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Mid Term Examinations - October 2026

Date: 07/10/2026 **Time:** 09:30 AM - 11:00 AM

Course Code: LAW2058 **Course Name:** Labour Law- I

Semester: Fifth Semester **Max. Marks:** 50 **Weightage:** 50%

CO - Levels	CO1	CO2
Marks	44	46

PART A: Answer Following Questions. 10 M

Q.N.	Questions	M	CO	BT
1	Explain the Directive Principles of Article 41 & 43 relating to labour welfare.	2	CO1	BT1
2	State the meaning of collective bargaining in the context of union-management relations.	2	CO2	BT2
3	What is meant by recognition of a Trade Union?	2	CO2	BT1
4	A private employer tells newly recruited workers that they will not be appointed if they become members of a Trade Union. Identify the legal concern involved.	2	CO1	BT3
5	A Trade Union is registered but has support from only 15% of the workers in the establishment. Can it automatically claim the status of the sole negotiating Union? Give reasons.	2	CO2	BT4

PART B : Answer Any 1 Following Questions. 10 M

Q.N.	Questions	M	CO	BT
6	Labour rights are protected not only through legislation but also through constitutional guarantees and Directive Principles. Using suitable provisions of the Constitution, examine how the following contribute to labour protection: • equality; • freedom of association; • protection against exploitation; • right to life and dignity; and • Directive Principles of State Policy. • Support your answer with relevant case laws.	10	CO1	BT4
7	In Randhir Singh v. Union of India, the Supreme Court considered the principle of equal pay for equal work. Analyse the case with reference to: • factual background; • constitutional principle involved; • relationship between fundamental rights and Directive Principles; • judicial reasoning; and • significance for labour welfare.	10	CO1	BT4

PART C: Answer Any 1 Following Questions. 10 M

Q.N.	Questions	M	CO	BT

8	A factory employs a 15-year-old child to perform hazardous work. The employer argues that the child has voluntarily accepted the employment and that the family depends upon the income. As a legal adviser, analyse the situation with reference to: • Article 24; • constitutional protection against exploitation; • labour legislation; • State responsibility; and • relevant judicial decisions.	10	CO1	BT3
9	A group of workers argues that labour rights should be understood as human rights rather than merely contractual rights between employer and employee. Examine this argument with reference to: • UDHR; • ICESCR; • ILO; • constitutional labour rights in India; and • the principle of dignity of labour.	10	CO2	BT4

PART D: Answer Any 1 Following Questions. 10 M				
Q.N.	**Questions**	**M**	**CO**	**BT**
10	The growth of Trade Unions in India was influenced by industrialisation, working conditions, political movements and the development of labour legislation. Trace the major stages in the evolution of the Indian Trade Union movement and explain how these developments influenced the present legal framework.	10	CO1	BT4
11	A multinational company follows a cooperative model of union-management relations, while another company adopts a highly adversarial approach. Compare the two models and analyse their likely impact on: • collective bargaining; • industrial disputes; • worker participation; • management-worker relations; and • industrial peace.	10	CO2	BT4

PART E: Answer Any 1 Following Questions. 10 M				
Q.N.	**Questions**	**M**	**CO**	**BT**
12	A group of workers in a large industrial establishment complains of discrimination and poor working conditions. They decide to form a Trade Union. Management responds by threatening disciplinary action against employees who join the Union and encourages workers to form an alternative association supported by management. As a legal adviser, analyse the problem with reference to: 1. constitutional freedom of association; 2. labour rights and social justice; 3. independent Trade Unionism; 4. Union-management relations; 5. registration and recognition; and 6. collective bargaining under the Industrial Relations Code, 2020.	10	CO2	BT3

13	An industrial establishment has four registered Trade Unions with the following support: • Union A – 45% • Union B – 25% • Union C – 20% • Union D – 10% Union A claims that it should automatically be recognised as the sole negotiating Union because it has the highest membership. Apply the Industrial Relations Code, 2020 and determine: • whether Union A qualifies as the sole negotiating Union; • whether a negotiating council is required; • which Unions can obtain representation in the council; and • how collective negotiations may proceed.	10	CO2	BT3