

- a) Labor Court
b) Civil Court
c) Employment Tribunal
d) Conciliation Officer
- (viii) Infer the action which the employers should take to prevent workplace accidents and injuries as per the Occupational Safety, Health and Working Conditions Code, 2020.
- a) Provide inadequate safety training
b) Ignore safety regulations
c) Eliminate workplace hazards
d) Reduce employee wages
- (ix) State the measure employers should take to ensure compliance with the Occupational Safety, Health and Working Conditions Code, 2020.
- a) Ignore safety complaints
b) Discourage employee involvement in safety
c) Conduct regular safety audits
d) Avoid providing safety equipment
- (x) Infer the purpose of the Occupational Safety, Health and Working Conditions Code, 2020.
- a) A set of guidelines for workplace decoration
b) A framework for ensuring safety and health at work
c) A code for employee dress code
d) A manual for office equipment usage
- (xi) Which organization is responsible for enforcing the Occupational Safety, Health and Working Conditions Code, 2020?
- a) International Labor Organization (ILO)
b) Occupational Safety and Health Administration (OSHA)
c) National Safety Council
d) Ministry of Labour and Employment
- (xii) What is the maximum working hours per day for an adult worker under the Occupational Safety, Health and Working Conditions Code, 2020?
- a) 8 hours
b) 10 hours
c) 12 hours
d) 6 hours
- (xiii) What is the minimum age for employment under the Occupational Safety, Health and Working Conditions Code, 2020?
- a) 16 years
b) 18 years
c) 21 years
d) 14 years
- (xiv) Who is responsible for maintaining safety and health records at the workplace according to the Occupational Safety, Health and Working Conditions Code, 2020?
- a) Human Resources Manager
b) Safety Officer
c) CEO
d) Worker Representative
- (xv) Identify the maximum overtime limit per week for an adult worker under the Occupational Safety, Health and Working Conditions Code, 2020.
- a) 20 hours
b) 30 hours
c) 10 hours
d) 40 hours

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Define the term Audio-Visual Worker as laid down under the Occupational Safety, Health and Working Conditions Code, 2020. (3)
3. Explain the interrelationship between Employee and Worker. (3)
4. Define employer under the Code on Wages, 2019. (3)
5. Define contract labour as laid down under the Code on Wages, 2019. (3)
6. Examine the provisions of social security fund under the code on Wages, 2019. (3)

OR

Examine the objectives of New Labour Codes in India. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

- 7. Explain Industrial Dispute with relevant case laws. (5)
- 8. Explain the Responsibility of employer for maintaining health, safety and working conditions. (5)
- 9. Discuss Working Hours as enumerated under the Occupational Safety, Health and Working Conditions Code, 2020. (5)
- 10. Explain Special Provisions relating to employment of women under the Occupational Safety Health and Working Conditions Code, 2020. (5)
- 11. Explain Intermittent Employee. (5)
- 12. Explain provisions for the State Occupational Safety and Health Advisory Board under the Occupational Safety, Health and Working Conditions Code, 2020. (5)

OR

Examine the provisions for safety and occupational health surveys under the Occupational Safety, Health and Working Conditions Code, 2020. (5)
