

**GOA UNIVERSITY**

**G.R. KARE COLLEGE OF LAW**

**SYLLM SEM III**

**LABOUR LAW (PAPER I)**

**LAW RELATING TO INDUSTRIAL RELATIONS**

June 2015

Jan 2015

July 2014

Jan 2013

Jun 2012

Jan 2012

JAN 2011,

JULY 2010,

JAN 2010,

JAN 2009,

JULY 2008,

JAN 2008,

19/06/2015.

**BSM – 119**

**LL.M. (Semester – III) Examination, June 2015**

**LABOUR LAW – II**

**Law Relating to Social Welfare – II**

Duration : 3 Hours

Max. Marks : 75

**Instructions :** i) Answer any five questions.

ii) All questions carry equal marks.

iii) Add relevant and recent case laws.

1. Right to work is constitutionally guaranteed right. Comment.
2. Explain the law providing the protection to the working women.
3. Discuss the Law relating to payment of wages.
4. Explain the role of ILO in protecting the interest of labour.
5. Discuss the labour welfare provisions under Shops and Establishment Act.
6. Explain the phenomenon of migration. Discuss laws protecting migrant labourers.
7. Discuss the National Wage Policy of India.
8. Answer any two :
  - a) Dearness allowance
  - b) Bonded labour
  - c) Forest settlements.

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**LL.M. (Semester – III) Examination, January 2015**  
**LABOUR LAW – II**  
**Law Relating to Social Welfare**

Duration : 3 Hours

Total Marks : 75

- Instructions :** I) Answer **any five** questions.  
II) **All** questions carry **equal** marks.  
III) **Add** relevant and recent case laws.

1. Discuss the provisions enshrined in the Constitution for the protection of rights of working women.
  2. 'Child labour is not prohibited but regulated'. Comment on the veracity of the statement.
  3. Explain the different theories of wages.
  4. Explain the international conventions on labour welfare.
  5. Discuss the labour welfare provisions connected to Maternity.
  6. Discuss the problems of unorganised sectors. Explain the labour welfare provisions concerning unorganised sector.
  7. Explain the concept of deductions under Payment of Wages Act.
  8. Answer **any two** :
    - a) Right to work
    - b) Agricultural labour
    - c) Bonded labour.
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DBK – 107

LL.M. (Sem. – III) Examination, July 2014  
LABOUR LAW – II  
Law Relating to Labour Welfare

Duration : 3 Hours

Total Marks : 75

**Instructions :** 1) Answer any 5 questions.  
2) All questions carry equal marks.

(5×15=75)

1. Enumerate the attempts of parliament in realisation of constitutional mandate of 'equal pay for equal work'.
2. Discuss payment of Wages Act in the light of deductions.
3. Discuss international convention on labour welfare with special reference to UDHR.
4. Discuss the laws relating to protection of working women.
5. Explain the law relating to payment of Bonus.
6. Define Unorganised Labour. Explain legislative measures for social security of unorganised labour.
7. Explain the influence of ILO on Indian Labour Legislations.
8. Answer any two :
  - 1) Living wage
  - 2) Bonded labour
  - 3) National Wage Policy.

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BSM – 133

LL.M. (Semester – III) Examination, January 2014  
LABOUR LAW – II

Duration : 3 Hours

Total Marks : 75

**Instructions :** 1) Answer **any 5** questions.  
2) **All** questions carry **equal** marks.

1. Discuss Shops and Establishments Act in the light of labour welfares. (5×15=75)
  2. Discuss different kinds of allowances and incentives provided to working class.
  3. Discuss the laws relating to protection of working women.
  4. What is bonded labour ? Discuss the laws prohibiting bonded labour.
  5. Explain the procedure of determination of minimum wage under Minimum Wages Act.
  6. Examine powers and duties of inspectors under Maternity Benefits Act, 1961.
  7. Discuss provisions of the Constitution of India in the light of labour welfare.
  8. Answer **any two** :
    - a) Bonus
    - b) Child labour
    - c) Payment of wages.
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BSM – 117

LL.M. (Semester – III) Examination, June 2013  
LABOUR LAW (Paper – II)  
Law Relating to Labour Welfare

Duration : 3 Hours

Total Marks : 75

**Instructions :** a) Answer *any 5* questions.  
b) *Each carries equal marks.*

1. Examine the emerging trends in unorganized labour sector and its problems.
  2. State and explain the object of Minimum Wages Act, 1948. Examine the main provisions in detail.
  3. State and explain various benefits available to women under Maternity Benefit Act, 1961.
  4. Write note on :
    - a) Construction labour
    - b) Protection of mining workers
  5. Examine the role of judiciary in protecting unorganised labour.
  6. Discuss the importance of Equal Remuneration Act in detail.
  7. Examine the provisions regarding Health, Hours and Limitations of employment under Plantation Labour Act, 1951.
  8.
    - a) Bonded Labour
    - b) Child Labour
    - c) Protection of women at work place.
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LL.M. (Semester – III) Examination, January 2013  
LABOUR LAW

Paper – II : Law Relate to Labour Welfare

Duration : 3 Hours

Max. Marks : 75

**Instructions :** a) Answer **any 5** questions.  
b) **All** carry **equal** marks.

1. State and explain various Labour Welfares measures as laid down in the directive principles of state policy in the Indian constitution.
2. Examine the powers and duties of Inspectors as laid down in Maternity Benefit Act, 1961.
3. Discuss the main provisions relate to as mentioned in Payment of Wages Act.
4. State and explain the welfare measures provided under Plantation Labour Act, 1951.
5. Critically analyse the Child Labour Prohibition and Regulation Act, 1986 in detail.
6. Explain the various benefits of pay in the form of HRA, CCA, LTC, overtime allowance given to the employees.
7. Analyse the Law relate to protection of women at workplace in detail.
8. a) Features of Equal Remuneration Act.  
b) Various benefits available women under Maternity Benefit Act, 1961.

LL.M. (Semester – III) Examination, June 2012  
LABOUR LAW (Paper – II)  
Law Relating to Labour Welfare – II

Duration : 3 Hours

Total Marks : 75

**Instructions:** i) Answer **any five** questions.  
ii) **All** questions carry **equal** marks.

(15×5=75)

1. With reference to International conventions discuss Indian Law relating to protection of women in work place.
2. Explain various theories as to the determination of wages highlighting the concept of 'minimum wage'.
3. Explain briefly ILO standards relating to rights of labour class.
4. Explain the scope and reach of maternity benefits with reference to the provisions of the Maternity Benefits Act.
5. Examine briefly important legislative measures undertaken in recent years to ameliorate the misery of the unorganized sector labour in India.
6. Explain with reference to the decisions of the Supreme Court, efficacy and effectiveness of bonded labour abolition law.
7. What is right to work ? Explain with reference to National Rural Employment Guarantee schemes.
8. Write explanatory notes on **any two** of the following :
  - a) National Wage policy.
  - b) Abolition of child labour.
  - c) Deductions under the payment of wages Act.

[Total No. of Questions : 8]

**LL.M. (Semester - III) Examination, January - 2012****LABOUR LAW - II****(Law Relating to Labour Welfare)****Total Marks : 75****Duration : 3 Hours**

- Instructions :** 1) *Answer any five questions.*  
2) *All questions carry equal marks.*

**(5 × 15 = 75)**

- Q1)** Explain with reference to the decisions of the Supreme Court, efficacy and effectiveness of bonded labour abolition law.
- Q2)** What are the authorized deductions under Payment of Wages Act, and discuss time and mode of payment prescribed under the Act.
- Q3)** Examine International Labour Organisations core labour standards and their impact on Indian labour laws.
- Q4)** Explain the scope of the concept of 'equal pay for equal work' and its incorporation in the Equal Remuneration Act.
- Q5)** What is social security? Explain social security provisions relating to Beedi and cigar workers and agricultural labour in India.
- Q6)** Explain the importance and rôle of National Rural Employment Guarantee Schemes in the concept of Right to work.
- Q7)** Discuss briefly various social security provisions made available to the unorganized sector workers in India.
- Q8)** Write explanatory notes on any two of the following :
- Maternity Benefit.
  - Fair Wage.
  - Living Wage.



LL.M. (Semester – III) Examination, January 2011

**LABOUR LAW**

**Paper – II : Law Relating to Labour Welfare**

Duration : 3 Hours

Max. Marks : 75

*Instructions : i) Answer any five questions.*

*ii) All questions carry equal marks.*

1. Explain constitutional and other statutory provisions with regard to Bonded Labour. Discuss international conventions relating to bonded labour. 15
  2. What is Bonus ? Explain concept of Bonus and discuss working bonus formula under Payment of Bonus Act. 15
  3. "Constitution of India envisages that the state shall direct its policy, and other things, towards securing that there is equal pay for equal work" – Explain salient features of Equal Remuneration Act 1976. 15
  4. Explain the influence of ILO conventions in Indian Labour Legislations. 15
  5. Define unorganized labour and explain legislative measures for unorganized labourers with special reference to Construction Labour, Domestic labour and Tribal labour. 15
  6. Explain salient features of National Rural Employment Guarantee Act 2005. 15
  7. Explain salient features of Maternity Benefit Act ? Also explain provisions relating to Maternity Benefit in ESI Act. 15
  8. Answer **any two** : 15
    - a) Protection of women at work place
    - b) Living wage and Fair wage
    - c) Authorized deductions under Payment of Wages Act.
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07/01/2010  
(Thursday)

NNK - 38

**LL.M. (Semester - III) Examination, 2010**  
**LABOUR LAW**  
**Paper - II : Law Relating to Labour Welfare**

Duration : 3 Hours

Max. Marks : 75

*Instructions :* i) Answer **any five** questions.  
ii) All questions carry **equal** marks.

1. Examine nature and scope of the right to work enshrined under the Constitution of India. 15
2. What is minimum wage ? Explain types of wages and procedure for determining wages. 15
3. Examine basic features of National Wage Policy in India. 15
4. Discuss the role of ILO relating to labour welfare in the era of liberalization, privatization and globalization. 15
5. Examine the need for special protection of women workers in the light of maternity benefits. 15
6. Explain the welfare provisions for unorganised labour in India. 15
7. Discuss the salient features of the Payment of Wages Act 1936. Examine to what extent the Act protects the claims of workmen regarding unauthorised deductions and delayed payments. 15
8. Write short notes on **any two** of the following : (2×7.5=15)
  - a) Migrant workers
  - b) Child labour
  - c) Equal pay for equal work.

LL.M. (Semester III) Examination, January 2009  
LABOUR LAW – II

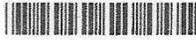
Duration : 3 Hours

Total Marks : 75

*Instructions: 1) Answer any five questions.*

*2) All questions carry equal marks.*

1. Examine the statement that “the need for labour welfare in same way or the other is realised all over the world because of the socio-economic conditions and problems which the industrialised society has thrown up”. Comment.
  2. The Equal Remuneration Act is a legislation providing equality of pay for equal work between men and women which is certainly a part of the principle “equal pay for equal work” – Examine the salient features of the Act.
  3. Write an explanatory note on contract labour, bonded labour, tribal labour and stated reaction to safeguard the interest of these workers.
  4. Discuss the provisions in the Maternity Benefit Act regarding, payment in case of death, payment of medical bonus, leave for miscarriage, other leaves and nursing breaks.
  5. Explain the law relating to women at work places with reference to judicial decisions.
  6. What is the procedure for fixing minimum rate of wages as laid down in the Minimum Wages Act, 1948 ? How are the hours for a normal working day etc. fixed ?
  7. Describe the provisions in the Act for claims arising out of deductions from wages or delay in payment of wages and penalty for malicious or vexatious claims.
  8. Discuss the provisions relating to the welfare of the workers coming under the Plantation Labour Act, 1951.
  9. Explain different kinds of agricultural labourers. How child labour can be included in unorganized sector ?
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NNK – 32

**LL.M. (Semester – III) Examination, July 2008**  
**LABOUR LAW : Paper – II (Law Relating to Labour Welfare)**

Duration : 3 Hours

Max. Marks : 75

*Instructions : 1) Answer any five questions.  
2) All questions carry equal marks.*

1. Discuss the emerging trends of unorganized labour and its problems.
  2. Critically evaluate the Constitutional safeguards of unorganized labour.
  3. Discuss the conditions for the payment of Maternity Benefit under the Maternity Benefit Act 1961 and what benefits is available to women workers under the Maternity Benefit Act of 1961.
  4. Examine the provisions regarding health, Hours and limitations of employment under Plantation Labour Act, 1951.
  5. What is the purpose and object of Child Labour (Prohibition and Regulation) Act, 1986 and examine the provisions relating to the regulations of conditions of work of children ?
  6. Analyse the law relating to Protection of Women in working places particularly in view of Vishaka's case.
  7. What is the object of Minimum Wages Act 1948 ? Explain the salient features of the Act.
  8. Who are unorganized labourers ? Whether bonded labour is the another form of unorganized labour ? Explain.
  9. What are the beneficial legislations of Women Employment with reference to Human Rights ?
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**L.L.M. (SEMESTER III) Examination, January 2008**

**LABOUR LAW – PAPER II  
(LAW RELATING TO LABOUR WELFARE)**

**Duration : 3 hours**

**Max. Marks : 75**

**Instructions :** 1. Answer any **five** questions.  
4. All questions carry equal marks.

1. Explain the constitutional safeguards for unorganized labour.
  2. Trace the impact of Industrialisation from the perspectives of Employees, Employers and the government.
  3. The Equal Remuneration Act is a legislation providing equality of pay for equal work between men and women which is certainly a part of the principle “equal pay of equal work” – examine the salient features of the Act.
  4. Examine the powers and duties of Inspectors appointed for the purposes of the Maternity benefit Act, 1961 and Explain the offences and penalties for contravention of the Act.
  5. Discuss the rules relating to Payment of Wages.
  6. The Minimum Wages Act does not violate any of the fundamental rights. On the other hand it fulfils in part, atleast the obligations of the State under the Directive Principles of State Policy. Discuss.
  7. Discuss the provisions relating to the welfare of the workers coming under the Plantation Labour Act, 1951.
  8. What is the object and purpose of Bonded Labour System (Abolition) Act, 1976? Explain the provisions relating to extinguishments of liability to repay Bonded debts.
  9. Briefly explain the various benefits of pay in the form of HRA, CCA, LTC, leave encashment, Overtime allowance, conveyance allowances given to the employees with their nature and descriptions.
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