

- a) Article 25
c) Article 41
- b) Article 32
d) Article 45
- (vii) Which of the following is NOT covered under labour laws?
a) Industrial Relations
c) Intellectual Property Rights
- b) Certification of Unions
d) Workplace Health and Safety
- (viii) State the process of resolving disputes between workers and management through a third-party mediator.
a) Strike
c) Conciliation
- b) Lockout
d) Outsourcing
- (ix) What does the term 'Collective Labour Law' refer to?
a) Individual contracts between employees and employers
c) Tax regulations for corporations
- b) Laws related to the relationship between employee, employer, and union
d) Environmental regulations
- (x) What do labour laws primarily govern?
a) Employment relationships within organizations
c) Corporate tax regulations
- b) International trade
d) Environmental policies
- (xi) State which sub-area is regulated by the Industrial Relations Code, 2020.
a) Incorporation of a Registered Trade Union
c) Illegal Strikes and Lock-outs
- b) Constitution of Industrial Tribunal
d) All of these
- (xii) Select which authority is responsible for the registration of trade unions under the Industrial Relations Code.
a) District Magistrate
c) Chief Executive Officer
- b) Labor Commissioner
d) Registrar of Trade Unions
- (xiii) Identify the correct option: In case of layoffs, the employer is required to pay what percentage of the salary as compensation to the laid-off worker?
a) 25%
c) 45%
- b) 35%
d) 50%
- (xiv) Which provision in the Industrial Relations Code 2020 does prohibit unfair labor practices by trade unions and employers' associations?
a) Section 79
c) Section 85
- b) Section 84
d) Section 89
- (xv) Mention the minimum number of workers an establishment must have, according to the Code of 2020, to require the formation of a Grievance Redressal Committee.
a) 20
c) 100
- b) 50
d) 200

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Explain the the purpose of the Industrial Relations Code, 2020. (3)
 3. Discuss the term contract Labour under the code of Social Security, 2020. (3)
 4. Sketch the term Gratuity. (3)
 5. Sketch the concept of settlement under Industrial Relations Code, 2020. (3)
 6. Explain the term occupational Disease (3)
- OR**
- Explain how the payment of maternity Benefit is provided in case of death of a woman. (3)

Group-C
(Long Answer Type Questions)

5 x 6=30

7. Analyse the concept of Labour Jurisprudence. (5)
8. Explain the importance of maternity benefit as a social security. (5)
9. Outline coverage of labour laws. (5)
10. Explain the function of gig workers in labor law. (5)
11. Compare building workers with gig and platform workers in labor law. (5)
12. Analyse significance of Industrial and Labour Jurisprudence. (5)

OR

Analyze Collective Bargaining. (5)

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