


<b>Name:</b> <b>Enrolment</b> <b>No:</b>			
<b>UNIVERSITY OF PETROLEUM AND ENERGY STUDIES</b> <b>Online End Semester Examination, December 2020</b>			
<b>Course: Labour Law I</b> <b>Program: B.Tech LLB</b> <b>Course Code: LLBL 251</b>		<b>Semester: IX</b> <b>Time 03 hrs.</b> <b>Max. Marks: 100</b>	
<b>SECTION A</b> <b>1. Each Question will carry 5 Marks</b>			
S. No.	<b>Question</b>	<b>CO</b>	
Q 1	Differentiate between 'Lock-out' and 'Lay-off' under the Industrial Relations Code, 2020.	<b>CO3</b>	
Q2	Comment the importance of Standing Orders in the industrial establishment and discuss how are questions of interpretation/ application of Standing Orders decided?	<b>CO4</b>	
Q3	ILO has laid down foundations for 'social justice' and 'labour welfare' in the world. Comment on the statement in affirmative or negative with suitable reasons.	<b>CO3</b>	
Q 4	Write a note on the workers re-skilling fund and comment on the impact of this fund on the workers.	<b>CO2</b>	
Q5	Deliberate upon the Immunities available to a registered Trade Union as per Chapter III, under Industrial Relations Code, 2020. Comment on the importance of these immunities.	<b>CO1</b>	
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.	<b>CO3</b>	
<b>SECTION B</b> <b>1. Each question will carry 10 marks</b> <b>2. Instruction: Write short / brief notes</b>			
Q 7	Differentiate between 'general funds' and 'political fund' under the Trade Unions along with the objects on which they may be spent along with relevant provisions under chapter III of the Industrial relations Code, 2020?	<b>CO1</b>	

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.	CO1
Q 9	What is an 'Industrial Dispute' under the Industrial Relations Code, 2020. Distinguish between an Individual dispute and Industrial Dispute. When can an Individual dispute deemed to be as Industrial Dispute?	CO2
Q 10	Elucidate on the process of Domestic enquiry that is carried out in industries in cases of misconduct.	CO3
Q 11	Discuss the conditions required for an employer to fulfill before retrenching any worker mentioning conditions under chapters IX and X of the Industrial Relations Code 2020.	CO2
<b>Section C</b>		
<p><b>1. Each Question carries 20 Marks.</b></p> <p><b>2. Instruction: Write long answer.</b></p>		
Q12	<p>Mr. A and Mr. B, who were the employees of XYZ Hospital were dismissed by XYZ Hospital on the charges of negligence, insubordination and indiscipline. The workers union of XYZ employees of which Mr. A and Mr. B were members questioned the dismissal and the matter was referred to the Industrial Tribunal. The Hospital questioned the jurisdiction of the tribunal that hospital is not included in the definition of 'Industry'.</p> <p><b>Examine the validity of the contention against the definition of Industry under the Industrial Relations, 2020. Cite relevant case laws to support your argument. Also, determine whether a legal consultant firm employing a stenographer and a peon would be an 'industry'?</b></p>	CO2