BLOGS

Sectional Test on Collective Bargaining under Labour Law for CLAT PG

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1. Collective bargaining refers to the process of negotiation between:

a. Individual employee and employer

b. Employer and the government

c. Employer or employer association and representatives of employees

d. Courts and trade unions

2. Which constitutional provision forms the basis of the right to form trade unions, which facilitates collective bargaining?

a. Article 19(1)(a)

b. Article 19(1)(c)

c. Article 21

d. Article 23

3. In All India Bank Employees' Association v. National Industrial Tribunal (1962), the Supreme Court held that:

a. Right to strike is a fundamental right

b. Right to form unions includes guaranteed collective bargaining

c. Right to form associations does not necessarily include right to achieve objectives of the association

d. Collective bargaining is a statutory right

4. Which of the following is NOT an essential element of collective bargaining?

a. Bipartite negotiations

b. Collective representation

c. Individual bargaining

d. Settlement of employment conditions

5. Which type of bargaining focuses on maximizing individual party gains at the expense of the other party?

a. Integrative bargaining

b. Distributive bargaining

c. Productivity bargaining

d. Cooperative bargaining

6. The bargaining model that seeks mutual benefit and problem solving is called:

a. Competitive bargaining

b. Distributive bargaining

c. Integrative bargaining

d. Defensive bargaining

7. Which of the following factors significantly weakens collective bargaining in India?

a. Single trade union representation

b. Strong labour legislation

c. Multiplicity of trade unions

d. Collective labour agreements

8. Which institution under the Industrial Disputes Act, 1947 primarily encourages settlement through negotiation?

a. Labour Courts

b. Conciliation Officers

c. Industrial Tribunals

d. National Tribunals

9. Collective bargaining agreements are generally enforceable as:

a. Constitutional mandates

b. Statutory enactments

c. Contractual agreements between parties

d. Judicial precedents

10. Which case emphasized the importance of collective bargaining as an effective method of industrial dispute resolution?

a. Karnal Leather Karamchari Sanghatan v. Liberty Footwear Co.

b. Bangalore Water Supply v. Rajappa

c. D.S. Nakara v. Union of India

d. Maneka Gandhi v. Union of India

11. Which international organisation strongly promotes collective bargaining as a labour right?

a. WTO

b. United Nations

c. International Labour Organization

d. World Bank

12. ILO Convention No. 98 deals with:

a. Abolition of forced labour

b. Right to organize and collective bargaining

c. Minimum wage fixation

d. Occupational safety

13. Which of the following best reflects the Indian model of collective bargaining?

a. Pure voluntary bargaining system

b. Pure compulsory arbitration system

c. Mixed system with state intervention

d. Judicial bargaining system

14. Productivity bargaining involves negotiation relating to:

a. Trade union membership

b. Productivity-linked wage increases

c. Worker discipline

d. Dispute adjudication

15. Which of the following is a major objective of collective bargaining?

a. Elimination of labour legislation

b. Industrial peace and improved working conditions

c. Judicial intervention in labour disputes

d. Employer dominance in industrial relations

Answers

1. (C)
2. (B)
3. (C)

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