

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**  
**(2021 Admission)**

Time : 3 Hours

Max. Marks : 80

**PART – A**

Answer any **six** of the following not exceeding **50** words each. Each question carries **2** marks.

1. What is a Trade Union?
2. How is 'Industry' defined under Indian labour law?
3. What is a lockout?
4. Explain the term retrenchment.
5. What are the methods for dispute resolution under the Industrial Disputes Act?
6. What are 'Standing Orders'?
7. Who has the power to refer industrial disputes to tribunals?
8. Describe "award" under the Industrial Disputes Act, 1947.

**( $6 \times 2 = 12$  Marks)**

P.T.O.

## PART – B

Answer any **four** questions in not exceeding **150** words each. Each question carries **5** marks.

1. Elucidate the role of conciliation officers under the Industrial Relations Code. 2020.
2. What is the significance of classifying a worker as a 'workman' under labour law?
3. What are the legal process for declaring a closure under the Industrial Disputes Act, 1947?
4. What legal conditions apply to the merger of two **or** more trade unions?
5. What are the provisions regarding the re-employment of retrenched workers in the Industrial Relations Code?
6. Describe the legal measures that the Industrial Relations Code provide to discourage illegal lockouts.

**(4 × 5 = 20 Marks)**

## PART – C

Answer any **four** questions. Each question carries **6** marks.

1. XYZ Manufacturing Pvt. Ltd., which employs 150 workers, decides to shut down its factory due to continued financial losses. However, the management fails to obtain permission from the government and does not provide the mandatory 60-day notice. Several workers approach the labour court seeking redress. What legal recourse do the workers have, and what are the potential consequences for XYZ Manufacturing under the Industrial Disputes Act. 1947?
2. Workers in a private company form an unregistered trade union and initiate a strike to protest wage cuts. The company claims the strike is illegal and threatens disciplinary action against the organizers. Are the union members legally protected under the Trade Unions Act, 1926, and can the company take legal action against them for organizing an unregistered strike?

3. A construction company laid off several workers due to decreased demand. One worker, with over two years of service, was neither given notice nor provided layoff compensation. He decides to challenge the legality of his layoff. Advice the worker.
4. An employee at ABC Textiles was terminated for alleged misconduct without being given a chance to defend himself. He claims the termination was unjust and approaches the Industrial Tribunal. What protections does the Industrial Disputes Act, 1947, provide for employees facing termination, and what remedy might the tribunal offer if the termination is deemed unfair?
5. A union leader, designated as a "protected workman," requests annual leave during a labour dispute. The employer denies the leave, claiming it would affect operations. What protections does the Industrial Disputes Act, 1947, afford to protected workmen, and can the employer legally deny leave to a protected workman during a labour dispute?

**(4 × 6 = 24 Marks)**

#### **PART – D**

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

1. Explain the importance of Standing Orders under the Industrial Employment (Standing Orders) Act, 1946.
2. Analyse the role of Industrial Tribunals under the Industrial Relations Code 2020.
3. Discuss the significance of the Industrial Relations Code 2020 and its impact on Indian labour laws.

**(2 × 12 = 24 Marks)**