|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Roll No. |  |  |  |  |  |  |  |  |  |  |  |  |



**PRESIDENCY UNIVERSITY**

**Bengaluru**

|  |
| --- |
| **End - Term Examinations – MAY 2025** |
| **Date:** 22-05-2025 **Time:** 09:30 am – 12:30 pm |

|  |  |  |
| --- | --- | --- |
| **School:** SOL | **Program:** BA,LLB/B.COM,LLB/BBA,LLB | |
| **Course Code :** LAW2028 | **Course Name:** Labour and Industrial Law-I | |
| **Semester**: VI | **Max Marks**: 100 | **Weightage**: 50% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **15** | **20** | **15** | **15** | **25** |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Answer ALL the Questions. Each question carries 2marks. 10Q x 2M=20M** | | | | |
| **1.** | Define “Lay-off” under the Industrial Disputes Act, 1947. | **2 Marks** | **L1** | **CO4** |
| **2.** | List any two human rights recognized as labour rights internationally. | **2 Marks** | **L1** | **CO1** |
| **3.** | Summarize the role of the Philadelphia Declaration in the development of labour standards. | **2 Marks** | **L2** | **CO1** |
| **4.** | Identify the grounds for cancellation of a registered trade union’s certificate. | **2 Marks** | **L2** | **CO3** |
| **5.** | Explain the concept of “Manufacturing Process” under the Factories Act, 1948. | **2 Marks** | **L1** | **CO5** |
| **6.** | Distinguish between “Employer” and “Occupier” with respect to liability under labour laws. | **2 Marks** | **L2** | **CO3** |
| **7.** | Discuss the significance of “Standing Orders” in the context of industrial employment. | **2 Marks** | **L2** | **CO4** |
| **8.** | Outline the powers of Inspectors under the Factories Act, 1948. | **2 Marks** | **L2** | **CO5** |
| **9.** | Explain the meaning of "Settlement" under the Industrial Disputes Act, 1947. | **2 Marks** | **L1** | **CO4** |
| **10.** | List two penalties for non-compliance with the Industrial Disputes Act, 1947. | **2 Marks** | **L** | **CO4** |

**Part B**

**Answer the Questions. Total Marks 80M**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 11. | Examine the historical influences on the development of trade unions in India. | 10 Marks | L4 | CO1 |
| Or | | | | |
| 12. | Analyse the evolution of constitutional labour rights through landmark Supreme Court judgments. | **10 Marks** | **L4** | **CO1** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 13. | Critically evaluate the immunities enjoyed by registered trade unions and their limitations. | 10 Marks | L5 | CO3 |
| Or | | | | |
| 14. | Assess the effectiveness of the registration mechanism under the Trade Unions Act, 1926, in ensuring union accountability. | **10 Marks** | **L5** | **CO3** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 15. | Apply the provisions relating to "Retrenchment" to assess the validity of termination of workers. | 10 Marks | L3 | CO4 |
| Or | | | | |
| 16. | Analyse the concept and scope of "Closure" under the Industrial Disputes Act, 1947. | **10 Marks** | **L4** | **CO4** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 17. | Evaluate the disciplinary proceedings conducted through domestic enquiry with reference to procedural safeguards. | 15 Marks | L5 | CO4 |
| Or | | | | |
| 18. | Discuss the impact of managerial prerogative on employee rights during disciplinary action with suitable examples. | **15 Marks** | **L4** | **CO4** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 19. | Discuss the relevance of safety measures under the Factories Act, 1948, in the context of hazardous industries. | 15 Marks | L4 | CO5 |
| Or | | | | |
| 20. | Discuss whether the working conditions and welfare provisions for adult workers under the Factories Act, 1948 are enough to make factory a safe place to work? | **15 Marks** | **L4** | **CO5** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 21. | Critically analyze the challenges faced by gig workers in securing social security and employment benefits in India, and further analyze whether they have enough legislative safeguards? | 20 Marks | L5 | CO5 |
| Or | | | | |
| 22. | Examine the adjudicatory framework under the Industrial Disputes Act, 1947, with reference to awards and settlements. | **20 Marks** | **L4** | **CO5** |