



0302/0722

III Semester 3 Year LL.B. / VII Semester 5 Year B.A. LL.B./B.B.A. LL.B.  
Examination, December 2014  
LABOUR LAW

Duration : 3 Hours

Max. Marks : 100

**Instructions:** 1. Answer question No. 9 and any five of the remaining questions.  
2. Q. No. 9 carries 20 marks and the remaining carry 16 marks each.  
3. Answers should be written either in English or in Kannada completely.

**మూచుగాలు:** 1. ప్రత్యే నం. 9ను మత్తు ఉణిదవుగళల్లి యావుదే ఐదు ప్రత్యేగిగె ఉత్తరిసిరి.  
2. ప్రత్యే నం. 9కు 20 అంగాలు మత్తు ఉణిదవుగళిగె తలా 16 అంకాలు.  
3. ఉత్తరగాలన్న సంపూర్ణ ఆంగ్ల అథవా కస్తుద భాషెయల్లి మాత్ర ఉత్తరిసిరి.

Q. No. 1. "All workmen are employees but all employees are not work men". Explain with the help of decided cases.

"ఎల్లా కామికరు ఉద్యోగిగాలు ఆదరే ఎల్లా ఉద్యోగిగాలు కామికరల్లు".  
నియోజిత ప్రకరణాగాలన్న సంఖాయదొందిగె వివరిసిరి.

Q. No. 2. Define "Industrial Dispute". When does an individual dispute become an Industrial dispute ?

"జీడ్యోగిక వివాద" వన్న వ్యాఖ్యానిసి. ఒందు వైయత్తిక వివాదపు యావాగ  
"జీడ్యోగిక వివాద" వాగుత్తదే ?

Q. No. 3. What is "lay-off" ? Explain the provisions of Industrial Dispute Act relating to lay-off.

"ఉద్యోగ బంధి" ఎందరేను ? జీడ్యోగిక వివాద కాయిదేయ "ఉద్యోగ బంధి"గే సంబంధిసిద ఉపభంధగాలన్న వివరిసిరి.

Q. No. 4. Explain the provisions relating to recovery of money due from the employer under Industrial Dispute Act.

జీడ్యోగిక వివాద అధినియమదియల్లి నియోజకవిధి కామికనిగె బాసి  
బరచేకాద హణవన్న వసూలు మాడలు ఇరువ ఉపభంధగాలన్న వివరిసిరి.

Q. No. 5. Discuss the provisions of Trade Unions Act, 1926 relating to Registration and Cancellation of Trade Unions.

కామిక సంఘటనగాల అధినియమ, 1926ర కాయిదేయల్లి కామికర  
సంఘగాల నోందావాటి మత్తు రచ్ఛిగాల ఒగ్గే ఇరువ ఉపభంధగాలన్న చబ్బిసిరి.



Q. No. 6. Discuss the liability of the employer to pay compensation under the Workmen's Compensation Act, 1923.

ಕಾರ್ಮಿಕ ಪರಿಹಾರ ಅಧಿನಿಯಮ, 1923 ರಷಿಯಲ್ಲಿ ಮಾಲಿಕನು ಕಾರ್ಮಿಕನಿಗೆ ಪರಿಹಾರ ಕೊಡುವ ಬಾಧ್ಯತೆಯನ್ನು ಚರ್ಚಿಸಿರಿ.

Q. No. 7. Explain the provisions relating to the "Safety and Welfare" under the Factories Act, 1948.

ಕಾರ್ಬಾರ್‌ನೆಗಳ ಅಧಿನಿಯಮ, 1948ರಲ್ಲಿ "ಸುರಕ್ಷತೆ ಮತ್ತು ಕಲ್ಯಾಣ" ಒಗ್ಗೆ ಇರುವ ಉಪಬಂಧಗಳನ್ನು ವಿವರಿಸಿರಿ.

Q. No. 8. Write notes on **any two** of the following :

ಯಾವುದಾದರೂ ಎರಡರ ಒಗ್ಗೆ ಟಿಪ್ಪಣಿ ಬರೆಯಿರಿ.

a) Kinds of benefits available under Employees State Insurance Act, 1948.

ಕಾರ್ಮಿಕರ ರಾಜ್ಯ ವಿಮಾ ಕಾಯಿದೆ, 1948ರಲ್ಲಿ ದೊರೆಯುವ ವಿವಿಧ ಪ್ರಯೋಜನಗಳು.

b) Essential features of Contract Labour (Regulation and Abolition) Act, 1970.

1970ರ ಕರಾರು ಕಾರ್ಮಿಕ (ನಿಯಂತ್ರಣ ಮತ್ತು ರದ್ದತಿ) ಕಾಯಿದೆಯ ಮುಖ್ಯ ಲಕ್ಷಣಗಳು.

c) Object of Minimum Wages Act, 1948.

ಕೆನಷ್ಟೆ ವೇತನ ಅಧಿನಿಯಮ, 1948ರ ಉದ್ದೇಶ.

Q. No. 9. Solve **any two** of the following problems :

ಯಾವುದಾದರೂ ಎರಡನ್ನು ಉತ್ತರಿಸಿ.

a) The workers in concert absent themselves out of sympathy to some cause wholly unrelated to their employment or even in regard to conditions of employment of other workers in service under other management. In these circumstances the management initiates disciplinary action against the workmen for their absence on the ground of breach of conditions of service. Workmen argue that they have right to go on strike. Decide giving reasons.

ಕಾರ್ಮಿಕರು ಗುಂಪಾಗಿ ತಮ್ಮ ಉದ್ದೋಷಕ್ಕೆ ಸಂಬಂಧವಿಲದೇ ಇರುವ ಮತ್ತು ಇತರ ಕಾರ್ಮಿಕರ ಉದ್ದೋಷದ ಹಾಗೇ ಬೇರೆ ಆಡಳಿತದ್ದೆ ಅಧಿನಿಯಮದಲ್ಲಿರುವೆ ಕಾರ್ಮಿಕರ ಉದ್ದೋಷದ ಶರ್ತಗಳಿಗೆ ಸಂಬಂಧ ಇರದೇ ಇರುವ ಕಾರ್ಮಿಕರಿಗೆ ಅನುಕಂಪ ವ್ಯಕ್ತಪಡಿಸಲು ಕೆಲವು ಕಾರಣಗಳನ್ನು ಮುಂದಿಟ್ಟುಕೊಂಡು ಕೆಲಸಕ್ಕೆ ಗೇರು ಹಾಜರಾಗುತ್ತಾರೆ. ಈ ಸಂದರ್ಭದಲ್ಲಿ ಆಡಳಿತವು ಅಂತಹ ಕಾರ್ಮಿಕರ ವೇಲೆ ಉದ್ದೋಷ ಕರಾರುವಿನ ಉಲ್ಲಂಘನೆಗೆ ಶಿಸ್ತ ಕ್ರಮವನ್ನು ತೆಗೆದುಕೊಳ್ಳುತ್ತದೆ. ಈ ಸಂದರ್ಭದಲ್ಲಿ ಕಾರ್ಮಿಕರು ತಾವು ಮುಷ್ಟಿರ ಮಾಡುವೆ ಹಕ್ಕು ಹೊಂದಿದ್ದೇವೆ ಎಂದು ವಾದಿಸುತ್ತಾರೆ. ನಿರ್ಧರಿಸಿ ಕಾರಣ ತಿಳಿಸಿ.



b) "A" is employed as a Security Inspector at the gate of the factory premises. Is he a workman ? Give reasons.

"A"ಯು ಒಂದು ಕಾರ್ಬಾನೆಯ ಆವ್ಯಾಸದ ದ್ವಾರದಲ್ಲಿ ಭಾಗ್ಯತಾ ನಿರ್ಣ್ಯಾತಾರ್ಥಿಯಾಗಿ ಉದ್ಯೋಗಿಯಾಗಿದ್ದಾನೆ ಈತನು ಕಾರ್ಮಿಕನೇ ? (ಉದ್ಯೋಗಿಯೇ ?) ಕಾರಣ ತೀಳಿಸಿ.

c) A boy is employed by the factory in a tea shop and it was part of his duty to take tea from the shop which was situated outside the factory gate to various persons working in the factory. One day when the boy was coming out of the factory after serving tea to the workers he passed through a violent mob of factory workers who were leaving the factory. This mob attacked the police and the police had to fire upon the mob in self-defence unfortunately, the boy was severely wounded by a bullet and died on the following day in the hospital. Now the mother of the boy claims compensation. Decide giving reasons.

ಒಂದು ಕಾರ್ಬಾನೆಯು ಒಬ್ಬ ಬಾಲಕನನ್ನು ಆ ಕಾರ್ಬಾನೆಯಲ್ಲಿ ದುಡಿಯುವ ಕಾರ್ಮಿಕರಿಗೆ ಚಹಾ ತರಲು ನೇಮಕ ಮಾಡಿತ್ತು. ಆ ಬಾಲಕನು ಆ ಕಾರ್ಬಾನೆಯ ಪ್ರವೇಶ ದ್ವಾರದ ಹೊರಗಡೆ ಇರುವ ಚಹಾ ಅಂಗಡಿಯಿಂದ ಕಾರ್ಬಾನೆಯ ಕಾರ್ಮಿಕರಿಗೆ ಚಹಾ ತರಬೇಕಾಗಿತ್ತು. ಹೀಗಿರುತ್ತಾ ಒಂದು ದಿವಸ ಕಾರ್ಬಾನೆಯ ಕಾರ್ಮಿಕರಿಗೆ ಚಹಾ ತರಲು ಬಾಲಕನು ಕಾರ್ಬಾನೆಯ ಪ್ರವೇಶ ದ್ವಾರದ ಹೊರಗಡೆ ಬರುವಾಗ ದ್ವಾರದ ಹೊರಗಡೆ ಹಿಂಸಾರೂಪ ತಾಳಿದ ಸದ್ರು ಕಾರ್ಬಾನೆಯ ಕಾರ್ಮಿಕರ ಗುಂಪನ್ನು ದಾಟುತ್ತಾನೆ ಈ ಗುಂಪು ಆರಕ್ಕೆರ ಮೇಲೆ ದಾಳಿ ಮಾಡಿದಾಗ ಆರಕ್ಕೆರು ಅವರ ಸ್ವರಕ್ಷಣಾಗ ಗುಂಪಿನ ಮೇಲೆ ಗೋಲೀಬಾರು ಮಾಡುತ್ತಾರೆ. ಈ ಸಂದರ್ಭದಲ್ಲಿ ಕಾರ್ಬಾನೆಯ ಕಾರ್ಮಿಕರಿಗೆ ಚಾ ತರಲು ತೆರಳಿದ್ದ ಬಾಲಕನು ದುರದೃಷ್ಟಿಯಾತ್ಮ ಆರಕ್ಕೆರ ಗೋಲೀಬಾರಿನಿಂದ ಗಂಭೀರವಾಗಿ ಗಾಯಗೊಂಡು ಮರುದಿವಸ ಆಸ್ತ್ರತ್ಯೆಯಲ್ಲಿ ಚೆಕ್ಕಿ ಫಲಕಾರಿಯಾಗದೆ ಅಸುನೀಗುತ್ತಾನೆ. ಈಗ ಬಾಲಕನ ತಾಯಿ ಕಾರ್ಬಾನೆಯ ವಿರುದ್ಧ ಪರಿಹಾರ ಕೇಳಿ ದಾವ ಹೂಡುತ್ತಾಳೆ. ಕಾರಣ ಸಹಿತ ನಿರ್ಧರಿಸಿರಿ.