


Name: Enrolment No:			
<p style="text-align: center;">UPES End Semester Examination, May 2025</p> <p> Course: Labour Law I Program: LL.B Course Code: CLCC 1029 </p> <p style="text-align: right;"> Semester: II Time: 03 hrs. Max. Marks: 100 </p> <p>Instructions: All questions are Compulsory.</p>			
SECTION A (5Qx2M=10Marks)			
S. No.	Write the answers in this section in not more than 50 words.	Marks	CO
Q 1	What is Lockout?	2	CO1
Q 2	What do you mean by unfair trade practices?	2	CO1
Q 3	If an individual worker has an issue regarding his wages and it leads to difference with his employer, will it be an industrial dispute? Give reasons.	2	CO1
Q 4	What is the punishment provision for Illegal strike under the IR Code 2020.	2	CO1
Q 5	What is Retrenchment?	2	CO1
SECTION B (4Qx5M= 20 Marks)			
Q.6	Write a note on International labour Organization.	5	CO2
Q.7	What do you understand by the term continuous service. Will it include the period during which a worker went on a Go-slow strike?	5	CO2
Q.8	Write a note on the Criteria for registration of a Trade Union.	5	CO2
Q.9	Write a note on any one of the following: a) Grievance Redressal Committee b) Industrial Tribunal c) Fixed Term Employment.	5	CO2

SECTION-C (2Qx10M=20 Marks)			
Q .10	<p>The workers of “Bright Textile Mills” went on a strike for 8 days demanding better safety measures and revision of their shift timings. The strike occurred during the pendency of conciliation proceedings initiated by the management. The employer refused to pay wages for the strike period, stating that it was illegal. The workers argue that the strike was peaceful and justified.</p> <p>In light of the above, examine whether the workers are entitled to wages during the strike period. Support your answer with relevant legal provisions and judicial precedents.</p>	10	CO3
Q.11	Discuss the Concept of Layoff and under what circumstances Employer is not liable to pay the Compensation?	10	CO3
SECTION-D (2Qx25M=50 Marks)			
Q.12	<p>Read the following facts and then answer the questions:</p> <p>NNM Charitable Trust runs a training institute that offers free vocational education to underprivileged youth. The institute employs teachers, administrative staff, and maintenance workers and receives its funding from donations. The trainees do not pay any fees, and the Trust claims that it is a purely charitable institution.</p> <p>However, some of the staff members have raised demands for benefits under the Industrial Relations Code, 2020 (IR Code 2020), arguing that the institute qualifies as an ‘industry’ under the definition provided in the Code.</p> <p>Based on above answer the following:</p> <ol style="list-style-type: none"> 1. Examine whether the training institute can be classified as an ‘industry’ under the IR Code 2020 and as per the triple test established in the landmark decision of Supreme Court. 	25 (18+7)	CO4

	<p>2. If the training institute is held to be an ‘industry’, analyze whether the teaching staff employed therein would be entitled to protections and benefits under the Industrial Relations Code, 2020.</p> <p>Provide detailed reasoning, justifying your answer with appropriate legal provisions and case laws.</p>		
Q.13	<p>Read the following facts and then answer the questions:</p> <p>Sunbeam Textiles Pvt. Ltd., a company employing around 500 workers, has its certified Standing Orders under the Industrial Relations Code, 2020. One of the workers, Mr. Rajesh, was absent from work without permission for several consecutive days. On returning, he was issued a charge sheet for alleged misconduct. A domestic enquiry was conducted, resulting in his dismissal from service.</p> <p>Later, Rajesh claims the enquiry was biased and violated principles of natural justice. He also argues that the punishment was disproportionate and that the procedures laid down in the Standing Orders were not properly followed.</p> <p>In light of the above facts answer the following</p> <ol style="list-style-type: none"> 1. What is the procedure for certification of Standing Orders under the Industrial Relations Code, 2020? Who certifies them and what is the role of workers in this process? 2. Analyze whether the absence of a worker without permission can amount to misconduct. 3. Explain the key elements of a fair domestic enquiry. Discuss how the principles of natural justice must be followed during disciplinary proceedings. 	<p>25 (10+5+10)</p>	