

PARUL UNIVERSITY
FACULTY OF LAW
I-B.A.LL.B Winter 2019 – 20 Examination

Semester: 6
Subject Code: 17300352
Subject Name: Labour & Industrial Law I

Date: 10/12/2019
Time: 10.30 am to 1.00 pm
Total Marks: 60

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q1. Do as Directed: (1 mark each)**(15)**

1. Define 'Employer' under the Industrial Disputes Act, 1947.
2. Minimum _____ members are required for Registration of Trade Unions.
3. Works Committee requires _____ members as maximum employees.
4. The Subsistence Allowance payable to suspended employee upto 90 days is ____

[a] 50% of wages	[b] 75% of wages
[c] No wages	[d] 100% of wages
5. A Conciliation Officer can uphold decision of the management of a dismissed employee.

[a] True	[b] False
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6. A notice of _____ days are required to effect change of service conditions.

[a] 10 days	[b] 21 days
[c] 30 days	[d] 7 days
7. Privilege Leave to an employee is given for every _____ days present for 1 P.L.
8. The death benefit under Industrial Employment (Standing Orders) Act, 1946 is Rs. 10,00,000.

[a] True	[b] False
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9. Define 'Pen-down Strike' and 'Hunger Strike'.
10. Define 'Unfair Labour Practices' under Industrial Disputes Act, 1947.
11. Maximum punishment of suspension is ____ days.

[a] 5 days	[b] 10 days
[c] 4 days	[d] 15 days
12. A dispute of strike and lock-out can be adjudicated by Labour Court.

[a] True	[b] False
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13. What is 'Charter of Demands'?
14. A minimum attendance of _____ days are required for eligibility of Privilege Leave.

[a] 200 days	[b] 240 days
[c] 275 days	[d] 300 days
15. A Hospital having 200 beds/250 employees is an 'Industry' as per the provisions of the Industrial Disputes Act, 1947.

[a] True	[b] False
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- Q.2 A) Write short notes on. (Each of three marks) (15)**
1. Labour Court
 2. Conciliation Officer
 3. Lock-Out
 4. Enquiry Officer of Domestic Enquiry
 5. Charge-Sheet/ Show Cause Notice
- Q.3 A) Discuss the object and importance of Collective Bargaining. (08)**
- OR**
- A) Discuss the Rights and Responsibilities of Registered Trade Unions. (08)**
- B) Explain the difference between Labour Court and Industrial Court/Tribunal. (07)**
- OR**
- B) State the provisions regarding Notice of Change Health of Workers under the Factories Act, 1948. (07)**
- Q.4 A) Discuss the Principles of Natural Justice in a departmental domestic enquiry to be observed by the Enquiry Officer along with cases decided by the Supreme Court. (07)**
- B) Answer any four of the following (Each of two marks) (08)**
1. Explain the objects of the Industrial Disputes Act, 1947
 2. Discuss the various authorities under the Industrial Disputes Act, 1947
 3. What are the subject-matters to be given in the application of registration of Standing Orders?
 4. What are the benefits and advantages of “Collective Bargaining”
 5. Define Legal Strike.