



Practice Set
End Semester Examination-2025

Program: LLB
Semester: V
Subject: Labour Law I
Subject Code: 24D.304

| Course Outcome | Description |
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| CO 1 | The students will be able to interpret Labour laws and evaluate its relevance in empowering collective labour movements in modern industry. |
| CO 2 | The students will be able to demonstrate the ability to draft and critique standing orders in employment context. |
| CO 3 | The students will be able to critically assess the role of statutory authorities in resolving labour or industrial disputes. |
| CO 4 | The students will be able to demonstrate the ability to apply relevant provisions of laws in assessing their legality and practical impact on industrial relations and workforce rights. |

| Section A | | (4 x 5= 20) | | | |
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| 1 | Describe the dissolution of a trade union and outline the standard procedure for its termination according to Trade Union Act, 1926. | [CO1] | [Unit 1] | [Remember] | [LOT] |
| 2 | List the essential conditions of trade union under the Trade Union Act, 1926 with help of relevant case laws. | [CO1] | [Unit 1] | [Remember] | [LOT] |

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| 3 | Outline the penalties in case of default in submitting return as mentioned in the Trade Union Act, 1926 | [CO1] | [Unit 1] | [Understand] | [LOT] |
| 4 | State the remedies, if any, provided under the Trade Unions Act, 1926, to members aggrieved by the Registrar's refusal to register their trade union. | [CO1] | [Unit 1] | [Remember] | [LOT] |
| 5 | State the provision for certification of Standing Order under Industrial Employment (Standing Order) Act, 1946. | [CO2] | [Unit 2] | [Remember] | [LOT] |
| 6 | Describe the term Standing Order as per the Industrial Employment (Standing Order) Act, 1946. | [CO2] | [Unit 2] | [Remember] | [LOT] |
| 7 | State how an appeal is preferred under the Industrial Employment (Standing Orders) Act, 1946. | [CO2] | [Unit 2] | [Remember] | [LOT] |
| 8 | Identify the date of operation of standing orders under the Industrial Employment (Standing Orders) Act, 1946, and explain when they become binding on the employer and workmen. | [CO2] | [Unit 2] | [Remember] | [LOT] |
| 9 | Define the term 'workmen' as defined under the Industrial Dispute Act 1947? | [CO3] | [Unit 3] | [Remember] | [LOT] |
| 10 | Illustrate the term 'industrial dispute' under the Industrial Disputes Act, 1947, by applying its legal provisions to relevant case laws | [CO3] | [Unit 3] | [Apply] | [HOT] |
| 11 | Interpret the term Industry under the Industrial Dispute Act 1947, with relevant cases | [CO3] | [Unit 3] | [Understand] | [LOT] |
| 12 | Write short note any two of the following: i) Settlement ii) Work committee iii) Court of enquiry | [CO3] | [Unit 3] | [Understand] | [LOT] |
| 13 | Apply the legal provisions of the Industrial Disputes Act, 1947, to explain the essentials of a strike and classify its various types with real-life examples illustrating their practical impact. | [CO4] | [Unit 4] | [Apply] | [LOT] |
| 14 | Describe the term lay-off citing relevant case laws. | [CO4] | [Unit 4] | [Remember] | [LOT] |
| 15 | State the meaning of retrenchment with reference to Industrial Disputes Act, 1947. | [CO4] | [Unit 4] | [Remember] | [LOT] |

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| 16 | Identify the differences between lockout and lay-off. | [CO4] | [Unit 4] | [Remember] | [LOT] |
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| Section B | | | | (3x 10= 30) | |
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| 17 | Illustrate the power and duties of the Registrar under the Trade Union Act 1926. | [CO1] | [Unit 1] | [Apply] | [HOT] |
| 18 | Evaluate the case <i>In Re Indian Steam Navigation Workers Union, 1936 AIR 1936 Mad 35</i> in light of the relevant provision under Trade Union Act 1926. | [CO1] | [Unit 1] | [Evaluate] | [HOT] |
| 19 | Assess the provisions related to the amalgamation of trade unions under the Trade Union Act 1926. | [CO1] | [Unit 1] | [Evaluate] | [HOT] |
| 20 | Illustrate the liabilities of a registered trade union under the Trade Union Act 1926 with help of relevant caselaws. | [CO1] | [Unit 1] | [Apply] | [HOT] |
| 21 | Examine the penalties prescribed under the Industrial Employment (Standing Orders) Act, 1946. Discuss whether these penalties are adequate to ensure compliance by employers and employees, and suggest improvements if necessary | [CO2] | [Unit 2] | [Analyze] | [HOT] |
| 22 | List out the matters provided in Schedule, along with relevant case laws under Industrial Employment (Standing Orders) Act 1946 and with help of the schedule define Standing Order. | [CO2] | [Unit 2] | [Apply] | [HOT] |
| 23 | Whether the certified Standing order Industrial Employment (Standing Orders) Act 1946 can be modified? Explain with help of relevant cases? | [CO2] | [Unit 2] | [Understand] | [LOT] |
| 24 | Analyse the object and features of Industrial Employment (Standing Orders) Act 1946. | [CO2] | [Unit 2] | [Analyze] | [HOT] |
| 25 | Examine whether a hospital qualifies as an 'Industry', support your answer with relevant case laws. | [CO3] | [Unit 3] | [Evaluate] | [HOT] |
| 26 | Is a legal firm an Industry? Apply the legal definition of 'industry' to discuss whether a legal firm qualifies as an industry, supporting your answer with relevant case laws. | [CO3] | [Unit 3] | [Apply] | [HOT] |
| 27 | Can an individual dispute be an industrial dispute under Industrial Dispute Act 1947? Answer with relevant case laws. | [CO3] | [Unit 3] | [Analyze] | [HOT] |

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| 28 | Illustrate the powers and jurisdictions of the Tribunal and Court under the Industrial Dispute Act 1947 | [CO3] | [Unit 3] | [Apply] | [HOT] |
| 29 | Analyze the constitutional validity of Strikes by referring to relevant case laws. | [CO4] | [Unit 4] | [Analyze] | [HOT] |
| 30 | Illustrate the impact of strikes and lockouts on the wages of workers under the Industrial Dispute Act 1947. | [CO4] | [Unit 4] | [Apply] | [HOT] |
| 31 | Mention the pre-requisites for laying off a workman under the Industrial Dispute Act 1947. | [CO4] | [Unit 4] | [Remember] | [LOT] |
| 32 | Differentiate between the concept of legal strike and illegal strike with help of relevant provisions and case laws. | [CO4] | [Unit 4] | [Analyze] | [HOT] |

Section C

(1x 20= 20)

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|----|---|-------|----------|------------|-------|
| 33 | Critically analyse the essential requirements that are needed to be compiled before a Trade union can be registered under the Trade Union Act 1926 along with cases? | [CO1] | [Unit 1] | [Analyse] | [HOT] |
| 34 | Critically examine the rights and privileges of a registered trade union under the Trade Union Act 1926. | [CO1] | [Unit 1] | [Evaluate] | [HOT] |
| 35 | Draft certified standing orders for a medium-sized industrial establishment employing 150 workers. Ensure that the standing orders cover classification of workers, working hours, leave, holidays, wages, termination, and disciplinary procedures. Justify your drafting choices with reference to the Industrial Employment (Standing Orders) Act, 1946. | [CO2] | [Unit 2] | [Apply] | [HOT] |
| 36 | Do a case study of <i>Hindustan Lever v. Workmen (1947)</i> under the Industrial Employment Act (1946). | [CO2] | [Unit 2] | [Analyze] | [HOT] |
| 37 | Apply the principle laid down in <i>Bangalore Water Supply & Sewerage Board v. A. Rajappa (1978)</i> to explain the definition of 'industry' under the Industrial Disputes Act, 1947. Illustrate with examples how the courts interpret what constitutes an industry | [CO3] | [Unit 3] | [Apply] | [HOT] |

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| 38 | Using the landmark judgement of <i>Workmen of Dimakuchi Tea Estate vMangt. Of Dimakuchi Tea Estate, AIR 1958 SC 353</i> analyse the principal objects of the Industrial Disputes Act, 1947. | [CO3] | [Unit 3] | [Apply] | [HOT] |
| 39 | Assess the effectiveness of the retrenchment provisions under the Industrial Disputes Act, 1947. Do they adequately safeguard workers' rights while allowing employers operational flexibility? Support your answer with critical reasoning. | [CO4] | [Unit 4] | [Evaluate] | [HOT] |
| 40 | Analyse the relevant provision on illegal strikes and lockouts, its prohibition and punishment?. | [CO4] | [Unit 4] | [Analyze] | [HOT] |

**Summary Sheet
CO Wise**

| CO | Q. No | Marks |
|--------------|--------------------------------|------------|
| CO1 | 1.2.3.4.17.18.19.20.33.34. | 100 |
| CO2 | 5.6.7.8.21.22.23.24.35.36. | 100 |
| CO3 | 9.10.11.12.25.26.27.28.37.38. | 100 |
| CO 4 | 13.14.15.16.29.30.31.32.39.40. | 100 |
| Total | | 400 |

| Unit Wise | | |
|---|--|--------------|
| Unit | Q. No | Marks |
| Unit 1 | 1.2.3.4.17.18.19.20.33.34. | 100 |
| Unit 2 | 5.6.7.8.21.22.23.24.35.36. | 100 |
| Unit 3 | 9.10.11.12.25.26.27.28.37.38. | 100 |
| Unit 4 | 13.14.15.16.29.30.31.32.39.40. | 100 |
| Total | | 400 |
| Blooms Taxonomy Level (BTL) Wise | | |
| BTL | Q. No | Marks |
| LOT | 1.2.3.4.5.6.7.8.9.11.12.13.14.15.16.23.31 | 95 |
| HOT | 10.21.22.24.25.26.27.28.29.30.32.33.34.35.36.37.38.39.40 | 305 |
| Total | | 400 |

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Disclaimer: -This is a Practice Set. The Question in End term examination will differ from the Practice Set. This Practice Set is meant for practice only.