



LIBRARY  
BRAINWARE UNIVERSITY  
SCHOOL OF LAW  
Barasat, Kolkata- 700125

## BRAINWARE UNIVERSITY

Term End Examination 2024-2025

Programme – LLM-2022/LLM-2023

Course Name – Labour and Industrial Law-I

Course Code - LLM303A

( Semester III )

Full Marks : 60

Time : 2:30 Hours

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

### Group-A

(Multiple Choice Type Question)

1 x 15=15

1. Choose the correct alternative from the following :
  - (i) Choose the correct option which defines the term adolescent under Occupational code 2020.
    - a) Section 2
    - b) Section 3
    - c) Section 4
    - d) Section 5
  - (ii) Choose the correct term which means interim or final determination of any industrial dispute or of any question relating thereto by any labour court.
    - a) Banking company
    - b) closure
    - c) award
    - d) conciliation proceeding
  - (iii) Select the correct option through which the industrial peace is secured.
    - a) Compromise and arbitration
    - b) adjudication and arbitration
    - c) negotiation and adjudication
    - d) none of the over
  - (iv) Choose the year of experience of District Judge who can preside in a Labour Court.
    - a) 3 years
    - b) 7 years
    - c) 5 years
    - d) 10 years
  - (v) Identify the number of hours which a child shall not be required to work more than:
    - a) 4
    - b) 3
    - c) 5
    - d) 2
  - (vi) Choose the composition of which of the following is similar to the structure of ILO.
    - a) Canteen Managing Committee
    - b) Standing Labour Committee
    - c) Safety Committee
    - d) Works Committee
  - (vii) Predict the main objective of the Occupational Safety, Health and Working Conditions Code, 2020, concerning migrant workers.
    - a) To discourage migration of workers
    - b) To provide better working conditions for migrant workers
    - c) To restrict the movement of migrant workers
    - d) To exempt migrant workers from labor laws

- (viii) Predict the key objective of the Code on Wages, 2019:
- a) To establish a minimum wage for all workers in India.      b) To abolish the concept of minimum wage.
- c) To provide unlimited flexibility to employers in wage setting.      d) To ensure unpaid labor in certain sectors.
- (ix) Identify the last weapon in the hands of the workers.
- a) Layoff      b) Lockout
- c) Closure      d) Strike
- (x) Explain Under factories Act the restriction on working time of women is:
- a) before 5 AM and beyond 7 PM      b) before 6 AM and beyond 7 PM
- c) before 6 AM and beyond 8 PM      d) A before 7 AM and beyond 8 PM
- (xi) Select the term associated with the protection of workers from occupational hazards in the Occupational Safety, Health and Working Conditions Code, 2020.
- a) Wage revision.      b) Provident fund.
- c) Industrial safety and health.      d) Export promotion.
- (xii) Identify the purpose of Labour Law.
- a) provides legal framework      b) employee satisfaction
- c) workplace democracy      d) industrial relations
- (xiii) Choose the aspect covered by the Occupational Safety, Health and Working Conditions Code, 2020.
- a) Taxation policies.      b) Employment of foreign workers.
- c) Working hours, overtime, and leave.      d) Airline ticket prices.
- (xiv) Identify the category of workers for whom the Code on Wages, 2019, mandates the payment of overtime wages.
- a) Salaried employees only      b) Contract workers only
- c) Daily wage laborers only      d) All employees
- (xv) Select the year in which the Occupational Safety, Health and Working Conditions Code, 2020, was enacted.
- a) 2017      b) 2018
- c) 2019      d) 2020

### Group-B

(Short Answer Type Questions)

3 x 5=15

2. Analyze the role of the government in monitoring and enforcing the provisions of the Code on Wages, 2019. (3)
3. Discuss the measures that employers are required to take under the Code to prevent workplace accidents and occupational hazards. (3)
4. Identify the types of social security benefits provided to workers through the social security funds established under the Code. (3)
5. Explain the safeguards and facilities that employers need to provide to ensure the safety and welfare of women employees as per the Code. (3)
6. Evaluate the impact of the Code on Wages on reducing disputes related to wages and enhancing worker satisfaction. (3)

OR

- Evaluate the role and significance of the Advisory Boards in maintaining a balance between industry requirements and workers welfare. (3)

### Group-C

(Long Answer Type Questions)

5 x 6=30

7. Discuss the primary responsibilities of an employer as outlined in the Occupational Safety, Health and Working Conditions Code, 2020. (5)
8. Identify the circumstances under which employers are required to provide suitable facilities for the welfare of female employees. (5)
9. Evaluate the potential consequences of an employer consistently disregarding the specified limits on working hours. (5)
10. Evaluate the significance of granting annual leave for maintaining employee well-being and preventing burnout. (5)
11. Examine the types of information that employers are required to include in the registers and records as per the Codes provisions. (5)
12. Evaluate the effectiveness of the provisions for maintaining registers, records, and returns in ensuring transparency and accountability in labor management practices. (5)

**OR**

Evaluate the impact of the special provisions for the employment of women on promoting gender equality and creating a conducive work environment. (5)

\*\*\*\*\*

**LIBRARY**  
**BRAINWARE UNIVERSITY**  
**SCHOOL OF LAW**  
Barasat, Kolkata- 700125