

Name: Enrolment No:			
End Semester Examination, December 2025			
Course: Labour Law-I Semester: V Program: B.A LLB/BBA LLB/B.COM LLB Course Code: CLCC 3008		Time : 03 hrs. Max. Marks: 100	
Instructions: All questions are compulsory.			
SECTION A (5Qx2M=10Marks)			
S. No.	Answer the following questions briefly in not more than 50 words	Marks	CO
Q.1	Gherao is recognized as a legal form of strike under. True or false? State your reason.	2	CO1
Q 2	Certified standing orders are binding on workers even if they were not consulted during the drafting process. State True or False with reason.	2	CO1
Q 3	The doctrine of Hire and Fire cannot be applied indiscriminately in today's industrial laws. State why?	2	CO1
Q 4	How does a lockout differs from a closure. State two points of distinctions.	2	CO1
Q 5	A worker who has not been paid a bonus raised a dispute before the Tribunal. Will the Tribunal treat it as an industrial dispute? Answer Yes or No, with reason.	2	CO1
SECTION B (4Qx5M= 20 Marks)			
	Answer the following questions briefly:		
Q.6	Explain the special protection granted to a registered Trade Union in relation to agreements that would otherwise be considered restraints of trade. What is the scope of this privilege?	5	CO2
Q.7	Write a short note on the concept of industrial Disputes as defined under the IR Code 2020.	5	CO2

Q.8	Write a short note on <u>any one</u> of the following: 1. Works Committee. 2. Industrial Tribunal.	5	CO2
Q.9	Briefly write a short note on International Labour Organization.	5	CO2
SECTION-C (2Qx10M=20 Marks)			
Q.10	Explain the concept of Standing Orders and its applicability under the IR Code 2020. Outline the procedure for the certification of Standing Orders, referring to the relevant statutory provisions.	10	CO3
Q.11	Discuss the concept of misconduct and the procedure of disciplinary proceeding against a worker involved in any misconduct.	10	CO3
SECTION-D (2Qx25M=50 Marks)			
Q. 12	Read the following facts and then answer the questions: “<i>Al-Hidaya Madrasa</i>” is a well-known Madrasa established in 1985 in the State of U.P. It was originally established to impart religious education and promote Islamic teachings. Over time, it also began offering general education such as English, Mathematics, and Social Studies, so that students could pursue mainstream opportunities. The Madrasa is managed by a charitable trust, and its expenses are met primarily through donations and zakat (religious charity). The Madrasa also uses part of these funds for charitable activities, such as distributing food, providing free tuition to poor children, and running a small clinic. It employs 12 teachers, 3 administrative staff and 6 maintenance workers. Teaching and non-teaching staffs are paid monthly salaries, attendance is maintained, and leave rules apply. The Madrasa charges a nominal fee from students. In 2024, four non-teaching employees (2 administrative staff and 2 maintenance workers) and 5 teaching employees were terminated without notice and compensation citing budget cuts. They raised an industrial dispute, claiming they are “worker” under the IR Code 2020 and that the Madrasa is an “industry.”	25 (18+7)	CO4

	The workers filed a SLP before the Supreme Court and the following issues had to be decided: Answer the following issues: 1. Evaluate whether “<i>Al-Hidaya Madrasa</i>” Madrasa qualifies as an “industry” under the IR Code 2020 and as interpreted in <i>Bangalore Water Supply & Sewerage Board v. A. Rajappa</i> (1978). Support your answer with the help of statutes and case laws. 2. Decide whether the Workers would be given any relief? Explain in detail with the help of relevant provisions and case laws.		
Q 13.	Read the following facts and then answer the questions: A manufacturing establishment named NorthStar Components Ltd. employs about 160 workers. Following an unexpected and severe flood in the region, the factory premises are waterlogged, several machines are damaged, and the supply of raw materials is disrupted. Due to the damage caused by the flood, the establishment is unable to continue its production activities. As a result, the management stops assigning work to its workers. The employer pays compensation for the first 45 days, but no compensation is given beyond 45 days in view of an agreement related to the same. After this period, the management decides to reduce its workforce and issues notices to some of the affected workers stating that their services will no longer be required due to the continued impact of the flood and financial constraints. Based on the above facts answer the following: 1. Evaluate whether the workers are entitled to lay-off compensation due to the flood-related shutdown. If yes, what are the conditions? Support your answer with relevant Provisions. 2. Decide whether the employer is justified in denying compensation beyond the first 45 days? Support your answer with relevant Provisions. 3. Evaluate whether the termination of workers after the 45-day period amounts to retrenchment under Chapter IX of the Industrial	9+4+12	CO4

	Relations Code, 2020. If so, explain the compensation and statutory conditions that must be fulfilled by the employer at the time of such termination.		
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