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Name.....

FIVE YEAR B.A./B.Com./B.B.A., LL.B. (HONOURS) DEGREE EXAMINATION, OCTOBER 2025

Sixth Semester

FL 18—LABOUR LAW AND INDUSTRIAL LAW—Paper I

(2022 Admissions—Regular/2018 to 2021 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. Right to freedom of association.
2. Status and role of International Labour Organization.
3. General and political Funds of Trade Unions.
4. Collective bargaining.
5. Works Committee.
6. Difference between 'Lay-off and 'Lock-out'.

(5 × 3 = 15 marks)

Part B

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

7. A company transferred Mr. 'X', the leader of a registered Trade Union, from one department to another during the pendency of proceedings in respect of an industrial dispute between the company and its employees before the Industrial Tribunal. 'X' challenges the action of the company. Decide.
8. A group of workmen of a company went on sympathetic strike by absenting themselves from work in support of the workmen belonging to some other employer. The management intends to take disciplinary action against those workmen. Examine whether the intention of the management is justified and legal.

Turn over

9. Mr. 'A' had been working in a company for the last 20 years. Recently, it was found that he was suffering from diabetes. Based on that, the management terminated his services. Does the action of the management tantamount to retrenchment ? Decide.

10. Five persons were employed as gardeners in the private houses of senior officers of a company. They were looking after the garden attached to bungalows provided by the company to its officers and directors. Examine whether these gardeners are 'employees' and 'employed in an industry'. Give reasons for your answer.

(3 × 10 = 30 marks)

Part C

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

11. Define a 'Trade Union' and explain the conditions and procedure for registration of Trade Unions. What are the civil and criminal immunities available to a registered Trade Union ?

12. Define and explain 'industry' and 'industrial dispute' with the help of decided cases. Briefly explain the different steps in the settlement of an industrial dispute.

13. What is an Award ? When shall an award become enforceable ? Is there any distinction between operation and enforcement of an award ? Who are the persons bound by an award ? Explain in detail.

(2 × 15 = 30 marks)