

UNIVERSITY OF COLOMBO, SRI LANKA

FACULTY OF GRADUATE STUDIES

Masters in Labor Relations and Human Resource Management (MLRHRM) (Semester I  
Examination – September, 2020)

MLRHRM 51402 - Industrial Relations

Three (03) Hours

Answer any **FOUR (04)** questions and no more.

This paper consists of seven (07) questions and two (02) printed pages.

Illegible handwriting will lead to reduced marks.

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1. Lanka Business Bank employs 350 employees from the commencement of its business in 2015. The employees have a trade union, and 70% of the employees are members in the trade union. The Management of the Bank has made the following decisions at a meeting held recently. You are required to discuss the validity of each of these decisions.

(a) Not to participate in any collective bargaining with the trade union

(08 Marks)

(b) To inform the trade union that if the trade union embarks on any strike action, a civil action will be filed against the trade union to recover the loss caused by the strike action

(08 Marks)

(c) In future, when new employees are recruited, to include a clause in their letter of appointment as "You are not entitled to form a trade union or be a member of any trade union".

(09 Marks)

**(Total: 25 Marks)**

2. The Courts have developed tests to differentiate a contract of service (workman) from a contract for service (independent contractor), and to identify whether a person who is engaged in work is a workman or an independent contractor. Explain these tests that the Courts have developed.

**(25 Marks)**

3. You have been requested to write an Article entitled "Legal Responses to Sexual Harassment at Workplace in Sri Lanka" for a Journal in Human Resource Management. Explain the key points that you would include in your Article.

**(25 Marks)**

4. Explain the principles of any three ILO Conventions which promote family-friendly employments.

**(25 Marks)**

5. Although right to strike is considered as a legitimate weapon in the hands of the workmen, it has many limitations. Explain the limitations to right to strike.

**(25 Marks)**

6. You have been requested to make a presentation on the theme "Labour Legislation as Social Legislation in Sri Lanka" in a research symposium organized by the Faculty of Graduate Studies. Explain the key points that you would include in your presentation.

**(25 Marks)**

7. Explain the following developments that have changed the nature of contract of employment:

(a) Trade unionism and collective bargaining

**(08 Marks)**

(b) Labour legislation

**(09 Marks)**

(c) Labour Courts with just and equitable jurisdiction

**(08 Marks)**

**(Total: 25 Marks)**

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