



BRAINWARE UNIVERSITY

Term End Examination 2025-2026

Programme – LLM-2023/LLM-2024

Course Name – Labour and Industrial Law-I

Course Code - LLM303A

(Semester III)

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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) 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
 - (ii) 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
 - (iii) Identify the meaning of "employee" under the Code on Wages, 2019.

a) Any person employed in a managerial capacity.	b) Any person employed to do any skilled, semi-skilled, unskilled, manual, supervisory, technical or clerical work for hire or reward.
c) Only a person employed in an administrative capacity.	d) Only a person employed in an administrative capacity.
 - (iv) What is the purpose of defining "establishment" in the Code?

a) To limit the applicability of the Code to specific types of businesses.	b) To identify the places where the provisions of the Code will apply.
c) To exempt certain businesses from the Code.	d) To classify businesses for tax purposes.
 - (v) What is the maximum wage period allowed under the Code on Wages, 2019?

a) Fortnightly	b) Weekly
c) Monthly	d) Annually
 - (vi) What is the maximum permissible percentage of total wages that can be deducted for fines?

a) 5%	b) 10%
c) 15%	d) 20%
 - (vii) Explain the significance of the provision regarding "deductions for absence from duty".

- a) It allows employers to deduct wages for unauthorized leave. b) It mandates deductions for all types of leave.
- c) It restricts deductions to certain circumstances only. d) It promotes employee attendance.
- (viii) What is the implication of unauthorized deductions from wages for an employer?
- a) The employer faces no consequences. b) The employee can recover the deducted amount with compensation.
- c) The employer is only required to re-pay the deducted amount. d) The employer receives a warning from the Inspector.
- (ix) Identify the number of weeks of leave with wages that a woman worker is entitled to in the event of a miscarriage.
- a) 12 b) 6
- c) 4 d) 24
- (x) Identify the purpose of Labour Law.
- a) provides legal framework b) employee satisfaction
- c) workplace democracy d) industrial relations
- (xi) Select the key element introduced by the Code on Wages, 2019, regarding wages.
- a) Fixed wage rates for all industries b) Universal minimum wage
- c) Voluntary wage sharing d) Wage discrimination
- (xii) Predict the purpose of the Universal Wage Floor introduced by the Code on Wages, 2019.
- a) Ensuring equal pay for all employees b) Eliminating all wage disparities
- c) Establishing a minimum wage across India d) Encouraging high-income jobs
- (xiii) Predict the primary objective of the Occupational Safety, Health and Working Conditions Code, 2020.
- a) Promoting employee benefits b) Ensuring workplace safety
- c) Regulating work hours d) Encouraging employer profits
- (xiv) Choose the term that best describes the purpose of the Occupational Safety, Health and Working Conditions Code, 2020.
- a) Simplification of labor laws b) Taxation regulations
- c) Environmental protection d) Industrial marketing
- (xv) Select the category of workers who are covered under the Occupational Safety, Health and Working Conditions Code, 2020.
- a) Only government employees b) Both organized and unorganized sectors
- c) Only agricultural workers d) Self-employed individuals

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Group-B
(Short Answer Type Questions)

3 x 5=15

2. Explain the provisions in the Code on Wages related to deductions from wages and the maximum permissible limit. (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 welfare amenities that employers are mandated to provide within the premises of the workplace, as per the Code. (3)
5. Identify the rights and entitlements of employees with respect to occupational safety and health, as outlined in the Code. (3)
6. Elaborate the procedure for fixing and revising minimum wages as outlined in the Code on Wages 2019. (3)

OR

Explain the functions and powers of the Inspector-cum-Facilitator under the Code on Wages in relation to compliance and facilitation. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Evaluate the implications of non-compliance with payment of wages provisions. (5)
8. Explain the process of revising minimum wages as per the Code. (5)
9. Identify the role of employers in contributing to and facilitating social security funds for their employees. (5)
10. Identify the authority responsible for setting the minimum wages. (5)
11. Evaluate the challenges and benefits of implementing special provisions for the employment of women, considering both the employers and employees perspectives. (5)
12. Evaluate the potential consequences of an employer consistently disregarding the specified limits on working hours. (5)

OR

Evaluate the entitlement of an employee to annual leave with wages according to the Code (5) and the conditions for availing such leave.

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