

KNT/KW/16/6985

Seventh Semester B.A.LL.B. 5 Years Course (C.B.S.) Examination

LABOUR LAW

Course Code — 7.1

Compulsory Paper—1

Time : Three Hours]

[Maximum Marks : 80

N.B. :— (1) **ALL** sections are compulsory.

(2) Section A carries 10 marks

Section B carries 30 marks

Section C carries 40 marks.

(3) Follow the instructions given in each section.

SECTION—A

(Multiple Choice Questions)

Note :— This section consists of one question having sub questions carrying 1 mark each. Attempt the following (any **ten**) :— 1×10=10

1. (i) _____ is a constitutional concept based on the premise that it is the right of free adults to mutually choose their associates.
 - (a) Freedom of trade
 - (b) Freedom of commerce
 - (c) Freedom of association
 - (d) Freedom of Union
- (ii) Collective bargaining is the process of negotiation between representatives of _____.
 - (a) Union and management
 - (b) Union and employers
 - (c) Union and traders
 - (d) Union and employees
- (iii) The 1884 strike of factory workers of Bombay was organised by _____.
 - (a) Mr. N.M. Lokhande
 - (b) Mr. Sorabji Shahpurji
 - (c) Mr. B.P. Wadia
 - (d) Mr. M.K. Gandhi

- (iv) The first Trade Union in Ahmedabad was established by _____.
(a) N.M. Lokhande
(b) B.P. Wadia
(c) Majoor Mitra Mandal
(d) M.K. Gandhi
- (v) Employer will recruit only Trade Union members. This is called _____.
(a) Closed shop Union
(b) Union shop Union
(c) Outsider's Union
(d) Traders' Union
- (vi) Laissez – faire means :
(a) let one, let go, let see
(b) let one , let pass, let go
(c) let do, let go, let pass
(d) let none, let pass, let one
- (vii) 'Industry' means any systematic activity carried on by co-operation between _____.
(a) employer and employee's union
(b) employer and traders
(c) employer and workmen
(d) employer and trade union
- (viii) A settlement is a written agreement between employer and _____ arrived at otherwise than in course of conciliation proceedings.
(a) Trade Union
(b) Workman
(c) Employers
(d) None of the above.
- (ix) Final decision with respect to mediation lies with the _____.
(a) Employer
(b) Mediator
(c) Parties
(d) Employees.
- (x) _____ is the adjudicatory body for disputes between employer and employee.
(a) Mediator
(b) Labour Court
(c) Conciliator
(d) Works Committee

- (xi) Retrenchment does not include _____ .
- Termination as a punishment.
 - Voluntary retirement
 - Superannuation
 - All of the above
- (xii) Lay off means _____ .
- Termination of service
 - Discharge from service
 - Inability of employer to give employment.
 - Locking out from service.
- (xiii) Closure is defined in _____
- Sec. 250
 - Sec. 25 m
 - Sec. 2 (cc)
 - Sec. 2 (kk)
- (xiv) Which one of the following is not misconduct by an employee.:
- Non performance of work
 - Inefficiency in work
 - Late attendance
 - Negligence of duty
- (xv) _____ is one of the principal techniques of Industrial adjudication.
- Arbitration
 - Strike
 - Gherao
 - Bargaining

SECTION—B

(Short Answer Questions)

Note :— Both questions are compulsory. Each question carries **15** marks :

5×3=15

2. Answer the following (any **three**) :

- Explain the concept of Industrial dispute
- Write note on Lockout
- Explain mediation and negotiation
- Discuss the immunities and privileges of a trade union.

3. Write short notes on the following (any **three**) :

5×3=15

- Charge sheet
- Power of Works Committee
- Nature and scope of Standing Orders.
- Definition of workman under the I.D. Act.

SECTION—C**(Long Answer Questions)**

Note :— Answer any **five** questions. Each question carries **8** marks.

8×5=40

4. Write a detailed note on the history of trade union movement in India.
5. Explain collective bargaining. Discuss the bargaining process and the binding nature of a collective bargaining agreement.
6. Define 'Industry' and discuss its scope in the light of the Bangalore Water Supply case.
7. What is the Procedure of Disciplinary Proceeding ?
8. Define lay-off and retrenchment and draw a distinction between the two.
9. What is voluntary reference of disputes ? Explain the procedure under the Industrial Disputes Act.
10. Define strike. What is procedure laid down for employees to go on a legal strike ?
11. What is the compensation payable for closure U/sec. 25 FFF ? Explain the conditions for payment of closure compensation.