

**TILAK MAHARASHTRA VIDYAPEETH, PUNE**  
**BACHELOR OF LAWS (LL.B.) (Three Years Semester Pattern)/**  
**B.A. LL.B. (ACADEMIC LAW)**  
**(FIVE YEARS SEMESTER PATTERN) CREDIT SYSTEM**  
**EXAMINATION : MAY - 2024**  
**SIXTH / SECOND SEMESTER**  
**Sub.: Labour Laws (LW 18-6003/LW-18-204)**

**Date : 15/05/2024**

**Total Marks : 60**

**Time: 10.00 am to 12.30 pm**

**Instructions:** 1) All questions are compulsory.  
2) Figure indicate to the right full marks.

**Q. 1. Answer the following question. (15)**

A) Discuss the objectives and importance of the Industrial Disputes Act, 1947. Explain the adjudicating machinery under Industrial Disputes Act  
OR

B) Define Wages. And explain the procedure for fixing of minimum rates of wages under Minimum Wages Act.

**Q. 2. Answer the following question. (15)**

A) Discuss the provisions and regulatory framework of the Factories Act, 1948, in ensuring a safe and healthy work environment, regulating working conditions, and promoting occupational health and safety standards in factories across India.  
OR

B) Examine the provisions of the Payment of Wages Act, 1936. What are the objectives and key provisions related to the timely payment of wages and their authorized deductions?

**Q. 3. Write Short Notes. (any four) (20)**

- a) Collective Bargaining
- b) Closure
- c) Accident arising out of and in the course of Employment
- d) Unfair Labour Practice
- e) Employment of Young Persons
- f) Labour welfare in Indian Constitution

**Q. 4. Answer the following questions. (10)**

Practical OR Open Ended Question

A) Sumanth a workman while performing the duty of the employer died due to an accident. It was proved that at the time of accident Sumanth was under the influence of intoxication. Whether the employer is liable to pay compensation? Discuss.  
OR

B) Amar an employee in Vishwakarma industries died in a fatal accident in the factory. The employer paid the widow of Amar, compensation a sum of Rs. 1,00,000/- directly. Is it valid payment? Advise.