



BRAINWARE UNIVERSITY

Term End Examination 2021 - 22

Programme – Bachelor of Law

Course Name – Labour Law I

Course Code - LLB401

(Semester IV)

Time allotted : 1 Hrs.15 Min.

Full Marks : 60

[The figure in the margin indicates full marks.]

Group-A

(Multiple Choice Type Question)

1 x 60=60

Choose the correct alternative from the following :

- (1) Pluralistic approach perceives _____ as legitimate representative of employee interests

a) Trade Union	b) Management
c) Board of Directors	d) None of these
- (2) In Marxist approach, concerns with wage related disputes are

a) Primary	b) Secondary
c) Tertiary	d) Not considered
- (3) Parties to industrial relations are

a) ILO, Government, Association of employers	b) ILO, Government, IMF
c) ILO, Board of Directors, Association of employers	d) Government, Board of Directors, Association of employees
- (4) The following is (are) included in ILO's standards with regard to industrial relations

a) Right of association	b) Right to organize and collective bargaining
c) Tripartite consultants	d) All of these
- (5) According to Indian Labour Commission (ILC) major recommendations, Union once recognised should be valid for a period of _____ years to be co-terminus with the period of settlement.

a) Two	b) Three
c) Four	d) Five

relations?

- a) The Trade Union Act 1926
- b) The Trade Union and Labour Relations Act 2005
- c) The Trade Union and Labour Relations (Consolidation) Act 1991
- d) The Trade Union and Labour Relations (Consolidation) Act 1992

(17) Who is responsible for the maintenance of the 'lists' of independent trade unions?

- a) The Health and Safety Executive
- b) Ombudsman
- c) The Central Arbitration Committee
- d) The Certification Officer

(18) What is meant by the term 'collective bargaining'?

- a) A process by which a union negotiates with suppliers for the provision of e.g. office furniture
- b) A process by which a union meets with another union to discuss recruitment
- c) A process by which a union recruits new members
- d) A process by which a union negotiates with an employer on behalf of its members on matters concerning the terms and conditions of employment

(19) Which of the following is not an 'industrial tort'?

- a) Gross misconduct
- b) Conspiracy
- c) Inducement
- d) Intimidation

(20) Which of the following is not a characteristic of trade union?

- a) Voluntary association
- b) Common goals
- c) Intermediary
- d) Individual actions

(21) Who are the actors of Industrial Relations?

- a) Workers and their organisations
- b) Employers and their organisations
- c) Government and the role of the State
- d) All of these

(22) Which are the machineries for settlement of Industrial Disputes?

- a) Industrial Tribunal
- b) National Tribunal
- c) Labour court
- d) All of these

(23) Which of the following is not a disciplinary action against employees?

- a) Dismissal
- b) Increments
- c) Discharge
- d) Disciplinary demotion

(24) In which year did factories act come into force?

- a) . 23rd September, 1948
- b) 1st April, 1949
- c) 4th April, 1949
- d) d.12th September, 1948

(25) As per the factories act, after how many years should the factory premises be painted and refurbished?

- a) 5 years
- b) 10 years
- c) 8 years
- d) Annually

(26) If there are ____ numbers of employees, then the employer has to provide a canteen.

- a) 250
- b) 510
- c) 320
- d) 100

- a) 10 members and the secretary of the trade union
- b) 20 members and the secretary of the trade union
- c) 5 members and the secretary of the trade union
- d) 7 members and the secretary of the trade union

(59) For a period of _____ year, the arbitration award shall remain in operation:

- a) 1 year
- b) 6 months
- c) 24 months
- d) None of these

(60) Choose the correct objective of the Industrial Disputes Act.

- a) To prevent illegal strikes
- b) To promote measures for securing and preserving good relations between the employers and the employees
- c) To provide relief to workmen in matters of lay-offs, retrenchment, wrongful dismissals
- d) All of these