



‘समानो मन्त्रः समितिः समानी’

UNIVERSITY OF NORTH BENGAL

B.A./BBA/B.Com. LL.B. Honours 6th Semester Examination, 2022

LABOUR AND INDUSTRIAL LAW-I

PAPER CODE: CC14 / CC16

Time Allotted: 3 Hours

Full Marks: 100

The figures in the margin indicate full marks.

The students are advised to follow the word limit mentioned below strictly while answering questions. The marks will be deducted if answers exceed word limit. 20 marks- not more than 2000 words / 15 marks- not more than 1500 words / 10 marks- not more than 1000 words / 5 marks- not more than 500 words

Answer Question No. 7 and any four from the rest

1. (a) What are the scope and object of The Industrial Disputes Act, 1947? 5+10+5
(b) Explain the meaning and definition of ‘Industry’ with the help of appropriate case laws, also explain the points as emphasized in triple test.
(c) Is “Educational Institutions” Industry?
2. Differentiate the following: 5+5+5+5
(a) Strikes and Lock-outs
(b) Lay-off and Retrenchment
(c) Closure and Lock-out
(d) Closure and Lay-off.
3. “The main object of the Industrial Disputes Act is investigation and settlement of Industrial Disputes. With that object in view various authorities have been created by the Act” — Write a note on Authorities under the Industrial Disputes Act, 1947. 20
4. (a) Elaborate the employer’s liability for compensation under the provisions of the Workman Compensation Act, 1923. Support your answer with important case laws. 10+10
(b) Explain the provisions for the determination of quantum or amount of compensation under the Workman Compensation Act, 1923.

5. (a) Define lay-off. When the workman is said or deemed to be laid-off and entitled to get compensation for lay-off under Industrial Disputes Act, 1947? 15+5
- (b) 'Shankar' a workman who is laid-off by his employer at 'Kolkata' refuses to accept an alternative employment in another establishment belonging to the same employer situated at Siliguri. 'Shankar' desires to claim lay-off compensation. — Decide.
6. (a) What are the restrictions on work by women during certain periods under the Maternity Benefit Act, 1961? 15+5
- (b) Discuss the circumstances under which a pregnant working woman is entitled to the payment of Maternity Benefit (Amendment) Act, 2017.
7. Write short notes on any *four* of the following: 5×4 = 20
- (a) Public Utility Service
- (b) Employment of young persons under Factories Act, 1948
- (c) Doctrine of Notional Extension
- (d) Authorities under Industrial Disputes Act, 1947
- (e) Conditions for valid retrenchment under Industrial Disputes Act, 1947
- (f) Safety provisions under Factories Act, 1948.

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