****

Register Number:

DATE:

**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BANGALORE-27**

**BBA/BBASF – VI SEMESTER**

**SEMESTER EXAMINATION: APRIL 2022**

**(Examination conducted in July-August 2022)**

**BBA DEH 6619 - Labour Laws**

Time- 2 ½ hrs Max Marks-70

**This paper contains two printed pages and four parts**

**Section A**

**I.** Answer ***any five*** of the following (**5x2 = 10 Marks)**

1. Choose the correct objective of the Industrial Disputes Act.

a) To prevent illegal strike

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 the above

1. Define Trade Union.
2. What is the meaning of layoff?
3. Mention the types of collective bargaining.
4. Define workman.
5. Mention one Condition for certification of standing orders.

**Section B**

**II.** Answer ***any three*** of the following (**3x5 = 15 Marks)**

1. Narrate pre-requisites of collective bargaining?
2. Explain the procedure, powers and duties of Authorities under Industrial disputes act.
3. Write the steps involved in cancellation and dissolution of a trade union.
4. Briefly explain temporary application of model standing order.

**Section C**

**III.** Answer ***any two*** of the following (**2x15 = 30 Marks)**

1. Enumerate the steps involved in registration of a trade union.
2. a.)Briefly explain Labour courts and National Tribunal.

b.)Write the Voluntary Reference of Disputes To Arbitration

1. a.) Enumerate the importance of collective bargaining.

b.) Narrate the issues involved in collective bargaining.

**Section D**

**III. Case Study (1x15=15 Marks)**

  **14. Case study on Bosch lockout:**

Auto component major Bosch has declared a lockout at its Jaipur plant due to the ongoing worker unrest in the facility. The plant, which has a history of labour issues, was shut for a day last month also on account of a day-long strike by the labour union over wage settlement.

“The company’s management has taken a considered decision in declaring a lockout against the labour union and workmen of the company’s Jaipur plant indulging in a go-slow action, effective April 5," Bosch Ltd said in a filing to the BSE.

The lockout was declared after workers union proceeded on an “illegal go-slow" action since 19 March 2015, reducing output by up to 70%, it said.

Subsequently since 2 April 2015, the union has been on an illegal hunger strike, the company added. “The company’s management has reached this decision after careful examination, keeping in mind the safety of its employees, the interests of its customers and the overall impact, such a severe go-slow would have on the Indian automotive industry," it said.

Bosch also said that it does not expect an immediate impact on its deliveries to customers because of available stocks as well as production from its officers who are trained to work in production.

Elaborating further, the company said the wage settlement negotiations for the period June 2013-May 2017 have been going for more than 20 months, including intense conciliation meetings supported by the joint labour commissioner-cum-conciliation officer of Jaipur region. The Rajasthan government has refereed the matter to the industrial tribunal, Jaipur for adjudication, it added.

Questions:

1. Why did the company decide on a lock out? (1x3=3)
2. What are the essentials of lockouts? (1x3=3)
3. What are the penalties for an illegal strikes? (1x4=4)
4. What are the steps taken by the company to lift the lockout ? (1x5=5)