

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 - 2025
SECOND/SIXTH SEMESTER
Sub.: Labour Laws (BLW-18-204/18-6003)

Date : 10/05/2025	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) Explain the process of collective bargaining, its significance, advantages and disadvantages in industrial relations.

OR

B) Analyze the provisions related to health and welfare of workers under The Factories Act, 1948.

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

A) Discuss provisions related to employer's liability for the compensation.

OR

B) Discuss the provisions related to deductions and fines under Payment of Wages Act, 1936.

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

- a) Constitutional protection for labour rights
- b) Unfair labour practices
- c) History of trade union movements in India
- d) Fixation and revision of minimum wages
- e) Arbitration in labour disputes
- f) Working hours of adults under the Factories Act

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

Practical OR Open Ended Question

A) Two workers, a man and a woman, perform the same job, but the woman is paid less. Which legal provisions under the Equal Remuneration Act, 1976 and the Minimum Wages Act, 1948 apply

OR

B) A 14-year-old boy is found working in a hazardous industry in violation of the Factories Act, 1948. What legal actions can be taken against the employer?