



Chhatrapati Shahu Ji Maharaj
University, Kanpur

Answer Script Details
Barcode 7322003

Roll No. 23086004441
Total Mark 61/100.00

Exam LLB_ODD-EXAM-DEC-24
Subject LLB305 - LABOUR LAW-I

Question wise Mark Summary

Q.No Mark Q.No Mark Q.No Mark Q.No Mark

1A 3/4 9 9/15

1B 2/4

1C 3/4

1D 2/4

1E 3/4

1F 2/4

1G 2/4

1H 2/4

1I 2/4

1J 2/4

2 9/15

3 NA/15

4 NA/15

5 10/15

6 NA/15

7 10/15

8 NA/15

Chhatrapati Shahu Ji Maharaj University Kanpur, Uttar Pradesh

PART-II

Date of Exam: 10/02/25 Shift: I Room No.: 55
 Paper Code: LLB305 Subject: LABOUR LAW Year: 1st
 Name of Candidate: JAYA PARIHAR
 Roll No. 23086004441

Signature of Candidate: *Jayaparihar*
 Signature of Invigilator: *[Signature]*
 COE Facsimile: *[Signature]*

MARKS OBTAINED										
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L LB305
Paper Code

Signature of Evaluator

Course: LLB
 Session: 2024-25 Year/Semester: III
 Subject Name: LABOUR LAW I
 Medium: English Hindi
 Paper Code: L B 3 0 5
 Exam Date: 1 0 0 2 2 0 2 5
 Name of Candidate: A Y A P A R I H A R
 Father's Name: A Y S I N G H

संस्थान का कोड College Code					परीक्षा केंद्र का कोड Exam Centre Code				
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परीक्षा का प्रकार
Type of Exam

Regular Ex-Student
 Private Back Paper Exam

ANSWER BOOKLET NO.

7322003


L LB 3 0 5
Paper Code



Enrolment Number: C S J M A 2 3 0 0 0 1 4 9 9 7 0
 Candidate's Roll Number: 23086004441
 Paper Code: 305

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Jayaparihar
Signature of Candidate

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नोट- 1. परीक्षाओं को निर्दिष्ट किया जाता है कि आसपास घने को पृष्ठ भाग पर अधिक सखी निर्दिष्ट को सावधानी पूर्वक करें।
 2. बॉक्स में धरी जाने वाले प्रतिक्रिया बायो लॉक से शुरू की जायें। 3. बॉक्स को काले या नीले क्लोरियन से भरा जायें।

INSTRUCTION TO THE CANDIDATE FOR FILLING PART-I

1. Read the instructions carefully given on the answer script and admit card.
2. Write Date of Exam, Shift, Paper Code & Name of Subject Correctly.
3. Write Name & Roll No. Correctly.
4. Write Semester & Branch Correctly.

INSTRUCTION TO THE CANDIDATE FOR FILLING PART-III

1. Use blue or black ball point pen for writing alphabets & numerals in boxes.
2. Carefully study the example before you start marking.
3. As shown in the example below, blacken the circles completely.



4. Make no Stray marks o n this sheet.

5. DO NOT WRITE OR MARK ON THE BAR CODE.

IN ORDER TO AVOD UFM (UNFAIR MEANS) :

1. The Roll No. and Answer Book no. found elsewhere or any other symbol found in the answer book will be treated as unfair means.
2. Any tampering of Bar Code and Booklet no shall be treated as Unfair Means.
3. Do Not bring the materials like slip of paper/mobile/digital diaries/ study material/ revision notes in examination hall. Possession of the mobiles/ digital diaries/electronic/digital/ watch and any other electronic gadget except memory less scientific calculator shall be considered as UFM case.
4. Do not keep or paste currency note in answer script it shall be consider as UFM.

अनुचित साधन से बचने हेतु :

1. उत्तर पुस्तिका के निर्देशित स्थान को छोड़कर अनुक्रमांक एवं उत्तरपुस्तिका का क्रमांक कहीं और न लिखें तथा कोई भी चिह्न न बनायें क्योंकि यह अनुचित साधन प्रयोग की परिधि में आता है।
2. उत्तर पुस्तिका के बायकोड अथवा उत्तर पुस्तिका संख्या पर छेद डाल कर ले पर अनुचित साधन प्रयोग माना जायेगा।
3. परीक्षा कक्ष में निम्न वस्तुएं साथ न लायें, जैसे लिखें हुए कागज की टुकड़ें, मोबाईल, डिजिटल कालरी, डिजिटल वॉच, कैलेंडर, दस्तावेज सह सभी वस्तुएं जो अनुचित साधन के अन्तर्गत आती हैं। संकेत संशोधित प्रश्नपत्र में ही केबरी लेस साइटिफिक कैल्कुलेटर ले जाने को अनुमति होगी।
4. उत्तर पुस्तिकाओं में ऊपर न रखें न ही उत्तर पुस्तिका में बिप्लवर्ष। ऐसा करना अनुचित साधन प्रयोग की परिधि में आता है।

परिष्कारितपूर्व जो दिखे निर्दिष्ट

1. प्रवेश पत्र एवं उत्तर पुस्तिका पर दिव्य गये निर्देशों को ध्यान से पढ़ें।
2. उत्तर पुस्तिका के दूसरी तरफ कुछ न लिखें।
3. उत्तर पुस्तिका के पृष्ठों पर दोनो तरफ लिखें।
4. प्रश्न पत्र पर अपने अनुक्रमांक के अतिरिक्त कुछ न लिखें।
5. प्रश्न पत्र कोड एवं प्रश्न पत्र ID सावधानी पूर्वक लिखें।
6. अपनी निधि स्पष्ट लिखें।
7. उत्तर पुस्तिका के पृष्ठों की संख्या देखें। अगर उत्तर पुस्तिका में पृष्ठ (1-24) से कम है या कटे हुए हैं, तो शुरू होने के पूर्व दूसरी उत्तर पुस्तिका ले लें।
8. प्रश्नपत्र को देख, यदि प्रश्नपत्र के विषय कोड, विषय का नाम तथा प्रश्न में कोई त्रुटि है तो उससे पूर्व होने के 30 मिनट के अन्दर क्या निर्देशक को तत्काल सूचित करें, उसके बाद विरचयिदालय द्वारा को नही की जायेगी।
9. प्रश्नों के उत्तर लिखने के लिये पेंसिल का प्रयोग न करें।
10. बी कोडिंग का अतिरिक्त चारक नही दिया जायेगा।

INSTRUCTION TO THE CANDIDATE

1. Read the instructions carefully given on the Question Paper, Admit Card & Answer Script.
2. Do not write anything on back side of the cover page.
3. Write on both sides of pages of answer book.
4. Do not write anything on question paper except Roll Number.
5. Write Paper Code & Question Paper Id carefully.
6. CHECK the number of pages (1-24) or any other kind of damage in your answer script, if found than change the answer script immediately before the commencement of examination.
7. CHECK the Question Paper for any kind of discrepancy e.g. Subject Code, Name, and Question of the Question Paper during first THIRTY MINUTES of commencement of the exam, so that it can be corrected in TIME. After that corrections shall be entertained by the university.
8. Do not use pencil for answering the question.
9. Write status correctly e.g. those appearing in carry over papers should fill in status as Carry Over. Those appearing as Ex- Students should fill in status as ex.
10. No supplementary answer book & graph paper will be provided.

INSTRUCTION TO THE CANDIDATE FOR FILLING PART-IV

1. Use blue or black ball point pen for writing alphabets & numerals in Boxes.
2. Use blue or black ball point pen for filling the circles.

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Note- If your Roll No. is of 10 digits. Please leave first three columns.



Paper Code

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SECTION-B

Ques 2:- What is Industrial dispute - - - - - case laws on point.

According to section 2(k) of Industrial disputes Act, 1947

Industrial dispute is any difference or dispute between employer and employers, employers and workmen, workmen and workmen, in reference to employment or non-employment, condition of labour, working conditions.

* Parties to industrial disputes -

(a) Employers and Employer - In case when multiple employers are in conflict.

Example: Sharing of resources in a joint venture

(b) Employer and workman - In case when dispute is between workman and employer

Example: wage, condition of workplace etc

(c) workmen and workmen - In case when workmen of same or different organization are in dispute.

Example: dispute between trade unions.

→ Nature of dispute

(i) Employment and non-employment issues - Issues like wages, condition of workplace, benefits given by any industry, service conditions etc.



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(ii) Condition of labour - when the working conditions of any workplace are inadequate - unhygienic conditions, long working hours.

(iii) working conditions - when the working conditions are not adequate or according to the statutory provision.

* Essential Elements

(i) Employment in Industry - Industrial dispute can arise only if the workers are employed in any industry. ✓ - to sec 2 (j) of industrial dispute act.

(ii) Issue related to employment / non-employment
Industrial disputes can only be raised for employment or non-employment issues like unfair dismissal, wage cut, etc. they cannot be raised for personal grievances.

(iii) collective grievance - Industrial dispute can be raised ✓ only in the case of ^{collective} grievance; not in the case of personal grievance.

(iv) Issue of wage, unfair dismissal etc. - Issues taken up for industrial disputes shall be related to working conditions and shall affect the employee/workmen or the employers directly.

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* Individual dispute - Any dispute raised by any workman against the employer subject to the issues related to employment and non-employment matters.

* Individual dispute essential into Industrial dispute :-

- (i) Any issue of public utility services raised by few employees can be qualified as industrial dispute.
- (ii) Any issue raised by a workman is supported by any trade union can be qualified as industrial disputes.

* Exception to section 2(k)

Section 2(k) deals with industrial dispute but Sec 2-A brought by 1965 amendment gives provisions regarding individual disputes converted into industrial dispute.

* Section 2A provides rights such as :-

- (a) Right to participate in inter-industrial disputes by individual
- (b) Public utility services are covered
- (c) Any issue faced by workmen - can move for adjudication machinery present in legislation

* Case laws

- (i) Daimakuchi Tea Estate ^{case} Court held that individual disputes can be converted into industrial disputes.
- (ii) Delhi cloth mill workers case - Court held that any issue with subject to employment or non employment can be counted as industrial dispute.



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4

Ques:- Define 'Strike' & 'lockdown' - - - - - deemed legal.

Strike

According to section 2 (q) of the industrial dispute act 1947 a strike is voluntary cessation of work by ^{group of} workmen/ employees, working in any industry to resist their demands with the employers.

Strike is a tool in the hands of the workmen who use it as a pressure tactics to get their demand fulfilled by the employers.

* Essentials of strikes

(i) Cessation of work - The workmen stop working as soon as they declare strike, to let the employer meet their demands.

(ii) Collective Action - A strike is a collective action undertaken by ^{the} group of workman.

(iii) Employment in an industry - for a strike to happen the employees must be working in an industry.

(iv) Collective Bargain - ^{strikes} are usually held to ensure their ^{demands} [workmen] are met by the employer through collective bargain by both parties.

* Types of strike

(i) Sit down strike: workmen occupy the workplace

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- (ii) general strike - joined by workmen of other sectors for social / political issues.
- (iii) wildcat strike - strike without trade union.
- (iv) sympathy strike - joined by workmen of other establishment
- (v) productivity strike - workmen do not stop working rather reduce their productivity deliberately.

* Lockout Lockout is a tool in the hands of the employer to negotiate in case of any industrial dispute. As to sec 2(1) of Industrial dispute Act 1947, lock is temporary closure of a workplace or employment in the workplace by the employer to negotiate / suppress the strike or arbitrary demands of the workman.

During lockdown the workplace is temporarily closed and work is suspended until the terms of employers and employees are met.

* Essentials of lockout

- (i) Employer initiated action - lockout is initiated by the employer to check the strikes.
- (ii) Temporary closure of workplace - unlike closure, in lockout the place of work is temporarily closed.
- (iii) suspension of work - during a lockout the work is temporarily suspended.
- (iv) Discipline tactics - the lockout are sometimes



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done to ensure the discipline is maintained by the workmen.

(v) cost cut lockouts - Sometimes lockouts are done in case of financial losses incurred by the industry.

* Circumstances for strike & lockout to be legal

(i) Notice issue in case of public utility service - under (sec 29) if the strike or lockdown is done after issuing notice-

- (i) after issuing notice - before 14 days.
- (ii) Adhering to timeline - validity of notice for 06 weeks

(ii) Prohibition of strike & lockdown during conciliation or arbitration proceeding - (Sec 23)

A strike or lockdown shall be deemed illegal if it violates or is done during any pendency of proceedings of arbitration or conciliation.

- (i) Arbitration proceedings → Not before (2 months)
- (ii) Conciliation proceeding → Not before (7 days) of notice
- (iii) Violative of orders of court → if the strike or lockout is against the violation of court order/decree.

(ii) Use of coercion or force or violence - if strike or lockdown is done using coercion or violence - it shall be illegal.

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SECTION - C



7

Ques 7:- Discuss - - - - - Trade unions act, 1926:-

Trade union act was brought in year 1926 for saving the interests of workmen, during the British rule against:-

- Inhumane working conditions
- Negligible wages.
- Labour indenture / forced labour.

After the trade union act, 1926 got commenced it gave certain immunity and privileges to the ^{workmen} industries so that they can work collectively, raise their demands and be protected against any coercive and arbitrary action by the employers.

* Privileges of registered trade union

- Recognition as a legal entity - after any group of workmen is registered as trade union, it gives them legal entity recognition, which can work independently manage its own affairs.
- Right to sue and be sued - after registration of any trade union it has right to sue any entity which has violated its rights or infringed upon its rights or principles, vice-versa any entity which is legal, if it thinks that their rights have been violated can move to the court and sue the trade union.



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(iii) Right to acquire property - Any registered trade union can acquire property in its name as it has now become an separate legal entity of its own.

(iv) Right to manage funds - Any registered trade union has privilege to manage its funds according to the provisions laid down by the act.

(v) Right to control its activities - Any trade union being a separate legal entity and working independently has right to control its activity, ensure that activities are not criminal in nature or violative of the provisions laid down in the act.

(vi) Protection against certain civil liabilities ✓
Trade unions are protected against certain civil liabilities, that breach of them would not account to punishments such as breach of contracts, if the activities so done are strictly adhered under the provisions laid by the act.

(vii) Immunity against suits and criminal ✓
suits
certain immunities are granted to the trade unions, which protect them against criminal & civil proceedings, if they are done in accordance with the

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procedures established under the act.

Example :- Strikes are not legally wrong if they are done accordance to the section 22 & 23 of the act, provided the procedure laid down are duly followed.

* Certain liabilities of trade unions

- (i) liability to maintain records and registers - The registered Trade unions are liable to maintain records and registers upto date.
- (ii) Democratic election conduction - The trade unions are liable to conduct democratic elections for the offices vacant, ensure efficient officers are competent.
- (iii) Practice fair activities - registered trade unions are liable to avoid any criminal activity and ensure work done in good faith.
- (iv) Work done in good faith - Registered trade unions are liable to conduct work in good faith to ensure that the legal provisions laid by the act are not violated.
- (v) Protect interest of Trade union members - registered trade unions are liable for protecting the interest of the members.



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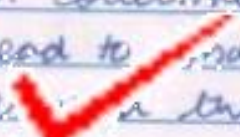
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10

Ques 9:- Concept of collective bargaining --- bargaining

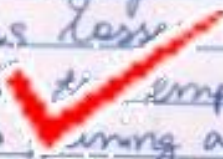
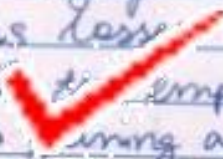
Concept of collective bargaining is enshrined in the trade unions act, 1926, according to the act Collective bargaining is negotiation between employer and workmen/employee to reach out amicable result, which benefits both the parties; workmen and employers.

Through collective bargaining the issues which might lead to industrial disputes are discussed and a  that the award is duly followed.

collective bargaining is a tool to ensure industrial peace, harmony between employers and employees, and protection of interest of both employees and workmen.

* Modes of collective Bargaining.

(i) Conjunctive Bargain - In this type of bargain either of the parties loses the negotiation. one party enjoys the benefits and other party incurs loss.

Example :- (a)  employee/workmen are successful in ing additional benefits from employer.
(b) If the employer is successful in cutting wages or bonus of the workmen.



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(ii) Composite bargaining - Bargaining other than the issues related to wages are called composite bargaining.

Example:- Issues ~~like~~ such as working hours of the employees, issues of paid/unpaid leaves of the workmen.

(iii) Inductive bargain In this bargain both the parties involved in the bargaining are benefited.

Example:- Employer gets more productive working hours by workmen and workmen gets additional wages for the same.

* Procedure of Bargaining

(i) Finding Recognition ✓ of issue Any issue which is bothering either employer or workmen are brought to the table by recognising it.

(ii) Issue of Notice - Any issue ~~recog~~ recognised and take up should be mentioned in the notice so as it is discussed by both parties.

(iii) Negotiation The issue ✓/right is negotiated by both parties ✓ and ensured that any amicable result is brought up which benefits both the parties.

(iv) Agreement on negotiation - both parties sign the



agreement, wherein negotiated terms and conditions are mentioned clearly.

(v) Adherence to the negotiated terms The negotiated issue shall be adhered to by both the parties

(vi) Renegotiation - futuristic approach, which opens up negotiation again if the negotiation terms are having any new development.

+ Advantages

(i) Ensure protection of right through collective bargaining rights of both employer and employee are protected.

(ii) Industrial peace - collective bargain ensures that industrial disputes are avoided through negotiation

(iii) Economic growth & stability - Collective Bargain ensures that industry work efficiently and no dispute arises.

(iv) Reduced litigation - litigation in tribunals & courts - collective Bargain gives a tool to resolve issue mutually and reduce dependence on adjudication

(v) cooperation between employers and employees collective bargain ensures good relations between employers and workmen, for efficient & productive working of any industry.



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Section - A

Ques 1(a) Evolution of industrial disputes in India goes back colonial times, hence there was no legislation which could save interest of the workers in an industry.

Initially the industry were not so many in numbers as what are today, after the 1st world-war industrialization in India became rampant.

* Industrial dispute act was brought in 1947, reasons for its evolution are:-

- (i) Rapid industrialization in country - The country witnessed rampant industries in every sector, manufacturing, services etc, so it was needed.
- (ii) Protection of Interest of workers - Industrial dispute act aims to protect individuals from getting their rights and interest compromised.
- (iii) Industrial peace - Industrial dispute act was brought to ensure peace in industrial sector by protecting rights of people involved.
- (iv) Expanding Economy & ensuring stability - through judicial precedents various industrial sectors are included in its ambit to ensure economic stability and growth.



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(V) Control arbitrary decisions making by employers



Que 1 (b) Industrial disputes act was brought in in year 1947 after pathetic working conditions of the employees, arbitrary decisions making by the employers. to

Industrial disputes act promotes peace, resolves industrial disputes so that interests of the people are protected.

* main objects of industrial disputes act :-

(i) Protection of interest of workers - Industrial disputes act was brought in to protect the workers and ensure their well being during working hours.

ex: Hum. working condition and sanitation
control of child labour and long working hours

(ii) Provide Expert adjudication - Any industrial dispute, resolved by the adjudicatory machinery like labour court, industrial tribunal etc are done by the experts to save interest ~~working~~ workers from technicalities.

(iii) Ensure unfair dismissal, retrenchment is not done.



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Industrial dispute act ensures that any unfair dismissal or retrenchment is not done by the employers and it is ~~to~~ ^{for} the employees.

(iv)

Ques 1 (c) Industry as per ~~sec 2~~ Sec 2 (j) of industrial disputes act is any systematic organisation where employers and employees are working together in any Business, Trade, Manufacturing, service or calling, ~~towards~~ ^{with} any profit or non-profit motive.

Essentials of industry

- (i) Systematic body/organization: An Industry is a systematic organization that works to ensure its goals are met.
- (ii) Cooperation between employees and employers - In an industry ~~to~~ ^{the} cooperation between employers and employees is very important to ensure efficient working.
- (iii) Profit motive is not essential - To be an industry any profit motive ~~is~~ ^{is not} essential for its working.



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In Bangalore water supply case, court gave formula to check any organization if it is an industry called as "Triple test".

* Illustrations

(i) What are industries?

- Manufacturing
- Service
- Public utility service
- Any profit/non profit organisations - if systematic.

(ii) What are not industries:-

- Government or sovereign functions.
- Contract work by any organization
- domestic work
- Any charitable, philanthropic organization.
- Military services.

Yes, Supreme court has time and again provided with various judicial awards to include any entity in industry - example 'Triple test', through this, the industry scope has widened to include a lot of sectors/unit as industry.

Ques 1(d) The term employer is described in industrial disputes Act, 1947 as any one who hires and rewards workmen for any activity done by him in contribution towards the industry.



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- (a) Employer in case of industry - In case of industry any person who manages the industry, has significant managerial powers, any supervisory authority whose salary is more than ₹ 10000. is considered employee, if it is working in someones better behalf or owns the industry.
- (b) Employer in case of mine - In case of mining activity, employer would be anyone who owns the mines, manages it, or any agent working on behalf of the owner.
- (c) Employers in case of other industry - In case of other industry employer is any one who has all the powers to admit and fire anyone, who looks after the 'managerial' work of the industry, example: CEO, Managing directors etc.

* Duties of an employers

- (a) provide benefit and wages to the employees.
- (b) Prohibit any criminal activity from doing
- (c) Protect the interests of the workers
- (d) Avoid any unfair practices like retrenchment, discharge, dismissal.

(e)



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Ques 1 (e) Industrial dispute is dealt in Section 2(k) of the industrial dispute Act, 1947. which states that any difference or dispute between, employers and employees, workmen & workmen and between employers and workmen, in connection with

- Employment issues
- Non-employment issues
- Working conditions of labourers.

Essential elements

- Employment in an industry - Any dispute to be industrial dispute should be in the periphery of any industry
- collective grievance - Industrial disputes unlike the individual disputes marks or admit cases where rights of many people are violated, not any individual grievance.
- Issues related to employment and non-employment are dealt - Issues such as wages, working hours, working conditions, unfair dismissal, retrenchment etc are dealt with.
- should be backed up by trade union - should be backed up by any trade union to ensure that the collective rights of individuals are not violated.

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raised

* Individual dispute - Any grievances, by any worker against the employers, which is in his individual capacity not backed by any trade union, for any personal grievance is called individual dispute.

* General provision

(i) A/c to section 2(K) any dispute will be industrial dispute if it backed by any trade union.

(ii)

(ii) Any dispute can be industrial dispute if it is a Public ~~use~~ ^{utility} service, even if it is affecting less number of people.

In the individual dispute (sec 2-A) is an exception to it which qualifies ~~any~~ ^{any} individual dispute to be an ~~industrial~~ ^{industrial} dispute.

"In diamakuchi tea garden estate case" - Supreme court held that any case of individual dispute can be industrial dispute if it qualifies the provisions of the (sec 2 A).

ques 1(g) Conciliation officers ^{are} present in 'sec 4' of the industrial ~~disputes~~ ^{disputes} act.

Conciliation officer is the one of the



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a conciliation machinery present in the industrial dispute act to adjudicate any disputes of the industries.

* functions

- (1) Summoning the evidences - The conciliation officer may summon individual to present evidences related to the case.
- (2) Administration of oath - The conciliation officer administers the oath to the parties involved in the dispute.
- (3) Settlement of dispute - The conciliatory conciliation officers settle the dispute between the conflicting parties, through mutual negotiation, arbitration, etc.
- (4) Inspection of premises - Can also inspect the premises related to the disputed case.
- (5) Issuing of award - The conciliation officer has only recommendatory power, where it can award non-binding recommendation.
- (6) Report filing with government - The conciliation officers reports its award to the appropriate government.

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- (i) Final report - In case of dispute resolved successfully
- (ii) Failure report - In case if the dispute was not resolved.

Ques 1 (h) Trade union under the Trade unions act 1926 refers to any group of workmen who have come together to work collectively towards any goal and to ensure that their collective rights are not violated by any one.

* Historical background

- (i) 1890's - 1st Trade union was established called Bombay Mills Hand Association
- (ii) after 1990's - (i) NM Lokhande established a trade union.
(ii) Madras trade union established by B Phadli
- (iii) 1920 - 1st All India Trade union called 'All India trade union congress' (AITUC) was established by the leadership of J B Lokamanya Tilak.

* Key features

- (i) Protect workers interests :- Trade unions protect workers interest by giving collective powers to the issues of importance to workers like wages, service conditions.



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- (b) Check unfair activities Trade unions check unfair activities done by the employers such as, dismissal, discharge & retrenchment.
- (c) Collective action - Trade unions ensures that collective actions - but by the group of workmen towards any goal. are not arbitrary.
- (d) Bargain in interest of workmen - trade unions bargain in the interests of workmen and ensure pressure exerted on the employers gains workmen benefit.

Hence trade unions are significant in industrial peace and efficient working of industries.

ques 1(i)

Political fund under the trade union act is any fund which trade unions who are registered by appropriate government according to sec 3 can donate, some part of their funds to the political parties.

A registered trade union has right to act as an individual & independent entity, after registration it becomes a separate legal entity which can work



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work independently to ensure that rights of the individuals are not infringed and are duly protected.

As to Trade Union's Act, 1926, any ~~union~~ trade union which is registered as to the procedure established by the act can have 'donate its rights to:-

- (a) manage its funds - With respect to the act as a separate legal entity it can manage its funds, without involving in any fraudulent or dishonest motive.
- (b) right to donate its funds - Any legal entity registered with trade unions act can donate its fund to any political affiliation.
- (c) Right to elected officers democratically - It can utilise its funds for efficient & smooth election conduction, to ensure officer office bearers are competent.

Ques 1 (j) Collective bargain - negotiation between employers and management come out amicable results which benefit both the parties.

It is a tool to ensure that the conflicts arising between the employer & employees do not



reach any court but are resolved through negotiation under collective bargaining.

* Objectives

- (i) Ensure rights of employers & employees are not compromised.
- (ii) Ensure that the disputes are not moved / escalated and are resolved through negotiation.
- (iii) Ensuring industrial peace
- (iv) The object is to ensure cooperation between employer and employee.
- (v) Reduced litigation in the traditional courts and tribunals.
- (vi) Ensure economic growth and stability.

Rule 1 (f) A lightning strike is one of the strike where workers voluntary cessation of work to ensure that their rights and demands are met by the employers.

In lightning strike the workers stop working as a tool to ensure that their demands are met by the employers.

Example:- closure of industry and stoppage of working by employees demanding increase in wages.