



# PRESIDENCY UNIVERSITY

BENGALURU

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## Mid - Term Examinations – October 2025

Date: 10-10-2025

Time: 02.00pm to 03.30pm

<b>School:</b> SOL	<b>Program:</b> BA.LLB/BBA.LLB/B.COMLLB (Hons.)	
<b>Course Code:</b> LAW2028	<b>Course Name:</b> Labor and Industrial Laws- I	
<b>Semester:</b> V	<b>Max Marks:</b> 50	<b>Weightage:</b> 25%

CO - Levels	C01	C02	C03	C04	C05
Marks	25	25	-	-	-

### Instructions:

- (i) Read all questions carefully and answer accordingly.
- (ii) Do not write anything on the question paper other than roll number.

### Part A

Answer ALL the Questions. Each question carries 2marks.

5Q x 2M=10M

1	What is an 'appropriate government' under the Trade Union Act 1926?	2 Marks	L1	C02
2	Define 'workmen' under the trade union act 1926.	2 Marks	L1	C02
3	Discuss the importance of International Labor Organization.	2 Marks	L1	C01
4	State the four new codes recently enacted by the Indian Legislature.	2 Marks	L1	C01
5	What do you understand by collective bargaining?	2 Marks	L1	C02

### Part B

Answer the Questions.

Total Marks 40M

6.	Evaluate labor rights as human rights in the context of the international human rights instruments.	10 Marks	L4	C01
Or				
7.	Discuss in detail the history and development of International Labor Organization and its role in recognition and protection of international labor standards.	10 Marks	L2	C01

<b>8.</b>	<p>Workers of a textile factory form a trade union and get it registered under the Trade Union Act, 1926. Soon after registration, the union calls for a peaceful strike to demand better wages and improved working conditions. The management refuses to recognize the union, threatens to dismiss striking workers, and files a civil suit against the union leaders for “inducing workers to breach their contracts.”</p> <p>With the help of suitable case laws, analyze the extent of immunity trade unions enjoy from civil and criminal liability.</p>	<b>10 Marks</b>	<b>L1</b>	<b>CO 2</b>
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**Or**

<b>9.</b>	<p>In a steel manufacturing company, workers demand better wages and safer working conditions. The management is willing to negotiate but insists on resolving disputes without strikes or lockouts. Some workers favor conciliation through a government-appointed officer, while others push for direct negotiation with the management. A section of the union even suggests taking the matter to arbitration.</p> <p>In this context, discuss the different modes of collective bargaining available to resolve such industrial disputes.</p>	<b>10 Marks</b>	<b>L3</b>	<b>CO 2</b>
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<b>10.</b>	<p>Examine the immunities enjoyed by trade unions under the Act and their importance for collective bargaining.</p> <p>A registered trade union organized a peaceful strike against the employer. The employer filed a suit against the union for damages caused due to loss of production during the strike. The union claimed immunity under the Trade Union Act, 1926. Examine whether the trade union can be held liable.</p>	<b>5 Marks</b>          <b>5 Marks</b>	<b>L4</b>	<b>CO 2</b>
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**Or**

<b>11.</b>	<p>In a large textile factory, 12 workers come together to form a trade union to represent their interests. They submit an application for registration to the Registrar of Trade Unions. The Registrar rejects the application on the grounds that the required conditions under the Trade Union Act, 1926 have not been met. The workers argue that since they have a written constitution and office bearers, their union should be registered. In this context, examine the legal requirements for the registration of a trade union under the Trade Union Act, 1926.</p>	<b>10 Marks</b>	<b>L4</b>	<b>CO 2</b>
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<b>12.</b>	<p>Discuss in detail the historical development of labor laws at international and national levels.</p>	<b>10 Marks</b>	<b>L2</b>	<b>CO 1</b>
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**Or**

<b>13.</b>	<p>Discuss in detail the constitutional provisions giving protection to labor rights in India with case laws.</p>	<b>10 Marks</b>	<b>L2</b>	<b>CO 1</b>
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