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Reg. No. :

Name :

**Eighth Semester B.A. LL.B./B.Com. LL.B./B.B.A. LL.B.
(Five Year Integrated) Degree Examination, July 2025**

LABOUR AND INDUSTRIAL LAW – I

(2020 Admission)

Time : 3 Hours

Max. Marks : 80

PART – A

- I. Answer any **six** questions in not exceeding **50** words each. Each question carries **2** marks.
1. Amalgamation of Trade Unions.
 2. Works Committee.
 3. What is collective bargaining?
 4. State the procedure for re-employment of retrenched workmen.
 5. Badli workman.
 6. Board Under Industrial Dispute Act.
 7. Trade Union.
 8. What is an Industry?

(6 × 2 = 12 Marks)

P.T.O.

PART – B

- II. Answer any **four** questions not exceeding **150** words. Each question carries **5** marks.
1. What are the circumstances in which a worker is not eligible for layoff compensation?
 2. Distinguish between Lay-off and Retrenchment.
 3. When can 'individual dispute' become an 'industrial dispute'?
 4. Write a note on Arbitral Award for industrial dispute.
 5. Distinguish between 'strikes' and 'lock-out'.
 6. What are the objects of the Trade Union Act, 1926?

(4 × 5 = 20 Marks)

PART – C

- III. Answer any **four** questions. Each question carries **6** marks.
1. A, a workman who is laid off by his employer at Ernakulam, refuses to accept an alternative employment in another establishment belonging to the same employer situated in Trivandrum. A wants to claim layoff compensation. Decide.
 2. X, an employer in public utility service, declares a lock-out during the pendency of conciliation proceedings before a conciliation officer. Is the lock-out legal under the Industrial Disputes Act, 1947?
 3. Employer dismissed the service of temporary workman "A". "A" raised a dispute under the Industrial Disputes Act 1947. "Employer argued that "A" was not a workman. Decide.

4. X and Y established a legal consultancy firm. They employed three law graduates, a stenographer, and a typist to assist the firm. After five years, the services of the stenographer were terminated without assigning any reason. He raised a dispute before the Labour Court asking for reinstatement or retrenchment compensation as contemplated by the Industrial Disputes Act, 1947. Will he succeed?
5. Membership of a registered Trade Union has been denied to "A", a workman on the ground that "A" has not contributed to the political fund of the Trade Union. "A" wants to challenge the legality of the denial. Will he succeed?

(4 × 16 = 24 Marks)

PART - D

IV. Answer any **two** questions. Each question carries **12** marks.

1. Discuss the provisions relating to the registration of trade unions under the Trade Union Act, 1926.
2. State the authorities for settlement of industrial dispute under the Industrial Disputes Act, 1947.
3. What are the main features of the Standing Orders under the Industrial Employment (Standing Orders) Act?

(2 × 12 = 24 Marks)