

**HONS. 05 / 005 / 22**

**B.A.LL.B., (Hons.) DEGREE FIFTH SEMESTER EXAMINATION, MARCH 2022**

**LABOUR LAW I**

**Time : 3 Hrs**

**Maximum Marks: 50**

**Answer Any Two of the Following (2x10=20)**

1. Explain how far the rights encapsulated in various provisions in the Part III and Part IV of the Indian Constitution are important for labourers in India.
2. Substantiate how better will be the new regulatory regime envisaged under the Industrial Relations Code for the settlement of disputes.
3. Differentiate the legal implications of disciplinary action and retrenchment under the Industrial Relations Code.

**Answer Any Two of the Following (2x5=10)**

4. 'FALA' a registered union consisting of 30% of the total employees in the company 'FALCOM Pvt. Ltd'. The trade union members of 'FALA' demanded revocation of the trade union registration on account of employer's support and sponsorship for various trade union activities of 'FALA'. Decide whether the registration of 'FALA' can be revoked and discuss whether the employer has violated any provisions of the Industrial Relations Code by sponsoring employees' trade union.
5. 'ALPHA Ltd.' recruited 20 Fixed Term Employees in Jan 2020 for five years. Due to industrial uncertainty and financial crisis, the company terminated the service of 10 such employees in November 2021. Decide the validity of termination and discuss the rights available to the terminated employees under the Industrial Relations Code.
6. On account of misbehaviour, bonus was denied to an employee, 'X' during the financial year 2019-20 by the management of 'LAM Pvt. Ltd. For the same issue, the bonus was also denied to 'X' in the subsequent year. Discuss the validity of withholding bonus to 'X' and discuss the rights available to 'X'.

**Answer Any Four of the Following (4x5=10)**

7. Permissible deduction from wages
8. Continuous service
9. Placating theory
10. Rights of women employees under the Constitution of India
11. Protected Workmen

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