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THREE YEAR UNITARY LL.B. DEGREE EXAMINATION, SEPTEMBER 2026

Fourth Semester

ULR-19 LABOUR LAW I—INDUSTRIAL RELATIONS AND WAGE LAWS

(2024 Admissions—Regular)

Time : Three Hours Maximum Marks : 75

Part A

Answer any **five** *questions.*
Each question carries 3 *marks.*

1. Define the nature and scope of Labour Law.
2. What is the significance of international perspectives on Labour Law ?
3. Briefly explain the certification procedure of Standing Orders.
4. Distinguish between Individual Disputes and Collective Disputes.
5. What are the main components of wages under the Wage Code ?
6. Discuss the main offences and penalties relating to payment of bonus under the Code on Wages, 2019.

(5 × 3 = 15)

Part B

Answer any **three** *questions.*
Each question carries 10 *marks.*

7. A group of 8 workers in a factory apply for registration of a trade union. The Registrar refuses registration on the ground that the minimum number of members required is not fulfilled. Advise the workers on the legal requirements for registration under the Industrial Relations Code, 2020 and the remedies available against the Registrar's refusal.
8. Due to shortage of raw material, an industrial establishment lays off 50 workmen for a period of 45 days. The workmen claim lay-off compensation. The employer refuses, stating that the establishment is not covered under the relevant provisions. Discuss the law relating to lay-off under the Industrial Relations Code, 2020, and the rights of the workmen.

9. A factory requires its workers to work for 10 hours a day without paying overtime wages, contending that the extra hours are necessary due to urgent orders. The workers claim overtime at double the rate. Examine the provisions relating to working hours and overtime under the Code on Wages, 2019, and advise the parties.

10. An employer deliberately fails to pay the statutory minimum bonus and also maintains incorrect accounts to reduce the allocable surplus. The Inspector-cum-Facilitator initiates proceedings. Discuss the offences and penalties relating to payment of bonus under the Code on Wages, 2019, and the liability of the employer.

(3 × 10 = 30)

Part C

Answer any **two** *questions.*
Each question carries 15 *marks.*

11. Trace the growth of the Trade Union Movement in India and critically examine the position of Trade Unions before and after the Industrial Relations Code, 2020.

12. Critically evaluate the law relating to Strikes and Lockouts under the Industrial Relations Code, 2020. How does the Code balance the rights of workers and employers ?

13. Explain the concepts of Available Surplus and Allocable Surplus. How are Minimum Bonus and Maximum Bonus determined under the Code ?

(2 × 15 = 30)