BLOGS

MCQs on Landmark Labour Law Judgments for CLAT PG

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1. Which of the following cases laid down the distinction between an individual dispute and an industrial dispute?

a. Central Provinces Transport v. Raghunath Gopal Patwardhan

b. Standard Vacuum Refining Co. v. Their Workmen

c. Workmen of Firestone Tyre v. Management

d. Steel Authority of India Ltd. v. National Union Waterfront Workers

2. In M/S Bharti Airtel Limited v. A.S. Raghavendra, the Supreme Court clarified that a person will not qualify as a "workman" under the Industrial Disputes Act if:

a. They are unskilled

b. They exercise managerial or administrative functions

c. They receive low wages

d. They are temporary employees

3. Under industrial law case jurisprudence, which of the following factors are generally considered in defining "industry"?

a. Profit motive alone

b. Employer's name

c. Systematic activity organized by cooperation between employer and employees

d. Amount of government ownership

4. In the context of labour law jurisprudence, National Engineering Industries Ltd. v. Kishan Bhageria clarified:

a. Criteria for being "workman"

b. Meaning of "industry"

c. Appropriate government

d. Retrenchment compensation

5. Which of the following cases laid down the Triple Test to determine whether an organisation is an industry or not?

a. Indian Express Newspaper v. State of West Bengal

b. Bangalore Water Supply and Sewerage Board v. A Rajappa

c. Randhir Singh v. Union of India

d. People Union for Democratic Rights v. Union of India

6. Which of the following cases laid down the principle of equal pay for equal work?

a. Randhir Singh v. Union of India

b. Indian Express Newspaper v. State of West Bengal

c. Central Provinces Transport v. Raghunath Gopal Patwardhan

d. State of Bombay v. Hospital Mazdoor Sabha

7. Which of the following statements are true regarding the Standard Vacuum Refining Company v. Their Workmen?

a. Laid down the distinction between individual and industrial disputes

b. Laid down guidelines for interpreting collective bargaining agreements

c. Laid down the principle of equal pay for equal work

d. Examined the legality of strikes

8. In the case of T.K. Rangarajan v. Government of Tamil Nadu, the Court laid down that:

a. The government employees have no fundamental, statutory, or equitable right to strike

b. The right to strike is a fundamental right

c. The right to strike is not legal or fundamental

d. The right to strike is available to every employee

9. In which of the following cases was Section 25-O of the Industrial Disputes Act, which required prior permission from the government before closing down an undertaking, declared unconstitutional?

a. Workmen of Meenakshi Mills v. Meenakshi Mills

b. Excel Wear v. Union of India

c. Steel Authority of India Ltd. v. National Union Waterfront Workers

d. Secretary, Haryana State Electricity Board v. Suresh

10. Which of the following cases addressed unfair labor practices in the context of the closure of an establishment?

a. S.G. Chemical and Dyes Trading Employees' Union v. S.G. Chemicals and Dyes Trading Ltd.
b. Excel Wear v. Union of India
c. State of Madhya Pradesh v. Pramod Bhartiya
d. Air India v. Nargesh Meerza

11. Which of the following cases addressed gender discrimination in employment conditions?

a. PUDR v. Union of India
b. Air India v. Nargesh Meerza
c. M.C. Mehta v. State of Tamil Nadu
d. Vishaka v. State of Rajasthan

12. In the case of Workmen of Reptakos Brett v. Management:

a. The Court held that minimum wages should include provisions for education, medical requirements, and amenities
b. Laid down the liberal interpretation of the Employees' State Insurance Act to extend benefits to the maximum number of workers
c. Developed the jurisprudence on sexual harassment at workplace
d. Challenged discriminatory rules in the Indian Foreign Service

13. In which of the following cases did the Supreme Court expand the scope of Article 23 of the Constitution to include payment of less than minimum wages?

a. M C Mehta v. State of Tamil Nadu
b. PUDR v. Union of India
c. Dr. Kavita Yadav v. The Secretary, Ministry of Health and Family Welfare Department and Ors
d. Apparel Export Promotion Council v. A.K. Chopra

14. In which of the following cases did the Supreme Court emphasized the liberal interpretation of the Contract Labour Act as a beneficial piece of legislation?

a. Secretary, Haryana State Electricity Board v. Suresh
b. Air India Statutory Corporation v. United Labour Union
c. ONGC Labour Union v. ONGC Dehradun & Ors.

d. State of Madhya Pradesh v. Pramod Bhartiya

15. Which of the following statements are true regarding M.C. Mehta v. State of Tamil Nadu, (1996) 6 SCC 756?

a. Issued detailed guidelines for eliminating child labor

b. Issued guidelines on unfair labour practices

c. Issued guidelines on sexual harassment at workplace

d. Laid down guidelines on maternity benefits for workers

Answers

1. (A)
2. (B)
3. (C)
4. (A)
5. (B)
6. (A)
7. (B)
8. (A)
9. (B)
10. (A)
11. (B)
12. (A)
13. (B)
14. (A)
15. (A)