



Seat No. : _____

NI-119

November-2025

Integrated B.Com., LL.B., Sem.-V

IL-304 : Labour Law-I

Time : 2:30 Hours]

[Max. Marks : 70

1. Examine the role of the International Labour Organization (ILO) in shaping India's labour laws and policies. 18

OR

1. (A) Describe in detail the role of the Indian Constitution in regulating labour relations and protecting workers' rights. 10

1. (B) Discuss the approaches of the Indian judiciary in shaping industrial relations through judicial legislation. 8

2. Elaborate on the structure and functions of the authorities under the Industrial Disputes Act, 1947, and their significance in promoting industrial peace. 18

OR

2. Elaborate on the statutory requirements, procedures and legality of the following under the Industrial Dispute Act, 1947.

(A) Strikes and Lockouts 10

(B) Lay-off and Retrenchments 8

3. Briefly discuss the procedure for Registration of Trade Union and what are the rights and privileges conferred upon registered trade unions ? 18

OR

3. (A) Discuss in detail the provisions relating to Retrenchment under the Industrial Dispute Act, 1947. 10

3. (B) Discuss in detail the provisions relating to Departmental Procedures and Inquiries under The Industrial Employment (Standing Orders) Act, 1946. 8

4. (A) Explain in Brief : (Any 2) 10
- (1) Master - Servant Relationship.
 - (2) Principle of Collective Bargaining.
 - (3) Provision of Appeal under Industrial Employment (Standing Order) Act, 1946.
 - (4) Classification of Unions under Trade Union Act, 1926.
4. (B) Choose the most appropriate option from the following : 6
- (1) Which of the below mentioned is not an important feature of Industrial relation ?
 - (a) Foster industrial peace
 - (b) Benefit to workers
 - (c) Benefit to management
 - (d) Fund for political activities
 - (2) The headquarters of International Labour Organisation is situated in _____.
 - (a) New York
 - (b) Paris
 - (c) Madrid
 - (d) Geneva
 - (3) Which of the following is a requirement for registration of a trade union ?
 - (a) Minimum number of members
 - (b) Payment of registration fees
 - (c) Compliance with the Act's provisions
 - (d) All of the above
 - (4) What is a "Standing Order" under The Industrial Employment (Standing Orders) Act, 1946 ?
 - (a) A set of rules governing employment conditions
 - (b) A collective agreement between employer and employee
 - (c) A government notification
 - (d) A court order
 - (5) What is the minimum number of trade union members required in registering themselves as a union ?
 - (a) 7
 - (b) 5
 - (c) 10
 - (d) 15
 - (6) _____ have been set up under the provisions of Industrial Dispute Act, 1947 for adjudication of industrial disputes in an organization.
 - (a) Lok-Adalat
 - (b) Industrial Tribunal
 - (c) Labour Court
 - (d) All of the above
-