


Name:			
Enrolment No:			
UPES End Semester Examination, May 2024			
Course: LABOUR LAW I Program: LLB Time: 03 hrs. Course Code: CLCC 1029		Semester: II Max. Marks: 100	
Instructions: Answer all the questions.			
SECTION A (5Qx2M=10Marks)			
S. No.	Answer the following questions in not more than 100 words.	Marks	CO
Q 1	Article 43A of the Constitution of India provides for....	2	CO1
Q.2	Short note on the General Objects of a Trade Union	2	CO1
Q.3	<u>Write True or false:</u> Retrenchment brings cessation to the employer employee relationship.	2	CO1
Q.4	What are the laws repealed by the Industrial Relations Code 2020? Name them.	2	CO1
Q.5	Define the principle of 'First come, last go'	2	CO1
SECTION B (4Qx5M= 20 Marks)			
S. NO	Answer the following questions in not more than 300 words.		
Q. 6	Distinction between Lockout, layoff, and closure.	5	CO2
Q. 7	Write a short note on Immunities to a registered Trade Union	5	CO2
Q. 8	Write a short note on any one of the following: 1. Grievance redressal committee 2. Works Committee 3. Industrial Tribunal 4. National Industrial Tribunal.	5	CO2

Q. 9	Write a Short note on Standing Orders and its certification process under the Code of 2020	5	CO2
SECTION-C (2Qx10M=20 Marks)			
Q	Answer the following questions in detail.		CO
Q. 10	Explain the Concept of Industrial Dispute with the help of relevant provision of law. Is individual dispute considered as an industrial dispute under the IR Code 2020?	10 (5+5)	CO3
Q. 11	In one of the manufacturing industries, the total number of workers employed was more than 500. The employer decided to retrench around 80 workers due to recession of business. Explain the meaning of retrenchment and conditions which are required to be fulfilled by the employer before the retrenchment.	10	CO3
SECTION-D (2Qx25M=50 Marks)			
S.NO	Answer all the questions mentioned below in detail.		
Q. 12	Read the following facts and then answer: In a Company, wherein workers were employed for manufacturing of cycle, went on a strike for a period of one month demanding increase in wages. They gave the strike notice on 3 rd November 2022 and in the notice, they mentioned that they will start striking on 25 th November 2022. However, they indulged in a strike on 1 st December 2022. In the meantime, an application was made by the employer to an industrial Tribunal on 10 th December 2022 to resolve the dispute and decide the legality of the strike. While the matter was pending the workers continued the strike till 2 nd January 2023. After the workers stopped the strike, the employer took disciplinary action against those workers who were indulged in strikes. The workers have reached out to you and as an Advocate you need to argue on the following issues in your pleading: 1. Decide and explain, with the help of relevant provisions of law, whether the strike was legal or illegal. (15 marks) 2. Decide, with the help of case laws, whether the workers can claim wages for the period of strike. (10 marks)	25 (15+10)	CO4

Q.13	<p>Read the following facts and then answer:</p> <p>Dehradun Hospital is a not-for-profit hospital created out of a trust to provide healthcare facility to the people of the country, especially the hapless and downtrodden ones, at a very meagre price. Two of its ward members, Ms. Muskan, and Ms. Navya, were served a notice by the hospital that they are to be terminated because they needed to accommodate other members in their place. Industrial Tribunal which asked them to bring submissions and convince whether Dehradun Hospital falls within the ambit of the term 'Industry'.</p> <p>As an advocate for Ms. Muskan and Ms. Navya, submit the contentions to convince the tribunal that Dehradun Hospital falls in the ambit of the word 'Industry' under the Act of 1947. Also, reflect the prominent legislative and judicial developments on the same. Reflect the positions before the Code of 2020 and after it also in this regard.</p>	25	CO4
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