



‘समानो मन्त्रः समितिः समानी’

UNIVERSITY OF NORTH BENGAL

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

LABOUR AND INDUSTRIAL LAW-I

Time Allotted: 3 Hours

Full Marks: 80

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) Explain the salient features of the Maternity Benefit Act, 1961. 6+6+4=16
(b) State the significant changes introduced to the Maternity Benefit Act, 1961 by the Maternity Benefit (Amendment) Act, 2017.
(c) Who are entitled to claim maternity benefits under the said Act? Can a pregnant woman be dismissed during the absence of pregnancy?
2. (a) What is Industrial Dispute under the Industrial Disputes Act, 1947? 4+6+6=16
(b) Critically examine the definition of workmen under section 2(s) of the Industrial Disputes Act, 1947.
(c) Whether individual dispute can be considered as industrial dispute under the said Act? Explain.
3. (a) Define collective bargaining. State its merits and demerits. 6+10=16
(b) Elucidate the important provisions of Workmen's Compensation Act, 1923.
4. Discuss the following: 6+4+6=16
(a) Working hours of the adults under the Factories Act, 1948
(b) Boards of conciliating
(c) Duties of labour courts, tribunal and national tribunals under the Industrial Disputes Act, 1947.
5. Discuss the objectives of the Factories Act, 1948. Discuss in brief the provisions relating to the employment of young person under the Act. 16

6. Make a comparative study on the following: 8+8=16
- (a) strikes and lockouts
 - (b) layoff and retrenchment
7. Answer any *four* from the following: 4×4 = 16
- (a) Forfeiture of maternity benefit
 - (b) Public utility service
 - (c) Lay off and retrenchment
 - (d) Occupational disease
 - (e) Workmen
 - (f) Unfair labour practice.

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