



MAHATMA GANDHI UNIVERSITY, KERALA

Abstract

Syllabus Revision –Three Year Unitary LL.B/Five Year Integrated LL.B programme 2018 Regulations- Change of Course Code, Course Title & Approval of Model Question Paper - Labour Law I & II and Compulsory Clinical Paper-I: Drafting, Pleading and Conveyance-2026-2027 Academic Year Onwards- Recommendations of the Board of Studies in Law held on 18.09.2026– Approved by the Vice-Chancellor, by exercising powers under 10(17), Chapter III of the Mahatma Gandhi University Act 1985 – Orders issued

ACADEMIC A 4 SECTION

No. 8608/AC A 4/2026/MGU

Priyadarsini Hills, Dated: 28.09.2026

Read:-1.University Order Number 7298/AC A 4/2026/M.G.U Dated 27.07.2026.

2.Minutes of the meeting of the Board of Studies in Law held online on 18.09.2026.

ORDER

As per the order read as (1) above, the syllabus of Labour and Industrial Law – Paper I, Labour and Industrial Law – Paper II and Compulsory Clinical Paper-I: Drafting, Pleading and Conveyance has been updated from 2026-2027 academic year onwards. Accordingly the matter of changing the corresponding Course Code and Course Title was placed before the Board of Studies in Law for recommendations.

The meeting of the Board of Studies in Law (UG & PG Combined), held via online mode, as per the proceedings read as (2) above, considered the matter and made the following recommendations:

"The Model Question Paper sets for the subjects whose syllabi had been revised, namely Labour Law I – Industrial Relations & Wage Laws and Labour Law II – Social Security, Occupational Safety and Labour Welfare, and Compulsory Clinical Paper-I: Drafting, Pleading and Conveyance for the Three-Year LL.B. and Five-Year LL.B. Programmes, were placed before the Board for its consideration.

The Board also deliberated on the technical and administrative difficulties likely to arise in the conduct and processing of examinations due to the course codes remaining unchanged, notwithstanding the revision of the syllabi by the Expert Committee. In order

to avoid ambiguity and ensure uniformity in the conduct of examinations and related academic and administrative processes, the Board suggested that the course codes for Labour Law I and Labour Law II in the Three-Year Unitary LL.B. Programme can be revised as ULR 19 and ULR 21, respectively, and that for the Five-Year LL.B. Programme can be revised as FLR 18 and FLR 19, respectively.

The change proposed is in line with change of Course Code after syllabus revision of Law of Evidence made by the University. Similarly, Course code for Compulsory Clinical Paper-I: Drafting, Pleading and Conveyance for the Three-Year Unitary LL.B. can be revised as ULR 15 and that for Five Year LL.B can be revised as FLR 23 respectively.

Accordingly, the Board resolved to recommend adoption of changed Course name and Course Code for syllabus updated subjects as detailed below:

Sl.No	New Course Code	New Course Title	Programme	Semester
1	FLR 18	Labour Law – I: Industrial Relations & Wage Laws	Five-Year LL.B	VI
2	FLR 19	Labour Law – II: Social Security, Occupational Safety and Labour Welfare	Five-Year LL.B	VII
3	FLR 23	Compulsory Clinical Paper-I: Drafting, Pleading and Conveyance	Five Year LL.B	VII
4	ULR 19	Labour Law – I: Industrial Relations & Wage Laws	Three Year Unitary LL.B	IV
5	ULR 21	Labour Law – II: Social Security, Occupational Safety and Labour Welfare	Three Year Unitary LL.B	V
6	ULR 15	Compulsory Clinical Paper-I: Drafting, Pleading and Conveyance	Three Year Unitary LL.B	III

The Board also resolved to recommend the Model Question paper prepared for Labour Law -I &II and placed before it.

Regarding, Model Question Paper -Compulsory Clinical Paper: Drafting,Pleading and Conveyance-Board of Studies resolved that, as the examination is conducted entirely as an internal assessment, there is no requirement for prescribing or preparing a Model Question Paper".

The above recommendations were approved by the Vice Chancellor by exercising powers under 10(17), Chapter III of the Mahatma Gandhi University Act 1985.

Orders are issued accordingly.

LEKSHMI K

ASSISTANT REGISTRAR I
(ACADEMIC)
For REGISTRAR

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- 1.Principals of all affiliated Law Colleges.
2. PS to Vice-Chancellor
- 3.PA to Registrar/Controller of Examination /Finance Officer
4. AR/DR/JR(Exam/Academic)
- 5.Tabulation Sections Concerned,,ACA1, EB6,EB2 , OQPM sections
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Section Officer

FIVE YEAR B.A./B.COM/B.B.A., L.L.B.(HONOURS) DEGREE EXAMINATION

SIXTH SEMESTER

FL R -18 LABOUR LAW -1 INDUSTRIAL RELATIONS & WAGE LAWS

Time:3 hours

Maximum: 75 marks

Part A

write short notes on any **five** of the following .

Each question carries 3 marks

1. Define Collective Bargaining.
2. Subsistence Allowance
3. Domestic Enquiry
4. Board of Conciliation
5. Right to Freedom of Association
6. Define Industry

(5X3=15 marks)

PART B

Answer any **three** of the following Problems

Each question carries 10 marks

7. In September 2026, the executive committee of a registered trade union operating in a company, passed a resolution to allocate its General Fund to launch a massive regional media campaign to support a particular political party during an upcoming legislative assembly election. The remaining balance was used to pay a court fine imposed on three of its union members who were convicted of criminal rioting during a strike. As a legal advisor, evaluate the validity of these expenditures made by the Union. Structure your response by analysing relevant statutory provisions.
8. XYZ Garments Ltd., a major manufacturer experiencing severe financial distress, immediately implemented this 15% reduction for its entire workforce of 500 labourers without seeking prior individual worker consent. The registered Trade Union of XYZ Garments Ltd. has strongly objected to this reduction. They argue that minimum wages are absolute and cannot be subjected to exemptions based on an employer's financial capacity. Decide.
9. An employee working in an industrial establishment committed fraud during year 2023-2024 and continued in the establishment for next Two years. On the basis of fraud committed by him during 2023-24 he as dismissed from service in 2026-2027. Discuss his eligibility for Bonus for the year 2023 -24 and subsequent years under the applicable law.
10. Due to use of AI technology in automobile industry, large scale termination of services began to occur during 2026. Taking undue benefit of this phenomenon, Automobile Industries Association

declared a cut of 20 % in employee's wages with effect from April 2026. Employees suddenly declared Strike in response. Discuss rights of employer.

(3X10=30 Marks)

PART C

Answer any **two** of the following questions

Each question carries 15 marks

11. Discuss law governing formation, registration of Trade Union in India. State also the benefits of registration of trade union.

12. A Lock out declared in consequence of an illegal strike or a strike declared in consequence of an lock out shall not be deemed to be illegal. Comment.

13. Examine the significance of standing orders for an industrial establishment.

(2X15=30 marks)

UNITARY LLB (THREE YEAR) DEGREE EXAMINATION

SEMESTER IV

ULR -19 LABOUR LAW -I INDUSTRIAL RELATIONS AND WAGE LAWS

Time :3 Hours

Maximum :75 marks

PART -A

Answer any **five** questions

Each question carries 3 marks.

1. Define industrial Dispute.
2. Disciplinary Action
3. Domestic Enquiry
4. Certification of Standing Orders
5. General Fund and Political Fund of Trade Union
6. Define Industrial Dispute

(5X3=15 marks)

PART B

Answer any **three** of the following Problems

Each question carries 10 marks

7. A registered trade union in a factory gave a strike notice but went on strike three days prior to the specified date, during the pendency of conciliation proceedings. In response, the management declared a lockout, terminated the union leaders for inciting an illegal strike, and sued the union for production losses. Evaluate the legality of the strike and advise whether the trade union enjoys statutory immunity from civil liability under relevant law.
8. An industrial establishment employing 350 workers permanently closed its operations without seeking prior permission from the government, citing an unexpected and severe raw material shortage. The workers' union filed a dispute, arguing the closure was illegal under the new code and demanding full wages for the layoff period. Determine the legality of this closure.
9. A manufacturing company completely excluded its contract labourers and workers earning above a specific wage ceiling from its annual bonus payout, citing strict fiscal constraints. Evaluate the validity of the company's exclusions and calculate the statutory liability of employer to pay bonus.
10. Due to use of AI technology in automobile industry, large scale termination of services began to occur during 2026. Taking undue benefit of this phenomenon, Automobile Industries Association declared a cut of 20 % in employee's wages with effect from April 2026. Employees suddenly declared Strike in response stating that such a reduction would deprive them of their right to minimum wages. Decide.

(3X10=30 Marks)

PART C

Answer any two of the following questions

Each question carries 15 marks

11. Discuss the rights and Immunities of registered trade unions with help of case laws.
12. Critically examine the adjudicatory machinery for settlement of industrial disputes in India.
13. Explain the regulatory scheme for fixation of minimum wage in India.

(2X15=30 marks)

FIVE YEAR B.A./B.COM/ B.B.A., L.L.B.(HONOURS) DEGREE

EXAMINATION, 2026

SEVENTH SEMESTER

FLR19 LABOUR LAW -II SOCIAL SECURITY, OCCUPATIONAL SAFETY AND LABOUR WELFARE

Time : Three Hours

Maximum: 75 marks

PART -A

Answer any **five** questions

Each question carries 3 marks.

1. ILO
2. Maternity Benefit
3. Continuous Service
4. Gig workers
- 5.Contract Labour
- 6.Gratuity

(5X3=15 marks)

PART B

Answer any **three** of the following Problems

Each question carries 10 marks

7. An inter-state worker self-migrates to a manufacturing facility and is denied the mandatory free annual medical test because they were not hired through a licensed contractor. The employer claims health monitoring obligations apply exclusively to permanent staff, leaving the worker without medical recourse after a workplace illness. Advise the aggrieved employee regarding his remedies available to him. Advise.
8. An electronics company completely forfeits the accrued gratuity of a senior supervisor terminated for financial misappropriation during an internal corporate audit. The supervisor contests the financial penalty, claiming full recovery cannot legally proceed because the management failed to secure a formal criminal conviction in a court of law. Decide employee's entitlement to statutory gratuity.
9. Following the fatal accident of a delivery partner, the platform aggregator refuses to process a comprehensive dependents' benefit package for the surviving spouse. The digital firm argues that the deceased was a freelance gig partner rather than a regular wage-earning employee, exempting them from traditional statutory death benefits. Decide dependant's entitlement to dependant benefit package.
10. An employee submits a final EPF withdrawal claim after resigning, but the EPFO portal delays processing the settlement for 45 days past the mandatory 20-day limit due to a minor name

mismatch in records. The member demands additional interest for the period of delay, but the regional PF commissioner denies it. Advise the employee on his remedies.

(3X10=30 Marks)

PART C

Answer any **two** of the following questions

Each question carries 15 marks

11. Explain rights and entitlements of women employees pursuant to maternity in India.
12. Explain disablement and different types of disablement entitling employees for compensation. State the rules for calculation of Compensation.
13. What are the legal standards for ensuring safety of women workers employed in night shifts?

(2X15=30 marks)

THREE YEAR UNITARY LLB DEGREE EXAMINATION

SEMESTER V

ULR 21 LABOUR LAW II- SOCIAL SECURITY, OCCUPATIONAL SAFETY AND LABOUR WELFARE

Time : 3 Hours

Maximum: 75 marks

PART -A

Answer any **five** questions

Each question carries 3 marks

1. Define workmen
2. Doctrine of Notional Extension.
3. Compulsory Insurance.
4. Platform worker
5. Forfeiture of Maternity Benefit
6. ESI Corporation

(5X3=15 marks)

PART B

Answer any **three** of the following Problems

Each question carries 10 marks

7. Gratuity benefit of an employee of an educational institution was withheld by the employer on his retirement from service. On enquiry by the employee he as informed that during his service he negligently caused damage to an expensive machine in the Lab facility of the institution. Can the employee recover his gratuity amount. Decide.
8. Ms. Aradhana, a senior software engineer at a prominent IT firm in Bengaluru, legally adopted a Four-month-old infant. On the day the child was officially handed over to her, she applied for 26 weeks of paid maternity leave to bond with and care for the newborn. The company rejected her application. Advise Aradhana about her rights and remedies.
9. Ramesh an employee of chemical manufacturing unit develops severe chronic obstructive pulmonary disease and breathing difficulties, confirmed by a medical diagnosis linking his illness directly to his workplace environment. Assess statutory provisions addressing compensation for occupational diseases and advise him regarding legal remedies available to seek compensation from his employer.
10. Satish Kumar, a 42-year-old worker, spent 12 years in a state-licensed underground quartz crushing factory which consistently bypassed air-quality standards and mandatory inspections.

Satish was diagnosed with advanced Silicosis, an incurable, occupational lung disease and was permanently disabled losing his only source of livelihood. Can he file a Public Interest Litigation to protect rights of all workers employed in the factory. Advise him.

(3X10=30 Marks)

PART C

Answer any **two** of the following questions

Each question carries 15 marks

11. Discuss various standards adopted by International labour Organisation for ensuring social security of workers.
12. Explain employer's liability to pay compensation to an employee and the statutory defenses available to an employer to avoid liability.
13. Discuss various Employees Provident Fund Schemes adopted in India for promoting welfare of employees.

(2X15=30 marks)
