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**PRESIDENCY UNIVERSITY
BENGALURU**

**SCHOOL OF LAW
MAKE-UP EXAMINATION - SEP 2023**

Course Code : LAW123

Course Name : LAW123 - Labour and Industrial Law-I

Program : BA LLB Honors

Date : 01-OCT-2023

Time : 9.30AM - 12.30PM

Max Marks : 100

Weightage : 50%

Instructions:

- (i) Read all questions carefully and answer accordingly.*
 - (ii) Question paper consists of 3 parts.*
 - (iii) Scientific and non-programmable calculator are permitted.*
 - (iv) Do not write any information on the question paper other than Roll Number.*
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ANSWER ALL THE QUESTIONS

(10 X 10 = 100M)

1. Ahmad', a Badli workman' who has completed 240 days of continuous service in an industrial establishment? Is he entitled to get laid off compensation? Decide.
(CO3) [Application]
2. Explain the following – a) Occupier b) Manufacturing process c) Works Committee
(CO3) [Comprehension]
3. Explain "retrenchment". Explain with decided cases the provisions of chapter V A with reference to retrenchment.
(CO4) [Comprehension]
4. What is meant by 'Domestic Enquiry' and explain the purpose of taking the disciplinary action?
(CO3) [Comprehension]
5. 'Suresh' has joined in the service on 12.12.2021 in an industrial establishment on ad-hoc basis. Subsequently his service was regularized on 11.12.2022. Then for claiming one year of continuous service, the period of 240 days was counted from the date of regularization of service not from the date of joining in the service. Is it Justifiable? Discuss.
(CO2) [Application]
6. Define 'Strike'? and distinguish it from Lock-out?
(CO2) [Comprehension]

7. There was a custom that when holiday fell on Sunday, the next day was declared as a holiday. Then one day fell on Sunday, but the employer refused to declare the next day as holiday. As a mark of practice, three workers refused work on that day. Subsequently they were suspended, charge sheeted and finally dismissed after holding domestic enquiry. Is it justifiable? Discuss.

(CO2) [Application]

8. What is meant by unfair Labor practice? Explain the penalties for unfair Labor practice.

(CO4) [Comprehension]

9. Discuss the object and salient features of Factories Act, 1948.

(CO4) [Comprehension]

10. Discuss the concept and nature of standing orders. Explain the process of certification of standing orders.

(CO3) [Comprehension]