



Name:

Enrolment No:

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2022

Course: Labour Law 1
Program: B TECH (CSE)LLB(CL)/ (IPR)
Course Code: CLCC 3027

Semester: VIII
Time : 03 hrs.
Max. Marks: 100

Instructions: All the questions are compulsory.

SECTION A

(5Qx2M=10Marks)

S. No.	Answer Briefly:	Marks	CO
1.	Discuss Works Committee under Industrial Relations Code, 2020	2	CO1
2.	Define Grievance Redressal Committee.	2	CO1
3.	Discuss Worker's re-skilling Fund?	2	CO1
4.	Discuss Retrenchment Compensation?	2	CO1
5.	Define Negotiating Council under the IR Code, 2020	2	CO1

SECTION B

(4Qx5M= 20 Marks)

Q.	Answer the following questions briefly:	Marks	CO
6.	Briefly explain the Certification process of standing orders under the provisions of the Industrial Relations Code, 2020	5	CO2
7.	Discuss the process of disciplinary action in an Industry?	5	CO2
8.	Define Collective bargain?	5	CO2
9.	Discuss the Process of Retrenchment under IR Code, 2020?	5	CO2

SECTION-C (2Qx10M=20 Marks)			
Q.	Long Answer type Questions:		CO3
10.	Discuss the Definition of Industry as developed by the Bangalore Water Supply and subsequently elaborated under the IR Code, 2020?	10	CO3
11.	Discuss the adjudicatory mechanism under the IR Code, 2020	10	CO3
SECTION-D (2Qx25M=50 Marks)			
Q.	Answer the following questions:		
12.	Strike is a tool of collective bargain which will remain so till it is peaceful and no violent activities take place. As soon as it turns out violent it will not be considered as a legitimate tool for collective bargain. Discuss the stamen in the light of TK Rangarajan v. Government of TN (2003)?	25	CO4
13.	Fincorp Productions entered into an agreement with the workers to restructure the wages of workers for the calendar year 2021. Subsequently, the management of Fincorp did not bring any update in the existing wage structure thus failed to honor its commitment under the agreement. The agitated workers gave notice of strike as per the statute and commenced the strike accordingly. During the strike two workers entered into an altercation pertaining to their personal differences with each other and resorted to physical fight which was joined by no other worker. Subsequently, the issue was sorted with the intervention of some of the union members. The management seeking the opportunity immediately resorted to lock out without giving any notice. After the Strike and Lockout ended workers demanded wages for the period of lockout claiming the same to be illegal. On the contrary the management resisted the claim of workers on the ground of strike to be violent and hence illegal. In the light of above facts decide – 1. Pre-requisites of strike and whether the strike was illegal in the present case if yes then discuss the liability of workers and entitlement of	25	CO 4

	<p>management.</p> <p>2. Pre-requisites of Lock out and whether the lock out was illegal if yes then discuss the liability of management and entitlement of workers.</p>		
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