

**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**  
**TENTH SEMESTER**  
**Sub.: Labour Laws (LW-10003)**

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**Date : 11/05/2024**

**Total Marks : 60**

**Time: 10.00 am to 12.30 pm**

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**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 various Authorities under Industrial Disputes Act to settle the disputes.

OR

B) Evaluate the constitutional framework for social justice and affirmative action in India and its impact on labor laws and policies aimed at promoting equality and inclusive growth.

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

A) Discuss the legal provisions related to working hours working hours of Adult under the Factories Act, 1948. How do these provisions balance the interests of employers and workers?

OR

B) Explain Collective Bargaining, methods advantages and disadvantages of collective bargaining.

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

- a) Awards and Settlement
- b) Registration of Trade Unions
- c) Accident arising out of and in the course of Employment
- d) Welfare Provisions under Factories Act
- e) Fixation of minimum rates of wages under Minimum Wages Act
- f) Authorized deductions under Payment of wages act

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

Practical OR Open Ended Question

A) Kumar and Co. Ltd. directed its workmen not to report for work for 15 days due to water scarcity in the industry, the workmen claimed lay-off compensation. Kumar and Co. Ltd. refused to pay. Decide.

OR

B) In an industry there was continuous unrest to works leading to strike and lock outs. The employer closed down the industry. Does this amount to closure. Decide with reasons.