



# BRAINWARE UNIVERSITY

Term End Examination 2022

Programme – LL.B.-2020

Course Name – Labour Law II

Course Code - LLB505

( Semester V )

Full Marks : 60

Time : 2:30 Hours

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

## Group-A

(Multiple Choice Type Question)

1 x 15=15

1. Choose the correct alternative from the following :
  - (i) Deduce one of the following which is the last weapon in the hands of workers.
    - a) Lay-off
    - b) Lock-out
    - c) Closure
    - d) Strike
  - (ii) Deduce one of the following which is related to the word Lockout.
    - a) A reward
    - b) An industrial action.
    - c) An incentive
    - d) None of these
  - (iii) Choose one of the following legislations which cannot be included in the category of industrial relations legislations in India.
    - a) Industrial Disputes Act, 1947
    - b) Trade Union Act, 1926
    - c) Industrial Employment (Standing orders) Act, 1946
    - d) Equal Remuneration Act, 1976
  - (iv) Choose one of the following which is not included under industrial relations policy of a country.
    - a) Recognition of trade unions and collective bargaining.
    - b) Restrictions on strikes and lock-outs.
    - c) Workers participation in management.
    - d) Principles of wages determination.
  - (v) Choose one of the following methods which is more prominent in settling industrial disputes in India.
    - a) Voluntary Arbitration
    - b) Conciliation
    - c) Adjudication
    - d) Mediation
  - (vi) Choose one of the following where space is allotted to each worker after the commencement of factories act in cubic meters.
    - a) 9.5
    - b) 10
    - c) 14.2
    - d) 1
  - (vii) Identify the year in which the minimum wages act has been enacted?
    - a) 1948
    - b) 1950
    - c) 1951
    - d) 1952
  - (viii) Identify an Act No of the minimum wages act 1948?

- a) ACT NO. 9 OF 1948  
c) ACT NO. 12 OF 1948
- b) ACT NO. 11 OF 1948  
d) ACT NO. 14 OF 1948
- (ix) Identify the reason for which the Minimum Wages Act 1948 is passed?
- a) in relation to any scheduled employment carried on by or under the authority of the 4 [Central Government or a railway administration], or in relation to a mine, oilfield or major port, or any corporation established by 5 [a Central Act], the Central Government
- b) the authority appointed by the appropriate Government by notification in its Official Gazette to ascertain from time to time the cost of living index number applicable to the employees employed in the scheduled employments specified in such notification
- c) provide a person wages who has completed his eighteenth year of age
- d) it is expedient to provide for fixing minimum rates of wages in certain employments
- (x) Choose one of the following which is related to a worker is entitled to \_\_\_\_\_ months notice or notice pay in lieu of notice.
- a) Two  
c) Three
- b) One  
d) Four
- (xi) Write one of the following which is related to an employee who is eligible to get bonus under the Payment of Bonus Act 1965 if he had worked for not less than \_\_\_\_\_ days in the preceding year.
- a) 30  
c) 160
- b) 240  
d) 190
- (xii) Identify the time period in which all the awards of the arbitration are to be published from the date of its receipt by the appropriate government.
- a) 30 days  
c) 7 days
- b) 15 days  
d) 1 day
- (xiii) Choose one of the following which is related to the the gratuity of an employee which can be forfeited in case of:
- a) Termination for riotous or disorderly conduct  
c) Offence involving moral turpitude
- b) Wilful omission or negligence  
d) All of these
- (xiv) Identify the time period in which all the awards of the arbitration are to be published from the date of its receipt by the appropriate government.
- a) 30 days  
c) 7 days
- b) 15 days  
d) 1 day
- (xv) Identify one of the following which is related to an arbitration award which shall remain in operation for a period of \_\_\_\_\_ year as mentioned in the act.
- a) 1 year  
c) 24 months
- b) 6 months  
d) None of these\*\*

### Group-B

(Short Answer Type Questions)

3 x 5=15

2. Explain the purpose of framing and following labour legislations in briefly. (3)
3. Determine the objectives of Employee State Insurance Act 1948. (3)
4. Determine the manufacturing process according to section 2 k of Factories Act 1948. (3)
5. Explain the appointment of union office bearers according to The Trade Unions Act 1926. (3)
6. Write short note on Board of Conciliation. (3)

OR

Write short note on Court of Inquiry. (3)

### Group-C

(Long Answer Type Questions)

5 x 6=30

7. State about the Go Slow strike. (5)

8. Discuss the significant safety provisions laid down by Factories Act 1948. (5)
9. Determine the process of settlement of industrial dispute in light of Industrial Disputes Act 1947. (5)
10. Explain the concept of tripartism with suitable examples. (5)
11. Explain the process of collective bargaining. (5)
12. Measure the Responsibility for Payments of Wages. (5)

**OR**

Evaluate the fixation of wage period. (5)

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