the conditions to be fulfilled to avail them. **(Refer Page No.)**

OR

Discuss the salient features of the various schemes formulated under the Employees Provident Fund Act, 1952. **(Refer Page No.)**

(b) Write note on: Objectives of Maternity Benefit Act, 1961 and its application. **(Refer Page No.)**

OR

Employees State Insurance Court. **(Refer Page No.)**

UNIT – V

5. (a) Explain the measure prescribed under the Minimum Wages Act, 1948 for implementation of the provisions of the Act. **(Refer Page No.)**

OR

Discuss in brief the health and welfare measures adopted under the Factories Act, 1948. **(Refer Page No.)**

(b) Write note on: Procedure for registration of establishments under the Contract Labour (Regulation and Abolition) Act, 1970. **(Refer Page No.)**

OR

Manufacturing process. **(Refer Page No.)**

DECEMBER – 2014

LABOUR LAW

- 1. Answer Q. No. 9 and any five of the remaining questions.**
- 2. Q. No. 9 carries 20 marks and the remaining questions carry 16 marks each.**
- 3. Answers should be written either in English or Kannada completely.**

1. “All workmen are employees but all employees are not work men”. Explain with the help of decided cases. **(Refer Page No.)**
2. Define “Industrial Dispute”. When does an individual dispute become an Industrial dispute? **(Refer Page No.)**
3. What is “lay-off”? Explain the provisions of Industrial Dispute Act relating to lay-off. **(Refer Page No.)**
4. Explain the provisions relating to recovery of money due from the employer under Industrial Dispute Act. **(Refer Page No.)**
5. Discuss the provisions of Trade Unions Act, 1926 relating to Registration and Cancellation of Trade Unions. **(Refer Page No.)**
6. Discuss the liability of the employer to pay compensation under the workmen’s Compensation Act, 1923. **(Refer Page No.)**
7. Explain the provisions relating to the “Safety and Welfare” under the Factories Act, 1948. **(Refer Page No.)**
8. Write notes on any two of the following:
 - a. Kinds of benefits available under Employees State Insurance Act, 1948. **(Refer Page No.)**
 - b. Essential features of Contract Labour (Regulation and Abolition) Act, 1970. **(Refer Page No.)**
 - c. Object of Minimum Wages Act, 1948. **(Refer Page No.)**

9. Solve any two of the following problems:
- a. The workers in concert absent themselves out of sympathy to some cause wholly unrelated to their employment or even in regard to conditions of employment of other workers in service under other management. In these circumstances the management initiates disciplinary action against the workmen for their absence on the ground of breach of conditions of service. Workmen argue that they have right to go on strike. Decide giving reasons. **(Refer Labour Law – Volume – II Separate Book)**

 - b. “A” is employed as a Security Inspector at the gate of the factory premises. Is he a workman? Give reasons. **(Refer Labour Law – Volume – II Separate Book)**

 - c. A boy is employed by the factory in a tea shop and it was part of his duty to take tea from the shop which was situated outside the factory gate to various persons working in the factory. One day when the boy was coming out of the factory after serving tea to the workers he passed through a violent mob of factory workers who were leaving the factory. This mob attacked the police and the police had to fire upon the mob in self-defence unfortunately, the boy was severely wounded by a bullet and died on the following day in the hospital. Now the mother of the boy claims compensation. Decide giving reasons. **(Refer Labour Law – Volume – II Separate Book)**
