

HONS. 05/005/24

**B.A. LL.B (Hons.) DEGREE FIFTH SEMESTER EXAMINATION, NOVEMBER
2024**

Labour Law-I

Time: 3 Hours

Maximum Marks :50

Answer any five questions. Each question carries TEN marks .

1. Examine the constitutional framework of labor rights and labour legislations in India.
2. Examine the concept of retrenchment and the pre conditions for a valid retrenchment. Whether retrenchment always carries compensation. Substantiate with the help of relevant cases.
3. Examine the significance and scope of Industrial Employment Standing Orders. What is the validity of written contracts over certified standing orders?
4. Are minimum wages applicable to all establishments? Examine the factors and methods for determination of minimum wages.
5. What are the rights and liabilities of a registered trade union? Are trade unions amenable to writ jurisdiction?
6. Mr. A , the principal employer nominated his representative Mr. B to supervise the payment of wages to contract labourers supplied by Mr. X , the contractor. Out of the 20 contract labourers, ten of them were paid wages less than the minimum rate on the ground of low performance and on account of relinquishment of their right by way of contract. Decide on the validity of the action of the contractor. Discuss the rights of employees and liabilities of principal employer and contractor.
7. What are the adjudicatory mechanisms available with respect to industrial disputes?
8. Write short notes on any two:
 - a) Objectives of Factories Act
 - b) Labour Codes
 - c) Distinction between lay off and lock out
