



Name:  
Enrolment No:

**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**  
**End Semester Examination, May 2023**

**Course: Labour Law 1**  
**Program: LLB**  
**Course Code: CLCC 1029**

**Semester: II**  
**Time : 03 hrs.**  
**Max. Marks: 100**

**Instructions: All the questions are compulsory.**

**SECTION A**  
**(5Qx2M=10Marks)**

S. No.	Answer Briefly:	Marks	CO
1.	When does a conciliation proceeding commence and end?	2	CO1
2.	Explicate 'Closure' under the Industrial Relations Code, 2020.	2	CO1
3.	<b>Write true/false:</b> 1. The worker who is doing any supervisory work the wage limit given under the definition of workers under IR Code, 2020 has been increased to Rs.18000 p/m. 2. A teacher falls under the definition of worker under the IR Code.	2	CO1
4.	Worker's re-skilling fund.	2	CO1
5.	Write a note on Tripartism	2	CO1

**SECTION B**  
**(4Qx5M= 20 Marks)**

Q.	Answer the following questions briefly:		CO2
6.	Discuss whether the Collective Bargaining objectives will be fulfilled as per the provisions of the Industrial Relations Code. Give reasons for your answer.	5	CO2
7.	What is an 'Industrial Dispute' under the Act of 1947? Distinguish between an Individual dispute and Industrial Dispute. When can an Individual dispute deemed to be as Industrial Dispute?	5	CO2
8.	It is a well settled law that:	5	CO2

	<p><b>“Agreements in restraint of trade are void”-Indian Contract Act, 1872.</b></p> <p>Discuss the validity of such agreements under the Industrial Relations Code 2020.</p>		
9.	Briefly explain the Certification process of standing orders under the provisions of the Industrial Relations Code, 2020	5	CO2
<b>SECTION-C</b> <b>(2Qx10M=20 Marks)</b>			
Q.	<b>Long Answer type Questions:</b>		CO3
10.	Discuss the concept of Industry in the backdrop of Bangalore water supply case. Are the principles laid down in the Bangalore water supply case followed in defining Industry under the IR Code? Give reasons.	10	CO3
11.	Discuss the procedure of domestic enquiry in cases of punishment for misconduct.	10	CO3
<b>SECTION-D</b> <b>(2Qx25M=50 Marks)</b>			
Q.	<b>Answer the following questions:</b>		
12.	<p>There was a dispute between the management of BOSS &amp; Co. and its registered Workers Union. The said dispute was regarding the working conditions of the workers. The office bearers of Union decided to go on strike without resorting to violence. However, during the course of strike, some of the workers become violent and caused substantial loss to the establishment.</p> <p><b>A.</b> Discuss the principles of law applied in finding out the legality of a strike and justification thereof as per IR Code, 2020?</p> <p><b>B.</b> Can an employer dismiss worker and deduct wages if the worker resort to an illegal strike? Refer the relevant case laws.</p>	(15+10)	CO4
13.	<p><b>Read the facts given below and then answer:</b></p> <p>Future Group, a factory employed 450 workers. Due to Covid-19 pandemic, it suffered huge financial loss. Around 15 workers took voluntarily retirement. Later on, the employer of the factory decided to retrench 30 employees.</p> <p><b>A. Decide whether the workers leaving (all 45 of them) can claim retrenchment compensation? Give reasons.</b></p>	(10+15)	CO 4

	<b>B. Discuss the conditions of retrenchment provisions applicable in the above given case as per the IR, Code.</b>		
--	---	--	--