

BLOGS

Sectional Test on Collective Bargaining under Labour Law for CLAT PG

Aditiya Aryan · 29 Jun 2026

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)