

29 JAN 2026

NATIONAL LAW UNIVERSITY, JODHPUR
End Term Examination: August-December 2025
Semester: UG VII SEMESTER

Subject: Labour Laws-I

TIME: 3 HOURS

MAXIMUM MARKS: 100

INSTRUCTIONS:

1. Answer any five questions. All questions carry equal marks.
2. Support your answer with relevant statutory provisions, judicial decisions, and reasons wherever necessary.
3. Due credit will be given to brevity, coherence and style of presentation.
4. No request for clarification regarding the questions will be entertained during the

examination.

Q.1 "Helping Hands" is an organisation engaged in healthcare and educational outreach in rural India. It runs many multi-specialty hospitals, a chain of mobile health vans, and a large number of community schools for deprived children. For these activities, "Helping Hands" has employed more than 1000 employees across the country. This organisation charges very low fees as compared to other service providers in their health and education outlets across the country for different kinds of services (health check-ups, diagnostic tests and education of children). It receives funding from international donors and from the Central as well as State Governments in India. Recently, the administrative, clerical, operational staff and paramedical workers employed in different hospitals and schools belonging to the said organisation across the country, have presented their grievances before the appropriate government claiming it to be an 'industrial dispute' demanding better pay, improved working conditions and inclusion in the social security schemes.

"Helping Hands" refused to recognize their demands as 'industrial dispute', claiming that it is a charitable institution and therefore, does not fall within the definition of "industry" under the Industrial Disputes Act, 1947. The Union representing the workers, claims that considering the nature of activities carried on by this organisation and number of employees employed therein, such an undertaking fulfils the criteria of "industry" under the Act of 1947. In the light of abovementioned facts and arguments raised by parties discuss:

- A. Whether the activities carried on by the "Helping Hands", especially its hospitals and educational units, fall within the ambit of the definition of "industry" under the Industrial Disputes Act, 1947?
- B. How would the Bangalore Water Supply & Sewerage Board v. A. Rajappa (1978) judgment influence the outcome of this case? (Marks 20)

2. In January 2025, the workers of "State Road Transportation Corporation Ltd.", initiated a State-wide protest to demand a 20% wage increase as promised earlier and better working conditions from the State Government. The workers, organized under a registered trade union, served a notice of 'strike' on 10.01.2025 to the competent Government authorities, citing unresolved grievances after failure of internal negotiations. The strike commenced on

22.01.2025, and no conciliation proceedings were pending at the time.

The State Government being employer, argued that the strike was illegal, as it violated statutory provisions of the Industrial Disputes Act, 1947. Additionally, the Government also deducted wages for the strike period, claiming the strike was illegal and unjustified due to the Corporation's recent financial losses and prevailing circumstances. The workers, in response, approached the industrial adjudicator, asserting that the strike was both legal and justified, and sought wages for the strike period. In light of the abovementioned facts:

A. Analyze, whether the strike by the workers of State Road Transportation Corporation Ltd. is legal under the Industrial Disputes Act, 1947?

C. Discuss, whether the workers are entitled to wages for the strike period, considering the principles of legality and justifiability of the strike? (Marks 20)

3. Ravi works as a delivery partner for QuickKart, an online grocery delivery app. He logs into the app daily and accepts delivery requests assigned automatically by the system. QuickKart determines the delivery fee, monitors Ravi's acceptance rate and customer ratings, and automatically deactivates his account if his ratings fall below 4.2. Ravi bears the cost of fuel and vehicle maintenance but must wear a QuickKart uniform and follow delivery protocols set by the company. He is not entitled to paid leave, bonus, or any social security benefits. Recently, QuickKart's delivery partners, including Ravi, formed a digital association demanding recognition as "workman" under Industrial Disputes Act, 1947 and entitlement to benefits such as provident fund and health insurance. The company argues that they are independent contractors under flexible work arrangements.

(a) Discuss whether Ravi can be legally considered an "workman," or "independent contractor" in light of the tests evolved by Indian Courts.

(b) Compare briefly how the UK Supreme Court's reasoning in Uber BV v. Aslam (2021) might influence the Indian judiciary if a similar dispute arises. (Marks

20)

4. The registered trade union of "Strong Steel Industries Ltd.", initiated a protest to demand higher wages and improved safety measures. The Trade Union's president, Mr. X, organized a peaceful picketing campaign outside the factory to dissuade non-striking workers from entering the premises. During the picketing, a group of union members, acting under the direction of Mr. X, confronted a manager, Mr. Y, and allegedly assaulted him, causing minor injuries. The assault was intended to intimidate management into accepting the union's demands. The police authorities filed a case against Mr. X, and the other involved union members under Section 61(2)(b) of the Bharatiya Nyaya Sanhita, 2023, for criminal conspiracy, along with other criminal charges. The union leader claimed immunity under the Trade Unions Act, 1926, arguing that their actions were in furtherance of a trade dispute. The prosecution countered that the immunity does not apply due to the commission of a criminal offense. In the light of abovementioned facts and arguments raised by parties:

A. Analyze, whether Mr. X, as an office-bearer of the registered trade union, can claim immunity from criminal conspiracy charges under the Trade Unions Act, 1926?



B. Evaluate, whether the union members involved in the assault can also claim immunity?
(Marks 20)

5. Define 'Trade Union' and discuss various kinds of Trade Unions. What are the major functions of Trade Unions? What are the major problems faced by trade unions in India?
Discuss. (Marks 20)

6. Write short notes on any two of the following: (Marks 20)

a. Termination of Service '*for any reason whatsoever*' and Exceptions

b. Lay-Off and Right for Compensation

c. Tripartism