

B.B.A. LL.B. (FIVE YEAR DEGREE COURSE) (CBCS - 2015 COURSE)
B.B.A. LL. B. Sem - VIII : SUMMER : 2025
SUBJECT: LABOUR LAWS

Day : Saturday
Date : 03/05/2025

S-12560-2025

Time : 02:00 PM-04:30 PM
Max. Marks : 60

N.B.:

- 1) All questions are **COMPULSORY**.
- 2) All questions carry **EQUAL** marks.

Q.1 a) Elaborate the modes of settlement of industrial disputes and the investigation authorities stipulated for the settlement of industrial dispute under the Industrial Dispute Act, 1947.

OR

Q.1 b) Discuss in detail the rights and liabilities of registered trade union mentioned under the Trade Union Act, 1926.

Q.2 a) Enumerate the provisions relating to the health and safety measures provided for the workers under the Factories Act, 1948.

OR

Q.2 b) List out the authorized and unauthorized deduction of payment of wages with reference to the Payment of Wages Act, 1936.

Q.3 a) Define 'Minimum Wages.' Describe the procedure of fixation and revision of minimum rates of wages stipulated under the Minimum Wages Act, 1948.

OR

Q.3 b) Critically evaluate the liabilities of employers to pay compensation to his employees under the Employees Compensation Act, 2010

Q.4 a) Explain the nature of benefits and privileges available to women worker under the Maternity Benefits Act, 1961.

OR

Q.4 b) Discuss the concept of 'Collective Bargaining' and also state the advantages and disadvantages of Collective Bargaining.

Q.5 a) Explain the term 'Contracting out' under the Employees Compensation Act, 2010.

b) Two workers were employed on daily wages basis as night watchman. As per the contract, their employment was to come to an end on completion of work, when their services were not required. Their services were terminated and they were not paid retrenchment compensation. Are the workers entitled to it under the Industrial Disputes Act, 1947?

OR

Q.5 a) State the authorities constitutes and their powers under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.

b) A workman left the factory after his duty hour but returned after one hour to take his belongings. This time he was injured. Is the employer liable to pay compensation?