

NAVRACHANA UNIVERSITY

School of Business & Law

End-Semester Examination May-2017

TY BBA-LLB Course : Labour and Industrial Law-I

Date : 11/05/17

Time : 1.00 To 3.00 pm

Course Code No.: LL 301

Marks : 40

- A – Describe / write in 30-40 lines, its main features/ points of the following Labour Laws and Topics./ subjects listed-out below (Any Three) : 15**
1. The Bombay shop and Establishment Act 1938.
 2. Contract Labour (Regulation and Abolition) Act 1970.
 3. Trade Union Act,1926
 4. "Strikes" and "Lock-outs" under Industrial Disputes Act.1947.
 5. What are the various types of statutory appointments to be made/ done by the Industry/ Employer and also by Central/ State Governments for compliance and administration of Factories Act.
 6. Explain the procedure to be followed by industry/ Employer while implementing 'Notice of Change' as per the provisions of Industrial disputes Act.1947.
- B – Write short notes/explain (at least in twenty lines) on the following subjects/topics (Any Three) 12**
1. Health, Safety and Welfare provisions as defined under Factories Act.
 2. The term 'lay-off' and 'lay-off compensation under 'Industrial Disputes Act.
 3. List-out various types of misconducts/ misbehaviors for which, the employee can be issued charge-sheet as per provisions of Industrial Employment (SO) Act.
 4. List out the types of matters/ cases dealt with by Labour Court and Industrial Tribunal, under Industrial Disputes act.1947.
 5. Which are the various categories/ types of employment, as defined under Industrial Emp. (SO) Act.
 6. What are the provisions under Industrial Disputes Act. for 'retrenchment' and payment of retrenchment compensation to the workman.
- C – Draw a process-flow chart and explain it for the following process-flows. (Any Three) : 09**
1. The process of 'Registration' for Principle Employer and obtaining of 'Labour License' by labour contractor, as laid-down in contract labour (RA) Act.
 2. Step by Step process of handling of Disciplinary Action against an employee as laid-down in Industrial Employment (SO) Act.
 3. Internal non-judicial machinery or process to resolve disputes between employer and Employees, as laid-down in Industries Disputes Act.
 4. External judicial authorities to give Award/ Judgment, in case when an Industrial Dispute in referred to their for process of adjudication under Industrial Disputes Act.
 5. Process of certification from 'certifying Officer' to get certified standing orders, as laid-down in Industrial Empl. (SO) Act.
- D I – Discuss by quoting any case-law or judgment of court from any labour and Industrial Laws, 04 and explain its meaning and binding force on the subject/ topic on which it is ordered by the High/ Supreme Courts.**
- OR**
- D I - High-light the important/ main provisions of the following Labour and Industrial Laws.**
- i) The Industrial Dispute Act. 1948
 - ii) The Industrial Emp. (SO) Act.1946
 - iii) The Factories Act; 1948