

11(LL.B)H

5 Yr. B.A.LL.B(H)4th Sem/405/25

2025

LAW

Labour and Industrial Law-I

Paper : 405

Full Marks : 80

Time : 3 Hours

The figures in the right-hand margin indicate full marks.

Candidates are required to give answers in their own words as far as practicable.

Answer **Question No. 1** and any **five** from the rest.

1. Answer any **ten** questions: $2 \times 10 = 20$
- i) What do you mean by 'badli workmen'?
 - ii) Define 'layoff'.
 - iii) Define 'retrenchment'.
 - iv) How can retrenched workman be re-employed?
 - v) Name any three important Settlement Authorities as constitutes under this Industrial Dispute Act, 1947.
 - vi) On whom shall an award of a Labour Court, Tribunal or National Tribunal be binding?
 - vii) How long can an award remain in force?
 - viii) What penalties can be imposed on the employer who close down an undertaking without complying with provisions of the Act?

[Turn over]

- ix) Define the term 'Industry'.
 - x) Define 'lockout'.
 - xi) Define 'closure'.
 - xii) Define Dependant under The Employees's State Insurance Act, 1948.
-
- 2. Discuss the term 'Industrial Dispute' with reference to relevant case laws. 12
 - 3. What is Unfair Labour Practice? Explain various unfair labour practices on the part of the employer. 12
 - 4. Define Retrenchment. When can retrenchment be treated as valid? What are its effects? 12
 - 5. Discuss the composition, function and objective of Works Committees under Industrial Dispute Act, 1947. 12
 - 6. State the Kinds of Strikes under Industrial Dispute Act, 1947. 12
 - 7. Discuss the scope and object of The Contract Labour (Regulation and Abolition) Act, 1970. 12
 - 8. Discuss about the Power and Functions of Inspector under Payment of Gratuity Act, 1972. 12
 - 9. What are the objects of Industrial Dispute Act, 1947? Write a note on Industrial relation and Labour problem in Indian context. 12