

Roll No.:

SGT UNIVERSITY

END TERM THEORY EXAMINATION JULY -2022

Faculty/College of Study:	Law	Year/Semester:	8 th Semester 4 th Semester
Program:	BA LL.B (Hons.) /BBA LL.B (Hons.)/ LL.B (Hons.)	Duration:	03:00 Hrs
Course/Subject:	Labour Law & Industrial Law-II	Maximum Marks:	60
Course/Subject Code:	08050815 BA LL.B (Hons.) 08060815 BBA LL.B (Hons.) 12040406 LL.B (Hons.)	Batch:	2018, 2019, 2020

Instructions:-

1. Write Your Roll No. on the Question Paper.
2. Candidate should ensure that they have been provided correct question paper. Complaint(s) in this regard, if any should be made within 15 minutes of the commencement of the exam. No complaint(s) will be entertained thereafter.
3. All Questions are compulsory. Marks are indicated against each question.
4. Illustrate your answer with diagram wherever required.

SECTION-A

(Very Short Answer Type Questions)

Note: All Questions are compulsory: -

[12X1=12 Marks]

S. No.	Question	Marks Allotted
1	Issues relating to application or interpretation of a standing order certified under the industrial employment (standing orders) Act 1946 may be referred to: a. Industrial tribunal b. Labour Commissioner c. Labour Court d. Industrial Employment Court	1
2	Which of the following is a process in which representatives of workmen and employer involved in an industrial dispute are brought together before a third person/group of persons who facilitates through mediation to reach a mutually satisfied agreement? a. Arbitration b. Adjudication c. Conciliation d. Collective negotiation	1
3	Labour Law covers _____ a. Industrial Relations b. Workplace health and safety c. Employment Standards d. All of the above	1
4	Choose the correct objective of the Industrial Disputes Act. a. To prevent illegal strikes b. To promote measures for securing and preserving good relations between the employers and the employee c. To provide relief to workmen in matters of lay - offs, retrenchment, wrongful dismissals d. All of the above	1

5	<p>What is the limitation period for a conciliation officer to submit a report on the conciliation proceedings from the date of starting such proceedings?</p> <ol style="list-style-type: none"> 14 days 30 days 40 days 60 days 	1
6	<p>Which section of the Industrial Disputes Act 1947 lays down the duties of conciliation officer?</p> <ol style="list-style-type: none"> 11 12 13 14 	1
7	<p>The power of the Government to refer a Dispute under the Industrial Disputes Act is</p> <ol style="list-style-type: none"> Mandatory Discretionary Recommendatory Either mandatory or discretionary. 	1
8	<p>Under section 2(1) of the industrial Disputes Act, 1947 “manufacturing process” mean any process for:</p> <ol style="list-style-type: none"> Making, altering, repairing any article or substance Pumping oil, water, sewage Composing types for printing or printing by letter press All of the above. 	1
9	<p>Strike is the legitimate weapon in the hands of</p> <ol style="list-style-type: none"> The workmen The employer Both employers and workmen None of the above. 	1
10	<p>‘Retrenchment’ means:</p> <ol style="list-style-type: none"> Termination of service of the workers due to punitive action by the employer Termination of service of workers on account of being declared surplus Dismissal of the workers by the employer due to violent activities of the workers None of the above. 	1
11	<p>Which of the following methods are used in Industrial Relations System?</p> <ol style="list-style-type: none"> Collective Bargaining Discipline Procedure Grievance Redressal Machinery All of the above 	1
12	<p>Section—— of Payment of wages Act describes Deductions which may be made from wages</p> <ol style="list-style-type: none"> Section 7 Section 8 Section 9 Section 10 	1

SECTION-B
(Short Answer Type Questions)

Note: All Questions are compulsory: -

[4X2=8 Marks]

S. No.	Question	Marks Allotted
13	Explain "Voluntary Arbitration".	2
14	What is Employees Compensation?	2
15	Define Partial Disablement	2
16	What is strike?	2

SECTION-C
(Descriptive Answer Type Questions)

Note: All Questions are compulsory: -

[4X4=16 Marks]

S. No.	Question	Marks Allotted
17	Write Short Note on Awards and Settlement.	4
18	Write Short Note on Closure	4
19	Write Short Note on Labour Commissioner	4
20	Write Short Note on Deductions.	4

SECTION-D
(Long Answer Type Questions)

Note: All Questions are compulsory: -

[4X6=24 Marks]

S. No.	Question	Marks Allotted
21	<p>'A', a 16-year-old boy, joined Maheswar trading Co. Ltd. on 12th February 2019. On 11th November, 2020, he celebrated his birthday with other employees in the establishment. On 16th November 2020, while working in the establishment, suddenly he suffered an injury. As a result of injury, he suffered a permanent total disablement. At this time, it was found that his total wages of Rs. 15, 000 fell due.</p> <p>a. Is he liable to the payment of compensation? If yes, who is liable to pay?</p> <p>b. Suppose 'A' claims Rs. 10 lacs as compensation, will he be liable to be paid compensation? If yes, state the procedure of payment. If no, state the remedy available against him.</p>	6
22	<p>N. clvl. T. co. workmen after reporting to duties without the permission of employer leaves the place of working to attend the funeral ceremony Ex-employee. The employer treats this act of workmen as illegal strike. Decide.</p>	6
23	<p>Define Wages and explain the objectives of Payment of Wages Act 1936.</p>	6
24	<p>Haridas Co. Ltd. directed its workman not to report for work for 15 days due to water scarcity in the industry. The workman claimed lay off compensation. The company refused to pay. Decide.</p>	6