G 4296 (Pages : 2) Reg. No.....

Name.....

FIVE YEAR B.A. B.Com. B.B.A., LL.B. (HONOURS) DEGREE EXAMINATION, JULY 2023

Sixth Semester

FL 18—LABOUR LAW AND INDUSTRIAL LAW—Paper I

(2019 Admissions—Regular/2018 Admissions—Supplementary)

Time : Three Hours Maximum : 75 Marks

Part A

Write short notes on any **five** *of the following.*
Each question carries 3 *marks.*

1. Collective bargaining.
2. Political Fund of trade union.
3. Cancellation of registration of a trade union.
4. 'Industrial dispute' and 'individual dispute'.
5. Difference between 'lock-out' and 'closure'.
6. Justified and unjustified strikes.

(5 × 3 = 15 marks)

Part B

Answer any **three** *of the following problems.*
Each question carries 10 *marks.*

7. A trade union leader has been accused of misappropriating union funds for personal use. Examine the legal consequences for the leader and the potential impact on the trade union's credibility and operations.

8. A trade union has organized a picket line in front of a company's premises, preventing employees and goods from entering or leaving the site. The employer claims that this picketing is causing significant disruption to their business. Examine the legality of the picket line and the rights of the employer in this situation.

9. A multinational corporation (MNC) operating in India plans to downsize its workforce due to financial difficulties. The company wants to lay off a significant number of employees without following proper legal procedures. Examine the legal rights of the affected employees and the obligations of the employer under Indian labour laws and provide advice for the employees' recourse.

10. "ABC Hospitality Services" has been accused of unfair labour practices, including withholding wages, denying overtime pay, and employing underage workers. Examine the legal consequences of such actions and discuss the remedies available to the affected employees under Indian law.

(3 × 10 = 30 marks)

Part C

Answer any **two** *of the following questions.*
Each question carries 15 *marks.*

11. What is a 'trade union' and what are its essentials ? Discuss the legal provisions regarding the registration and recognition of trade unions in India. What are the rights, privileges and immunities available to trade unions ? Can civil servants register a trade union ?

12. "All retrenchment is termination of service but all termination of service may not be retrenchment." Critically examine the above statement with the help of relevant provisions and case laws.

13. Enumerate the various Authorities constituted for preventing and settlement of industrial disputes and explain in detail the powers, duties and procedure of such Authorities. What are the essential features of a valid settlement of industrial disputes ?

(2 × 15 = 30 marks)