



15571



BRAINWARE UNIVERSITY

Term End Examination 2025-2026

Programme – BBA LL.B.-2021/BBA LL.B.-2022

Course Name – Labour Law I

Course Code - BBALLB702

(Semester VII)

Library
Brainware University
398, Ramkrishnapur Road, Barasat
Kolkata, West Bengal-700125

Brainware University
398, Ramkrishnapur Road, Barasat
Kolkata, West Bengal-700125

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) State the objective of Code on Wages,2019.

a) An Act to consolidate and amend the law regulating labour in factories.	b) An Act to amend and consolidate the laws relating to wages and bonus and matters connected therewith or incidental thereto.
c) An Act to consolidate and amend the laws regulating the Occupational safety and health and working conditions of the persons employed in an establishment.	d) An Act to amend and consolidate the laws relating to social security.
 - (ii) Identify the section of the Code on Wages 2019 which deals with disqualification from bonus.

a) 29	b) 40
c) 41	d) 42
 - (iii) Choose from the following options that deals with deductions for recovery of loans.

a) Section 23 of the Code on Wages, 2019	b) Section 24 of the Code on Wages, 2019
c) Section 25 of the Code on Wages, 2019	d) Section 27 of the Code on Wages, 2019
 - (iv) Tell the provision where "same work or work of a similar nature" is defined under the Code on Wages, 2019.

a) Section 2(v)	b) Section 2(w)
c) Section 2(s)	d) Section 2(t)
 - (v) Identify the Act number of The Occupational Safety Health and Working Conditions Code, 2020.

a) Act number 37 of 2020	b) Act number 38 of 2020
c) Act number 39 of 2020	d) Act number 40 of 2020
 - (vi) Identify the maximum bonus allowed under the Code on Wages, 2019.

a) 20% of wages earned in accounting year	b) 25% of wages earned in accounting year
c) 30% of wages earned in accounting year	d) 40% of wages earned in accounting year

- (vii) Which one of these is not covered under the definition of wages under the Wages Code?
- a) House rent allowance
- b) Remuneration payable under any award or settlement between the parties or order of a court or Tribunal
- c) Any overtime allowance
- d) All of these
- (viii) Choose the case in which Individual dispute vs. Industrial dispute has been decided.
- a) Central Provinces Transport Limited Nagpur, v. Raghunath Gopal Patwardhan 1957 AIR 104
- b) Steel Authority of India Limited v. National Union Waterfront Workers, AIR 2001
- c) Hussainbhai Calicut v. Alath Factory Thozhilali union, AIR 1978
- d) Central Provinces Transport Limited Nagpur, v. Raghunath Gopal Patwardhan 1957 AIR 104
- (ix) Choose the case law which defined the term "workman".
- a) Hussainbhai Calicut v. Alath Factory Thozhilali union, AIR 1978
- b) Central Provinces Transport Limited Nagpur, v. Raghunath Gopal Patwardhan 1957 AIR 104
- c) Arkal Govind Rajrao v. Ciba Geigy of India Ltd, 1985 AIR 985
- d) Steel Authority of India Limited v. National Union Waterfront Workers, AIR 2001
- (x) Outline the issue involved in the case of National Engineering Industries Ltd. v. Kishan Bhageria, 1988 AIR 329.
- a) Industry
- b) Workman definition
- c) Factory
- d) Employee provident Fund
- (xi) Choose the name of the case involved in the issue of Lay off.
- a) Municipal Corporation of Greater Bombay v. Labour Appellate Tribunal of India, AIR 1957
- b) Central Provinces Transport Limited Nagpur, v. Raghunath Gopal Patwardhan 1957 AIR 104
- c) Hussainbhai Calicut v. Alath Factory Thozhilali union, AIR 1978
- d) Management of Kairbetta Estate, Kotagiri Po v. Rajamanickam, 1960 AIR 893
- (xii) Outline the issue involved in the case of Virudhachalam vs Management of Lotus Hills.
- a) The SCs underlying assumption was that a recognised union represents all workers in a particular industrial project or industry. In the MRF United Workers case, this matter was also mentioned.
- b) An unregistered trade union has no right
- c) The case laid down the rights of members of trade unions that are covered under the fundamental right to freedom of expression and speech under Article 19(1) (c).
- d) The SC's underlying assumption was that a recognized union represents all workers in a particular industrial project or industry. In the MRF United Workers case, this matter was also mentioned.
- (xiii) Identify the issue involved in the case of M/S Kasturi and Sons Pvt Ltd. v. N. Salivateswaran, 1958 AIR 507.
- a) Settlement of Dispute
- b) Lay Off
- c) Execution Proceedings
- d) Lock Out
- (xiv) Select the component that is not included in the definition of wages according to the Code.
- a) Allowance
- b) Salary
- c) Bonus
- d) None of these
- (xv) Recall the issue of Bandhua Mukti Morcha v. Union of India, 1984 AIR 802.
- a) right to equality
- b) freedom of speech & expression
- c) Factory
- d) Bonded Labour

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Explain the concept of contract labour under the Code on Wages, 2019. (3)
3. State the concept of employee under the Code on Wages, 2019. (3)
4. State the concept of employer under the Code on Wages, 2019. (3)
5. Illustrate the meaning of wages as a key feature of Code on Wages, 2019. (3)
6. Evaluate the grounds for disqualification from bonus as provided under the Code on Wages, 2019. (3)

OR

Assess provision related to prohibition of discrimination on ground of gender as provided under the Code on Wages, 2019. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. State the objective of the Code on Wages, 2019. (5)
8. Assess the offences and penalties under Code on Wages, 2019. (5)
9. Outline the concept of hazardous process as laid down under the Occupational Safety, Health and Working Conditions Code, 2020. (5)
10. Outline the provision of compensation to workmen in case of closing down of undertakings under Industrial Relations Code, 2020. (5)
11. Analyze the case of Tamil Nadu N.G.O Union v. The Registrar of Trade Unions (1962). (5)
12. Evaluate the health, safety and working conditions under the Occupational Safety, Health and Working Conditions Code, 2020. (5)

OR

Evaluate the position of Inter-state migrant workers and contract labours as laid down under the Occupational Safety, Health and Working Conditions Code, 2020. (5)

Library
Brainware University
398, Ramkrishnapur Road, Barasat
Kolkata, West Bengal-700125