

- c) Article 32
d) Article 43
- (viii) Under the Code on Social Security, 2020, how is the minimum wage revised?
a) Annually
b) Biennially
c) Quarterly
d) Once every five years
- (ix) What is the maximum period within which an application for trade union registration must be disposed of by the authorities?
a) 30 days
b) 45 days
c) 60 days
d) 90 days
- (x) Select: Under the EPF scheme, the employer's contribution is exempted from tax up to:
a) 5% of the employee's salary
b) 10% of the employee's salary
c) 15% of the employee's salary
d) 20% of the employee's salary
- (xi) Which of the following is NOT a covered event under employees' compensation according to the Code of Social Security 2020?
a) Work-related injury
b) Occupational disease
c) Maternity
d) Retirement
- (xii) Who is responsible for depositing employees' and employers' contributions to the Social Security Institution as per the Code of Social Security 2020?
a) Employer
b) Employee
c) Social Security Institution
d) Ministry of Labor
- (xiii) Identify the salary on basis of which the Gratuity is calculated.
a) Current salary
b) Starting salary
c) Average salary
d) Highest salary
- (xiv) Identify whether The Code on Social Security 2020 covers maternity benefits for women adopting a child.
a) Yes it Covers
b) No it does Not
c) Only if the child is an orphan or differently-abled
d) Only if the child is less than 1 year old
- (xv) Identify: whether The Code on Social Security 2020 allows women to work from home during the maternity period.
a) Yes it Does
b) No
c) Only if the employer agrees
d) Only for certain job roles

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Group-B
(Short Answer Type Questions)

3 x 5=15

2. Examine the key benefits of contributing to a Provident Fund (PF) account. (3)
3. Explain two essential functions of Employee State Insurance (ESI). (3)
4. Discuss the meaning of Unfair Labour Practice. (3)
5. Write a note on Grievance Redressal Committee as laid down under Industrial Relations Code. (3)
6. Analyze the definition of Industry, as laid down under Industrial Relations Code, 2020, with case reference. (3)

OR

- Analyse the definition of Industrial dispute as laid down under Industrial Relations Code, 2020 with case reference. (3)

Group-C
(Long Answer Type Questions)

5 x 6=30

7. Outline the process by which employees check their provident fund balance. (5)
8. Analyse the term appropriate Government under the Code on Social Security, 2020. (5)
9. Examine the role of Industrial Tribunal. (5)
10. Examine the concept of Closure. (5)

11. Explain the meaning of Gig worker. (5)
12. Analyse the concept of Labour Jurisprudence. (5)

OR

Analyse the Historical Context and Development of Labour laws. (5)

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