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| <b>Name:</b>     |  |
| <b>Enrolment</b> |  |
| <b>No:</b>       |  |

**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**  
**Online End Semester Examination, December 2020**

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| <b>Course: Labour Law I</b><br><b>Program: B. Com/ BBA/ BA (EL) LLB</b><br><b>Course Code: CLCC 3008</b> | <b>Semester: VII</b><br><b>Time 03 hrs.</b><br><b>Max. Marks: 100</b> |
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**SECTION A**  
**1. Each Question will carry 5 Marks**

| S. No. | Question  | CO  |
|--------|---|-----|
| Q 1    | Standing Orders defines the conditions of employment at an industrial establishment. Outline the importance of having Standing Orders and discuss the legal nature of Standing Orders.                          | CO3 |
| Q2     | Constitution has often been seen as the inspiration behind various statutes. Comment on how the Industrial Relations Code, 2020 follows or deviates from the principles enshrined in it.                        | CO4 |
| Q3     | Elucidate on the concept of collective bargaining? Shed light on different collective bargaining aspects included in the Industrial Relations Code, 2020.   | CO3 |
| Q 4    | Enumerate the grounds of cancellation of Registration of a trade Union along with discussing the procedure of cancellation.   | CO2 |
| Q5     | What is the function of the Works Committee and how it is constituted?  | CO1 |
| Q6     | 'The employer has a right to enforce discipline in his establishment and punishing for misconduct is one such way to enforce it'. Define misconduct in the way it's understood in the industrial jurisprudence. | CO3 |

**SECTION B**  
**1. Each question will carry 10 marks**  
**2. Instruction: Write short / brief notes**

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| Q 7 | How is Retrenchment defined under the IR Code 2020? Discuss the differences between lay-off and retrenchment. | CO1 |
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| Q 8   | Explain the certifying procedure under chapter IV (Standing Order) of the Industrial Relations Code 2020 with cases. Also comment on how the procedure seeks to address the concerns of the workers.  | <b>CO1</b> |
| Q 9   | Comment on the Privileges and immunities given to a trade union. Are these privileges given to an unregistered trade Union?   | <b>CO2</b> |
| Q 10  | Elaborate on the process of Domestic enquiry that is carried out in an industrial establishment in cases of misconduct.   | <b>CO3</b> |
| Q 11  | Discuss the procedure of settlement of disputes in cases of Individual Grievances. Discuss the remedies in case the worker is aggrieved by the decision of Grievance Redressal Committee.   | <b>CO2</b> |
| <b>Section C</b>  |   |            |
| <p><b>1. Each Question carries 20 Marks. (10 marks each)</b></p> <p><b>2. Instruction: Write long answer.</b></p> |   |            |
| Q12   | <p>The workers in an industry wanted their wages to be increased. It tried negotiating with the employer but the employer refused any sort of Collective bargaining arrangement. The workers thereafter gave a notice of strike on 10<sup>th</sup> of November 2020 that it shall resort to strike on 30<sup>th</sup> of November 2020 but however, the worker resorted to strike on 28<sup>th</sup> of November 2020. The employer moved an application before the tribunal to declare the strike to be illegal.</p> <p><b>Discuss the validity of strike with the help of provisions under the Industrial Relations code 2020 .</b></p> <p><b>Also discuss whether the workers can demand wages for a strike period if the strike is illegal but justified? Answer it with the help of case laws.</b></p> | <b>CO2</b> |